

**MADEIRA CITY SCHOOLS
TEACHER SALARY SCHEDULE 2021-2022 SCHOOL YEAR**

2% Base

Step	BS	BS+15	BS+30	MA	MA+15	MA+30	MA+45
0	45,790	46,247	47,582	50,433	51,514	53,819	53,819
1	46,782	48,468	50,160	52,740	54,050	56,643	56,643
2	48,460	50,326	52,216	55,118	56,421	59,080	59,080
3	49,897	52,058	54,238	57,458	58,810	61,657	61,657
4	51,589	53,987	56,351	59,828	61,126	64,094	64,094
5	53,395	55,949	58,515	62,182	63,485	66,802	66,802
6	55,195	57,993	60,756	64,796	66,031	69,505	69,505
7	57,086	60,061	63,073	67,332	68,644	72,089	72,089
8	59,027	62,243	65,451	69,909	71,210	74,565	74,565
9	60,903	64,296	67,748	72,658	73,935	77,112	77,112
10	62,791	66,433	70,075	75,413	76,686	79,878	79,878
11	64,471	68,228	71,998	78,035	79,360	82,555	82,555
12	64,471	70,034	73,989	80,400	81,665	84,901	84,901
13	64,471	70,034	75,806	82,678	84,023	87,264	87,264
14	64,471	70,034	75,806	85,088	86,883	88,619	88,619
15	64,471	70,034	75,806	86,327	88,134	90,107	90,107
16	64,471	70,034	75,806	87,574	89,426	91,610	91,610
17	64,471	70,034	75,806	88,434	90,292	92,705	92,705
18	64,471	70,034	75,806	89,282	91,120	93,768	93,768
19	64,471	70,034	75,806	90,133	91,999	94,852	94,852
20	64,471	70,034	75,806	91,304	92,826	95,898	95,898
21	64,471	70,034	75,806	92,317	93,603	96,910	96,910
22	64,471	70,034	75,806	93,290	94,320	97,883	97,883
23	64,471	70,034	75,806	94,226	94,320	98,867	98,867
24	64,471	70,034	75,806	94,447	95,256	99,897	99,897
25	64,471	70,034	75,806	94,447	95,477	100,390	101,345
26	64,471	70,034	75,806	94,447	95,477	100,390	102,024
27	64,471	70,034	75,806	94,447	95,477	100,390	102,661

INTERVENTION TUTORS RANGE - \$20,000 to \$35,700. Salary will be recommended by the Superintendent.
SCHOOL PSYCH INTERN RANGE - \$20,000 to \$35,000. Salary will be recommended by the Superintendent.
HOME INSTRUCTION, AFTER SCHOOL/SUMMER INTERVENTION - \$35 per hour

BENEFITS

Sick Leave – (Policy 3432) All regular employees that average 35 hours per week shall earn 15 sick days annually, at 1/4 per month, maximum accumulation 260 days. Regular employees that average 20-34.99 hours per week shall earn 12 sick days annually, or 1 per month, maximum accumulation 260 days. Regular part-time employees that average less than 20 hours per week shall be entitled to 4.6 hours of accumulated sick leave for each 80 hours of service, maximum accumulation 260 days.

Severance – POLICY 3415 & 3415.01-Upon retirement, all certified employees, excluding Administrators, will be paid 30% of their accumulated and unused sick leave. Such payments will not exceed 66 days of unused sick leave.

Medical Insurance - 85% Board-financed single/family medical program for each ¹full-time employee; 50% Board-financed single/family medical program for each ²part-time employee.

Term Life Insurance - 100% Board-financed insurance policy equal to base salary (or a minimum \$40,000) for each ¹full-time employee; \$25,000 insurance policy for each ²part-time employee.

Dental Insurance - 100% Board-financed single/family dental program for each ¹full-time employee; 50% Board-financed single/family dental program for each ²part-time employee.

Liability Insurance - \$1,000,000 each claim/\$5,000,000 annual aggregate.

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Flexible Spending Account (FSA) - The Board currently provides a FSA for all employees who work 20 or more hours per week. The plan allows you to reduce your taxable earnings by setting aside funds up to the maximum allowed by law for unreimbursed medical expenses and dependent care expenses.

Section 125 – The Board offers S125 to all employees who work 20 or more hours per week. S125 allows the employee to reduce their taxable income on eligible deductions that include medical, dental, and vision premiums, FSA contributions, and other insurance products that meet the IRS guidelines.

American Fidelity administers the FSA and Section 125 requirements for all eligible employees. American Fidelity meets with all eligible employees and records consent or waivers each school year.

MISCELLANEOUS INFORMATION

Substitute Teacher Pay – POLICY 3120.04 –Basic rate of pay for Substitute Teachers is **\$95.00 per full day, \$47.50 per half day, or prorated partial days**. Long-term substitute teacher’s rate of pay is \$95.00 for the first 10 ten teaching days for the same teacher, then \$100.00 per day for days 11 to 60, on day 61 paid on BS-0 of the Teachers Salary Schedule. **Substitute teachers are employed by Center for Collaborative Solutions-HCESC. Long-term is determined based on assignment on consecutive days to the same substitute position. Substitute must hold the appropriate substitute license according to current ORC or state law.**

Home Instruction/Curriculum Hourly Rate – Flat rate of pay at **\$35 per hour**.

Per Diem – Per diem rates of pay are calculated based on each teacher’s salary column and step. Board approved Supplemental work done at “per diem” is calculated individually and not as a flat rate per hour.

Mileage Reimbursement - All Teachers eligible for mileage reimbursement due to their teaching assignments at two or more buildings in the district are instructed to submit their request for reimbursements monthly. Mileage documentation forms are in each school office. The rate of reimbursement is the rate approved by the Board of Education as of January 1 each year.

Professional Meeting Requests/Reimbursements – POLICY 3243 -The Board has a policy regarding leave to attend professional meetings and the reimbursement of expenses incurred while attending these meetings. The forms to request professional meeting leave are in the school offices. **Completed forms should be submitted to your building principal or department supervisor at least 30 days before** the professional meeting so that he/she may have sufficient time to submit your request to the Superintendent and Administrative team for approval. Following Administrative team approval, you will receive a copy of your request from your building principal or department administrator. **No professional meeting should be attended without approval by the Superintendent and Administrative team.** While on your leave, **for approved reimbursement you are required to submit itemized receipts (not credit card slips) for all expenses** (hotel, food, registration). Upon your return, complete and sign **Professional Leave Expense Voucher**, listing of expenses incurred with proper documentation (receipts) attached and submit to the Treasurer’s office for reimbursement/payment.

Tuition Reimbursement – POLICY 3440.01

Pay Periods – Certified Staff employed will be paid on a 24 pay cycle on the 1st and 15th of each calendar month.

Direct Deposit/Email Notification – Certified Staff are required to provide the Treasurer, upon their employment, the appropriate information for direct deposit of payroll proceeds and one or more email addresses for the dissemination of detailed payroll information upon the distribution of payroll proceeds, according to the annual payroll calendar published by the Treasurer.

Teacher Workdays – Certified Staff work days are 185 days each school year. The Board of Education adopts a calendar each year indicating student days, conference days, holidays, and professional development days. Calamity days over State allowance will be made up according to the Board approved calendar.

¹Full-Time Employee - works 35 hours per week or more.

²Part-Time Employee - works 20 to 34.99 hours per week.

THIS SALARY SCHEDULE, BY ITS ADOPTION BY THE MADEIRA BOARD OF EDUCATION AT ITS MEETING OF MAY 17, 2021 RESOLUTION NUMBER # 71-21 AND FURTHER AMENDED ON NOVEMBER 15, 2021 RESOLUTION # 132-21, IS THE POLICY OF THIS BOARD OF EDUCATION. BY VIRTUE OF THIS BOARD POLICY, SEMESTER HOURS MUST BE EARNED SUBSEQUENT TO THE CONFERRING OF A DEGREE TO BE CONSIDERED TOWARD THE HORIZONTAL MOVEMENT OF CERTIFICATED EMPLOYEES. IT IS THE RESPONSIBILITY OF THE CERTIFIED STAFF MEMBER TO REQUEST “OFFICIAL TRANSCRIPTS” SENT DIRECTLY TO THE TREASURER FROM THE EDUCATIONAL INSTITUTION PRIOR TO SEPTEMBER 15TH OF EACH YEAR TO BE CONSIDERED FOR HORIZONTAL MOVEMENT (ORC 3317).