

## 2008 年 美國印地安那州及密西根州招募華語教師相關資料

學校相關資訊	華語教師相關資訊			
	資格	福利	需求 教師 人數	教學天數
<b>印地安那州</b>				
名稱: Rochester Community School Corporation 網站: <a href="http://www.zebras.net/">http://www.zebras.net/</a> 地址: 690 Zebra Lane, Rochester, IN 46975	1. 學士學位以上 2. 須具中學教師證，教學對象為 6-8 年級及 9-12 年級	1. 享有醫療健康保險。 2. 薪水根據學歷及教學經驗而有所不同，大約為一年 USD 32,062 ~ 58,834 元 (詳情請參閱附件 1)	1	按學校行事曆而定，時間為 2008 年-2009 年，共計約 185 天。開始教學日期為 8 月。
名稱: Fort Wayne Community Schools 網站: <a href="http://www.fwcs.k12.in.us">www.fwcs.k12.in.us</a> 地址: 1200 S. Clinton St. Fort Wayne, IN 46802	1. 學士學位以上 2. 須具臺灣中學教師證或美國印地安那州教師證，教學對象為 9-12 年級 3. 須願意與各種種族及文化背景的學生進行交流。 4. 須願意協助並參與合作小組，以促進學校發展項目、計劃、教學和專業成長。 5. 須具備文書處理技術、相關技巧及基本資料分	1. 薪水: USD 32,062-61,342 元 2. 健康保險詳情請參閱附件。 (2008-2009 Teacher Salary Schedule and Benefit Overview)	2	合約年限從 2008 年 8 月 14 日到 2009 年 6 月 3 日

附表一

學校相關資訊	華語教師相關資訊			
	資格	福利	需求教師人數	教學天數
	析之能力。 6.須預備教室管理才能。 7.須具備華語日常口語能力及書面語能力相關之廣泛知識，能教授第1級至第5級的華語。 8.額外課程:須具備參與各種委員會及提供相關服務之意願，擔任課程或社團之主辦者並代表教職員作為PTA教職員代表。			
<b>密西根州</b>				
名稱：Warren Woods Public Schools 網站： <a href="http://www.warrenwoods.misd.net">www.warrenwoods.misd.net</a> 地址：12900 Frazho Warren, MI 48089-1800	1. 學士學位以上 2. 同時具備中小學合格教師證 3. 須具教學經驗 4. 須具臺灣駕駛執照	選擇 1.: 以交換教師方式。 選擇 2.: 每年年薪 USD 40,000 元及健康保險。	1	選擇 1: 交換教師 2 年； 選擇 2: 合約依教學表現延長。
名稱: Saginaw Public Schools 網站: <a href="http://www.spsd.net">www.spsd.net</a> 地址: Human Resources Dept.550 Millard Street	1. 學士學位以上 2. 小學或中學教師證 3. 能說流利英語	年薪： 學士級 USD34,710 元； 碩士級 USD36,714 元 完整醫療險、牙齒保險視力保險及壽險	4 人 (中 小學 教師 各 2	2008 年 8 月至 2009 年 6 月

附表一

學校相關資訊	華語教師相關資訊			
	資格	福利	需求 教師 人數	教學天數
Saginaw, MI 48607			位)	
名稱: Croswell-Lexington 網站: www.croslex.org 地址: 5407 E. Peck Road Croswell, MI 48422	1. 學士學位以上 2. 中學教師證 3. 具對外華語教學能力	年薪： 學士級 USD33,911 元； (加班或為碩士級，年薪可提 高)，以 MESSA Choices II 提供完整醫療險、牙齒保險 視力保險及壽險	1	教學日期由 2008 年 8 月 26 日開 始，希望可接受 長期聘約老師

**附件 1 : Rochester Community Schools**

Name/Position: Dr. Debra Howe, Superintendent

School/District: Rochester High School / Rochester Community Schools

Class Level: Grades 6-8 and 9-12

We would first focus on the high school grades, then middle school. There might be a possibility that there could be some awareness at the elementary levels.

Salary & Benefits: The salary is commensurate with the level of certification and experience. The salary schedule and benefits information is being forwarded as well.

# Teachers to hire from Taiwan: One (1)

Employment Period: 2008-2009 school calendar – 185 days

The tentative calendar is also attached. The starting date may change to August 4<sup>th</sup>. The school board will be making a decision in February.

附表一

07-08 Salary Schedule								
3% + 06-07 Salary Scheule				\$32,062				
Years	Bachelors		Schedule + 15		Masters		Schedule + 30	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary
0	1.000	\$32,062	1.020	\$32,703	1.070	\$34,306	1.120	\$35,909
1	1.030	\$33,024	1.050	\$33,665	1.115	\$35,749	1.165	\$37,352
2	1.060	\$33,986	1.080	\$34,627	1.160	\$37,192	1.210	\$38,795
3	1.090	\$34,948	1.110	\$35,589	1.205	\$38,635	1.255	\$40,238
4	1.120	\$35,909	1.140	\$36,551	1.250	\$40,078	1.300	\$41,681
5	1.150	\$36,871	1.170	\$37,513	1.295	\$41,520	1.345	\$43,123
6	1.180	\$37,833	1.200	\$38,474	1.340	\$42,963	1.390	\$44,566
7	1.210	\$38,795	1.230	\$39,436	1.385	\$44,406	1.435	\$46,009
8	1.240	\$39,757	1.260	\$40,398	1.430	\$45,849	1.480	\$47,452
9	1.270	\$40,719	1.290	\$41,360	1.475	\$47,291	1.525	\$48,895
10	1.300	\$41,681	1.320	\$42,322	1.520	\$48,734	1.570	\$50,337
11	1.330	\$42,642	1.350	\$43,284	1.565	\$50,177	1.615	\$51,780
12	1.360	\$43,604	1.380	\$44,246	1.610	\$51,620	1.660	\$53,223
13	1.390	\$44,566	1.410	\$45,207	1.655	\$53,063	1.705	\$54,666
14	1.420	\$45,528	1.440	\$46,169	1.700	\$54,505	1.750	\$56,109
15	1.450	\$46,490	1.470	\$47,131	1.745	\$55,948	1.795	\$57,551
16	1.480	\$47,452	1.500	\$48,093	1.790	\$57,391	1.840	\$58,994

附表一

17	1.510	\$48,414	1.530	\$49,055	1.835	\$58,834	1.885	\$60,437
08-09 Salary Schedule								
1.5% + 07-08 Salary Scheule				\$32,542				
Years	Bachelors		Schedule + 15		Masters		Schedule + 30	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary
0	1.000	\$32,542	1.020	\$33,193	1.070	\$34,820	1.120	\$36,447
1	1.030	\$33,518	1.050	\$34,169	1.115	\$36,284	1.165	\$37,911
2	1.060	\$34,495	1.080	\$35,145	1.160	\$37,749	1.210	\$39,376
3	1.090	\$35,471	1.110	\$36,122	1.205	\$39,213	1.255	\$40,840
4	1.120	\$36,447	1.140	\$37,098	1.250	\$40,678	1.300	\$42,305
5	1.150	\$37,423	1.170	\$38,074	1.295	\$42,142	1.345	\$43,769
6	1.180	\$38,400	1.200	\$39,050	1.340	\$43,606	1.390	\$45,233
7	1.210	\$39,376	1.230	\$40,027	1.385	\$45,071	1.435	\$46,698
8	1.240	\$40,352	1.260	\$41,003	1.430	\$46,535	1.480	\$48,162
9	1.270	\$41,328	1.290	\$41,979	1.475	\$47,999	1.525	\$49,627
10	1.300	\$42,305	1.320	\$42,955	1.520	\$49,464	1.570	\$51,091
11	1.330	\$43,281	1.350	\$43,932	1.565	\$50,928	1.615	\$52,555
12	1.360	\$44,257	1.380	\$44,908	1.610	\$52,393	1.660	\$54,020
13	1.390	\$45,233	1.410	\$45,884	1.655	\$53,857	1.705	\$55,484
14	1.420	\$46,210	1.440	\$46,860	1.700	\$55,321	1.750	\$56,949
15	1.450	\$47,186	1.470	\$47,837	1.745	\$56,786	1.795	\$58,413
16	1.480	\$48,162	1.500	\$48,813	1.790	\$58,250	1.840	\$59,877

附表一

17	1.510	\$49,138	1.530	\$49,789	1.835	\$59,715	1.885	\$61,342
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NAME: TEACHER'S Sep-07		SECTION 125		YES _____	NO _____
GROUP PLAN	PLAN	POLICY COST/YEAR	CORPORATION COST	EMPLOYEE COST	SELECTED INSURANCE
MEDICAL INSURANCE	SINGLE	\$2,888.40	\$2,888.39	\$0.01	\$0.01
	FAMILY	\$6,965.88	\$2,888.39	\$4,077.49	
	EMP/CHILD	\$4,225.56	\$2,888.39	\$1,337.17	
	EMP/SPOUSE	\$5,629.20	\$2,888.39	\$2,740.81	
DENTAL INSURANCE	SINGLE	\$375.48	\$375.47	\$0.01	\$0.01
	FAMILY	\$1,070.04	\$375.47	\$694.57	

附表一

VISION INSURANCE	SINGLE	\$129.48	\$0.00	\$129.48	
	FAMILY	\$258.72	\$0.00	\$258.72	
LIFE INSURANCE	\$40,000 PLAN	\$120.00	\$119.99	\$0.01	\$0.01
LONG TERM DISABILITY	RATE X SALARY				\$0.01
Changes MUST be made by July 31, 2007. Please call Brenda to make an appointment.					
# PAYS = 25			ANNUAL COST		\$0.04
			PER PAY		\$0.00



**附件 2 : Fort Wayne Community Schools (Teacher Salary Schedule)**

Bachelors Degree

2008/09 Base		
Years	Base	Retirement Fund
0-1	\$33,540	\$34,546
1-2	\$34,882	\$35,928
2-3	\$36,223	\$37,310
3-4	\$37,565	\$38,692
4-5	\$38,906	\$40,073
5-6	\$40,248	\$41,455
6-7	\$41,590	\$42,838
7-8	\$42,931	\$44,219
8-9	\$44,273	\$45,601
9-10	\$45,614	\$46,982
10-11	\$46,956	\$48,365
11-12	\$48,298	\$49,747
12-13	\$49,639	\$51,128
13-14	\$50,981	\$52,510
14-15	\$52,322	\$53,892
15-16	\$53,664	\$55,274
16-17	\$55,006	\$56,656
17-18	\$56,347	\$58,037

Masters Degree

2008/09 Base		
Years	Base	Retirement Fund
0-1	\$36,894	\$38,001
1-2	\$38,433	\$39,586
2-3	\$39,972	\$41,171
3-4	\$41,510	\$42,755
4-5	\$43,049	\$44,340
5-6	\$44,588	\$45,926
6-7	\$46,127	\$47,511
7-8	\$47,666	\$49,096
8-9	\$49,205	\$50,681
9-10	\$50,743	\$52,265
10-11	\$52,282	\$53,850
11-12	\$53,821	\$55,436
12-13	\$55,360	\$57,021
13-14	\$56,899	\$58,606
14-15	\$58,437	\$60,190
15-16	\$59,976	\$61,775
16-17	\$61,515	\$63,360
17-18	\$63,055	\$64,947

**Benefit Overview**  
Teaching Positions

**Contract Year 2008/2009:** 193 days, August 14, 2008 through June 3, 2009  
 Winter Break: December 22, 2008 through January 2, 2009  
 Spring Break: March 30 through April 3, 2009

Benefit Days	Brief Description
Holidays	Seven (7) paid holidays per year: Labor Day, Veteran’s Day, Thanksgiving Day, Christmas Day, Martin Luther King Jr. Holiday, Good Friday*, Memorial Day (*replaced with President’s day when Good Friday falls during spring break)
Personal Business Days*	Two (2) days per school year
Personal Illness Days*	Ten (10) days per school year, cumulative to a total of 120 days (Cumulative sick leave transferred from a previous school corporation will be credited in full at the beginning of the 2 <sup>nd</sup> year of employment)
Family Illness Days*	Three (3) days per year for immediate family members Maximum accumulation of nine (9) days
Bereavement Days*	Five (5) days allowed for any death in immediate family (as described in Master Contract) Three (3) days allowed per year for other family members
Sick Leave Bank	Teachers join by contributing one (1) day from personal illness allotment. Participants are then eligible for access to bank days during extended illness after all personal illness and personal business days have been used.
Reimbursement for Unused Sick Leave and Personal Business	May return unused personal & family illness or personal business days (total 15) for \$25/day reimbursement. If redeemed, impacts Sick Leave Bank eligibility in succeeding year.

\*Part-time teachers with .5 FTE or less receive half number of days

<b>Insurance Coverage</b>		
<b>Type</b>	<b>Brief Description</b>	<b>Employee Cost</b>
Group Health Plan* (Enrollment or Waiver required)	Medical, Dental and Vision Coverage Anthem Blue Access Network (major medical); ISTA/Delta Dental (dental); and ISTA/VSP (vision) Single or Family Plan available Closed Enrollment: Must enroll within 31 days of initial eligibility or HIPAA-qualifying event Plan Year: October 1 through September 30 More detailed plan information available upon request	<u>2008/09 annual premium</u> (deducted over 20 pays Sept-June)  <u>Family Plan</u> \$1,717.50 annual premium  <u>Single Plan</u> \$696.80 annual premium
Basic Term Life Insurance*	Two (2) times gross contracted salary	No annual premium
Supplemental Term Life* Family Term Life*	Available on an elective basis to provide employee with additional term or family life insurance.	Based on benefit amount selected
Long Term Disability	Provides a benefit of 66-2/3 % of earnings after six (6) calendar months of disability.	No annual premium
Short Term Disability	Available on an elective basis to provide income protection for the first six (6) calendar months of disability.	Based upon income and chosen benefit level

\*full-time or job-share ownership status required

附表一

<b>Other Benefits Available</b>	
<b>Type</b>	<b>Brief Description</b>
State Retirement	Indiana State Teachers' Retirement Fund ( <a href="http://www.in.gov/trf">www.in.gov/trf</a> or phone: 888-286-3544) 3% employee contribution paid by the corporation
Tax-Deferred Annuity Program - 403(b)	An elective program to provide additional retirement savings through pre-tax salary reduction. Annual open enrollment period each fall OR within 30 days of initial employment
FWCS Retirement	District match to 401(a) account based on employee's base salary. Requires an individual contribution to a 403(b) or ISTRF voluntary account. Vesting as required by contract language.
Flexible Spending Account/ Section 125 Program	An elective program providing employees an opportunity for pre-tax deduction of health premium and placement of a portion of their pre-tax salary towards un-reimbursed medical and dependent care expenses. Representatives visit buildings annually each fall.