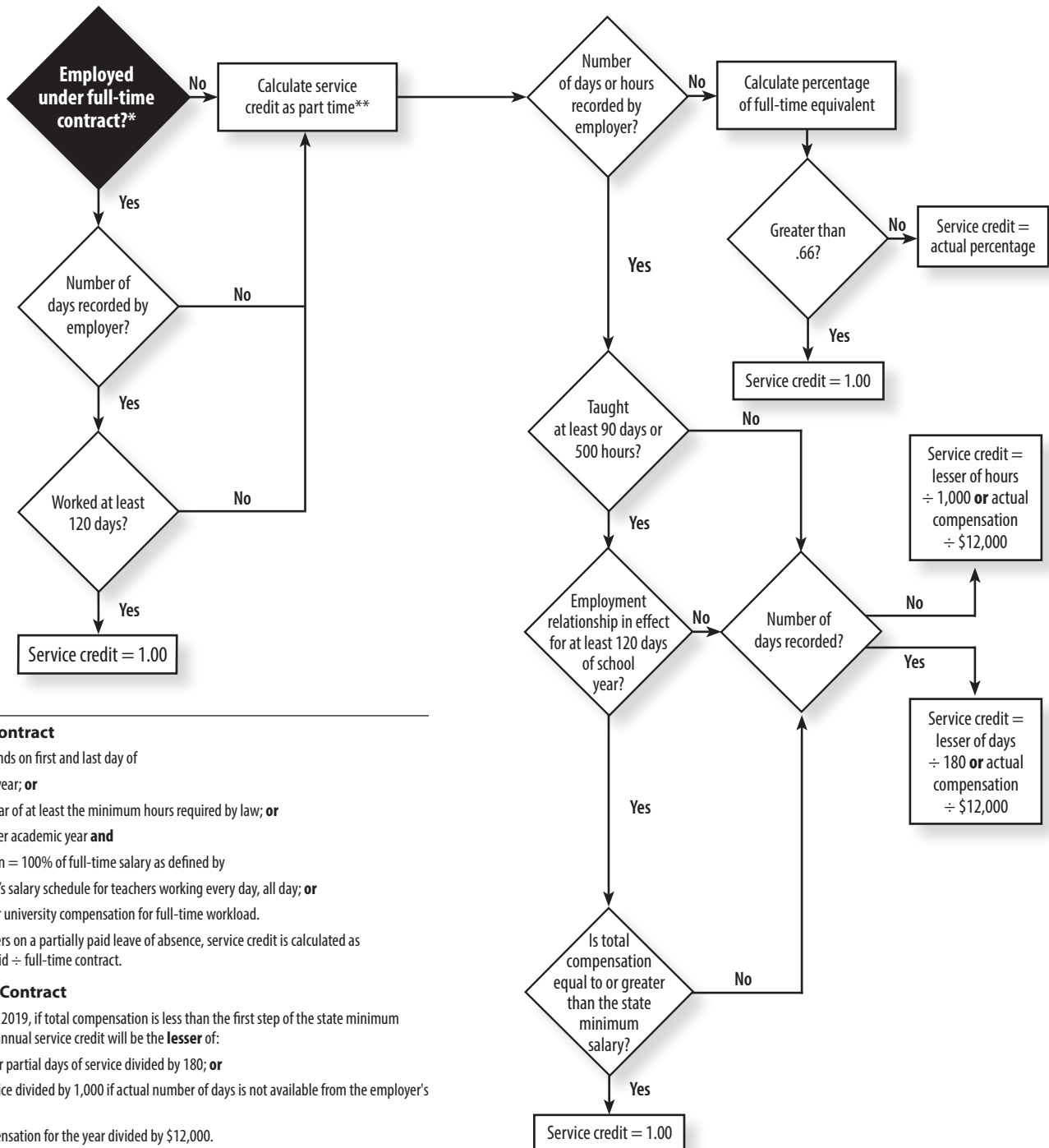




Service Credit Decision Tree (Effective July 1, 2019)



*Full-time Contract

- Begins and ends on first and last day of
 - 365-day year; **or**
 - School year of at least the minimum hours required by law; **or**
 - 2-semester academic year **and**
- Compensation = 100% of full-time salary as defined by
 - Employer's salary schedule for teachers working every day, all day; **or**
 - College or university compensation for full-time workload.

Note: For members on a partially paid leave of absence, service credit is calculated as compensation paid ÷ full-time contract.

**Part-time Contract

Beginning July 1, 2019, if total compensation is less than the first step of the state minimum salary schedule, annual service credit will be the **lesser** of:

- Actual days or partial days of service divided by 180; **or**
- Hours of service divided by 1,000 if actual number of days is not available from the employer's records; **or**
- Actual compensation for the year divided by \$12,000.

This decision tree is based on Administrative Code Rule 3307:1-2-01. It is not intended as a substitute for the Ohio Revised Code or the Ohio Administrative Code or for any state or federal law or regulation, nor will its interpretation prevail should a conflict arise between it and any law or regulation.

State Minimum Salaries for Bachelor's Degree With No Experience

Fiscal Year	Salary
2019-2020	\$20,000 through Oct. 16, 2019
	\$30,000 on or after Oct. 17, 2019

(continued)

Full-Time vs. Part-Time Service

	Full Time	Part Time
Contract Length	Covers the entire school year	Covers only a portion of the school year
Compensation	100% of the full-time salary defined by salary schedule and works at least 120 days	Does not equal the salary schedule for teacher working every day of the school year or does not meet requirements for full-time employment

Calculating Part-Time Service Credit (Effective July 1, 2019)

Employment Status	Days Worked	Days in Employment Relationship	Is Salary Greater Than State Minimum?	Service Credit Calculation
Part Time	≥ 90	≥ 120	Yes	1.00
	≥ 90	≥ 120	No	Lesser of: Days ÷ 180 or Actual Compensation ÷ \$12,000
	≥ 90	< 120	N/A	Lesser of: Days ÷ 180 or Actual Compensation ÷ \$12,000
	< 90	N/A	N/A	Lesser of: Days ÷ 180 or Actual Compensation ÷ \$12,000