

# **METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE**

## **Non -Certified Support Staff Manual**

**Effective July 1, 2020**

*The MSD of Martinsville does not discriminate on the basis of the Protected Classes of race, color, national origin, sex (including transgender status, sexual orientation and gender identity), disability, age, religion, military status, ancestry, or genetic information which are classes protected by Federal and/or State law (collectively, "Protected Classes") occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment..*

## **Definitions:**

Employees are defined as full-time if they work 30 hours or more per week or part-time employees, working less than 30 hours per week.

## **Employee Classifications:**

### **240- 260-day personnel working full-time with 12-month benefits:**

- Treasurer
- Secretarial -E1, E3.1, E3, E4
- Technology - M17, M18, M19, M22, M23
- Maintenance – M2, M3, M4, M5, M6, M20
- Custodial – M7, M8, M15
- Transportation – T2, T3
- Cafeteria – F1

### **181-239 day personnel working full-time with 12-month benefits:**

- Family, Community, School Coordinator
- School Nurse
- Physical Therapist
- PASS Coordinator

### **180-230 day personnel working full-time with 9-11 month benefits:**

- Secretarial Personnel: (C1, C1a, C1.1, C1.2)
- Assistants: (C4)
- Custodial: (M8.1), (M6.1), (M11)
- Technology: (M21)

### **180-day transportation bus drivers with 9-month benefits**

*Bus drivers are also subject to the rules, regulations, policies, and procedures of the Bus Driver Employee Handbook and the Bus Driver Manual*

### **Part-time employees working less than 30 hours per week with no benefits:**

- Assistants: (C-2, C-3, C-4.1, C-4.2, LR)
- Custodial: (MW), (M9, M9.2, M10, M16)
- Cross Guard and Security Guards: (S1, S3)
- Technology: (M21.1)

### **Seasonal staff:**

Sub Assistants: C-5, C-6, C-7

Custodial: M12, M13, M14, MW sub

## METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

### POLICIES FOR NON-CERTIFIED STAFF

#### A. ADMINISTRATION

1. In order to promote harmony and understanding, it is imperative that all personnel work directly under the supervision of the person to whom they are assigned. Problems arising from duties or employment should be referred to the person to whom assigned.
2. The Board of Education determines school policy. The Superintendent of Schools is the executive officer for the Board of Education and she/he has the responsibility for administering school policy.
3. The principal or supervisor is responsible for actual supervision, assignment of duties, reporting absence, and other information for personnel assigned to his/her office or building.

#### B. EMPLOYMENT

1. Twelve month Support Staff are employed on a school year basis, beginning July 1<sup>st</sup>, and ending on the following June 30<sup>th</sup>. Employees working less than 260 days will have their days to be worked assigned by their immediate supervisor in accordance with the school year calendar. In the event school is closed for one of the regularly scheduled attendance days, this is required to be made up, compensation shall be for the attendance day in session, not for the canceled attendance day for employees working less than a 260 day contract.
2. Employees are employed on the basis of the scheduled assigned time of their supervisor.
3. A National Criminal History Report is required by law of all new employees. This check is required before hiring by the school board. The district human resources staff will provide an online link for the prospective employee to use to request and pay for this check.
4. At the time of retirement, resignation or termination, the employee's last payroll check will be held at the administration office until cleared by his/her supervisor assuring that all keys and/or school property has been returned.
5. All support staff employees are at-will employees, meaning either party (employer or employee) may terminate employment at any time for any reason or no reason.
6. This handbook is not a contract and employees should not rely on the terms or conditions in the handbook when they accept or continue employment.
7. **The employer has the right to administer, interpret and alter the handbook's provisions as needed with or without notice.**

#### C. SALARY SCHEDULE

1. All Salary Schedules are in the attached Appendix A.
2. An employee working in a classification with experience steps on the salary schedule must receive experience credit by July 1 preceding the school year in which the experience will be recognized on the schedule. The years indicated on the salary schedule are for approved years of experience. To receive a year's credit on the salary schedule, the employee must work a minimum of 75% of the scheduled days for that position between July 1 and June 30 of the previous year.

- a. Credit on the salary schedule for years of experience is determined at the time of employment in the specific job.
  - b. Credit for service in other capacities may or may not be recognized.
  - c. Credit years on the salary schedule are not used to determine eligibility for vacation time and other benefits.
3. Support staff salaries will be reviewed prior to July 1 of each year. The salary schedule adopted by the School Board will go into effect on the date specified by the Board.
  4. A normal workweek is 35-40 hours for secretarial positions (depending on position), and 40 hours for technology, maintenance, custodial, central office, and transportation positions. Pay for approved overtime (over 40 hours worked in a week) will be at 1 1/2 times the regular hourly rate. The principal or supervisor and the Superintendent must approve overtime, or time exceeding the normal workweek. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week. Employees may earn compensation time with the prior approval of the superintendent.
  5. The maximum number of working days and working hours for all classifications are established by the Board of Education. The person to whom the employee is assigned may vary the scheduling of the hours in order to accomplish the assignment in the best interest of the school or office, but shall not exceed them without permission of the Superintendent.

**D. PAYROLL DEDUCTIONS AND PAY DATES**

1. All Personnel will file with the Administration Office a Federal Form W-4 and Indiana Form W-4A, indicating: correct name as listed on Social Security card, Social Security number, home address, and number of exemptions.
2. If there are changes in the employee's name or exemptions, new forms must be filed. An employee must submit a social security card or driver's license with the new name to have the name changed. Deductions for withholding tax will be made from each check on the basis of declared dependents and salary.
3. Federal and Indiana Income Tax will be withheld on the basis of exemptions declared on the W-4. County income taxes are also subject to withholding.
4. All Support staff are members of FICA and deductions must be made on each paycheck.
5. Support staff (who meet criteria in an approved PERF job category) are required to become members of the Public Employees Retirement Fund, which requires a three (3%) percent contribution from their gross salary. Rehired retired staff are not required to have the PERF deduction withheld.
6. Employees are required to have their pay deposited directly to any financial institution that can receive electronic transfer of funds. An authorization form must be completed and submitted to the Central Office payroll department.
7. Employees will be paid every two weeks. Pay dates are listed on the current school calendar.

**E. VACATIONS- *only available to full-time, 260-day employees***

1. All vacation time will be posted to the employees accrued paid time off account by July 1<sup>st</sup>. Vacation days must be used by July 31<sup>st</sup> the following year. Vacation days can be carried over from one year to the next, up to five vacation days after July 31<sup>st</sup> of the following year for a total of no more than 20 vacation days available.

2. Twelve month employees shall earn two weeks of accumulated vacation time prorated biweekly and reflected on each pay period after twelve (12) or more months' service. Employees will only earn one week of vacation pay prorated over each pay period for the first year of employment. Employees will not be eligible to take accumulated vacation time the first six months employed.
3. Twelve month employees shall be granted a vacation of three weeks with ten (10) or more years of service prior to July 1 of current year in a position eligible for vacation time.
4. Years of service, used to determine vacation days, are years served as a twelve (12) month employee in a position at MSD of Martinsville that is eligible for vacation days.
5. No vacations will be granted to less than twelve (12) month employees, to part-time employees, or to 12 month employees with less than six (6) months service in a twelve (12) month position.
6. Full-time employees who earn or accrue vacation and personal leave who provide a two week notice or retire will be paid their accrued but unused vacation time. Employees will be paid accrued but unused vacation time as an amount equal to a prorated number of days of vacation leave for each month worked in the current year until the date of separation minus any days already used. Employees who are terminated or who fail to provide at least a two (2) week notice will not be paid for any vacation time.

Employees will not be paid for any unused personal days upon separation of employment, whether voluntary or involuntary.

Employees may carry over five days of vacation leave from the end of one fiscal year ending on June 30th to another beginning July 1st. Those days must be used by July 31st of the year carried over. The maximum number of vacation days any employee may accrue in total is 20 days.

**F. HOLIDAYS**

1. Twelve-month, full-time support staff shall receive compensation for, but not be expected to work, on the following days:

New Year's Day  
 MLK Day  
 Memorial Day  
 July 4th  
 Labor Day  
 Thanksgiving Day  
 Day After Thanksgiving Day  
 Christmas Eve  
 Christmas Day  
 New Year's Eve

If any of the above listed holidays fall on a Saturday, twelve-month full-time support staff shall receive compensation for, but not be expected to work, the preceding Friday.

If any of the above listed holidays fall on a Sunday, twelve-month full-time support staff shall receive compensation for, but not be expected to work, the following Monday.

To be eligible for paid holidays, the employee shall have worked, used a sick (doctor statement may be required), personal or vacation day on the last workday preceding the holiday and the workday immediately following the holiday.

Holiday pay will not be counted as hours worked for the calculation of overtime.

**G. ABSENCE**

1. When unable to report for work, it is the responsibility of all support staff personnel to notify the person to whom they are assigned.
2. Deductions for absence will be made at the hourly rate unless covered by an absence policy.
3. All paid time off must be used before an employee may take unpaid time off.
4. Unpaid time off that is not covered by FMLA and in excess of one day a fiscal year could result in disciplinary action including termination.

**H. JURY DUTY**

1. Support staff will receive the difference between their daily salary and jury duty pay when they are called to serve on a jury. Mileage allowance by the court is not considered a part of jury pay.

**I. COURT LEAVES**

Court leave with pay shall be granted to employees for the time necessary to make appearance(s) in any court proceeding resulting from activities relating to the employee's employment with the school corporation except when the employee is a plaintiff or in court proceedings to enforce Public Law 217, Acts of 1973.

**J. PROFESSIONAL LEAVE**

Professional leave may be granted for attending and/or participating in educational workshops, educational seminars, or educational conferences which are sponsored by industry, professional associations, colleges, or universities without loss of pay when such absence is also approved by the supervisor or principal and the superintendent and when such absence will contribute to staff and/or curriculum improvement. The attending or participating employee shall, if requested, be responsible for reporting to the school administrator upon the activities of such workshop, seminar or conference, and shall, if requested, be responsible for aiding such school administrator in utilizing such information to improve the staff and/or curriculum. Approved expenses may be paid to the employee. Professional days are limited to three days per school year unless prior approval of the superintendent has been obtained.

**K. SICK LEAVE**

1. Support staff members who are full-time employees shall be entitled to sick days per scheduled working year for personal illness that requires being absent from work according to the table below. Sick days are given on July 1<sup>st</sup> of each year. A medical note may be required after the fifth absence in a school year. All medical documentation must be submitted within three days of the requested leave or sick leave may not be used for the absence. Accrued sick days shall be based on the hours that the employee works in a typical day.

<b><u>Employee Type</u></b> <b><u>Accumulation</u></b>	<b><u>Days per Year</u></b>	<b><u>Maximum</u></b>
Nurses, Family & Community School Coordinators, School nurses, Physical therapists, & PASS Coordinators	10 days	160 days*
240-260 days, Full-time	9 days	94 days*
C1, C1.1, C1.2, C2, C-4, M6.1, M11, M21	5 days	62 days*
Bus Drivers, F1, F2, F3, F4, F5, F6, M9.2, M10	5 days	62 days*
M8.1	2 days	24 days*
C-3, C-4.1, C-4.2, LR, S-1, S-3, MW, M9, M16, M21.1	1 day	12 days

Accumulated sick time will be carried forward each year and added to the earned leave time for that year. For example, an employee with 94 allowed maximum days on June 30 will have 103 days available on July 1 (94 maximum days + 9 accumulated days for the current year).

2. Employees may use up to ten (10) sick days per scheduled working year to care for members of his/her immediate family who are ill.

Immediate family is defined by the Board as current spouse, children, grandchildren, parents, parents of current spouse, grandparent, sibling, current sister-in-law, current brother-in-law, current son-in-law, current daughter-in-law, or any person domiciled and residing in the employee's home as a member of the employee's family. Current step children and current step parents due to current marriage are considered immediate family.

When an employee uses ten (10) days of such family illness leave in a work year, the employee may appeal to the superintendent for use of additional sick days for family illness. The superintendent may grant or deny such requests and that decision shall be final.

3. \* If an employee has accumulated the maximum number of sick leave days in the above categories denoted with an (\*) and does not use the current year's allotment of days, he or she shall receive fifteen (\$15.00) dollars for each unused personal and sick leave day exceeding the allowed maximum in the first pay after July 1st. The rate will be \$40 per day for nurses, Family & Community School Coordinators, School nurses, Physical therapists, & PASS Coordinators.
4. In the event an employee's employment with the MSD of Martinsville ceases, an employee will not receive any compensation for unused sick days, with the exception of an employee who is retiring, which is addressed under the "Retirement" section.
5. If an employee hires in after school has already started, their paid days will be pro-rated based on the number of work days in their classification remaining in the school year.
6. In the event an employee terminates their employment with the MSD of Martinsville, they will forfeit any unused days.

**L. SUPPORT STAFF SICK LEAVE BANK**

1. The school corporation has established a voluntary sick leave bank to which full-time support staff personnel may contribute unused sick leave days, and from which a contributing individual may draw sick leave days when the individual's annual and accumulated sick leave, personal leave, and vacation days are exhausted. Enrollment procedures and sick leave bank rules are explained in the SUPPORT STAFF SICK LEAVE BANK PUBLICATION.

**M. PERSONAL LEAVE**

1. Personal leave will be allowed without loss of pay for personal business and/or civic affairs for all full-time staff in the following job categories:

<u>Employee Type</u>	<u>Days per Year</u>
240-260 days, Full-time	3 days
Nurses, Family & Community School Coordinators, School nurses, Physical therapists, & PASS Coordinators	3 days
C1, C1.1, C1.2, C2, C-4, M 8.1, M6.1, M10, M11, M21 F1, F2, F3, F4, F5, F6	3 days

2. When personal leave can be anticipated, a request for leave shall be made at least one day prior to such leave, and shall be submitted to the building principal or supervisor who will approve it. In emergencies, the employee shall notify the building principal, or to their supervisor, of his/her intention to be absent.
3. Unused personal leave days shall be transferred at the end of the fiscal year (June 30) to sick leave days.
4. Personal leave is to be used for business that cannot be taken care of outside of the workday. The employee is required to give the reasons for requesting personal days. These days may be denied.
5. If an employee hires in after school has already started, their paid days will be pro-rated based on the number of work days in their classification remaining in the school year.
6. In the event an employee terminates their employment with the MSD of Martinsville, they will forfeit any unused days.

**N. FAMILY AND MEDICAL LEAVE**

An employee may find it necessary to take a leave of absence from work for certain family or medical reasons as provided in the Family and Medical Leave Act of 1993 (29 U.S.C § 2601 et seq.). To the extent an employee's family or medical leave ("FMLA leave") also qualifies under one of the school corporation's other leave policies (e.g. sick leave, personal leave, vacation leave, maternity leave, adoptive leave, disability leave), such leaves will run concurrently. If an employee has accrued paid time off, he/she must use vacation, sick, and personal days while on FMLA. For further information regarding 'FMLA leave' please refer to Policy 4150.1 in the corporation policy manual.

This policy shall apply to leaves in all areas in which an employee is unable to perform his/her duties owing to disablement for any period greater than five (5) days. Such disability shall include, among other items, incapacity which arises from major surgery, physical illness, mental illness, or emotional disturbance.

1. Anticipated Disability. Where disability can reasonably be anticipated, as in the case of a scheduled operation, the following rules shall apply: (a) the employee requesting leave shall notify the Office of the Superintendent of the expected time of leave as soon as reasonably possible, (b) the leave shall begin at a time which is mutually agreeable to the employee to continue active employment in such employee's position, then upon request by the school corporation the employee shall furnish a statement from his/her physician which sets forth the facts and the physician's opinion as to such employee's ability to continue his/her duties. The school corporation may mandate, restrict or otherwise condition the dates of such leave upon such statement.
2. In instances in which the disability could not be reasonably anticipated, the leave shall begin when medically required. The school corporation shall have the right to demand and receive reasonable documentation of such emergencies.
3. Rules Governing Return.
  - (a) As soon as reasonably determinable, the employee shall notify the superintendent of the estimate time of return to work, or of the fact that such employee does not intend to resume his/her duties, and shall, if intending to return to work, keep the school corporation advised of changes in such estimated time.
  - (b) The employee shall furnish the school corporation proof of such employee's continued disability at any time during the disability if requested by the Superintendent of Schools.



- (c) The employee shall notify the superintendent as soon as such he/she has recovered from the disability and may resume his/her duties at such time as in the opinion of the employee and his/her physician that the employee is able to so resume. The school corporation may, at its option, require the certificate of the physician to this effect.
- (d) Unless waived by the school corporation, however, the employee shall not be entitled to return to his/her duties unless at least two (2) calendar weeks' notice is given of the intention to return to work.
- (e) If the employee desires that the leave be extended beyond the time that he/she was in the physician's opinion recovered sufficiently to return to his/her active employment, and if the school corporation agrees to such extension.

4. Position to Which an Employee Returns. Upon an employee's return to work, the school corporation shall assign the employee to the same position held by such employee when leave recommenced or to a similar position, except in the following instances:

- (a) Where the position and such similar position has been filled by an employee pursuant to a temporary or regular position.

**O. BEREAVEMENT LEAVE**

1. Employees in this classification, when there is a death in the immediate family, shall be entitled to be absent without suffering loss of compensation for a period of seven (7) consecutive calendar days. The employee shall determine if those days begin on the date of the death or the date immediately following the day of death, as may fit the individual employee's circumstances. The total number of paid bereavement days shall not exceed five (5). Please note, employees working under 30 hours per week are not eligible for bereavement leave.

The definition for "immediate family" is defined by the Board as current spouse, child, grandchild, parents, parents of current spouse, grandparent, sibling, current son-in-law, current daughter-in-law, or any person domiciled and residing in the employee's home as a member of the employee's family.

2. One day's absence shall be allowed without deduction of pay to attend the funeral of other relatives limited to direct aunts, direct uncles, first cousins, nieces, nephews, current brother-in-law, current sister-in-law, grandparent-in-law, or other relatives approved in writing by the superintendent.
3. Three days' absence shall be allowed without deduction of pay for bereavement leave of current step children, step-siblings and current step parents.

**P. HEALTH INSURANCE**

1. Employees who work at least thirty (30) hours per week, are eligible to participate in the Medical plan as offered by the School Board.
2. An employee who wishes to participate in the Medical plan has thirty (30) days from the date of employment to do so. If not done within the time period stated, the employee may be required to prove a federally recognized qualifying event in order to participate in the program.
3. The current cost per participating employee toward the monthly cost of the school corporation's respective group insurance plan can be obtained from the insurance department at the Central Office. Premiums depend upon the type of plan selected.

Insurance rates are subject to change and employees will be notified in advance.

4. Board contributions toward insurance premiums are made only for the months an employee actually works or is on approved paid leave. Employees are responsible to pay the full premium during the months the Board is not contributing toward the premium.

The number of months contributions will be made by the Board are determined by the following schedule:

<b>DAYS SCHEDULED TO WORK</b>	<b>MONTHS OF BOARD CONTRIBUTION</b>
Up to 204 days	9 monthly payments
205 to 218 days	10 monthly payments
219 to 230 days	11 monthly payments
231 or more days	12 monthly payments

5. Information on insurance at time of retirement is found under T. Retirement #4.

All insurance benefits are subject to the enrollment procedures and regulations in the Master Policy of each

insurance benefit. The Board of Education assumes no liability beyond that available under the Master Policy or Contract, between the Board and the insurance carrier and/or insurance trust.

6. Eligible employees who elect to enroll in the Corporation’s Insurance Program will have their coverage effective two (2) months from the 1<sup>st</sup> day of the following month after the 1<sup>st</sup> day worked. Ex: 1<sup>st</sup> day worked is August 15 – coverage effective 2 months from September 1<sup>st</sup> = November 1<sup>st</sup>.

**Q. DENTAL INSURANCE**

1. The school corporation provides dental insurance as a part of the group insurance program. Employees work at least thirty (30) hours a week are eligible to participate.
2. An employee who wishes to enroll in the dental program has thirty (30) days from date of employment to do so. If an employee elects to enroll after the 30-day period it will result in limited coverage for a period of time.
3. Employees, who are eligible and wish to participate in the dental program, shall enroll in the dental program. Participation in other insurance programs does not automatically enroll an employee in the dental program.

The current cost per participating employee toward the monthly cost of the school corporation’s respective group insurance plan can be obtained from the insurance department at the central office.

Insurance rates are subject to change and employees will be notified in advance.

4. Board contributions toward insurance premiums are made only for the months an employee actually works or is on approved paid leave. Employees are responsible to pay the full premium during the months the Board is not contributing toward the premium.

The chart for the number of months of Board contributions can be found in: P. HEALTH INSURANCE, #4

5. Insurance liability; see Section P.

**R. LIFE INSURANCE**

1. The corporation provides, for its employees in these classifications who work at least thirty (30) hours per week, as a part of the group insurance program, term life insurance in the amount of \$50,000 at \$1 to the employee.
2. Employees may elect to carry additional life coverage during specified enrollment periods, as announced by the insurance company, by paying the total premium cost of the additional coverage. Some additional insurance coverage may be available only for new employees and are restricted to limited enrollment periods. Check with the business office for clarification.
3. Insurance liability, see Section P.

**S. WORKMEN'S COMPENSATION**

The Board of Education carries Workmen's Compensation on all employees as required by the Workmen's Compensation Act and the Workmen's Occupational Disease Act of Indiana to cover the medical cost of personal injury or death by accident arising out of and in the course of employment. The provisions of this act require that a report of the injury to the employee shall be made in writing to the employer as soon as practicable after the injury. It is the responsibility of the employee to inform his/her employer of such injury. The following procedures will assist the employee in reporting injury and filing claims for compensation.

1. When an accident occurs resulting in injury to an employee, it should be reported to the immediate supervisor or building principal who will cause a written notice to be filed in the Central Office, whether the injury requires treatment at the time or not. This report should be filed in the Central Office as soon as practicable.
2. All employees seeking medical attention for work related injuries should report to his/her supervisor. Employees should seek medical attention at the Activate Health Clinic in either Martinsville or Bloomington. If it is outside of clinic hours, employees should go to the occupational health office of IU Health in Bloomington. Medical attention for all work related injuries will be provided by either Activate Health Clinic or IU Health Bloomington.
3. Should the injury require immediate medical attention, the employee should report to the Emergency Room of IU Health Morgan, and report to the immediate supervisor or building principal upon return to work.
4. IU Health or Activate Health Clinic will inform the Central Office as to the nature of the employee's injury and the anticipated time of disability.
5. IU Health or Activate Health Clinic will bill the Workmen's Compensation carrier directly.
6. **Do not submit claims to your group health insurance for a job related injury.** as this will only delay claims.

It is important that these first reports of injury or illness are made as soon as practical after the incident occurs as we have only five days to report such injuries to the Industrial Board of Indiana through our insurance company. In addition, should the injury result in lost time you cannot receive your compensation until the claim has been made and processed. There have been instances when we were not aware of an injury until an employee called wanting to know why he had not received his check. At other times, we have been made aware of an injury by receiving claims for payment from a hospital or physician.

It is important to report all injuries whether you go to a doctor or not because complications could occur at a later date; and if not reported within thirty (30) days from date of occurrence of injury, no compensation shall be paid until and from the date such notice is given.

**Procedure of payment of benefits**

It is the determination by the insurance company whether an injury or illness is job related.

Procedures for payment when an employee is awarded compensation from Workmen's Compensation Insurance are as follows:

It is the intent of M.S.D of Martinsville that an employee who has been granted Workmen's Compensation Insurance should not suffer a loss of wages (within the scope of the insurance policy) as result of a job related injury or illness. Also, no employee shall benefit more than their normal wages for periods where both the employer and the insurance company are paying wages and benefits.

Each situation will be evaluated to determine if the insurance compensation is adequate to cover the employee's normal wages.

After a claim is filed, it may take several days before a determination is made by the insurance company and Workmen's Compensation is granted. During that time the employee may be receiving regular wages through use of sick days, etc.

Workmen's Compensation may pay wages all the way back to the first day. If so, and the employer has been paying wages, the employee shall reimburse the employer for those paid days that were also compensated by insurance.

When compensation from insurance begins the employee shall have all leave used during the covered period, that is related to time off the job as a result of a covered injury or illness, reinstated to that employee's appropriate accumulation.

If the employee is compensated by insurance for a shorter work period than the normal work period, the M.S.D. of Martinsville will proportionally compensate the employee to make up for the lost wages.

Under no circumstances shall an employee receive total compensation that exceeds the normal compensation for the work period for any combination of wages or any plan that is paid wholly or in part by the M.S.D. of Martinsville.

During the period of covered Workmen's Compensation Insurance payments, M.S.D. of Martinsville shall continue to contribute its share of premiums, contributions, etc. that may be applicable. The employee shall also make all applicable contributions, which will require a check written to M.S.D. of Martinsville to cover the employee's contributions. If an employee fails to pay his/her share of the contributions the employer may cease payments and terminate the coverage.

Employees should consult with the business office to assure that proper payments are being made and that there is no duplication of wages and/or benefits.

In the event there should be additional questions, contact your immediate supervisor, building principal, or the Central Office – 342-6641.

**T. RETIREMENT - P.E.R.F.**

1. Retirement shall be according to state and federal statutes regulating same.
2. Each Support Staff member who meets PERF established criteria in an approved PERF job category shall participate in the Public Employees Retirement Fund. The cost for each employee shall be 3% of their wages while the corporation shall contribute an additional sum as established by P.E.R.F.

3. To be eligible for RETIREMENT SEVERANCE PAY, an employee must have been employed in the school corporation for a minimum of ten (10) consecutive years, and must have satisfied the statutory requirements of the Public Employees Retirement Fund. Upon retirement, the employee shall receive fifteen (\$15.00) dollars per day for accumulated sick leave. Employees shall receive their regular pay rate for any unused vacation days and prorated vacation days upon meeting the retirement requirements.
4. Support Staff members who retire by accessing and receiving benefits from the Public Employees Retirement Fund and who have reached the age of fifty-five (55) years may be eligible to continue health insurance coverage by paying the required premiums in full and in accordance with IC 5-10-8-2.6 service provisions. Such continuation shall cease when the member becomes eligible for Medicare. Such continuation is subject to proper notice as may be required by MSD of Martinsville and is subject to the rules, regulations, and policies of the health care program provider. Failure to pay premiums, when due, shall be cause to terminate continuation in the health care program.
5. Insurance Liability, See Section P #6

U. **SECTION 125**

The Metropolitan School District of Martinsville has established a Flexible Fringe Benefit Program for those employees eligible to participate in such a program in accordance with Section 125 of the Internal Revenue Act of 1978, and the corporation adopted plan document. Both "a generation one" program with premium contributions for the cost of medical and dental insurance coverage and a "generation two" program for dependent care expenses and health care expense accounts preserved in a non-taxable status will be sponsored by the school corporation. Employees may elect to participate in these programs annually.

V. **RETIREE REHIRED AS FULL TIME ACTIVE EMPLOYEE**

Benefits – 1) A Retiree who becomes a reemployed full time employee with the MSD of Martinsville is entitled to all benefits with regard to their classification:

- A) If a Retiree returns to work at the MSD of Martinsville and has been paying for Life Insurance, the Retiree may elect to allow the MSD of Martinsville to pay this benefit for them. However, once the Retiree elects to exercise this option, upon leaving employment for the second time, the Life Insurance benefit would terminate. In order to retain the Life Insurance while being hired for the second time, the Retiree would have to continue paying their Life Insurance as a Retiree while employed.
- B) If the Retiree decides to terminate their health or dental insurance as a Retiree to become eligible as an Active Employee, the Retiree understands they can continue to carry their health or dental insurance as a Retiree upon the termination as an active employee ONLY if they have protected their rights to do so upon their original Retirement.
- C) The maximum experience credit a returning retiree can receive on the salary schedule is 10 years.

W. **MEDICAL EXAMINATIONS**

1. Prospective employees in some classifications may be required to submit to a physical examination prior to employment with the corporation according to state law. It may also be required after an injury or extended illness.
4. The cost of the initial examination prior to employment, when required, will be assumed by the school corporation.

X. **LONG TERM SUBSTITUTE BUS DRIVERS**

After a Substitute Bus Driver has driven the same route for 15 consecutive work days, the Substitute Bus Driver shall go to the lowest single run or double run rate on the 16th day of service for the same route.

Y. **DISCIPLINE PROCEDURES**

The Board believes that standards of conduct for classified employees are necessary to provide students with a positive example of adult behavior and an orderly instructional environment. To this end, the Board has adopted a policy of progressive discipline to be applied except in cases of gross misconduct. In instances of gross misconduct, the purpose of this policy is to consider if the misconduct warrants suspension without pay or termination.

As used in this policy, "progressive discipline" means imposition of the least severe sanction that the Board determines, in its sole discretion, to be likely to prevent a recurrence of the offense. If the Board finds facts that support the use of progressive discipline, the Board may impose a penalty which may include, but not be limited to one or more of the following:

1. Verbal counseling/oral warning in which a verbal conference between the employee and his/her supervisor is held.
2. A written warning which is a formal notice of a performance problem or inability to follow established policy. This notice serves as a warning that continued infractions will not be tolerated and may result in recommendation for discharge.
3. Probation for a period of time determined by the supervisor in connection with the written warning.
4. Administrative leave with pay.
5. Suspension without pay imposed in compliance with the applicable Indiana statutes.
6. Termination imposed in compliance with applicable Indiana statutes.

Exceptions to the principle of progressive discipline contained in this policy may be made in cases in which the Board finds that the interests of students and the school community make the application of the principle of progressive discipline inappropriate. Examples include, but are not limited to the following:

1. Reporting for duty under the influence of an alcoholic beverage, an illegal drug, or a prescription drug used other than in accordance with a prescription.
2. Possession or use of alcohol beverages or drugs on school property or an event sponsored by the Board.
3. Willful refusal to follow established rules or standards for the conduct of an employee, i.e. insubordination.
4. Theft, fraud, or another violation of criminal law.
5. Arrest and subsequent conviction of a crime.
6. Falsification or omission of a material fact in the application for employment by the Board.
7. Threats and/or acts of violence to a person or substantial property damage.
8. Poor professional judgment resulting in a risk of physical harm to a person.
9. Harassment in violation of Board policy on harassment.

FAMILY, COMMUNITY, SCHOOL COORDINATORS  
SALARY SCHEDULE

Level of Education

Salary Determination

0 Years Of Experience  
Minimal Acceptable Training

85% of Amount for a Teacher with a B.S. Degree  
and Zero Years of Experience

1 Year Of Experience  
Minimal Acceptable Training

90% of Amount for a Teacher with a B.S. Degree  
and Zero Years of Experience

2 Years Of Experience  
Minimal Acceptable Training

95% of Amount for a Teacher with a B.S. Degree  
and Zero Years of Experience

0 Years Of Experience  
with B.S. Degree

90% of Amount for a Teacher with a B.S. Degree  
and Zero Years of Experience

1 Year of Experience  
with B.S. Degree

95% of Amount for a Teacher with B.S. Degree  
and Zero Years of Experience

2 Years of Experience  
with B.S. Degree

100% of Amount for a Teacher with B.S. Degree  
and Zero Years of Experience

0 Years of Experience  
with M.S. Degree

90% of Amount for a Teacher with a M.S. Degree  
and Zero Years of Experience

1 Year of Experience  
with M.S. Degree

95% of Amount for a Teacher with a M.S. Degree  
and Zero Years of Experience

2 Years of Experience  
with M.S. Degree

100% of Amount for a Teacher with a M.S. Degree  
and Zero Years of Experience

Increases in salary will be based on changes in the contracted amounts for beginning teachers with B.S. or M.S. degrees. There are no increment changes related to years of service.

SALARY SCHEDULE  
SCHOOL NURSE & PHYSICAL THERAPIST

<u>Level of Education</u>	<u>Salary Determination</u>
RN	95% of Amount for a Teacher with a B.S. Degree and Zero Years of Experience
B.S. Degree	100% of Amount for a Teacher with B.S. Degree and Zero Years of Experience
M.S. Degree	100% of Amount for a Teacher with M.S. Degree and Zero Years of Experience

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Increases in salary will be based on changes in the contracted amounts for beginning teachers with B.S. or M.S. degrees. There are no increment changes related to years of service.

SALARY SCHEDULE  
SOCIAL WORKER  
EFFECTIVE JULY 1, 2020

CLASSIFICATION	NUMBER OF YEARS	SALARY AMOUNT
SOCIAL WORKER	0-20	\$25.00
184 days, 2 hrs/day		



PASS COORDINATOR  
SALARY SCHEDULE

Level of Education

Salary Determination

0 Years Of Experience  
Minimal Acceptable Training

90% of 85% of Amount for a Teacher with a B.S. Degree  
and Zero Years of Experience

1 Year Of Experience  
Minimal Acceptable Training

90% of 90% of Amount for a Teacher with a B.S. Degree  
and Zero Years of Experience

2 Years Of Experience  
Minimal Acceptable Training

90% of 95% of Amount for a Teacher with a B.S. Degree  
and Zero Years of Experience

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0 Years Of Experience  
with B.S. Degree

90% of 90% of Amount for a Teacher with a B.S. Degree  
and Zero Years of Experience

1 Year of Experience  
with B.S. Degree

90% of 95% of Amount for a Teacher with B.S. Degree  
and Zero Years of Experience

2 Years of Experience  
with B.S. Degree

90% of 100% of Amount for a Teacher with B.S. Degree  
and Zero Years of Experience

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0 Years of Experience  
with M.S. Degree

90% of 90% of Amount for a Teacher with a M.S. Degree  
and Zero Years of Experience

1 Year of Experience  
with M.S. Degree

90% of 95% of Amount for a Teacher with a M.S. Degree  
and Zero Years of Experience

2 Years of Experience  
with M.S. Degree

90% of 100% of Amount for a Teacher with a M.S. Degree  
and Zero Years of Experience

Increases in salary will be based on changes in the contracted amounts for beginning teachers with B.S. or M.S. degrees. There are no increment changes related to years of service.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

**CLASSIFICATION**

**TREASURER**

**\$42,500 - \$49,500.00 per year depending on experience**

The Treasurer shall receive an additional amount of \$250 to be paid in lump sum on the last pay in June of each year.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>C-1 Elementary Principal's Secretary Full-Time 200 days/year, 7 hours/day</b>	0	13.91
	1	15.45
	2	16.19
	3	16.19
	4	16.19
<b>Middle School Principal's Secretary Full-Time 215 – 205 days/year, 7 hours/day</b>	5	16.86
	6	16.86
	7	16.86
	8	17.54
<b>Guidance Secretary at High School</b>	9	17.54
	10	17.54
	11	17.54
<b>High School Bookstore Manager Full-Time 199 days/year, 7 hours/day</b>	12	17.71
	13	17.71
	14	17.71
<b>Special Education Director's Secretary Full-Time 200 days/year, 7 hours/day</b>	15	17.71
	16	17.87
	17	17.87
	18	17.87
<b>Athletic Director's Secretary Full-Time 214 days/year, 7.5 hours/day</b>	19	17.87
	20	18.07

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the building principal or appropriate supervisor, who will report to the Superintendent that a change has been approved. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Substitutes will be paid as per the substitute schedule.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>C-1a</b>  <b>Assistant Principal's Secretary at HS</b> <b>Full-Time</b> <b>200 days/year, 7.5 hours/day</b>  <b>Registrar at HS</b> <b>Full-Time</b> <b>215 days/year, 7.5 hours/day</b>  <b>Attendance Secretary at HS</b> <b>Full-Time</b> <b>199 days/year, 8 hours/day</b>	0	14.66
	1	16.20
	2	16.94
	3	16.94
	4	16.94
	5	17.61
	6	17.61
	7	17.61
	8	18.29
	9	18.29
	10	18.29
	11	18.29
	12	18.46
	13	18.46
	14	18.46
	15	18.46
	16	18.62
	17	18.62
	18	18.62
	19	18.62
20	18.82	

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the building principal or appropriate supervisor, who will report to the Superintendent that a change has been approved. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Substitutes will be paid as per the substitute schedule.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>C-1.1</b> <b>Middle School Asst. Principal's Secretary</b>  <b>Attendance Secretary at Middle School</b>  <b>Full-Time</b> <b>194 days/year, 7 hours/day</b>	0	13.29
	1	13.91
	2	14.58
	3	15.50
	4	15.50
	5	16.19
	6	16.19
	7	16.19
	8	16.86
	9	16.86
	10	16.86
	11	16.86
	12	16.97
	13	16.97
	14	16.97
	15	16.97
	16	17.17
	17	17.17
	18	17.17
	19	17.17
20	17.32	

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the building principal or appropriate supervisor, who will report to the Superintendent that a change has been approved. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Substitutes will be paid as per the substitute schedule. Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>C1.2</b>	0	11.25
	0	12.62 (clinic)
<b>High School Bookstore Secretary</b>	1	13.23
<b>Clinic Assistant at High School</b>	2	14.81
<b>Clinic Assistant at Middle School</b>	3	15.53
	4	15.53
	5	15.92
	6	15.92
<b>Full-Time</b>	7	15.92
<b>194 – 182 days/year, 7 hrs/day</b>	8	16.19
	9	16.19
	10	16.19
<b>Clinic Assistant for Elementary</b>	11	16.19
	12	16.31
	13	16.31
<b>Part-Time</b>	14	16.31
<b>180 days/year, 29 hours or less/week</b>	15	16.31
	16	16.50
	17	16.50
	18	16.50
	19	16.50
	20	16.67

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the building principal or appropriate supervisor, who will report to the Superintendent that a change has been approved. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Substitutes will be paid as per the substitute schedule. Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<p><b>C-2</b>  <b>Library Assistants</b></p> <p><b>Part-Time</b>  <b>182 days/year, less than 29 hours/week</b></p>	0	13.22
	1	13.86
	2	14.52
	3	15.38
	4	15.38
	5	16.12
	6	16.12
	7	16.12
	8	16.79
	9	16.79
	10	16.79
	11	16.79
	12	16.91
	13	16.91
	14	16.91
	15	16.91
	16	17.08
	17	17.08
	18	17.08
	19	17.08
20	17.25	

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the building principal or appropriate supervisor, who will report to the Superintendent that a change has been approved. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Substitutes will be paid as per the substitute schedule.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.



METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>C-3</b>  <b>Remediation Aide</b> <b>Intervention Aide</b> <b>In School Suspension Aide</b>	0	11.82
	1	11.82
	2	11.82
	3	11.82
	4	11.82
	5	11.82
	6	11.82
	7	11.82
	8	11.82
	9	11.82
	10	11.82
	11	11.82
	12	11.82
	13	11.82
	14	11.82
	15	11.82
	16	11.82
	17	11.82
	18	11.82
	19	11.82
20	11.82	

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the building principal or appropriate supervisor, who will report to the Superintendent that a change has been approved. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Substitutes will be paid as per the substitute schedule. Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>C-4 Special Education Aide Instructional Classroom Aide Instructional Aide– Hammons</b>	0	11.50
	1	12.05
	2	12.35
	3	12.66
<b>Pre-K Teacher</b>	4	12.94
	5	13.50
	6	13.56
	7	13.92
	8	14.19
	9	14.55
	10	14.93
	11	15.27
<b>Full-Time 182 days/year, 7 hours/day</b>	12	15.44
	13	15.44
	14	15.44
	15	15.44
	16	15.61
	17	15.61
	18	15.61
	19	15.61
	20	15.72

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the building principal or appropriate supervisor, who will report to the Superintendent that a change has been approved. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Substitutes will be paid as per the substitute schedule.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>C-4.1</b> <b>Title 1 Pre-K Teacher</b> <b>Title I Aide</b> <b>Transportation Aide</b> <b>Part Time</b> <b>29 hours or less/week</b>	0	11.50
	1	12.05
	2	12.35
	3	12.66
	4	12.94
	5	13.50
	6	13.56
	7	13.92
	8	14.19
	9	14.55
<b>C-4.2</b> <b>All Other Part Time Aides</b> <b>ESL Aide</b> <b>Special Education Aide</b> <b>Part Time</b> <b>29 hours or less/week</b>	10	14.93
	11	15.27
	12	15.44
	13	15.44
	14	15.44
	15	15.44
	16	15.61
	17	15.61
	18	15.61
	19	15.61
	20	15.72

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the building principal or appropriate supervisor, who will report to the Superintendent that a change has been approved. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Substitutes will be paid as per the substitute schedule.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>HOURLY SALARY</b>
<b>E-1</b>	0	18.19
	1	20.10
<b>Budget Data Manager/ Deputy Treasurer</b>	2	20.10
	3	20.10
	4	20.10
<b>Payroll Clerk</b>	5	21.98
	6	21.98
<b>Full-Time 261 Days/year, 7-8 hours/day</b>	7	21.98
	8	22.76
	9	22.76
	10	22.76
	11	22.76
	12	22.98
	13	22.98
	14	22.98
	15	22.98
	16	23.21
	17	23.21
	18	23.21
	19	23.21
	20	23.43

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the Superintendent. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

The Deputy Treasurer shall receive an additional amount of \$250 to be paid in lump sum on the last pay in June of each year for mail duties. Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>HOURLY SALARY</b>
<b>E-3</b>	0	15.49
	1	17.63
<b>H.S. Principal Secretary</b>	2	17.63
	3	17.63
<b>Full-Time 260 days/year, 7.5 hours/day</b>	4	18.79
	5	19.91
	6	19.91
	7	19.91
<b>ECA Treasurer</b>	8	21.04
	9	21.04
<b>Full-Time 260 days/year, 7.5 hours/day</b>	10	21.04
	11	21.04
	12	21.23
<b>Executive Assistant to the Superintendent and Assistant Superintendent</b>	13	21.23
	14	21.23
<b>Full-Time 260 days/year, 7.5 hours/day</b>	15	21.23
	16	21.62
	17	21.62
	18	21.62
	19	21.62
	20	22.23

The ECA Treasurer & Superintendent Assistant shall receive an additional amount of \$250 to be paid in lump sum on the last pay in June of each year. Executive Assistant to the Superintendent is eligible for up to a \$1,000 performance bonus annually. The Executive Assistant to the Assistant Superintendent is eligible for up to a \$750 performance bonus annually.

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the building principal, supervisor, or Assistant Superintendent/Instruction, who will report to the Superintendent that a change has been approved. Substitutes will be paid as per the substitute

schedule. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>HOURLY SALARY</b>	
<b>E-4</b> <b>Secretary - Transportation</b> <b>Secretary - Maintenance</b> <b>Secretary - CEC</b>	0	14.08	
	1	15.93	
	2	15.93	
	3	16.84	
	4	16.84	
	<b>Full-Time</b> <b>261 days/year, 7 hours/day</b>	5	17.54
		6	17.54
		7	17.54
		8	18.09
		9	18.09
		10	18.09
		11	18.09
		12	18.26
13		18.26	
14		18.26	
15	18.26		
16	18.44		
17	18.44		
18	18.44		
19	18.44		
20	18.61		

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the appropriate Director, who will report to the Superintendent that a change has been approved. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week. Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>HOURLY SALARY</b>	
<b>F-1</b>	0	14.49	
	1	16.63	
<b>Food Service:</b>	2	16.63	
	3	16.63	
	4	17.79	
<b>Support Specialist 261 days</b>	5	18.91	
	6	18.91	
<b>Bookkeeper/Secretary 261 days</b>	7	18.91	
	8	20.04	
<b>Buyer/Warehouse Manager 220 days</b>	9	20.04	
	10	20.04	
	11	20.04	
	12	20.23	
	13	20.23	
	14	20.23	
	15	20.23	
	16	20.43	
	17	20.43	
	18	20.43	
	19	20.43	
	20	20.62	

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.



METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>F-2 Cafeteria Manager High School  185 days per year</b>	0	16.00
	1	17.09
	2	17.62
	3	17.68
	4	17.68
	5	17.68
	6	17.68
	7	18.34
	8	18.89
	9	18.89
	10	18.89
	11	18.89
	12	19.06
	13	19.06
	14	19.06
	15	19.06
	16	19.25
	17	19.25
	18	19.25
	19	19.25
	20	19.46

All substitutes will be considered as “A” substitutes unless approved by the Superintendent. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>F-3 &amp; F-4 Cafeteria Manager Cafeteria Co-Managers 181 days per year</b>	0	13.75
	1	13.75
	2	13.95
	3	14.15
<b>Delivery Driver/Stock Person 200 days per year</b>	4	14.25
	5	14.45
	6	14.55
	7	14.65
	8	14.75
	9	14.85
	10	14.95
	11	15.05
	12	15.15
	13	15.25
	14	15.35
	15	15.55
	16	15.65
	17	15.85
	18	15.95
	19	16.05
	20	16.35

All substitutes will be considered as “A” substitutes unless approved by the Superintendent. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

School Enrollment stipends:  
Greater than 350 students: 0.50 per hour  
Greater than 700 students: 1.00 per hour

Year of Service Credit will not be given when employee is absent more than 10 days during the school year.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>F-5 Cafeteria Assistant Manager 181 days per year</b>	0	10.25
	1	11.85
	2	12.23
	3	12.23
	4	12.23
	5	12.76
	6	12.76
	7	12.76
	8	13.19
	9	13.19
	10	13.19
	11	13.19
	12	13.19
	13	13.19
	14	13.19
	15	13.19
	16	13.19
	17	13.19
	18	13.19
	19	13.19
	20	13.19

All substitutes will be considered as “A” substitutes unless approved by the Superintendent. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>F-6 Cafeteria Worker  180 days per year</b>	0	10.40
	1	11.00
	2	11.50
	3	11.70
	4	11.80
	5	12.00
	6	12.10
	7	12.20
	8	12.30
	9	12.50
	10	12.60
	11	12.70
	12	12.80
	13	12.90
	14	13.10
	15	13.30
	16	13.40
	17	13.50
	18	13.60
	19	13.70
	20	13.90

All substitutes will be considered as “A” substitutes unless approved by the Superintendent. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Year of Service Credit will not be given when employee is absent more than 10 days during the school year.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

Effective July 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>Sub "A"</b>	
<b>F-7 Cafeteria Substitutes</b>	0	9.69	
	1	9.69	
	2	9.69	
	3	9.69	
	4	9.69	
	5	9.69	
	6	9.69	
	7	9.69	
	8	9.69	
	9	9.69	
	10	9.69	
	11	9.69	
	12	9.69	
	13	9.69	
	14	9.69	
	15	9.69	
	16	9.69	
	17	9.69	
	18	9.69	
	19	9.69	
	20	9.69	

Paid vacation, sick, or personal days off will not count toward the payment of overtime.  
Overtime will only be paid when actual hours worked is over 40 hours for the current week.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>LR</b> <b>Lunchroom Assistants</b> <b>Playground Assistants</b>	0	10.38
	1	10.38
	2	10.38
	3	10.38
	4	10.38
	5	10.38
	6	10.38
	7	10.38
	8	10.38
	9	10.38
	10	10.38
	11	10.38
	12	10.38
	13	10.38
	14	10.38
	15	10.38
	16	10.38
	17	10.38
	18	10.38
	19	10.38
	20	10.38

Paid vacation, sick, or personal days off will not count toward the payment of overtime.  
Overtime will only be paid when actual hours worked is over 40 hours for the current week.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

CLASSIFICATION	NUMBER OF YEARS	Class "A"	Class "B"	Class "C"
Substitutes	0	8.98	10.33	11.66
C-5 Sub "A"	1	8.98	10.33	11.66
C-6 Sub "B"	2	8.98	10.33	11.66
C-7 Sub "C"	3	8.98	10.33	11.66
	4	8.98	10.33	11.66
	5	8.98	10.33	11.66
	6	8.98	10.33	11.66
	7	8.98	10.33	11.66
	8	8.98	10.33	11.66
	9	8.98	10.33	11.66
	10	8.98	10.33	11.66
	11	8.98	10.33	11.66
	12	8.98	10.33	11.66
	13	8.98	10.33	11.66
	14	8.98	10.33	11.66
	15	8.98	10.33	11.66
	16	8.98	10.33	11.66
	17	8.98	10.33	11.66
	18	8.98	10.33	11.66
	19	8.98	10.33	11.66
	20	8.98	10.33	11.66

All substitutes will be classified in Class A unless reclassified by the Superintendent. **No sub** shall receive greater hourly compensation than that designated for Class C substitutes. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-21 Computer Assistant</b>	0	17.03
	1	17.77
<b>M-21a Network Administrator \$67,500 annual salary position Full-Time 261 days/year, 8 hours/day</b>	2	18.53
	3	19.52
	4	19.52
	5	20.35
	6	20.35
	7	20.35
	8	21.11
	9	21.11
	10	21.11
	11	21.11
	12	21.28
	13	21.28
	14	21.28
	15	21.28
	16	21.49
	17	21.49
	18	21.49
	19	21.49
	20	21.26

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the building principal or appropriate supervisor, who will report to the Superintendent that a change has been approved. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Substitutes will be paid as per the substitute schedule.



METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

CLASSIFICATION	NUMBER OF YEARS	SALARY
<b>M-22</b> <b>Training &amp; Software Support</b> <b>Specialist</b>  <b>Full-time</b> <b>261 days/year, 7 hrs/day</b>	0	15.96
	1	16.70
	2	17.46
	3	18.45
	4	18.45
	5	19.28
	6	19.28
	7	19.28
	8	20.04
	9	20.04
	10	20.04
	11	20.04
	12	20.21
	13	20.21
	14	20.21
	15	20.21
	16	20.42
	17	20.42
	18	20.42
	19	20.42
20	20.59	

Overtime - Over 40 hours per week - Secretaries are assigned to a position and all the duties it entails at hourly rates. No request for overtime shall be made when special assignments are performed during regular working hours. Overtime in the same pay period may be substituted for absence from regular working hours only with approval in advance from the building principal or appropriate supervisor, who will report to the Superintendent that a change has been approved. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Substitutes will be paid as per the substitute schedule.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>	<b>DAILY RATE</b>
<b>M-18</b> <b>Network Manager</b>  <b>Full-Time</b> <b>260 days/year, 8 hours/day</b>	0	22.38	179.04
	1	22.55	180.40
	2	23.15	185.20
	3	23.58	188.64
	4	23.58	188.64
	5	23.79	190.32
	6	23.79	190.32
	7	23.79	190.32
	8	24.83	198.64
	9	24.83	198.64
	10	24.83	198.64
	11	24.83	198.64
	12	25.40	203.20
	13	25.40	203.20
	14	25.40	203.20
	15	25.40	203.20
	16	25.61	204.88
	17	25.61	204.88
	18	25.61	204.88
	19	25.61	204.88
	20	25.83	206.64

Paid vacation, sick, or personal days off will not count toward the payment of overtime.  
 Overtime will only be paid when actual hours worked is over 40 hours for the current week.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

CLASSIFICATION	NUMBER OF YEARS	SALARY	DAILY RATE
<b>M-19</b> <b>Technology Trainer</b>  <b>Full-Time</b> <b>261 days/year, 8 hours/day</b>	0	20.13	161.04
	1	20.79	166.32
	2	20.79	166.32
	3	21.52	172.16
	4	21.52	172.16
	5	22.20	177.60
	6	22.20	177.60
	7	22.20	177.60
	8	22.88	183.04
	9	22.88	183.04
	10	22.88	183.04
	11	22.88	183.04
	12	23.56	188.48
	13	23.56	188.48
	14	23.56	188.48
	15	23.56	188.48
	16	23.80	190.40
	17	23.80	190.40
	18	23.80	190.40
	19	23.80	190.40
20	24.44	195.52	

Paid vacation, sick, or personal days off will not count toward the payment of overtime.  
 Overtime will only be paid when actual hours worked is over 40 hours for the current week.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

CLASSIFICATION	NUMBER OF YEARS	SALARY	DAILY RATE
<b>M-23</b> <b>Technical Support Specialist</b>	0	21.42	171.36
	1	21.42	171.36
	2	21.42	171.36
<b>Full-Time</b> <b>261 days/year, 8 hours/day</b>	3	21.52	172.16
	4	21.52	172.16
	5	22.20	177.60
	6	22.20	177.60
	7	22.20	177.60
	8	22.88	183.04
	9	22.88	183.04
	10	22.88	183.04
	11	22.88	183.04
	12	23.56	188.48
	13	23.56	188.48
	14	23.56	188.48
	15	23.56	188.48
	16	23.80	190.40
	17	23.80	190.40
	18	23.80	190.40
	19	23.80	190.40
	20	24.44	195.52

Paid vacation, sick, or personal days off will not count toward the payment of overtime.  
Overtime will only be paid when actual hours worked is over 40 hours for the current week.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-21.1 Computer Data Specialist</b>	A	14.86
	B	15.60
	C	16.36

Paid vacation, sick, or personal days off will not count toward the payment of overtime.  
Overtime will only be paid when actual hours worked is over 40 hours for the current week.

**SALARY SCHEDULE  
FOR  
HIGH SCHOOL HEAD CUSTODIAN**

The 2020-2021 salary for the high school head custodian is \$51,500.00 per year.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-2 Electrician  Full-Time 261 days/year, 8 hours/day</b>	0	19.42
	1	20.88
	2	21.48
	3	21.90
	4	21.98
	5	21.98
	6	21.98
	7	22.81
	8	23.47
	9	23.47
	10	23.47
	11	23.47
	12	23.73
	13	23.73
	14	23.73
	15	23.73
	16	23.94
	17	23.94
	18	23.94
	19	23.94
	20	24.16

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-3 Plumber/ HVAC  Full-Time 261 days/year, 8 hours/day</b>	0	19.57
	1	21.45
	2	22.08
	3	22.52
	4	22.61
	5	22.61
	6	22.61
	7	23.44
	8	24.12
	9	24.12
	10	24.12
	11	24.12
	12	24.15
	13	24.15
	14	24.15
	15	24.15
	16	24.38
	17	24.38
	18	24.38
	19	24.38
20	24.60	

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.



METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-4 Carpenter  Full-Time 260 days/year, 8 hours/day</b>	0	17.66
	1	18.46
	2	18.99
	3	18.99
	4	19.06
	5	19.06
	6	19.06
	7	19.75
	8	20.33
	9	20.33
	10	20.33
	11	20.33
	12	20.54
	13	20.54
	14	20.54
	15	20.54
	16	20.54
	17	20.54
	18	20.54
	19	20.54
	20	20.93

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-5 Painter</b>	0	17.13
	1	18.17
	2	19.43
	3	19.43
	4	19.43
	5	19.51
	6	19.51
	7	19.51
	8	20.08
	9	20.08
	10	20.08
	11	20.08
	12	20.26
	13	20.26
	14	20.26
	15	20.26
	16	20.45
	17	20.45
	18	20.45
	19	20.45
	20	20.68

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-6 Maintenance  Full-Time 261 days/year, 8 hours/day</b>	0	16.25
	1	17.34
	2	17.87
	3	17.87
	4	17.93
	5	17.93
	6	17.93
	7	18.59
	8	19.14
	9	19.14
	10	19.14
	11	19.14
	12	19.31
	13	19.31
	14	19.31
	15	19.31
	16	19.50
	17	19.50
	18	19.50
	19	19.50
20	19.71	

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-6.1 Maintenance (less than 12 months)</b>	0	16.25
	1	17.34
	2	17.87
	3	17.87
	4	17.93
	5	17.93
	6	17.93
	7	18.59
	8	19.14
	9	19.14
	10	19.14
	11	19.14
	12	19.31
	13	19.31
	14	19.31
	15	19.31
	16	19.50
	17	19.50
	18	19.50
	19	19.50
	20	19.71

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-7</b> <b>Head Custodian</b>  <b>Full-Time</b> <b>261 days/year, 8 hours per day</b>	0	16.65
	1	17.73
	2	18.27
	3	18.27
	4	18.32
	5	18.32
	6	18.71
	7	19.00
	8	19.61
	9	19.61
	10	19.61
	11	19.61
	12	19.76
	13	19.76
	14	19.76
	15	19.76
	16	19.96
	17	19.96
	18	19.96
	19	19.96
20	20.15	

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

CLASSIFICATION	NUMBER OF YEARS	SALARY
<b>M-8 Custodian  Full-Time 261 days/year, 8 hours per day</b>	0	13.85
	1	15.13
	2	15.26
	3	15.35
	4	15.92
	5	15.92
	6	15.92
	7	16.33
	8	16.33
	9	16.33
	10	16.33
	11	16.33
	12	16.49
	13	16.49
	14	16.49
	15	16.49
	16	16.67
	17	16.67
	18	16.67
	19	16.67
20	16.83	

Custodians who work the 3rd shift will receive an additional \$.10 per hour for hours worked on that shift. The additional \$.10 per hour will not be paid when working other shifts (i.e. summer) Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

The 3<sup>rd</sup> shift supervisor will receive an additional \$.33 per hour for all hours worked on that shift.

The 2<sup>nd</sup> shift supervisor at the high school will receive an additional \$.33 per hour for all hours worked on that shift.

All substitutes will be considered as “A” substitutes unless approved by the Superintendent. Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-8.1 Custodian (less than 12 months)  Part-Time 201 - 184 Days/year, 8 hours per day</b>	0	13.85
	1	15.13
	2	15.26
	3	15.35
	4	15.92
	5	15.92
	6	15.92
	7	16.33
	8	16.33
	9	16.33
	10	16.33
	11	16.33
	12	16.49
	13	16.49
	14	16.49
	15	16.49
	16	16.67
	17	16.67
	18	16.67
	19	16.67
20	16.83	

Custodians who work the 3rd shift will receive an additional \$.10 per hour for hours worked on that shift. The additional \$.10 per hour will not be paid when working other shifts (i.e. summer) Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

The 3<sup>rd</sup> shift supervisor will receive an additional \$.33 per hour for all hours worked on that shift.

The 2<sup>nd</sup> shift supervisor at the high school will receive an additional \$.33 per hour for all hours worked on that shift. All substitutes will be considered as “A” substitutes unless approved by the Superintendent.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-9</b> <b>Part-Time Custodian</b> <b>Part-Time Maintenance</b> <b>Courier</b>  <b>Part-time</b> <b>261 days/year, 5.48 hours or less/day</b>	0	11.40
	1	11.84
	2	12.07
	3	12.31
	4	12.60
	5	12.90
	6	13.22
	7	13.52
	8	13.52
	9	13.52
	10	13.52
	11	13.52
	12	13.52
	13	13.52
	14	13.52
	15	13.52
	16	13.52
	17	13.52
	18	13.52
	19	13.52
20	13.52	

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.



METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-9.1 Custodian (less than 12 months)  Part-time 180 days/year, 5.48 or less hours/day</b>	0	13.85
	1	15.13
	2	15.26
	3	15.35
	4	15.92
	5	15.92
	6	15.92
	7	16.33
	8	16.33
	9	16.33
	10	16.33
	11	16.33
	12	16.49
	13	16.49
	14	16.49
	15	16.49
	16	16.67
	17	16.67
	18	16.67
	19	16.67
	20	16.83

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-9.2</b> <b>Maintenance Courier</b>  <b>261 Days per year</b> <b>Part-time, 25-29 hours/week</b>	0	13.85
	1	15.13
	2	15.26
	3	15.35
	4	15.92
	5	15.92
	6	15.92
	7	16.33
	8	16.33
	9	16.33
	10	16.33
	11	16.33
	12	16.49
	13	16.49
	14	16.49
	15	16.49
	16	16.67
	17	16.67
	18	16.67
	19	16.67
	20	16.83

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>M-10 Grounds Crew  261 Days per year Part-time – 29 hrs/week</b>	0	11.40
	1	11.84
	2	12.07
	3	12.31
	4	12.60
	5	12.90
	6	13.22
	7	13.52
	8	13.52
	9	13.52
	10	13.52
	11	13.52
	12	13.52
	13	13.52
	14	13.52
	15	13.52
	16	13.52
	17	13.52
	18	13.52
	19	13.52
	20	13.52

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

**CLASSIFICATION**

**M-11  
Warehouse Person**

<b>NUMBER OF YEARS</b>	<b>SALARY</b>
0	12.98
1	14.63
2	14.63
3	14.63
4	16.07
5	16.07
6	16.07
7	16.45
8	16.58
9	16.58
10	16.58
11	16.58
12	16.61
13	16.61
14	16.61
15	16.61
16	16.72
17	16.72
18	16.72
19	16.72
20	16.77

Paid vacation, sick, or personal days off will not count toward the payment of overtime.  
Overtime will only be paid when actual hours worked is over 40 hours for the current week.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

CLASSIFICATION	NUMBER OF YEARS	SALARY
<b>M-16</b> <b>Summer Mowing</b>  <b>Part-Time</b> <b>Seasonal</b>	0	11.40
	1	11.84
	2	12.07
	3	12.31
	4	12.60
	5	12.90
	6	13.22
	7	13.52
	8	13.52
	9	13.52
	10	13.52
	11	13.52
	12	13.52
	13	13.52
	14	13.52
	15	13.52
	16	13.52
	17	13.52
	18	13.52
	19	13.52
20	13.52	

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

CLASSIFICATION	NUMBER OF	SALARY
	YEARS	
<b>M-20</b> <b>Maintenance</b>  <b>Full-Time</b> <b>261 days/year, 8 hours day</b>	0	16.96
	1	17.89
	2	18.45
	3	18.45
	4	18.51
	5	18.51
	6	18.51
	7	19.19
	8	19.75
	9	19.75
	10	19.75
	11	19.75
	12	19.93
	13	19.93
	14	19.93
	15	19.93
	16	20.15
	17	20.15
	18	20.15
	19	20.15
20	20.31	

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>MW Laundry Workers Substitute Laundry Workers 180 days/year</b>		
	0-20	7.75

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

CLASSIFICATION	NUMBER OF YEARS	Class "A"	Class "B"	Class "C"
<b>Custodial Substitutes M-12 Sub "A" M-13 Sub "B" M-14 Sub "C"</b>	0	9.69	11.16	12.59
	1	9.69	11.16	12.59
	2	9.69	11.16	12.59
	3	9.69	11.16	12.59
	4	9.69	11.16	12.59
	5	9.69	11.16	12.59
	6	9.69	11.16	12.59
	7	9.69	11.16	12.59
	8	9.69	11.16	12.59
	9	9.69	11.16	12.59
	10	9.69	11.16	12.59
	11	9.69	11.16	12.59
	12	9.69	11.16	12.59
	13	9.69	11.16	12.59
	14	9.69	11.16	12.59
	15	9.69	11.16	12.59
	16	9.69	11.16	12.59
	17	9.69	11.16	12.59
	18	9.69	11.16	12.59
	19	9.69	11.16	12.59
	20	9.69	11.16	12.59

All substitutes will be classified in Class A unless reclassified by the Superintendent. **No sub** shall receive greater hourly compensation than that designated for Class C substitutes. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.



METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE  
SALARY SCHEDULE  
BUS DRIVERS  
EFFECTIVE September 21, 2020

BUS ROUTE CATEGORIES	TYPES OF ROUTES	SALARY PER DAY
A	2 TRIPS GEN ED	93.44
B	4 TRIPS GEN ED	107.44
C	2 TRIPS SPED	96.00
D	4 TRIPS SPED	115.00

YEARS OF EXPERIENCE	ADDITIONAL SALARY PER DAY
0	0.00
3	0.27
6	0.38
9	0.49
12	0.64
15	0.75
19	0.86
22+	0.98

ECA TRIPS	14.00 HR/18.00 MINIMUM
ACTIVITY ROUTES	21.00
SUBSTITUTES	90.00
VOCATIONAL (HOOSIER HILLS)	66.00
SHUTTLE (BLDG TRADES)	49.00

Route	Trips	Base	Increment t 3 yr .27	Increment t 6 yr .38	Increment t 9 yr .49	Increment t 12 yr .64	Increment t 15 yr .75	Increment t 19 yr. .86	Increment t 22 yr .98
A	2 Trips Gen Ed	93.44	93.71	94.09	94.58	95.22	95.97	96.83	97.81
B	4 Trips Gen Ed	107.44	107.71	108.09	108.58	109.22	109.97	110.83	111.81

C	2 Trips Spec Ed	96	96.27	96.65	97.14	97.78	98.53	99.39	100.37
D	4 Trips Spec Ed	115	115.27	115.65	116.14	116.78	117.53	118.39	119.37

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

**CLASSIFICATION**

**S-1  
Security Guard**

NUMBER OF YEARS	SALARY
0	11.40
1	11.84
2	12.07
3	12.31
4	12.57
5	12.90
6	13.23
7	13.51
8	13.51
9	13.51
10	13.51
11	13.51
12	13.51
13	13.51
14	13.51
15	13.51
16	13.51
17	13.51
18	13.51
19	13.51
20	13.51

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

Employees with more than 20 years of experience will receive a one-time hourly rate adjustment of \$0.25/per hour.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>S-3 Crossing Guard 1.5 hours/day, 180 days/year</b>	0	11.40
	1	11.40
	2	11.40
	3	11.40
	4	11.40
	5	11.40
	6	11.40
	7	11.40
	8	11.40
	9	11.40
	10	11.40
	11	11.40
	12	11.40
	13	11.40
	14	11.40
	15	11.40
	16	11.40
	17	11.40
	18	11.40
	19	11.40
	20	11.40

Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

<b>CLASSIFICATION</b>	<b>NUMBER OF YEARS</b>	<b>SALARY</b>
<b>T-2 Head Mechanic  Full-Time 261 days/year, 8 hours/day</b>	0	20.44
	1	22.51
	2	22.51
	3	22.51
	4	24.84
	5	24.84
	6	24.84
	7	26.32
	8	26.32
	9	26.32
	10	26.32
	11	26.32
	12	26.44
	13	26.44
	14	26.44
	15	26.44
	16	26.56
	17	26.56
	18	26.56
	19	26.56
	20	26.68

All substitutes will be considered as “A” substitutes unless approved by the Superintendent. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE

SALARY SCHEDULE

EFFECTIVE JULY 1, 2020

CLASSIFICATION	NUMBER OF	SALARY
	YEARS	
<b>T-3</b> <b>Mechanic</b>  <b>Full-Time</b> <b>261 days/year, 8 hours/day</b>	0	18.60
	1	20.49
	2	20.49
	3	20.49
	4	22.60
	5	22.60
	6	22.60
	7	23.95
	8	23.95
	9	23.95
	10	23.95
	11	23.95
	12	24.06
	13	24.06
	14	24.06
	15	24.06
	16	24.17
	17	24.17
	18	24.17
	19	24.17
20	24.28	

All substitutes will be considered as “A” substitutes unless approved by the Superintendent. Paid vacation, sick, or personal days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week.