

ADMINISTRATOR/ UNCLASSIFIED ADMINISTRATIVE SUPPORT STAFF
SALARY PLAN
SCHOOL YEAR 2019-2020
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 Public School K-12 work experience that the individual has acquired.

KEY ASSUMPTIONS

The Galion Board of Education (BOE) may, at its sole discretion, adjust the Base Salary and/or the factor value used in the Salary Plan schedule calculations. Annual Salary is the product of the base salary and the sum of the four factors as outlined: position responsibility, education, work experience, and contractual days. In addition, the BOE may award a performance bonus. The criteria, frequency and payment of a performance bonus is at the sole discretion and approval of the BOE.

Master's degree or greater
Base Salary for 2019-2020=52,665

Less than a Master's degree
Base Salary for 2019/2020=45,883

Unclassified Administrative Support Staff
Base Salary for 2019-2020=\$34,964

HOLIDAYS

All administrators and unclassified administrative support staff on a 260-day contract will receive thirteen (13) paid holidays as determined by the BOE each January during the annual BOE organizational meeting.

VACATION

All administrators on a 260-day contract shall receive 20 days of 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.

TUITION ASSISTANCE

All administrators and unclassified administrative support staff shall receive a \$700 annual tuition / educational expenditure reimbursement 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 shall be considered for approval. 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.

OTHER FRINGE BENEFITS

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 contracts.

FACTORS

1. Position Responsibility Factor

a. Special Education Administrative Assistant	1.00
b. Executive Assistant to the Superintendent	1.10
c. Assistant Treasurer	1.30
d. Payroll Specialist	1.10
e. Food Service Manager	1.18
f. Building/Grounds/Transportation Director	1.30
g. Transportation Supervisor	1.10
h. Technology Director Assistant	1.20
i. Technology Director	1.28
j. Psychologist	1.30
k. Athletic/Activities Director	1.30
l. Elementary Asst. Principal S4	1.40
m. Middle School Principal	1.52
n. Middle School Assistant Principal	1.40
o. Secondary Asst. Principal	1.45
p. Elementary Principal	1.50
q. Secondary School Principal	1.55
r. Director of Special Education	1.40
s. Dir Academic Assessments /Federal Prog.	1.50
t. Director of Teach. Learning/Instruction	1.55

2. Education Factor: BA = .020; MA = .040; MA+15 = .080; MA+30 = .120; Ed.D = .160
3. Work Experience Factor in K-12 Public Education = .01 for every year, capped at .025
4. Contractual Days Factor: 260days = 1.000 , 232days = .892, 227days = .873, 217days = .835, 207days = .796

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.

Board Approved Adjustments to the above calculations: Secondary School Principal 2018-2019 salary set to 2% increase over prior year actual salary, Director Special Education receives additional fringe benefit of board paid Medicare for 2018-2019.

Revised: 12 / 12 / 19

Approved by Board of Education: 09/17/2019