

Madeira City Schools Planning Commission
Annual Salary and Benefit Study
March 2018

Committee Members

Brian Kellett, Chairman
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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 2017-2018 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 2017-2018 school year, 28 out of 30 schools had a base salary increase. **The average base increase was 2.75%**. (Part 1, Appendix 1). Madeira's increase for **2017-2018 was 2%**.
4. Only 1 of the 30 districts was a 0% base increase in 2017-2018.

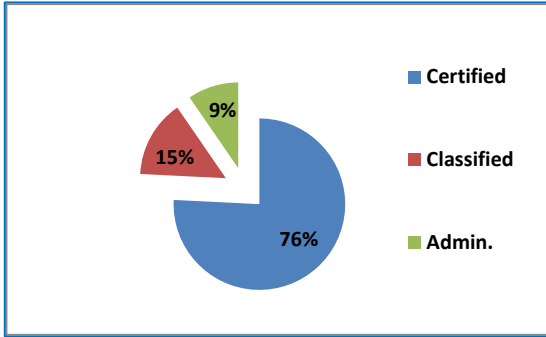
5. Six (6) out of 28 negotiating districts contracts end in 2018. Madeira and Mariemont are not negotiating districts. (Part 1, Appendix 1)
 - a. 22 of 28 negotiating districts have established salary schedules for 2018-2019 with a base average increase of 2.28%.
 - b. 12 of 28 negotiating districts have established salary schedules for 2019-2020 with a base average increase of 2.70%.

6. 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 5th (last year - 4th), and Madeira's maximum salary ranks 6th (last year - 5th), out of thirty (30) districts. (Part 1, Appendix 6)
The average base salary increase for 2016-2017 was 2%. 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 will impacts the resulting final average salary.

The Pie Chart illustrates the breakdown between the 3 categories of district salaries. The Salary Study data is pertinent to 76% of the district’s salary compensation cost.



Current Year 2017-2018 Certified Salary \$7,801,729 Avg. Salary \$75,970

Prior Year 2016-2017 Certified Salary \$7,730,045 Avg. Salary \$73,665

- Step Movement for Eligible staff without a change in base Salary
 - o Cost: \$312,466
 - o Certified Salary \$8,114,195 Avg. Salary \$79,551
 - o 4% Average Increase
- 1% increase in the base salary schedule with step movement
 - o Cost: \$354,441
 - o Certified Salary \$8,156,170 Avg. Salary \$79,962
 - o 4.54% Average Increase
- Each full % increase with step movement is approximately \$42,000

Previous Year Recommendation and Board Action

Board Action on Salary for 2017-2018

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

Recommendation for 2018-2019

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. Therefore, the committee recommends the following for **2018-2019**.

- 2.5% base increase
- Step movement for eligible staff

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, 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.

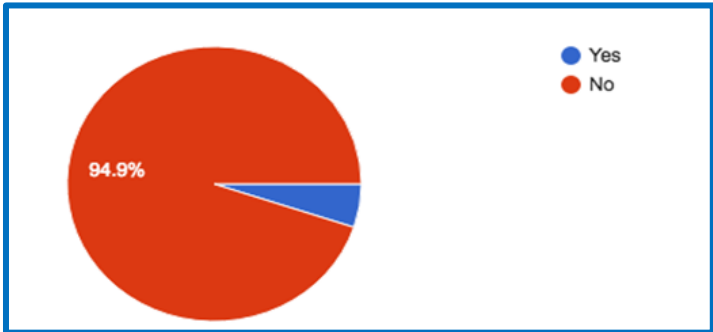
IV. Findings

- 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 2018-2019 health care will change to 90% Board and 10% Employee. 2015-2016 Mason’s health care plan was previously 100% Board paid.
 - b. 2 districts (Mt. Healthy and St. Bernard) share 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. 15 districts share health costs at 85%-Board and 15% Employee (these include Finneytown, Indian Hill, Kings, Lakota, Loveland, Madeira, Mariemont, Northwest, Oak Hills, Princeton, Reading, Southwest, Sycamore, Three Rivers & Wyoming).
 - e. 1 district (Norwood) shares health costs at 82.5%-Board and 17.5% Employee.
 - f. 2 districts (Fairfield & Milford) share health costs at 80% Board and 20% Employee
 - g. 1 district (Forest Hills) share health costs at 75% Board and 25% Employee
 - h. 11 districts offer a HDHP as the only plan or a 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, Southwest and Sycamore. *Note Mason & Northwest provide only HDHP/HSA options. Madeira is in a 14 school consortium that does not offer the option.

- 4. Tuition Reimbursement - There were no 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

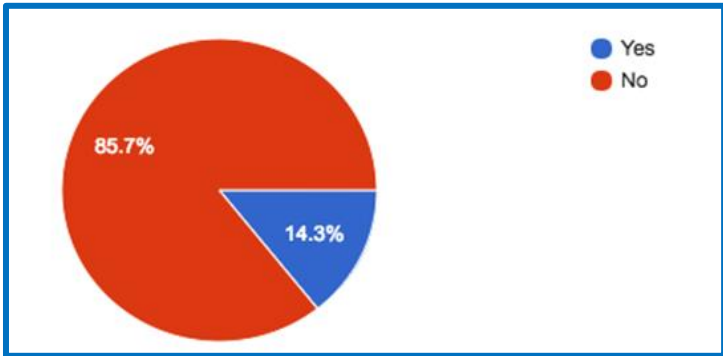
B. Staff Survey-Staff members were given the opportunity to participate in a survey regarding salary and benefits at Madeira City Schools. The survey contained three questions and was sent via email for all staff to complete online. There were 98 responses. (All detailed comments are included in Part 2, Appendix 9)The survey asked the following questions:

- Question #1: Do you have any questions or comments about the current salary? Most respondents indicated “No”, however detailed comments are included in the appendix.



- Question #2: Do you have any questions or comments about current benefits? Most respondents indicated “No”, however there were a number of comments that are included in the appendix. Topic comments included:

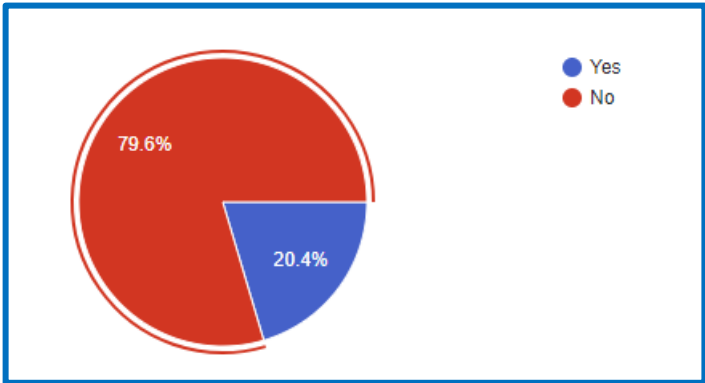
- ✚ Personal days
- ✚ Spousal insurance coverage
- ✚ Maternity leave
- ✚ Cost of co-pays, deductibles, and prescription drugs



- Question #3: Are there additional benefits you would like the Board of Education to consider adding? Although most respondents indicated “No”, there were a great number of comments from the 20%.

Topic comments included:

- ✦ Non resident staff enroll their children in Madeira
- ✦ Additional steps and columns on the salary schedule
- ✦ Sabbatical benefit
- ✦ Sick bank
- ✦ Spousal insurance coverage
- ✦ National Board compensation
- ✦ Changes to personal day policy and guidelines



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:

We found that the staff has a good understanding of the benefits they receive. We recommend continuing to monitor the ever-changing landscape of health care and to continue to review benefits on an annual basis.

COMPARISON DISTRICT CONTRACT SUMMARY CHART

District	Prior 3 Years			Current Year	Future Two Years		Contract Information				
	% Base Increase 2014-2015	% Base Increase 2015-2016	% Base Increase 2016-2017	% Base Increase 2017-2018	% Base Increase 2018-2019	% Base Increase 2019-2020	Evaluation Based Compensation	Current Year	Duration	Start	End
Deer Park	2.00%	1.75%	1.75%	3.00%	2.25%	2.00%	No	1	3	7/1/2017	6/30/2020
Fairfield	2.75%	2.00%	2.25%	11.00%	2.90%	2.90%	No	1	3	6/30/2017	6/29/2020
Finneytown	0.00%	2.00%	2.00%	0.00%	0.00%		No	1	2	8/1/2017	7/31/2019
Forest Hills	1.00%	1.00%	1.00%	8.70%	2.75%	2.40%	No	1	3	7/1/2017	6/30/2020
Hamilton City	4.00%	3.50%	3.00%	3.00%	3.00%	3.00%	No	2	4	7/1/2016	6/30/2020
Indian Hill	2.50%	2.50%	0.25%	0.50%	0.75%		Yes-A or S rating	2	2	7/1/2017	6/30/2019
Kings Local	1.75%	2.00%	1.50%	2.50%	2.50%	2.50%	No	1	3	7/1/2017	6/30/2020
Lakota Local	3.56%	1.97%	2.00%	2.00%	2.00%		No	3	3	7/1/2015	6/30/2018
Lebanon City	2.00%	3.00%	2.75%	2.50%	2.50%		No	2	3	9/1/2016	8/31/2019
Lockland	0.00%	0.00%	3.50%	3.00%			No	2	2	6/30/2015	6/30/2017
Loveland	1.00%	1.00%	2.75%	2.50%	2.00%		No-evaluation committee established	1	3	7/1/2016	6/30/2019
Madeira	1.50%	2.00%	2.00%	2.00%			No	Not Applicable			
Mariemont	2.00%	1.00%	2.00%	1.00%			No	Not Applicable			
Mason City	2.00%	2.00%	2.50%	2.50%	2.50%		No	1	2	7/1/2017	6/30/2019
Milford Exempted	2.00%	1.75%	1.75%	3.00%	2.50%	2.50%	No	1	3	7/1/2017	6/30/2020
Mt. Healthy	3.00%	2.00%	2.00%	2.00%			No	3	3	7/1/2015	6/30/2018
New Richmond	0.00%	0.00%	0.00%	0.00%			No	3	3	7/1/2014	6/30/2017
North College Hill	1.50%	1.50%	3.00%	3.00%	3.00%		No	2	2	7/1/2016	6/30/2018
Northwest Local	2.50%	2.50%	2.50%	3.75%	4.00%	4.00%	No	3	3	7/1/2017	6/30/2020
Norwood	4.00%	1.00%	1.00%	3.00%	3.00%		Yes	3	3	9/16/2017	7/31/2018
Oak Hills	1.50%	1.50%	1.50%	2.25%	2.25%	2.25%	No	1	3	7/1/2017	6/30/2020
Princeton	2.50%	2.50%	2.50%	2.25%	1.50%		No	1	3	7/1/2016	6/30/2019
Reading	2.00%	2.00%	2.00%	2.00%			No	1	2	9/1/2016	8/31/2018
Ross Local	1.00%	2.00%	2.00%	3.00%			No	1	1	9/1/2017	8/31/2018
Southwest Local	1.75%	1.50%	1.5%	3.00%	3.00%	2.50%	No	1	1	8/1/2017	7/31/2020
St. Bernard - Elmwood	1.00%	1.00%	1.00%	2.00%	2.00%		No	1	2	8/1/2017	7/31/2019
Sycamore	0.00%	0.00%	2.00%	2.00%	2.00%	3.20%	No	1	3	8/1/2017	7/31/2020
Three Rivers	1.00%	1.00%	1.00%	3.00%	2.75%	2.50%	No	1	3	8/1/2017	7/31/2020
Winton Woods	3.00%	3.00%	4.50%	3.50%			No	2	2	6/29/2016	6/30/2018
Wyoming	2.75%	2.50%	2.00%	0.50%	1.00%	1.00%	No	1	3	7/1/2017	6/30/2020
Average:	1.85%	1.72%	2.00%	2.75%	2.28%	2.70%					

SALARY COMPARISONS - BACHELORS DEGREE
Teachers Salary Schedule
2017-2018 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	Lakota Local	\$44,058	1	Indian Hill	\$55,043	1	Princeton	\$67,028	1	Wyoming	\$86,067
2	Indian Hill	\$44,034	2	Forest Hills	\$54,198	2	Indian Hill	\$66,051	2	Kings Local	\$81,337
3	Princeton	\$43,525	3	Princeton	\$53,971	3	Oak Hills	\$65,788	3	Southwest Local	\$79,482
4	Forest Hills	\$42,991	4	Oak Hills	\$53,038	4	Forest Hills	\$65,404	4	Oak Hills	\$78,124
5	Madeira	\$42,303	5	Kings Local	\$52,936	5	Kings Local	\$63,860	5	Mason City	\$77,723
6	Sycamore	\$42,054	6	Wyoming	\$52,480	6	Winton Woods	\$63,796	6	Loveland	\$77,704
7	Kings Local	\$42,013	7	Loveland	\$52,233	7	Wyoming	\$62,976	7	Forest Hills	\$77,669
8	Wyoming	\$41,984	8	Mason City	\$51,850	8	Loveland	\$62,846	8	Indian Hill	\$77,445
9	Mason City	\$41,899	9	Southwest Local	\$51,367	9	Southwest Local	\$62,178	9	Winton Woods	\$76,610
10	Loveland	\$41,620	10	Winton Woods	\$51,193	10	Deer Park	\$61,941	10	Princeton	\$76,386
11	Hamilton City	\$41,307	11	Sycamore	\$50,616	11	Mason City	\$61,801	11	Three Rivers	\$75,586
12	Oak Hills	\$41,118	12	Finneytown	\$50,513	12	North College Hill	\$61,641	12	Reading	\$75,136
13	Winton Woods	\$41,079	13	Deer Park	\$50,456	13	Reading	\$60,584	13	Sycamore	\$74,660
14	Deer Park	\$41,020	14	North College Hill	\$50,329	14	Mariemont	\$60,072	14	Lebanon City	\$74,524
15	Southwest Local	\$40,552	15	Reading	\$50,102	15	Sycamore	\$59,932	15	Mariemont	\$73,424
16	Fairfield	\$40,000	16	Mariemont	\$49,478	16	Three Rivers	\$59,249	16	Deer Park	\$72,607
17	Lebanon City	\$39,860	17	Madeira	\$49,329	17	Finneytown	\$58,866	17	North College Hill	\$71,690
18	Reading	\$39,858	18	Milford Exempted	\$48,452	18	Mt. Healthy	\$58,510	18	Northwest Local	\$71,689
19	Finneytown	\$39,774	19	Three Rivers	\$48,357	19	Madeira	\$58,009	19	Norwood	\$71,152
20	Milford Exempted	\$39,232	20	Northwest Local	\$48,109	20	Northwest Local	\$57,937	20	Lakota Local	\$70,366
21	North College Hill	\$39,014	21	Mt. Healthy	\$48,046	21	Norwood	\$57,770	21	Hamilton City	\$70,261
22	Norwood	\$38,968	22	Fairfield	\$48,000	22	Milford Exempted	\$57,671	22	Fairfield	\$70,000
23	St. Bernard - Elmwood	\$38,811	23	Norwood	\$47,736	23	St. Bernard - Elmwood	\$56,276	23	Finneytown	\$67,616
24	Mariemont	\$38,342	24	Hamilton City	\$47,619	24	Fairfield	\$56,000	24	Milford Exempted	\$66,882
25	Northwest Local	\$38,285	25	Lebanon City	\$47,498	25	Hamilton City	\$55,509	25	Mt. Healthy	\$62,419
26	Mt. Healthy	\$37,586	26	Lakota Local	\$47,364	26	Lebanon City	\$55,447	26	New Richmond	\$62,359
27	Ross Local	\$36,864	27	St. Bernard - Elmwood	\$46,573	27	Lockland	\$54,543	27	Lockland	\$62,284
28	Three Rivers	\$36,304	28	Lockland	\$44,866	28	Lakota Local	\$52,515	28	St. Bernard - Elmwood	\$62,098
29	New Richmond	\$35,736	29	Ross Local	\$44,605	29	Ross Local	\$52,346	29	Ross Local	\$61,636
30	Lockland	\$35,189	30	New Richmond	\$43,848	30	New Richmond	\$52,246	30	Madeira	\$59,561
	Salary Average	\$40,179		Salary Average	\$49,673		Salary Average	\$59,626		Salary Average	\$72,150
	Salary for Madeira	\$42,303		Salary for Madeira	\$49,329		Salary for Madeira	\$58,510		Salary for Madeira	\$59,561
	Madeira vs Average	\$2,124		Madeira vs Average	(\$344)		Madeira vs Average	(\$1,116)		Madeira vs Average	(\$12,589)

**SALARY COMPARISONS - MASTERS DEGREE
Teachers Salary Schedule
2017-2018 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	\$48,437	1	Indian Hill	\$60,547	1	Indian Hill	\$72,656	1	Indian Hill	\$97,625
2	Princeton	\$47,877	2	Princeton	\$59,194	2	Princeton	\$72,251	2	Wyoming	\$97,400
3	Southwest Local	\$47,040	3	Loveland	\$58,372	3	Forest Hills	\$70,375	3	Mariemont	\$93,190
4	Lakota Local	\$46,871	4	Southwest Local	\$57,856	4	Loveland	\$70,338	4	Sycamore	\$91,855
5	Madeira	\$46,593	5	Mason City	\$57,821	5	Oak Hills	\$69,900	5	Princeton	\$89,444
6	Oak Hills	\$46,463	6	Forest Hills	\$57,804	6	Deer Park	\$69,735	6	Winton Woods	\$89,102
7	Hamilton City	\$46,444	7	Reading	\$57,595	7	Wyoming	\$69,694	7	Mason City	\$88,323
8	Loveland	\$46,406	8	Madeira	\$57,447	8	Madeira	\$69,670	8	Kings Local	\$88,311
9	Kings Local	\$46,382	9	Kings Local	\$57,306	9	Winton Woods	\$69,666	9	Loveland	\$87,090
10	Mason City	\$46,089	10	Oak Hills	\$57,154	10	Reading	\$69,632	10	Lebanon City	\$86,854
11	Deer Park	\$45,943	11	Wyoming	\$57,099	11	Mason City	\$69,552	11	Southwest Local	\$85,966
12	Reading	\$45,837	12	Deer Park	\$56,609	12	Mariemont	\$68,731	12	Reading	\$85,658
13	St. Bernard - Elmwood	\$45,797	13	Mariemont	\$56,332	13	Southwest Local	\$68,667	13	Madeira	\$85,287
14	Forest Hills	\$45,233	14	Sycamore	\$56,014	14	Kings Local	\$68,229	14	Oak Hills	\$84,291
15	Winton Woods	\$44,858	15	Winton Woods	\$55,904	15	Sycamore	\$68,165	15	Forest Hills	\$83,732
16	Wyoming	\$44,503	16	North College Hill	\$54,851	16	Finneytown	\$67,616	16	North College Hill	\$83,002
17	Fairfield	\$44,500	17	Hamilton City	\$54,518	17	Milford Exempted	\$66,577	17	Deer Park	\$82,862
18	Mariemont	\$44,493	18	Fairfield	\$54,500	18	Mt. Healthy	\$66,328	18	Lakota Local	\$82,480
19	Lebanon City	\$44,202	19	Finneytown	\$54,491	19	North College Hill	\$66,167	19	Three Rivers	\$82,411
20	Sycamore	\$43,866	20	Milford Exempted	\$54,415	20	Norwood	\$64,784	20	Finneytown	\$81,935
21	North College Hill	\$43,539	21	Mt. Healthy	\$53,910	21	Three Rivers	\$64,767	21	St. Bernard - Elmwood	\$81,115
22	Mt. Healthy	\$43,449	22	Lebanon City	\$53,896	22	Hamilton City	\$64,611	22	Hamilton City	\$79,840
23	Northwest Local	\$42,519	23	St. Bernard - Elmwood	\$53,559	23	Lebanon City	\$63,589	23	Norwood	\$79,725
24	Norwood	\$42,475	24	Three Rivers	\$53,004	24	St. Bernard - Elmwood	\$63,262	24	Fairfield	\$79,000
25	Milford Exempted	\$42,253	25	Norwood	\$52,802	25	Fairfield	\$62,820	25	Milford Exempted	\$78,681
26	Finneytown	\$42,161	26	Northwest Local	\$52,519	26	Northwest Local	\$62,523	26	Northwest Local	\$78,454
27	Three Rivers	\$41,242	27	Lakota Local	\$50,671	27	New Richmond	\$59,965	27	Mt. Healthy	\$75,225
28	Ross Local	\$40,624	28	Ross Local	\$50,208	28	Ross Local	\$59,793	28	Lockland	\$73,897
29	Lockland	\$39,060	29	New Richmond	\$49,423	29	Lockland	\$58,414	29	New Richmond	\$72,687
30	New Richmond	\$38,988	30	Lockland	\$48,737	30	Lakota Local	\$55,857	30	Ross Local	\$71,294
Salary Average		\$44,471	Salary Average		\$55,152	Salary Average		\$66,478	Salary Average		\$83,891
Salary for Madeira		\$46,871	Salary for Madeira		\$57,154	Salary for Madeira		\$68,731	Salary for Madeira		\$86,854
Madeira vs Average		\$2,400	Madeira vs Average		\$2,002	Madeira vs Average		\$2,253	Madeira vs Average		\$2,963

**SALARY COMPARISONS - MASTERS + 20 or 30
Teachers Salary Schedule
2017-2018 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	\$52,841	1	Indian Hill	\$64,950	1	Indian Hill	\$77,060	1	Indian Hill	\$102,051
2	Loveland	\$52,961	2	Loveland	\$64,927	2	Loveland	\$76,893	2	Wyoming	\$100,762
3	Lakota Local	\$51,956	3	Forest Hills	\$62,551	3	Mason City	\$75,837	3	Mason City	\$97,960
4	Forest Hills	\$49,715	4	Southwest Local	\$62,178	4	Forest Hills	\$75,388	4	Loveland	\$93,645
5	Southwest Local	\$51,339	5	Mason City	\$62,011	5	Milford Exempted	\$75,169	5	Sycamore	\$93,634
6	St. Bernard - Elmwood	\$50,454	6	Princeton	\$61,805	6	Princeton	\$74,863	6	Mariemont	\$93,190
7	Oak Hills	\$50,575	7	Madeira	\$61,715	7	Oak Hills	\$74,012	7	Oak Hills	\$92,515
8	Princeton	\$50,489	8	Oak Hills	\$61,265	8	Madeira	\$73,795	8	Princeton	\$92,055
9	Madeira	\$49,720	9	Milford Exempted	\$60,849	9	Wyoming	\$73,052	9	Lakota Local	\$91,430
10	Reading	\$48,587	10	Wyoming	\$60,457	10	Southwest Local	\$72,994	10	Madeira	\$91,339
11	Wyoming	\$47,862	11	Reading	\$60,385	11	Reading	\$72,462	11	Kings Local	\$90,496
12	Mariemont	\$44,493	12	Kings Local	\$59,490	12	Finneytown	\$71,594	12	Southwest Local	\$90,289
13	Kings Local	\$48,567	13	Deer Park	\$58,250	13	Deer Park	\$71,376	13	Winton Woods	\$90,199
14	Mason City	\$48,184	14	St. Bernard - Elmwood	\$58,217	14	Winton Woods	\$70,762	14	Milford Exempted	\$89,490
15	Mt. Healthy	\$47,358	15	Mt. Healthy	\$57,822	15	Kings Local	\$70,414	15	Lebanon City	\$89,483
16	Lebanon City	\$46,831	16	Sycamore	\$57,799	16	Sycamore	\$69,945	16	Forest Hills	\$88,957
17	Northwest Local	\$46,757	17	Finneytown	\$57,673	17	Norwood	\$69,753	17	Finneytown	\$87,106
18	Hamilton City	\$47,912	18	North College Hill	\$57,116	18	Mariemont	\$68,731	18	Reading	\$87,053
19	Sycamore	\$45,650	19	Winton Woods	\$57,001	19	North College Hill	\$68,430	19	Norwood	\$85,862
20	North College Hill	\$45,800	20	Northwest Local	\$56,758	20	Mt. Healthy	\$68,282	20	St. Bernard - Elmwood	\$85,384
21	Winton Woods	\$45,955	21	Lebanon City	\$56,525	21	St. Bernard - Elmwood	\$67,919	21	North College Hill	\$85,274
22	Milford Exempted	\$45,078	22	Mariemont	\$56,332	22	Three Rivers	\$67,308	22	Three Rivers	\$84,952
23	Finneytown	\$43,752	23	Norwood	\$56,309	23	New Richmond	\$67,184	23	Northwest Local	\$82,680
24	Norwood	\$44,813	24	Lakota Local	\$56,169	24	Northwest Local	\$66,761	24	New Richmond	\$81,764
25	Fairfield	\$46,800	25	Hamilton City	\$55,985	25	Ross Local	\$66,502	25	Hamilton City	\$81,675
26	Deer Park	\$47,584	26	Three Rivers	\$55,546	26	Lebanon City	\$66,218	26	Fairfield	\$81,500
27	Ross Local	\$44,384	27	Ross Local	\$55,443	27	Hamilton City	\$66,078	27	Deer Park	\$81,144
28	New Richmond	\$42,883	28	New Richmond	\$55,033	28	Fairfield	\$63,440	28	Ross Local	\$79,773
29	Three Rivers	\$43,783	29	Fairfield	\$54,800	29	Lockland	\$62,285	29	Mt. Healthy	\$79,254
30	Lockland	\$42,930	30	Lockland	\$52,608	30	Lakota Local	\$61,917	30	Lockland	\$77,768
Salary Average		\$47,534	Salary Average		\$58,599	Salary Average		\$70,214	Salary Average		\$88,289
Salary for Madeira		\$50,489	Salary for Madeira		\$61,715	Salary for Madeira		\$73,795	Salary for Madeira		\$92,055
Madeira vs Average		\$2,955	Madeira vs Average		\$3,116	Madeira vs Average		\$3,581	Madeira vs Average		\$3,766

**SALARY COMPARISONS - MAX
2017-2018 School Year**

Rank	District	Max \$\$\$\$		Peak Earning Year
1	Indian Hill	\$103,157	Doctorate	27
2	Wyoming	\$101,602	Masters+36	25
3	Mason City	\$97,960	Masters+30	27
4	Sycamore	\$94,969	Masters+45	25
5	Princeton	\$94,667	Doctorate	17
6	Madeira	\$94,546	Masters+45	27
7	Loveland	\$93,645	Masters+30	20
8	Mariemont	\$93,190	Masters	30
9	Oak Hills	\$92,515	Masters+30	25
10	Lakota Local	\$91,430	Masters+30	30
11	Forest Hills	\$91,198	Doctorate	27
12	Winton Woods	\$90,564	Doctorate	25
13	Kings Local	\$90,496	Masters+20	29
14	Southwest Local	\$90,289	Masters+30	26
15	Milford Exempted	\$89,490	Masters+50	25
16	Lebanon City	\$89,483	Masters+20	27
17	Reading	\$88,847	Masters+45	27
18	Finneytown	\$87,106	Masters+30	27
19	Deer Park	\$86,964	Masters+45	27
20	Norwood	\$85,862	Masters+30	22
21	St. Bernard - Elmwood	\$85,384	Masters+30	25
22	North College Hill	\$85,274	Masters+20	23
23	Three Rivers	\$84,952	Masters+30	35
24	Northwest Local	\$84,797	Masters+45	27
25	New Richmond	\$81,764	Masters+30	22
26	Hamilton City	\$81,675	Masters+30	27
27	Fairfield	\$81,500	Master +30	24
28	Ross Local	\$79,773	Masters+30	18
29	Mt. Healthy	\$79,254	Masters+30	16
30	Lockland	\$77,768	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>
2017-2018	5	\$42,303	17	\$49,329	19	\$58,009	30	\$59,561	30 Districts
2016 - 2017	5	\$41,474	16	\$48,362	18	\$56,872	24	\$58,394	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

<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>
2017-2018	5	\$46,593	8	\$57,447	8	\$69,670	13	\$85,287	30 Districts
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

<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>	
2017-2018	9	\$49,720	7	\$61,715	8	\$73,795	10	\$91,339	6	\$94,546	30 Districts
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

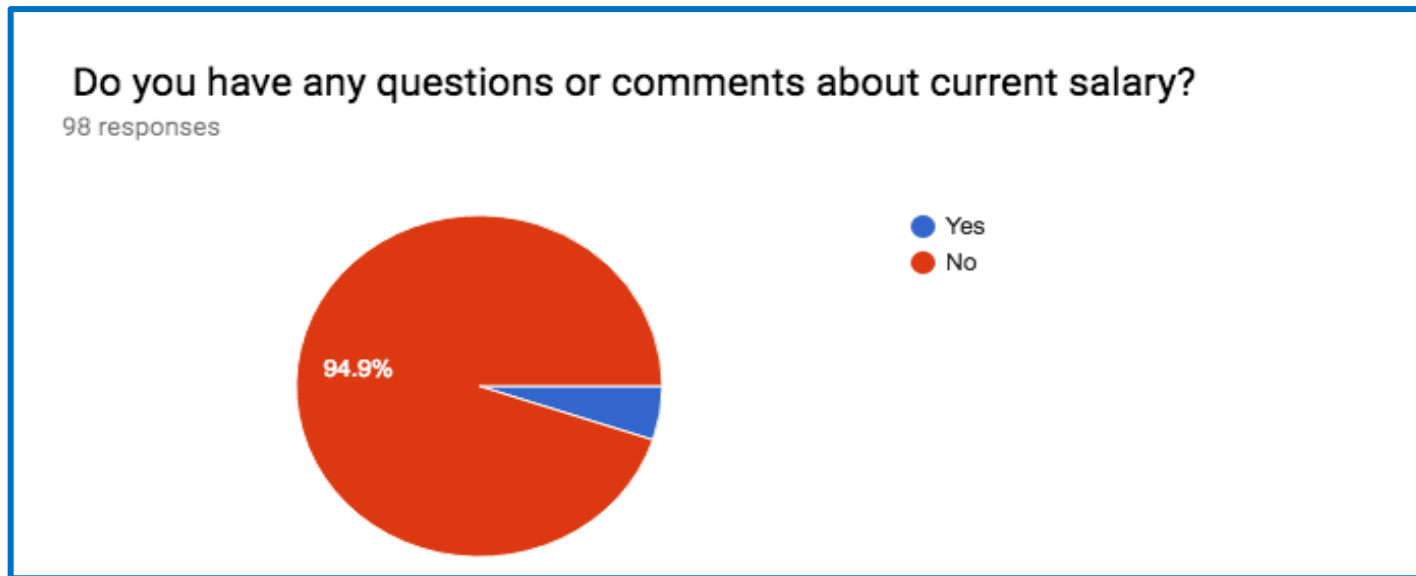
MADEIRA BUDGET IMPACT For 2018-2019 School Year

Salary		
% Increases	Starting	AVG
FY05	3.75%	32,307
FY06	3.75%	33,519
FY07	3.50%	34,441
FY08	2.30%	35,646
FY09	3.00%	36,466
FY10	2.00%	38,311
FY11	1.50%	38,886
FY12	0.00%	38,886
FY13	0.00%	38,886
FY14	1.00%	39,275
FY15	1.50%	39,864
FY16	2.00%	40,661
FY17	2.00%	41,474
FY18	2.00%	42,303
5 YR Avg.	1.70%	

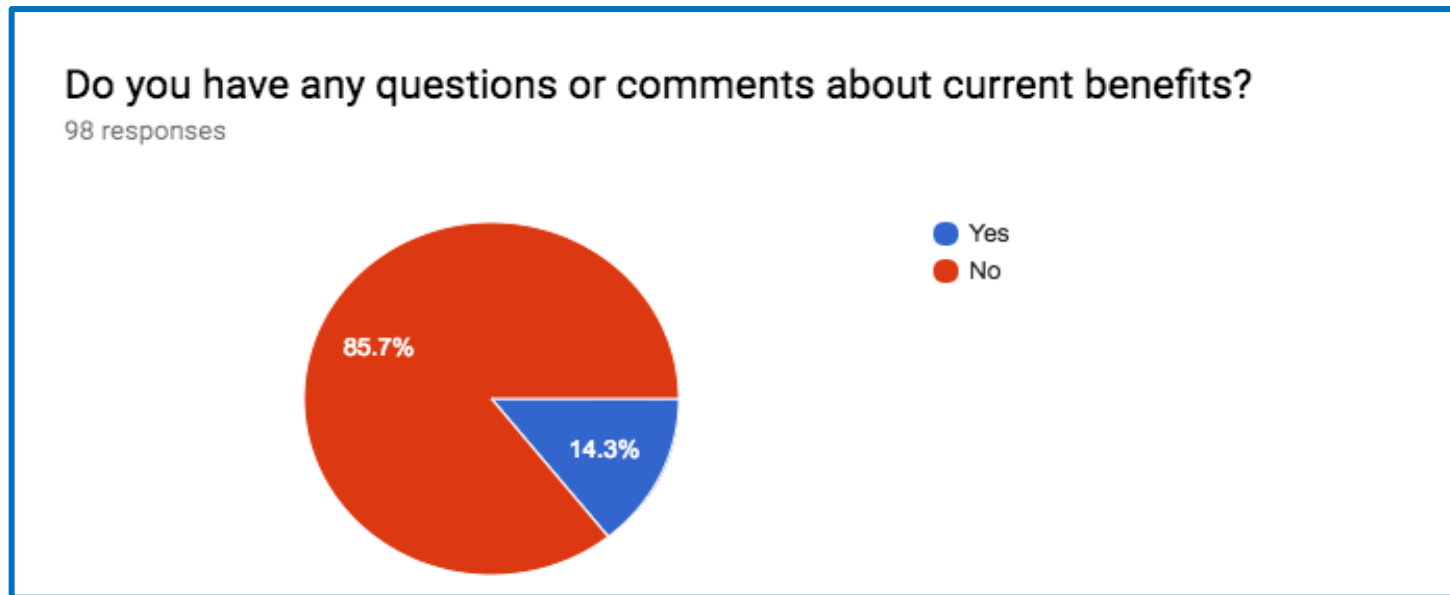
Experience			Academic Level		
YRS	%FTE	% Amt.	Level	%FTE	%Amt.
0-5	1.89%	1.28%	BA All	8.96%	6.56%
6-10	17.92%	14.32%	MA	33.02%	31.83%
11-15	32.17%	31.22%	MA+15	16.51%	16.22%
16-20	19.34%	20.69%	MA+30	26.98%	28.90%
21-25	14.06%	15.98%	MA+45	14.53%	16.50%
26+	14.62%	16.51%			
	100.00%	100.00%		100.00%	100.00%
6+ YRS	98.11%	98.72%	MA %	91.04%	93.44%

2017-2018 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2017-2018 Certified Salary - current year	\$7,801,729	
2018-2019-Step only, no change in base	\$312,466	4.01%
2018-2019-1% base increase + step	\$354,441	4.54%

Salary and Benefit Survey 2018



- Add additional salary for staff who have credit hours over MA+ 30
- Given the reduction in STRS retirement benefits, I would ask that the Board consider changing the M-45 tier from 25 years down to 20.
- Are extracurricular salaries reviewed in comparison to other districts? If so how do stipends for extracurricular (theater directors, Club advisors or coaches) compare to other districts?
- What salary benefits does Madeira offer for teachers attaining National Board Certification?
- When you reach your cap salary level, (Masters +45 and years of service and no more steps on the salary schedule), will a person still be eligible for continuing to receive the percentage increase such as last year's 2% increase?

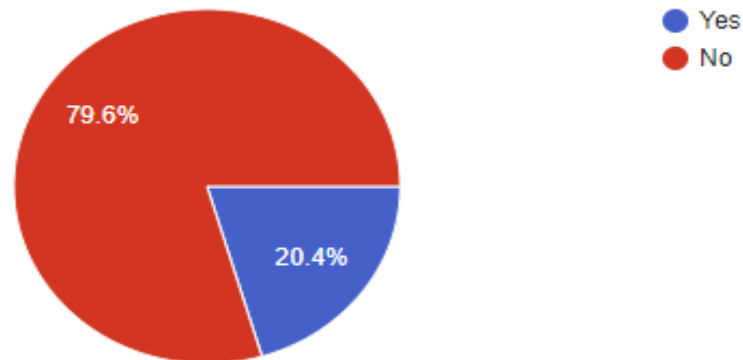


- Should we need to use personal days to observe religious holidays? It doesn't seem fair to have less choice and time than teachers who automatically free on their holidays.
- I wish there was an ability for staff members to be able to pull sick days for individuals that have significant health issues.
- I would like a study completed regarding our current maternity leave.
- Teachers should be permitted to take all twelve weeks of maternity leave paid, if they enough sick days.
- I would like the Board of Education to look at surrounding districts maternity leave. Districts we compare ourselves to, do not start their maternity leave until the calendar year starts (August). If you are due in the summer, in Madeira your maternity leaves starts then. In surrounding districts, it does not start until the school year starts. I would like to know why we do it this way and if this can be changed to be compatible with surrounding districts.
- Will spouses ever be added back to the family plan for health care?
- Since we are in the business of taking care of children, it would be nice to consider extending maternity/paternity benefits to parents who build their families through adoption or surrogacy. These newborns have the same around the clock needs as other infants, and these parents are in greater need of time for initial bonding with their child. There is more than one way to become a family. Please consider adding maternity/paternity benefits for all families.
- More a question for the insurance company, perhaps, but is there some opportunity for a premium difference in terms of single vs. married couple vs. family? (A married couple -- 2 people -- with no children currently pays the same premium as a family of any size.)
- It would be nice to be able to take a personal day at the beginning of or on the tail end of a long weekend.

- Is there a reason why personal days need to be used to observe religious holidays? It sometimes feels unfair to have less days than other staff members for personal use.
- Would like a more affordable medical insurance plan for hourly employees
- I work full time, but I think part time employees should receive affordable benefits. I don't think people outside realize how difficult it is for part-time teachers and aides to hold another job. Especially someone who is spending prep/grading time in the evenings. I feel a school our caliber should offer benefits to keep attracting and keeping the best people.
- The co-pay for a specialist is outrageous. Especially if you have children with allergies and any skin conditions requiring a dermatologist. Monthly out of pocket cost can exceed 100\$!! Also are envision prescription company is horrible. I've waited 45 minutes or longer on the phone just for them to tell me they can't answer my questions. They are rude and miss informed about the prescriptions they should know and understand. I've spoken to management twice to complain about their services.
- Our co-pays continue to increase. Is there any way to have lower co-pays?

Are there additional benefits you would like the Board of Education to consider adding?

98 responses



- I would like to see a benefit that includes coverage on staff issued computers or other items to have insurance on them in case these items are stolen. This was an issue about 5 years ago when my computer was stolen from me and I had to pay back the \$1,400 for the computer. I was a good soldier and did what I was supposed to do and paying it back. Not sure what type of benefit that would be other than the district coming up with some type of interesting idea on how coverage could be provided.
- Please allow full-time staff who live outside of the district the opportunity to enroll their children in Madeira City Schools.
- open enrollment for the children of school employees
- Indian Hill, Cincinnati Public, and possibly other schools have a salary step for doctorate or additional graduate work. I know this is a small percentage of teachers, but it may be something to consider.
- Please consider allowing a personal day to be used prior to and following a three day weekend.
- Look at steps for those with high years and high education
- Giving sick time to coworkers in need.
- I would like some financial benefit for staff who have their National Board certification.
- Allow teachers to bring their children to Madeira City Schools.
- I live in Madeira. However, I have always thought the benefit to bring children to school here should have been kept, even if the board required staff members to pay tuition or partial tuition to do so.
- I appreciate our amazing, knowledgeable, committed Board of Ed. members!
- Health club
- Allowing children of non-resident teachers to attend Madeira.
- Since we are in the business of taking care of children, it would be nice to consider extending maternity/paternity benefits to parents who build their families through adoption or surrogacy. These newborns have the same around the clock needs as other infants, and these parents are in greater need of time for initial bonding with their child. There is more than one way to become a family. Please consider adding maternity/paternity benefits for all families.
- I'd like to see the board add a sabbatical benefit that would allow teachers to take a school year off to pursue education, travel, or some other form of personal enrichment.
Under a plan used by some schools, the teacher's job is secure during the year away. The cost of a substitute for one year, plus benefits (if applicable) are deducted from the teacher's salary, and the teacher receives the balance.
This would be a one-time benefit available after a specified number of years in the district (7? 10? More?). The teacher could be required to document experiences via journal, blog or other form of communication so his/her experiences could be shared to benefit staff members or students.
- Are we able to share our sick days with other employees who may need them for illnesses or family illnesses?
- Prescription lenses coverage

- Out of district staff kids allowed to attend Madeira
- Continue the same great support ! Thanks for valuing and support staff!
- More benefits for part-time employees for certified staff
- Spouse on insurance, sick day bank for leave, 12 week maternity leave
- Part-time employee benefits
- Allow employees to bring their kids to the district if they live outside the district
- (I think our Board of Education is very fair with our salaries and benefits and I appreciate this.)

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