

Madeira City Schools Planning Commission
Annual Salary and Benefit Study
March 2017

Committee Members

Brad Cunningham, Chairman

Doree Hyde

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Katie Maney

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Part 1

Salary Study

Objective

The Madeira Planning Commission Salary Study Committee was asked to review the status of surrounding school districts' salary/structures in reference to employee compensation. The committee was also asked to make a recommendation based on the findings to the Board of Education.

Methodology

Madeira's certified salary schedule was compared against 29 other school districts in the surrounding area for the 2016-2017 school year and future years that have been negotiated by other districts.

Budget data is provided for various options pertaining to salary increases.

Additional information on the comparison of districts' contracts and compensation was collected and summarized in Part 2 Benefit Study.

Findings

Certified Teaching Staff Salary Analysis

1. Contract information, salary schedules, salary rankings, and averages for the salary schedules are located in **Appendix 1-6**.
2. Madeira's goal in certified teaching staff salary administration is to consistently have salary schedules that place Madeira in the top 3rd of comparison districts. Madeira has designed the salary schedule to put a major emphasis on certified teachers to continue their education as Madeira ranks in the top 10 in Master's plus 30 across the board.
3. We continue to see an increase in base salary across most school districts over the last three years. For the 2016-2017 school year, 29 out of 30 schools had a base salary increase. The average base increase was 1.93%. (Part 1, Appendix 1)

4. 30 out of 30 districts allowed step movements in 2016-2017. All 30 districts provided step movement in 2015-2016, 29 districts provided step movement in 2014-2015. Only 10 schools provided step movement in 2013-2014. Some districts that froze steps in previous years are also adding compensation as a % or flat amount of stipend and/or step recovery. Madeira has allowed step movement in prior school years. (Part 1, Appendix 1)
5. The top 10 districts (excluding Madeira for comparison purposes) in 2016-2017 provided a 1.91% average base salary increase, compared to the 2 % base salary increase provided to Madeira. The comparison districts included are Indian Hill, Kings, Lakota, Loveland, Mariemont, Mason, Oak Hills, Princeton, Sycamore and Wyoming. (Part 1, Appendix 1)
6. 4 of the 30 districts have been 0% on steps in the prior 3 years (Lockland, Loveland, New Richmond & Sycamore). Each of these districts provided increases this coming school year except for New Richmond. (Lockland - 3.50%, Loveland - 2.75%, Sycamore - 2.00%) (Part 1, Appendix 1)
7. 19 out of 28 districts contracts end in 2017. 5 out of 28 districts contracts end in 2018. 4 out of 28 districts contracts end in 2019. Madeira and Mariemont are not negotiating districts. (Part 1, Appendix 1)
 - a. 11 of 28 negotiating districts have established salary schedules for 2017-2018 with a base average increase of 2.34%.
 - b. 4 of 28 negotiating districts have established salary schedules for 2018-2019 with a base average increase of 1.69%.
8. Analysis of salary rankings vs. comparison districts indicates that Madeira maintains a competitive position. Madeira's starting salary for a Bachelor's Degree ranks 5th (last year - 5th), starting salary for a Master's Degree ranks 4th (last year - 4th), and Madeira's maximum salary ranks 5th (last year - 5th), out of thirty (30) districts. (Part 1, Appendix 6) The average base salary increase for 2015-2016 was 1.72%, Madeira maintained virtually the same competitive position with the 2% base increase and allowed step movement. (Part 1, Appendix 1)

Budget Impact – (Part 1, Appendix 7)

Certified Staff – the budget impact of salary changes are listed below the current year certified salary budget. The average salary calculation is based on actual current year staffing. Any resignations or retirements replaced by different salary impacts the resulting final average salary.

Current Year 2016-2017 Certified Salary \$7,867,428 Avg. Salary \$73,665

Prior Year 2015-2016 Certified Salary \$7,681,416 Avg. Salary \$72,262

- Step Movement for Eligible staff without a change in base Salary
 - Cost: \$223,332
 - Certified Salary \$8,090,760 Avg. Salary \$75,970
 - **2.84%** Average % Increase
- 1% increase in the base salary schedule with step movement
 - Cost: \$304,239
 - Certified Salary \$8,171,667 Avg. Salary \$76,729
 - **3.87%** Average % Increase
- 2% increase in the base salary schedule with step movement
 - Cost: \$385,147
 - Certified Salary \$8,252,575 Avg. Salary \$77,489
 - **4.90%** Average % Increase

Previous Year Recommendation and Board Action

Recommendation for 2016-2017

- **Step movement for eligible staff**
- **2% increase in base salary schedule**

Board Action on Salary for 2016-2017

- Step movement for eligible staff
- 2% increase in base salary schedule

Recommendation for 2017-2018

It is very important to continue to support our teachers and non-teachers in Madeira. We want to continue to help our students by providing them with quality and top educated staff.

Based on our findings we recommend:

- **Step movement for eligible staff**
- **2% increase in base salary schedule**

Part 2

Benefits Study, Staff Survey

I. Objective

The Madeira Planning Commission Salary Study committee was asked “what are the comparable data in regards to employee benefits?”

II. Methodology

- A. Part 2, Appendix 8 is a comparison of 23 districts benefits including; health, dental, and vision plan Board/Employee % costs, maximum accumulated sick days allowed, retirement severance days and cap, other retirement incentives and tuition reimbursement.
- B. An online survey of staff was conducted asking them four questions regarding their benefits and how they feel about the benefits provided.

III. Background – It is the intention of the Board of Education to provide competitive benefits for Madeira staff as this is considered a prerequisite to attract and retain best talent. Knowledge of surrounding school districts’ benefit packages is helpful to determine Madeira’s competition position, while maintaining a position of being fiscally responsible to the community.

IV. Findings

- A. Benefits of Comparator Districts are below.
 - 1. Health benefit results were relatively the same as in the previous year
 - a. 1 district (Mason) shares health care costs at 92% Board and 8% Employee. In 2017-2018 health care will change to 90% Board and 10% Employee. 2015-2016 Mason’s health care plan was previously 100% Board paid.
 - b. 2 district (Mt. Healthy and St. Bernard) shared health care costs at 90% Board and 10% Employee
 - c. 1 district (Deer Park) shares health care costs at 86% Board and 13% Employee
 - d. 16 districts share health costs at 85%-Board and 15% Employee (these include Finneytown, Indian Hill, Kings, Lakota, Loveland, Madeira, Mariemont, Norwood, Northwest, Oak Hills, Princeton, Reading, Southwest, Sycamore, Three Rivers & Wyoming).
 - e. 2 districts (Fairfield & Milford) share health costs at 80% Board and 20% Employee
 - f. 1 district (Forest Hills) share health costs at 75% Board and 25% Employee
 - g. 10 districts have a 2nd plan that is a HDHP choice for Employees. (up from 5 districts two years ago, 8 districts last year). These districts include Forest Hills, Indian Hill, Kings, Lakota, Mason, Milford, Northwest, Oak Hills, Princeton & Sycamore. *Note Mason & Northwest provide only HDHP/HSA options.

2. Maximum Accumulated Sick Days - Currently Madeira provides for a maximum of 200 accumulated sick days. In the comparison of 23 districts, we found that the average of accumulated sick days was 262 days. Madeira ranked 21 out of 23 if considered into those 23 districts for the maximum amount of sick days.
 3. Retirement/Severance Days - Currently Madeira provides for 30% of accumulated sick days with a cap of 60 days for retirement severance. In the comparison of 23 districts (23 including Madeira), we found that the average severance day total was 68. There were five (5) districts lower than 60 days, three (3) districts at 60 days, and 15 higher than 60 days.
 4. Tuition Reimbursement - There were minimal changes to tuition reimbursement from the previous study.
 - a. 17 districts provide tuition reimbursement
 - b. 5 districts do not provide tuition reimbursement
 - c. 1 district provides a tuition loan that must be repaid
 - d. Most districts offering tuition reimbursement set a \$ budget amount that is prorated to eligible participants
- B. Staff Survey-Staff members were given the opportunity to participate in a survey regarding salary and benefits at Madeira City Schools. The survey contained four questions and was sent via email for all staff to complete online. There were 121 responses. (All comments in Part 2, Appendix 9)The survey contained the following:
- **Question #1:** Would you support the benefit of an increase in the maximum allowable accumulated sick leave from 220-260? (Note: This is not a trick question. This is a possible change that requires a staff response.)

Answers - Range of 1 (Strongly Agree) to a 5 (Strongly Disagree) - (1) - 80.2%; (2) - 8.3%; (3) - 5.8%; (4) - 0.0%; (5) - 5.8%
 - **Question #2:** Would you support the benefit of revising the severance distribution to continue at 30%, but an increase from a 60 day cap to a 66 day cap? (Note: This is not a trick question. This is a possible change that requires a staff response.)
Answers - Range of 1 (Strongly Agree to a 5 (Strongly Disagree) - (1) - 81.8%; (2) - 5%; (3) - 5.8%; (4) - 0%; (5) - 7.4%
 - **Question #3:** Do you have any questions or comments about current benefits? (if you answered yes, please explain

in Other)

Answers - Yes - 9.1%; No - 86%; Other 14.9%. See comments in Part 2, Appendix 9

- **Question #4:** Are there additional benefits you would like the Board of Education to consider adding? (if you answered yes, please explain in Other)
- Answers** - Yes - 16.5%; No - 78.5%; Other - 21.5%. See comments in Part 2, Appendix 9

Recommendation for 2017-2018

It is very important to continue to support our teachers and non-teachers in Madeira. We want to continue to help our students by providing them with quality and top educated staff.

Based on our findings we recommend:

- **An increase in accumulated sick leave from 220 to 260 days.**
- **An increase in severance distribution to continue at 30%, but an increase from 60 days to 66 day cap.**

COMPARISON DISTRICT CONTRACT SUMMARY CHART

COMPARISON DISTRICT CONTRACT SUMMARY CHART																	
District	Prior 3 Years						Current Year		Future Two Years				Contract Information				
	% Base Increase 2013-2014	Steps 2013-2014	% Base Increase 2014-2015	Steps 2014-2015	% Base Increase 2015-2016	Steps 2015-2016	% Base Increase 2016-2017	Steps 2016-2017	% Base Increase 2017-2018	Steps 2017-2018	% Base Increase 2018-2019	Steps 2018-2019	Evaluation Based Compensation	Current Year	Duration	Start	End
Deer Park	0.00%	No-\$1150 flat stipend	2.00%	Yes	1.75%	Yes	1.75%	Yes					No	3	3	7/1/2014	6/30/2017
Fairfield	0.00%	No	2.75%	Yes	2.00%	Yes	2.25%	Yes					No	3	3	6/30/2014	6/30/2017
Finneytown	0.00%	Yes-1% for non step\$'s	0.00%	Yes-1% for non step\$'s	2.00%	Yes	2.00%	Yes					No	2	2	8/1/2015	7/31/2017
Forest Hills	1.00%	No-\$500 flat stipend	1.00%	Yes	1.00%	Yes	1.00%	Yes					No	4	4	7/1/2013	6/30/2017
Hamilton City	0.00%	No	4.00%	Yes	3.50%	Yes	3.00%	Yes					No	3	3	7/1/2014	6/30/2017
Indian Hill	2.00%	2 steps+2% lump sum-if A or S rating	2.50%	Yes-if A or S rating	2.50%	Yes-if A or S rating	0.25%	Step dependent upon Rating. Salary increase between .25% and .5% dependent upon step >	# # #	Step dependent upon rating. Salary increase between .5% and .75% dependent upon step>	0.75%	Step dependent upon rating. Salary increase between .5% and .75% dependent upon step>	Yes-A or S rating	1	2	7/1/2017	6/30/2019
Kings Local	1.75%	Yes	1.75%	Yes	2.00%	Yes, plus 1 step recovery from FY12&FY13 freezes	1.50%	Yes, plus 1 step recovery from FY12&FY13 freezes					No	1	2	7/1/2015	6/30/2017
Lakota Local	0.00%	No	3.56%	Yes - % base increase based on \$2200 added to each step, hired < 7/1/11 receive \$950 lump sum also	1.97%	Yes, plus \$650 stipend	2.00%	Yes, plus \$650 stipend	# # # #	Yes			No	3	3	7/1/2015	6/30/2018
Lebanon City	0.00%	No	2.00%	Yes	3.00%	Yes	2.75%	Yes	2.50%	Yes			No	2	2	9/1/2016	8/31/2018
Lockland	0.00%	No-1% stipend or \$1500 bonus for growth	0.00%	1 step only, 1% one time stipend	0.00%	Yes, plus 1 step movement	3.50%	Yes	# # #				No	2	2	6/30/2015	6/30/2017
Loveland	1.00%	No	1.00%	Yes	1.00%	Yes	2.75%	Yes	# # #	Yes	2.00%	Yes	No-evaluation committee established	1	3	7/1/2016	6/30/2019
Madeira	1.00%	Yes - 2% to staff not receiving increase	1.50%	Yes	2.00%	Yes	2.00%	Yes					No	Not Applicable			
Mariemont	0.00%	Yes- 2% to staff not receiving increase	2.00%	Yes	1.00%	Non step movement receive 2% one time only increase	2.00%	Yes					No	Not Applicable			
Mason City	0.00%	No	2.00%	Yes & \$800/\$400 one time payment to H.S.A	2.00%	Yes	2.50%	Steps and limited step recovery per contract detail	2.50%	Steps and limited step recovery per contract detail	2.50%		No	1	2	7/1/2017	6/30/2019
Milford Exempted	0.00%	No	2.00%	Yes	1.75%	Yes	1.75%	Yes					No	3	3	7/1/2014	6/30/2017
Mt. Healthy	3.00%	Yes	3.00%	Yes	2.00%	Yes	2.00%	Yes	2.00%	Yes			No	2	3	7/1/2015	6/30/2018
New Richmond	0.00%	No	0.00%	Yes- plus lump sum	0.00%	Yes-plus step restoration	0.00%	Yes- plus step restoration					No	3	3	7/1/2014	6/30/2017
North College Hill	1.00%	No	1.50%	Yes	1.50%	Yes	3.00%	Yes-plus step restoration	# # #				No	2	2	9/1/2015	8/31/2017
Northwest	0.00%	No	2.50%	Yes	2.50%	Yes	2.50%	Yes					No	3	3	7/1/2014	6/30/2017
Norwood	0.00%	No	4.00%	No-plus 1% one time to staff employed in 2009	1.00%	Yes	1.00%	Yes					Yes	3	3	9/16/2014	7/31/2017
Oak Hills	2.00%	No	1.50%	Yes	1.50%	Yes	1.50%	Yes					No	3	3	7/1/2014	6/30/2017
Princeton	0.00%	No	2.50%	Yes	2.50%	Yes	2.50%	Yes	# # #	Yes	1.50%	Yes	No	1	3	7/1/2016	6/30/2019
Reading	0.00%	Yes	2.00%	Yes	2.00%	Yes	2.00%		# # #	Yes			No	1	2	9/1/2016	8/31/2018
Ross Local	1.00%	Yes	1.00%	Yes & 1% lump sum of 2013/2014	2.00%	Yes	2.00%	Yes					No	1	1	9/1/2016	8/31/2017
Southwest	1.75%	Yes	1.75%	Yes	1.50%	Yes	1.5%	Yes					No	1	1	9/1/2016	8/31/2017
St. Bernard - Elmwood	1.00%	Yes	1.00%	Yes	1.00%	Yes, plus 1% stipend	1.00%	Yes, plus 1% stipend					No	2	2	8/1/2015	7/31/2017
¹ Sycamore	0.00%	Yes	0.00%	Yes & \$1500 lump sum	0.00%	Yes & \$1500 lump sum; equates to range of 1.7% to 4%	2.00%	Base > dependent upon step-\$1250 added to each step					No	3	3	8/1/2014	7/31/2017
Three Rivers	0.00%	No	1.00%	Yes-\$750 lump sum for non step movement	1.00%	Yes-\$1000 for non step movement	1.00%	Yes-\$1250 lump sum for non step movement					No	3	3	8/1/2014	7/31/2017
Winton Woods	0.00%	No	3.00%	Yes	3.00%	Yes	4.50%	Yes	# #	Yes			No	1	2	6/30/2016	7/31/2018
Wyoming	0.00%	Yes	2.75%	Yes	2.50%	Yes	2.00%	Yes					No	3	3	7/1/2014	6/30/2017
Average:	0.55%		1.85%		1.72%		1.93%		2.34%		1.69%						

Average % increase - Top 11 BS districts
Madeira vs. Top 10 Avg.

1.91%
0.09%

1.95%

¹Sycamore

2016-2017 salary schedule added a flat amount of \$1250 to each base step and column; therefore, the % on base varied from 3% to 1.6%.

SALARY COMPARISONS - BACHELORS DEGREE
Teachers Salary Schedule
2016-2017 School Year

Rank	Years' Experience ---> District	Starting \$\$\$\$	Rank	Years' Experience ---> District	5 Years \$\$\$\$	Rank	Years' Experience ---> District	10 Years \$\$\$\$	Rank	Years' Experience ---> District	Max \$\$\$\$
1	Indian Hill	\$43,815	1	Indian Hill	\$54,769	1	Indian Hill	\$65,722	1	Wyoming	\$85,639
2	Lakota Local	\$43,194	2	Princeton	\$52,783	2	Princeton	\$65,554	2	Kings Local	\$79,353
3	Princeton	\$42,567	3	Wyoming	\$52,219	3	Oak Hills	\$64,341	3	Southwest	\$77,167
4	Wyoming	\$41,775	4	Oak Hills	\$51,871	4	Mariemont	\$63,608	4	Indian Hill	\$76,868
5	Madeira	\$41,474	5	Kings Local	\$51,645	5	Wyoming	\$62,663	5	Oak Hills	\$76,405
6	Sycamore	\$41,229	6	Loveland	\$50,959	6	Kings Local	\$62,302	6	Mason City	\$75,827
7	Kings Local	\$40,988	7	Mason City	\$50,585	7	Winton Woods	\$61,639	7	Loveland	\$75,809
8	Mason City	\$40,877	8	Finneytown	\$50,513	8	Loveland	\$61,313	8	Princeton	\$74,705
9	Loveland	\$40,605	9	Southwest	\$49,871	9	Southwest	\$60,368	9	Winton Woods	\$74,019
10	Oak Hills	\$40,213	10	Sycamore	\$49,624	10	Mason City	\$60,294	10	Reading	\$73,681
11	Finneytown	\$39,774	11	Winton Woods	\$49,462	11	North College Hill	\$59,846	11	Three Rivers	\$73,384
12	Winton Woods	\$39,690	12	Forest Hills	\$49,454	12	Reading	\$59,396	12	Sycamore	\$73,196
13	Forest Hills	\$39,563	13	Mariemont	\$49,232	13	Forest Hills	\$59,345	13	Lebanon City	\$72,705
14	Southwest	\$39,371	14	Reading	\$49,119	14	Finneytown	\$58,866	14	Forest Hills	\$70,556
15	Reading	\$39,076	15	North College Hill	\$48,863	15	Sycamore	\$58,757	15	North College Hill	\$69,631
16	Mariemont	\$38,952	16	Madeira	\$48,362	16	Three Rivers	\$57,523	16	Northwest	\$69,097
17	Lebanon City	\$38,888	17	Mt. Healthy	\$47,104	17	Mt. Healthy	\$57,363	17	Norwood	\$69,079
18	Hamilton City	\$38,217	18	Milford Exempted	\$47,040	18	Madeira	\$56,872	18	Lakota Local	\$68,987
19	Milford Exempted	\$38,089	19	Three Rivers	\$46,949	19	Norwood	\$56,087	19	Fairfield	\$68,936
20	St. Bernard - Elmwood	\$38,050	20	Lakota Local	\$46,700	20	Milford Exempted	\$55,991	20	Finneytown	\$67,616
21	North College Hill	\$37,877	21	Northwest	\$46,369	21	Northwest	\$55,842	21	Hamilton City	\$67,171
22	Norwood	\$37,833	22	Norwood	\$46,345	22	St. Bernard - Elmwood	\$55,173	22	Milford Exempted	\$64,946
23	Northwest	\$36,901	23	Lebanon City	\$46,339	23	Lebanon City	\$54,094	23	Mariemont	\$63,608
24	Mt. Healthy	\$36,849	24	St. Bernard - Elmwood	\$45,660	24	Lockland	\$52,954	24	Madeira	\$63,433
25	Fairfield	\$35,998	25	Hamilton City	\$44,529	25	Hamilton City	\$52,418	25	New Richmond	\$62,359
26	Deer Park	\$35,790	26	Fairfield	\$44,098	26	New Richmond	\$52,246	26	Mt. Healthy	\$61,195
27	Ross Local	\$35,790	27	New Richmond	\$43,848	27	Fairfield	\$52,197	27	St. Bernard - Elmwood	\$60,880
28	New Richmond	\$35,736	28	Lockland	\$43,559	28	Lakota Local	\$51,485	28	Lockland	\$60,470
29	Three Rivers	\$35,247	29	Deer Park	\$43,306	29	Deer Park	\$50,821	29	Deer Park	\$59,840
30	Lockland	\$34,164	30	Ross Local	\$43,306	30	Ross Local	\$50,821	30	Ross Local	\$59,840
Salary Average		\$38,953	Salary Average		\$48,149	Salary Average		\$57,863	Salary Average		\$69,880
Salary for Madeira		\$41,474	Salary for Madeira		\$47,104	Salary for Madeira		\$56,872	Salary for Madeira		\$59,840
Madeira vs Average		\$2,521	Madeira vs Average		(\$1,045)	Madeira vs Average		(\$991)	Madeira vs Average		(\$10,040)

SALARY COMPARISONS - MASTERS DEGREE
Teachers Salary Schedule
2016-2017 School Year

Rank	Years' Experience --->	Starting	Rank	Years' Experience --->	5 Years	Rank	Years' Experience --->	10 Years	Rank	Years' Experience --->	Max
	District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$
1	Indian Hill	\$48,196	1	Indian Hill	\$60,246	1	Indian Hill	\$72,295	1	Indian Hill	\$96,897
2	Princeton	\$46,824	2	Princeton	\$57,891	2	Princeton	\$70,662	2	Wyoming	\$96,918
3	Lakota Local	\$45,952	3	Loveland	\$56,948	3	Wyoming	\$69,347	3	Sycamore	\$90,054
4	Madeira	\$45,679	4	Wyoming	\$56,814	4	Loveland	\$68,622	4	Princeton	\$87,476
5	Southwest	\$45,670	5	Reading	\$56,465	5	Oak Hills	\$68,362	5	Loveland	\$87,090
6	Oak Hills	\$45,441	6	Mason City	\$56,410	6	Forest Hills	\$68,325	6	Mason City	\$86,169
7	Loveland	\$45,274	7	Madeira	\$56,321	7	Madeira	\$68,305	7	Kings Local	\$86,157
8	Kings Local	\$45,251	8	Southwest	\$56,171	8	Reading	\$68,266	8	Winton Woods	\$86,089
9	Mason City	\$44,965	9	Forest Hills	\$56,120	9	Mariemont	\$68,050	9	Lebanon City	\$84,735
10	Reading	\$44,937	10	Mariemont	\$56,052	10	Mason City	\$67,856	10	Madeira	\$83,615
11	St. Bernard - Elmwood	\$44,899	11	Kings Local	\$55,908	11	Finneytown	\$67,616	11	Southwest	\$83,463
12	Wyoming	\$44,282	12	Oak Hills	\$55,896	12	Winton Woods	\$67,310	12	Reading	\$82,669
13	Mariemont	\$44,052	13	Sycamore	\$54,916	13	Sycamore	\$66,828	13	Oak Hills	\$82,436
14	Forest Hills	\$43,914	14	Finneytown	\$54,491	14	Southwest	\$66,667	14	Mariemont	\$82,382
15	Hamilton City	\$43,353	15	Winton Woods	\$54,014	15	Kings Local	\$66,565	15	Finneytown	\$81,935
16	Winton Woods	\$43,341	16	North College Hill	\$53,253	16	Milford Exempted	\$64,637	16	Forest Hills	\$81,389
17	Lebanon City	\$43,124	17	Mt. Healthy	\$52,853	17	North College Hill	\$64,240	17	Lakota Local	\$80,863
18	Sycamore	\$43,006	18	Milford Exempted	\$52,829	18	Mt. Healthy	\$63,111	18	North College Hill	\$80,614
19	Mt. Healthy	\$42,597	19	Lebanon City	\$52,581	19	Norwood	\$62,897	19	Three Rivers	\$80,011
20	North College Hill	\$42,271	20	St. Bernard - Elmwood	\$52,509	20	Three Rivers	\$62,881	20	St. Bernard - Elmwood	\$79,525
21	Finneytown	\$42,161	21	Three Rivers	\$51,461	21	Lebanon City	\$62,038	21	Norwood	\$77,402
22	Norwood	\$41,238	22	Hamilton City	\$51,428	22	St. Bernard - Elmwood	\$62,022	22	Hamilton City	\$76,750
23	Milford Exempted	\$41,022	23	Norwood	\$51,263	23	Hamilton City	\$61,520	23	Fairfield	\$76,496
24	Northwest	\$40,982	24	Northwest	\$50,620	24	Northwest	\$60,263	24	Milford Exempted	\$76,404
25	Fairfield	\$40,858	25	Fairfield	\$49,857	25	New Richmond	\$59,965	25	Northwest	\$75,617
26	Three Rivers	\$40,041	26	Lakota Local	\$49,677	26	Fairfield	\$58,857	26	New Richmond	\$72,687
27	Deer Park	\$39,440	27	New Richmond	\$49,423	27	Deer Park	\$58,051	27	Lockland	\$71,745
28	Ross Local	\$39,440	28	Deer Park	\$48,746	28	Ross Local	\$58,051	28	Mt. Healthy	\$71,716
29	New Richmond	\$38,988	29	Ross Local	\$48,746	29	Lockland	\$56,712	29	Deer Park	\$69,217
30	Lockland	\$37,922	30	Lockland	\$47,317	30	Lakota Local	\$54,761	30	Ross Local	\$69,217
Salary Average		\$43,171	Salary Average		\$53,574	Salary Average		\$64,503	Salary Average		\$81,258
Salary for Madeira		\$45,679	Salary for Madeira		\$56,052	Salary for Madeira		\$67,310	Salary for Madeira		\$83,615
Madeira vs Average		\$2,508	Madeira vs Average		\$2,478	Madeira vs Average		\$2,807	Madeira vs Average		\$2,357

SALARY COMPARISONS - MASTERS+30
Teachers Salary Schedule
2016-2017 School Year

Rank	Years' Experience --->	Starting	Rank	Years' Experience --->	5 Years	Rank	Years' Experience --->	10 Years	Rank	Years' Experience --->	Max
District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$	
1	Indian Hill	\$52,578	1	Indian Hill	\$64,627	1	Indian Hill	\$76,676	1	Indian Hill	\$101,290
2	Loveland	\$52,961	2	Loveland	\$64,927	2	Loveland	\$76,893	2	Wyoming	\$100,260
3	Lakota Local	\$50,938	3	Forest Hills	\$62,906	3	Forest Hills	\$75,367	3	Mason City	\$95,570
4	Forest Hills	\$50,442	4	Madeira	\$60,506	4	Mason City	\$73,987	4	Sycamore	\$91,798
5	Southwest	\$49,871	5	Mason City	\$60,498	5	Princeton	\$73,216	5	Loveland	\$91,361
6	St. Bernard - Elmwood	\$49,465	6	Princeton	\$60,445	6	Mariemont	\$72,994	6	Oak Hills	\$90,479
7	Oak Hills	\$49,462	7	Southwest	\$60,368	7	Wyoming	\$72,689	7	Princeton	\$90,030
8	Princeton	\$49,378	8	Mariemont	\$60,259	8	Oak Hills	\$72,383	8	Lakota Local	\$89,637
9	Madeira	\$48,746	9	Wyoming	\$60,156	9	Madeira	\$72,349	9	Madeira	\$89,549
10	Reading	\$47,634	10	Oak Hills	\$59,917	10	Finneytown	\$71,594	10	Forest Hills	\$88,637
11	Wyoming	\$47,624	11	Reading	\$59,200	11	Reading	\$71,040	11	Kings Local	\$88,288
12	Mariemont	\$47,523	12	Kings Local	\$58,039	12	Southwest	\$70,868	12	Mariemont	\$88,223
13	Kings Local	\$47,382	13	Finneytown	\$57,673	13	Milford Exempted	\$70,046	13	Southwest	\$87,660
14	Mason City	\$47,009	14	St. Bernard - Elmwood	\$57,075	14	Kings Local	\$68,696	14	Lebanon City	\$87,299
15	Mt. Healthy	\$46,430	15	Milford Exempted	\$56,905	15	Sycamore	\$68,574	15	Winton Woods	\$87,149
16	Lebanon City	\$45,689	16	Mt. Healthy	\$56,689	16	Winton Woods	\$68,370	16	Finneytown	\$87,106
17	Northwest	\$45,067	17	Sycamore	\$56,666	17	Norwood	\$67,720	17	Reading	\$85,365
18	Hamilton City	\$44,822	18	North College Hill	\$55,452	18	New Richmond	\$67,184	18	St. Bernard - Elmwood	\$83,710
19	Sycamore	\$44,755	19	Lebanon City	\$55,146	19	Mt. Healthy	\$66,944	19	Norwood	\$83,360
20	North College Hill	\$44,466	20	Winton Woods	\$55,073	20	St. Bernard - Elmwood	\$66,588	20	Milford Exempted	\$83,189
21	Winton Woods	\$44,401	21	Lakota Local	\$55,067	21	North College Hill	\$66,437	21	North College Hill	\$82,819
22	Milford Exempted	\$43,764	22	New Richmond	\$55,033	22	Three Rivers	\$65,348	22	Three Rivers	\$82,478
23	Finneytown	\$43,752	23	Northwest	\$54,705	23	Lebanon City	\$64,603	23	New Richmond	\$81,764
24	Norwood	\$43,507	24	Norwood	\$54,668	24	Deer Park	\$64,565	24	Northwest	\$79,691
25	Fairfield	\$43,198	25	Three Rivers	\$53,928	25	Ross Local	\$64,565	25	Fairfield	\$78,836
26	Deer Park	\$43,091	26	Deer Park	\$53,828	26	Northwest	\$64,348	26	Hamilton City	\$78,584
27	Ross Local	\$43,091	27	Ross Local	\$53,828	27	Hamilton City	\$62,989	27	Mt. Healthy	\$77,700
28	New Richmond	\$42,883	28	Hamilton City	\$52,895	28	Fairfield	\$61,197	28	Deer Park	\$77,449
29	Three Rivers	\$42,508	29	Fairfield	\$52,197	29	Lakota Local	\$60,703	29	Ross Local	\$77,449
30	Lockland	\$41,680	30	Lockland	\$51,075	30	Lockland	\$60,470	30	Lockland	\$75,503
Salary Average		\$46,471	Salary Average		\$57,325	Salary Average		\$68,647	Salary Average		\$86,074
Salary for Madeira		\$49,378	Salary for Madeira		\$60,368	Salary for Madeira		\$72,383	Salary for Madeira		\$89,637
Madeira vs Average		\$2,907	Madeira vs Average		\$3,043	Madeira vs Average		\$3,736	Madeira vs Average		\$3,563

SALARY COMPARISONS - MAX 2016-2017 School Year

Rank	District	Max \$\$\$\$		Peak Earning Year
1	Indian Hill	\$102,388	Doctorate	27
2	Wyoming	\$101,096	Masters+36	25
3	Mason City	\$95,570	Masters+30	27
4	Sycamore	\$93,107	Masters+45	25
5	Madeira	\$92,694	Masters+45	27
6	Princeton	\$92,584	Doctorate	17
7	Loveland	\$91,361	Masters+30	20
8	Winton Woods	\$90,564	Doctorate	25
9	Oak Hills	\$90,479	Masters+30	25
10	Lakota Local	\$89,637	Masters+30	30
11	Forest Hills	\$88,637	Doctorate	27
12	Kings Local	\$88,288	Masters+20	29
13	Mariemont	\$88,223	Masters+30	27
14	Southwest	\$87,660	Masters+30	26
15	Lebanon City	\$87,299	Masters+20	27
16	Reading	\$87,124	Masters+45	27
17	Finneytown	\$87,106	Masters+30	27
18	Milford Exempted	\$86,903	Masters+50	25
19	St. Bernard - Elmwood	\$83,710	Masters+30	25
20	Norwood	\$83,360	Masters+30	22
21	North College Hill	\$82,819	Masters+20	23
22	Three Rivers	\$82,478	Masters+30	25
23	New Richmond	\$81,764	Masters+30	22
24	Northwest	\$81,731	Masters+45	27
25	Fairfield	\$78,836	Master +30	24
26	Hamilton City	\$78,584	Masters+30	27
27	Mt. Healthy	\$77,700	Masters+30	16
28	Deer Park	\$77,449	Masters+45	27
29	Ross Local	\$77,449	Masters+30	18
30	Lockland	\$75,503	Masters+30	30

MADEIRA SALARY RANKING

<u>BACHELORS</u>	<u>Rank</u>	<u>Start</u>	<u>Rank</u>	<u>5 Years</u>	<u>Rank</u>	<u>10 Years</u>	<u>Rank</u>	<u>Max</u>	<u># of Districts</u>
2016 - 2017	5	\$41,474	16	\$48,362	18	\$56,872	24	\$63,433	30 Districts
2015 - 2016	5	\$40,661	16	\$47,414	19	\$55,758	30	\$57,249	30 Districts
2014 - 2015	5	\$39,864	16	\$46,485	20	\$54,665	30	\$56,127	30 Districts
2013 - 2014	4	\$39,275	16	\$45,798	18	\$53,857	30	\$55,298	30 Districts
2012 - 2013	5	\$38,886	17	\$45,345	18	\$53,324	30	\$54,750	31 Districts
2011 - 2012	5	\$38,886	16	\$45,345	19	\$53,324	31	\$54,750	31 Districts
2010 - 2011	4	\$38,886	16	\$45,345	19	\$53,324	31	\$54,750	30 Districts
2009 - 2010	4	\$38,311	17	\$44,674	20	\$52,536	30	\$53,941	30 Districts
2008 - 2009	3	\$37,560	20	\$43,798	20	\$51,506	30	\$52,884	30 Districts
2007 - 2008	4	\$36,466	18	\$42,523	20	\$50,006	30	\$51,344	30 Districts
2006 - 2007	4	\$35,646	18	\$41,567	21	\$48,881	30	\$50,189	30 Districts
2005 - 2006	5	\$34,441	19	\$40,161	23	\$47,228	29	\$48,492	30 Districts
2004 - 2005	5	\$33,519	21	\$39,086	22	\$45,964	30	\$47,194	30 Districts
2003 - 2004	6	\$32,307	22	\$37,673	24	\$44,303	30	\$45,488	30 Districts
2002 - 2003	5	\$31,139	22	\$36,311	25	\$42,702	30	\$43,844	30 Districts
2001 - 2002	3	\$30,232	21	\$35,253	25	\$41,458	30	\$42,567	30 Districts

<u>MASTERS</u>	<u>Rank</u>	<u>Start</u>	<u>Rank</u>	<u>5 Years</u>	<u>Rank</u>	<u>10 Years</u>	<u>Rank</u>	<u>Max</u>	<u># of Districts</u>
2016 - 2017	4	\$45,679	7	\$56,321	7	\$68,305	10	\$83,615	30 Districts
2015 - 2016	4	\$44,784	7	\$55,217	6	\$66,966	9	\$81,976	30 Districts
2014 - 2015	6	\$43,906	10	\$54,135	8	\$65,653	9	\$80,369	30 Districts
2013 - 2014	5	\$43,257	9	\$53,335	9	\$64,683	9	\$79,182	30 Districts
2012 - 2013	4	\$42,829	10	\$52,807	12	\$64,043	10	\$78,398	31 Districts
2011 - 2012	5	\$42,829	9	\$52,807	12	\$64,043	10	\$78,398	31 Districts
2010 - 2011	3	\$42,829	8	\$52,807	10	\$64,043	11	\$78,398	30 Districts
2009 - 2010	3	\$42,196	8	\$52,026	8	\$63,096	8	\$77,238	30 Districts
2008 - 2009	6	\$41,369	7	\$51,006	6	\$61,859	14	\$75,724	30 Districts
2007 - 2008	8	\$40,164	9	\$49,521	8	\$60,057	13	\$73,519	30 Districts
2006 - 2007	7	\$39,261	9	\$48,407	9	\$58,706	13	\$71,866	30 Districts
2005 - 2006	10	\$37,933	12	\$46,770	11	\$56,721	16	\$69,436	30 Districts
2004 - 2005	8	\$36,918	9	\$45,518	7	\$55,203	14	\$67,578	30 Districts
2003 - 2004	8	\$35,584	9	\$43,873	9	\$53,208	14	\$65,135	30 Districts
2002 - 2003	9	\$34,298	10	\$42,287	8	\$51,285	14	\$62,781	30 Districts
2001 - 2002	6	\$33,218	7	\$40,956	7	\$49,671	14	\$60,805	30 Districts

<u>MASTERS +30</u>	<u>Rank</u>	<u>Start</u>	<u>Rank</u>	<u>5 Years</u>	<u>Rank</u>	<u>10 Years</u>	<u>Rank</u>	<u>M+30 Max</u>	<u>Rank</u>	<u>Overall Max</u>	
2016 - 2017	9	\$48,746	4	\$60,506	9	\$72,349	9	\$89,549	5	\$92,694	30 Districts
2015 - 2016	8	\$47,790	4	\$59,320	9	\$70,931	9	\$87,793	5	\$90,877	30 Districts
2014 - 2015	8	\$46,854	7	\$58,157	8	\$69,540	7	\$86,072	5	\$89,095	30 Districts
2013 - 2014	7	\$46,161	7	\$57,298	8	\$68,513	7	\$84,801	5	\$87,779	30 Districts
2012 - 2013	8	\$45,704	5	\$56,730	9	\$67,834	7	\$83,961	5	\$86,909	30 Districts
2011 - 2012	8	\$45,704	6	\$56,730	9	\$67,834	8	\$83,961	5	\$86,909	31 Districts
2010 - 2011	8	\$45,704	7	\$56,730	8	\$67,834	9	\$83,961	5	\$86,909	31 Districts
2009 - 2010	8	\$45,028	5	\$55,891	7	\$66,831	8	\$82,719	4	\$85,624	30 Districts
2008 - 2009	7	\$44,146	7	\$54,796	8	\$65,521	8	\$81,098	5	\$83,946	30 Districts
2007 - 2008	8	\$42,860	7	\$53,200	7	\$63,613	8	\$78,736	6	\$81,501	30 Districts
2006 - 2007	8	\$41,897	7	\$52,004	8	\$62,183	8	\$76,966	6	\$79,669	30 Districts
2005 - 2006	8	\$40,480	10	\$50,245	11	\$60,080	5	\$76,975	6	\$76,975	30 Districts
2004 - 2005	9	\$39,397	9	\$48,900	7	\$58,472	5	\$72,373	5	\$74,915	30 Districts
2003 - 2004	11	\$37,973	9	\$47,133	9	\$56,359	6	\$69,757	5	\$72,207	30 Districts
2002 - 2003	14	\$35,783	15	\$44,612	14	\$53,505	8	\$67,236	6	\$69,597	30 Districts
2001 - 2002	14	\$34,573	16	\$43,103	14	\$51,696	9	\$64,962	6	\$66,950	30 Districts

BUDGET IMPACT 2017-2018 School Year

Salary			
% Increases		Starting	AVG
FY04	3.00%	31,139	
FY05	3.75%	32,307	
FY06	3.75%	33,519	58,196
FY07	3.50%	34,441	60,816
FY08	2.30%	35,646	62,630
FY09	3.00%	36,466	64,110
FY10	2.00%	38,311	66,031
FY11	1.50%	38,886	68,358
FY12	0.00%	38,886	67,637
FY13	0.00%	38,886	68,575
FY14	1.00%	39,275	69,594
FY15	1.50%	39,864	73,124
FY16	2.00%	40,661	72,262
FY17	2.00%	41,474	73,665
5 YR Avg.	1.30%		

Experience			Academic Level		
YRS	%FTE	% Amt.	Level	%FTE	%Amt.
0-5	6.57%	4.46%	BA All	11.74%	8.50%
6-10	16.43%	13.46%	MA	32.86%	31.81%
11-15	30.61%	29.93%	MA+15	19.72%	20.09%
16-20	18.97%	20.56%	MA+30	20.28%	21.87%
21-25	12.86%	14.79%	MA+45	15.40%	17.73%
26+	14.55%	16.80%			
	100.00%	100.00%		100.00%	100.00%
6+ YRS	93.43%	95.54%	MA %	88.26%	91.50%

2017-2018 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2016-2017 Certified Salary - current year	\$7,867,428	
2017-2018-Step only, no change in base	\$223,332	2.84%
2017-2018-1% base increase + step	\$304,239	3.87%
2017-2018-2% base increase + step	\$385,147	4.90%

Benefit Summary Comparison Chart

	Medical Plans				Dental Plan		Vision Plan		Maximum Accum. Sick Days	Retirement Severance	Estimate Severance Days	Retirement Incentive	Tuition Reimbursement	
	Plan 1-Full Time		Plan 2-Full Time		Plan 1-Full Time		Plan 1-Full time							
District	Board %	Employee%	Board %	Employee %	Board %	Employee %	Board %	Employee %					Yes/No	How much per employee per year
Deer Park	86%	14%			86%	14%	0%	100%	190	26.6%, max 50 days	50	No	Yes	lesser of cost or \$100
Fairfield	80%	20%			90%	10%			330	1/2 of 100 days + 1/4 excess up to 107.5	108	Yes. 25% of all acc. Sick leave	Yes	6 hrs @ \$275/hr or cost; prorated
Finneytown	85%	15%			85%	15%	0%	100%	230	25%, max 60 days	60	Yes. 50% of acc. Sick leave	Yes	\$200/semester hr, \$120/qtr hr. up to 9 sem hrs or 15 qtr hrs. Repayment schedule if teacher leaves.
Forest Hills	75%	25%	83.8%/16.2%-HDHP/H.S.A. contr \$300/\$600		100%	0%	0%	100%	275	25%, or if >= 250, 70 days	70	Yes. 50% of acc. Sick leave	Yes	6 hrs @ \$250/hr
Indian Hill	85%	15%	85%/15% HDHP/H.S.A \$400/\$800		85%	15%	0%	100%	315	25%, max 78 days	78	\$500	Yes	4 hrs; lesser of Actual cost vs Xavier
Kings Local	85%	15%	Plan 1-HDHP with HAS. Bd will fund 50% deductible for FY16 and FY17		100%	0%	\$180	balance	247	25% for 5-11 service yrs; 33% for 12 or more yrs.	82	\$1,000	Yes	6 hrs @ Actual or prorated
Lakota Local	85%	15%	85%/15% HDHP		85%	15%	n/a	n/a	300	25% of up to 200 days, 50 day max	50	50% of days > 200-300 day max. \$500	No	Created an Innovation and Creative Incentive Compensation Program: development of innovation instruction
Loveland	85%	15%			100%	0%			250	35 days + 25% of accum. Above 35	63	\$8000 if at first eligible	Yes	3 hrs @ 100% actual cost; proration of budget \$60,000
Madeira	85%	15%			100%	0%	0%	100%	220	30%, max 60 days	60	No	Yes	6 hrs; Avg cost; UC,X,Mi; Budget cap \$25,000; proration to stay within budget
Mariemont	85%	15%			85%	15%			230	27%, max 54 days	54	No	Yes	8 hrs; \$200/hr
Mason City	92% HDHP/H.S.A. \$1000/\$2000. Details per negotiated agreement	8%			100%	0%	100%	0%	260	25%, max 65 days	65	in place of 25%, 50% if at earliest allowable date	Yes	9 hrs, Budget cap at \$75,000; proration if necessary to stay within budget
Milford Exempted	80%	20%	HDHP-HealthSavings		90%	10%	0%	100%	260	25%, max 57.5 days	58	in place of 25%, 50% if at earliest allowable date	Yes	6hrs @ actual or prorated. Budget cap \$60,000.
Mt. Healthy	90%	10%			95%	5%	0%	100%	265	25%, max 60 days	60	if at earliest allowable date, additional 25% of current salary	No	
Norwood	85%	15%			100%	0%	0%	100%	260	25%, max 54 days	54	No	No	
Northwest	HDHP/HSA 85%	15%			100%	0%		100%	250	25%	63	in place of 25%, 50%, 125 days, if at earliest allowable date, \$200	Yes	6 hrs @ \$135/hr, prorated. Budget cap \$75,000.
Oak Hills	HDHP/H.S.A. 85%	15%	PPO 80%	20%	90%	10%			252	25%, max 63 days	63	if retire with maximum sick days, additional 3 days	No-tuition loans only	
Princeton	85%	15%	85% PLUS \$3400 H.S.A. FAMILY AND \$1700 SINGLE		85%	15%			260	25%, max 65 days, plus 2 days within deadline	67	12 additional days if 25 service years within deadline	Yes	6 hrs @ 50% of tuition paid
Reading	85%	15%			100%	0%			272	25% of sick days, > 272 days = 80 days	80	50% or 60% based on first eligible of 300 sick days + \$1000	Yes	max \$1,500/tch;\$18,000 tuition budget; prorated
Southwest	85%-PPO	15%	85%	15%	100%	0%		100%	300	25% of sick days, max 59	59	50% of additional days past 59, first time eligible	No	
St. Bernard-Elmwood	90%	10%			95%	5%			262	25% + 10/20/30 bonus days based on service yrs.	65		Yes	9 hrs @ \$75 per hour
Sycamore	85% - 3 plans, PPO, EPO, Minimum Value	15%	85%-HDHP-H.S.A. contribution \$1000/Single Cert, \$2000 Fam Cert.		90%	10%			325	33% of sick days	107	Yes, formula based on service years, 5 yr avg. salary, 1-1.5%	Yes	6 hrs @ \$175; \$80,000 prorated
Three Rivers	85%	15%			90%	10%			281	25%, max 70 days	70		No	
Wyoming	85%	15%			85%	15%			190	Wyoming yrs * 3 + non Wy. Yrs X 1 + \$400	90	Additional 60% of Severance at 1st eligible date	Yes	Up to MA+12; 6 hrs per school year, 12 hrs per calendar year @ 50%. Summer courses @ 75% or \$400 max. \$25,000 prorated
Average	15%								262	68				

Introduction

It is important that staff are involved and informed about policy changes that affect our salaries and benefits. As fellow staff members, we encourage you to take time to respond to this short survey. Our valuable input, through our responses and comments, can assist the Board and lead to positive change.

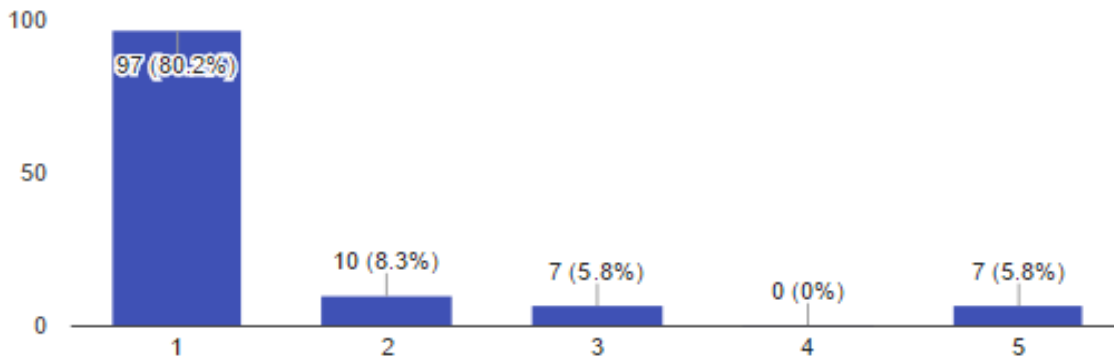
Your Planning Commission Representatives on the Salary and Benefits Committee,
Sharon Fitter and Doree Hyde

Background information

Currently, Madeira staff members can accumulate sick leave up to a maximum of 220 days. During approved short term and long term sick leave, each employee can continue to receive compensation if they have accumulated sick leave to cover the days they are sick.

Question 1

Would you support the benefit of an increase in the maximum allowable accumulated sick leave from 220-260? (Note: This is not a trick question. This is a possible change that requires a staff response.)(121 responses)

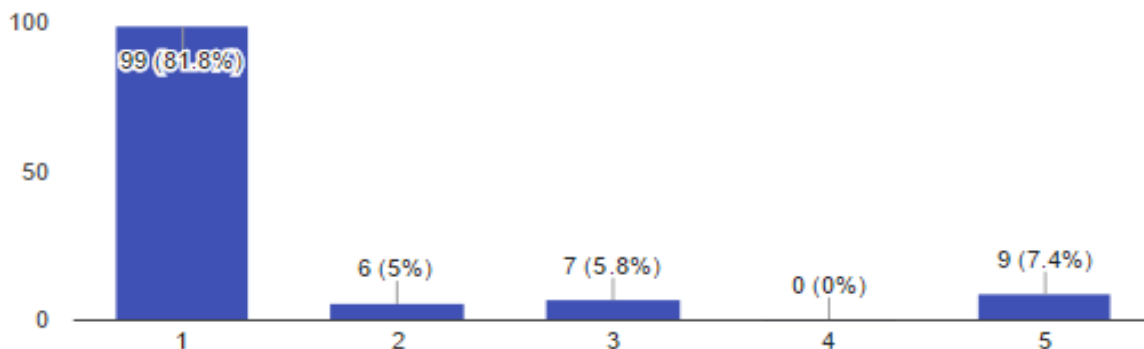


Background information

Currently, Madeira staff members receive a severance distribution upon retirement that is calculated at 30% of accumulated sick leave, with a cap of 60 days and applying their current daily rate of pay.

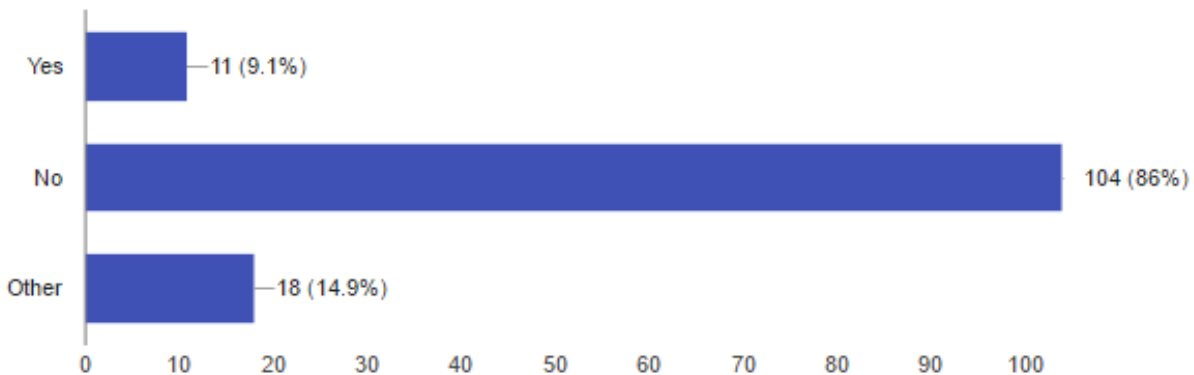
Question 2

Would you support the benefit of revising the severance distribution to continue at 30%, but an increase from a 60 day cap to a 66 day cap? (Note: This is not a trick question. This is a possible change that requires a staff response.)(121 responses)



Question 3

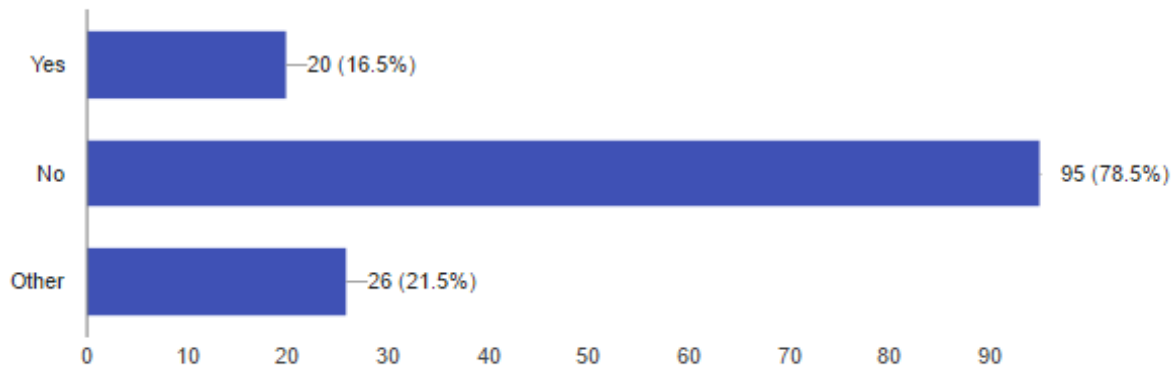
Do you have any questions or comments about current benefits? (if you answered yes, please explain in Other)(121 responses)



1. It would be great to have three unrestricted (personal) days.
2. If the above would happen (referring to questions 1 & 2), would there be a cut or alteration to other benefits?
3. Sick leave allowed to be used for significant others/partners living in household and their immediate families
4. I believe the 30% should be raised to at least 50% and the cap should be raised to 90 days.
5. Does this apply only to certified or also for classified staff?
6. Currently, staff members can be at the maximum accumulated days for years without using any, and then an illness in their last year or two can take many days and affect their severance pay. I would like to see the maximum accumulated days be high enough that an illness or surgery in the last year or two will not affect their severance.
7. It would be nice to see the 12 mos staff who work full-time, year round earn sick leave at a slightly higher accrual rate because they work 12 mos vs the certified staff who earns the same sick leave accrual rate but has 10 weeks off each year. So while the certified staff is off for 10 weeks, they are still earning the same sick leave that the 12 mos staff is earning, but the 12 mos staff is still working during those 10 weeks.
8. The percentage should be increased to a min. of 40%.
9. Please explain maternity leave processes / benefits more clearly. What is covered? What isn't covered, etc? Thanks!
10. I would like the board to consider revising the part time sick leave allotment. It is difficult, if you are really sick to have enough days to cover a serious illness or a simple surgery recovery (Gallbladder, Appendectomy, etc). I had shingles this fall and was contagious for 2 weeks. Luckily half of this time period was over Thanksgiving break. I am afraid for my kids to get sick this year - because I won't have any days available to stay home with them.
11. We are fortunate to have such a great school board and planning commission and a community who values us.
12. My understanding is when you take an unpaid day you also use a personal day that you should be paid for.
13. Have you looked at updating your policies for paid leave (using sick days) when adopting an infant or having a infant by surrogacy?
14. I'm not sure this falls under benefits questions, but I wish sick leave could be taken in one hour increments instead of the minimum of two. I've lost time because I've only needed an hour and don't want to stay out an hour I don't need.
15. I feel the district should pay more of the employee's health care premium.
16. Is something being given up to support these possible benefits?
17. I like keeping the premiums lower, but the copays are very expensive.

Question 4

Are there additional benefits you would like the Board of Education to consider adding? (if you answered yes, please explain in Other)(121 responses)



1. Would the Board consider moving the M45 salary eligibility beginning at Step 20 years instead of Step 25 years?
2. Three Unrestricted personal days
3. I would like to see the former policy allowing the children of staff members to attend Madeira City Schools on a tuition free basis
4. Reconsider the decision not to cover a working spouse under family health coverage policy
5. Look at 12 month employees and personal days. Currently a part time employee who works 9 months gets the same number of personal days as a 5 day a week 12 month employee
6. Even though I am a Madeira resident, I have always supported the benefit of faculty being able to bring their kids to Madeira; I would support the district charging tuition, because the benefit is invaluable to working parents.
7. The ability to give other staff members sick days when you need to situations happen and their personal health situations such as getting cancer or some other type of disease.
8. The vacation accrual is currently set in 5 year increments until you reach the "20 or more years". I'd like to see an increase in accrual from 20-25 years and 25-30 years since most careers in the school environment are 30 years in order to retire with full pension benefits.
9. I would like to ask the Board to consider that employees who do not receive summers off receive some sort of additional accrual of sick/personal/vacation days.
10. I would like to see some kind of incentive for National Board/Master teacher.
11. I would like to see the creation of a Sick Bank for staff
12. Financial support in the National Board certification or recertification process.
13. Giving full (or better) benefits to certified, part-time teachers.
14. Allowing teacher to send their children to Madeira City Schools who do not live in the district.
15. Sabbatical year for long term staff; Regular annual pay would be cut by the amount it would cost to hire a long-term sub for the full year, with employee receiving the balance (with the usual deductions for benefits, etc.) Staff member would need to justify by showing time spent studying or otherwise broadening horizons to make him/her a better teacher.
16. Open enrollment for children of Madeira teaching faculty—I would be willing to pay a tuition.
17. Look at other schools' personal day policies. Are other schools allowed to take 2 or 3 personal days in a row, without being penalized? (one day without pay).
18. Explore the possibility of taking a personal day on the beginning or end of a holiday weekend?
19. Gym membership or faculty-only time slots for fitness center.
20. Consider extending the same paid family leave to families having an infant by surrogacy as to those having a child by pregnancy. All infants need around-the-clock care when they are born, and this is such an adjustment in terms of sleep as well as emotionally. The child and parents benefit from this social-emotional bonding time together. We are after all in a field dedicated to children.
21. Employees bringing their children to Madeira City Schools.

22. Longevity bonuses after 5, 10, 15, 20, 25 years of continuous service.
23. Allowing staff children to attend Madeira City Schools if they do not live in the district.
24. Sick day bank,
25. Twelve (12) weeks paid maternity leave.
26. Would love glasses or contact lenses to be covered by insurance.
27. Allowing outside district employee children to attend Madeira.
28. Orthodontic insurance.
29. CEU's for inservice days to count towards license renewal.