

ADMINISTRATOR/ UNCLASSIFIED ADMINISTRATIVE SUPPORT STAFF  
SALARY PLAN  
GALION CITY SCHOOLS

PHILOSOPHY

Salaries for administrative and unclassified administrative support staff should reflect 1) the responsibility factor for the position to which the individual is assigned; 2) the educational level that the individual has attained; and, 3) the years of administrative experience that the individual has acquired.

KEY ASSUMPTIONS

The BOE may adjust the Base Salary each year.

Master's degree or greater  
Base Salary for 2018/2019=\$50,639

Less than a Master's degree  
Base Salary for 2018/2019=\$44,118

Unclassified Administrative Support Staff  
Base Salary for 2018/2019=\$33,946

The following shall be paid holidays for all administrators on 260 contracts less than 260 will not receive Independence Day Holiday.

- New Year's Day
- Martin Luther King Jr. Day
- Presidents' Day
- Good Friday
- Memorial Day
- Independence Day (if the date falls on a Saturday or Sunday, the weekday immediately adjacent to July 4<sup>th</sup> will be considered in lieu of)
- Labor Day
- Wednesday before Thanksgiving
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Eve Day
- Christmas Day
- New Year's Eve Day

All administrators on a 260-day contract shall have 20 days' vacation annually with an anniversary date of August 1.

Unclassified Administrative Support Staff will be paid for vacation in accordance with ORC Section 124.13,

All administrators and unclassified administrative support staff shall receive a \$700 annual tuition / educational expenditure payment for pre-approved accredited coursework.

Tuition or other educational expenditures incurred in relation to maintaining or improving upon an administrator's educational credentials for performance of administrative work duties.

Reimbursements hereunder shall only be made subsequent to the administrator providing the Treasurer's office with a paid receipt for the approved expenditure. Receipts must be turned into the Treasurer's Office for reimbursement within sixty-60-days of the date the expenditure was incurred by the administrator.

Fringe benefits for administrators include:

- 100% STRS/SERS pick-up and “pick-up on the pick-up”
- Unclassified Administrative Support Staff are entitled to all Fringe Benefits listed on the Administrator Salary Plan **EXCEPT** SERS pickup
- Board Paid Professional Liability Insurance
- 90% Board Paid Medical Insurance – Hospital, Surgical, Major Medical, Dental and Vision Insurance
- Board Paid Life Insurance – \$50,000 policy
- Professional Meeting Compensation
- Mileage paid at the IRS rate for school business
- Administrative employees who have served the district for five or more years shall receive a one-time severance package paid at final per diem rate for ¼ of all unused sick leaves days up to a maximum of 65 days.
- All other non-specified benefits to be equal to or the greatest of either union negotiated contract

FACTOR TABLE

1. Position Responsibility Factor

a. Special Education Administrative Assistant	1.000
b. Executive Assistant to the Superintendent	1.100
c. Assistant <del>to</del> Treasurer	1.3 <del>4</del> 00
d. Payroll Specialist	1.100
e. Food Service Manager	1.180
f. Transportation Director	1.2 <del>4</del> 80
g. Technology Director Assistant	1.2 <del>4</del> 80
h. Technology Director	1.280
i. Psychologist	1.300
j. Athletic/Activities Director	1.300
k. Elementary Asst. Principal S4	1.400
l. Middle School Principal	1.520
m. Middle School Assistant Principal	1.400
n. Secondary Asst. Principal	1.450
o. Elementary Principal	1.500
p. Secondary School Principal*	1.550
q. Director of Special Education*	1.4 <del>5</del> 00
r. Director of Acad. Assessments and Fed. Prog.*	1.500
s. Director of Teach. Learning and Instruction*	1.5 <del>5</del> 00

➤ Board picks up Medicare currently 1.45%

2. Training Factor

a. Less than a BA	-.040
b. Associate	0.000
c. BA	0.020
d. MA	0.040
e. MA + 15	0.080
f. MA + 30	0.120
g. Doctorate	0.160

3. Education Factor
  - a. Years in Education 0.01 to 0.25
4. Administrative Performance Factor 0.00 to 0.10
  - a. Based on Building level achievement and Administrator Evaluation
    - Based on Board approval and may not be reoccurring

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|-------------------------------------|-------|
| 3. Administrative Experience Factor |       |
| a. 0-3 years                        | 0.000 |
| b. 4-7                              | 0.040 |
| c. 8-11                             | 0.080 |
| d. 12-15                            | 0.120 |
| e. 16-19                            | 0.160 |
| f. 20+                              | 0.200 |~~

#### REHIRING OF RETIREES

1. Definition of Retiree: A “retiree” is an individual who (a) has attained service retirement with the State Teachers Retirement System (“STRS”) or State Employees Retirement System (“SERS”), (b) is otherwise qualified by licensure and background to serve as an administrator in an Ohio public school, and (c) has retired from service with the District.
2. A retiree hired by the Board as an administrator shall be paid at the “0” Administrative Experience Factor set forth above for each year of the administrator’s employment with the Board. A retiree’s annual salary will be adjusted to reflect his or her Training Factor and Position Responsibility Factor as set forth above for the position to which the Board has hired the retiree.
3. Retirees will be employed pursuant to a two-year contract of employment, as set forth under O.R.C. §3319.02, and will be evaluated in accordance with Board Policy and Ohio law.
4. A retiree shall not be entitled to participate in insurances provided by the Board to other administrators. However, if STRS/SERS rules and/or state statute deny STRS/SERS sponsored insurance coverage to a retiree, then the retiree shall be entitled to participate in the District’s insurance programs and shall pay one hundred percent (100%) of the cost of such insurance coverage unless the Superintendent, at his/her discretion, agrees that the retiree is eligible for insurance under the same terms and conditions as other administrators
5. Retirees shall be entitled to all other leave benefits and other fringe benefits as are provided to other similarly contracted District Administrators