

**MADEIRA SCHOOLS PLANNING COMMISSION**  
**ANNUAL SALARY AND WAGE STUDY 2011-2012**

**January 2012**

**Committee**

**Tim Philpott, Chairman**  
**Melissa Barone**  
**Cathy Born**  
**Kelly Flick**  
**Stacy Radu**  
**Susan Crabill, Resource**

## **I. OBJECTIVE**

- A. The committee's assignment was to review the salary schedules for our certified staff, compare them to other public schools in the surrounding area and consider recommendations regarding an annual increase and adjustments to the salary schedules.
- B. A survey of the staff was also conducted to solicit feedback regarding the salary schedules.

## **II. METHODOLOGY**

- A. Madeira's certified salary schedule was compared against the schedules of 30 school districts for the 2011-2012 school year.
- B. Total school budget impact was assessed based on the teachers' salary schedule adjustments recommended by this committee, the step increases built into that schedule, and changes in the number of teachers.
- C. Additional analysis was completed to compare Madeira to 'peer schools' (Indian Hill, Loveland, Mariemont, Sycamore & Wyoming) and to include State of Ohio rankings for each school.
- D. Additional information on the comparison districts' contracts, compensation and benefits policies was collected and summarized.
- E. Feedback on compensation policies and programs was solicited from the staff and summarized.

## **III. LEGISLATIVE/ECONOMIC FACTORS**

During 2010-2011, as a result of pending SB5 legislation, many districts that had negotiated contracts in place re-opened the contract for wage/benefit changes. The result of the changes for many districts was multiple year contracts with 0% base salary and/or no step movement on the salary schedule. Represented on the Contract Summary chart (**Appendix p. A1**) are two columns for the current school year and 3 future years that include the base % increase and whether there was step (experience) movement. The first two columns represent the 2 past school years.

The second schedule (**Appendix p. A2**) represents the "Top Ranked" districts Contract Summary. These are the districts Madeira typically benchmarks itself against for academic as well as fiscal rankings.

## **IV. FINDINGS**

### **A. Certified Staff Salary Analysis**

**Pages A1-A8 of the Appendix** details the contract information, salary rankings, and averages for the salary schedules.

Madeira's goal in salary administration is to consistently have salary schedules that place Madeira in the top 3rd of our comparison districts. Additionally, the salary schedules are designed to provide incentives for teachers to continue their education.

The average increase in salary schedules for 2011-2012 was 0.31%, continuing a downward trend from 1.27% last year and 1.63% two years ago. Of particular note, twenty-four districts had a 0% increase this year, up from ten districts last year.

Analysis of the salary rankings vs. the comparison districts indicates that Madeira remains in a strong competitive position. We have maintained our ranking vs. the other districts at a majority of key comparison points for education level / years of service. Madeira's starting salary for Bachelors Degree ranks 5<sup>th</sup> (LY-4<sup>th</sup>), starting salary for a Masters Degree ranks 5<sup>th</sup> (LY-3<sup>rd</sup>) and Madeira's maximum salary ranks 5<sup>th</sup> (LY-5<sup>th</sup>) out of 31 districts. Details of Madeira's historical rankings for each comparison category are included on **Appendix p. A7**.

For this year's study, we also looked at how Madeira compares to schools ranked Excellent and Excellent with Distinction by the State of Ohio (**Appendix p. A2**). We also looked at traditionally considered "peer" school districts (Indian Hill, Loveland, Mariemont, Sycamore, Wyoming). Excellent with Distinction schools had an increase of 0.36%, while only Mason City Schools had an increase (2.50%). Mason, also, will have no increase in the next (final) two years of their current contract. The identified five 'peer' schools had an average annual increase of 0.65% (down from 1.86% LY). Only two of the "peer" districts had increases (Wyoming - 2.375% and Loveland - 1.50%). Both have negotiated zero (0.00%) increases for the balance of their contracts.

In addition to a movement to 0.0% across the board salary increases, the data shows many districts moving to "freeze" the traditional "Step Increases" associated with most salary structures. These increases are, typically, given associated with a teacher's additional year of experience. For 2011/2012, Madeira continued to provide for Step Increases for the certified staff. Among the 30 comparison districts, 19 of the 30 districts did NOT award a step increase (compared to all districts awarding step increases in 2010/2011).

#### ***2012-2013 and beyond – Salary Findings for Comparison Districts***

Twenty-six (26) districts have negotiated contracts for the 2012-2013 school year, nineteen (19) districts for 2013-2014, and two for 2014-2015.

For 2012-2013 the average increase is .14% on the base salary schedule. Indian Hill froze their salary schedule but will compensate employees .75% on their base salary while not changing the schedule. Only six of the 26 districts with contracts in place for 2012/13 will be awarded step increases. Eight of these 26 districts received step increases for 2011/2012.

For 2013-2014 the average increase is .15% on the base salary schedule. Indian Hill froze their salary schedule, but will compensate employees 1% on their base salary without changing the schedule. Lockland will compensate their employees either 1% or \$1,500 on a bonus point system that has not been developed yet. Kings school district will change their compensation schedule if the State changes the decision on eliminating their Tangible Personal Property Tax reimbursement. Five of the 19 districts with contracts in place for 2013/2014 will be awarded a step increase.

#### **B. Employer Contribution to Health Premiums for Comparison Districts** (Appendix p. A8)

Of the 31 respondent districts, four (4) offered multiple medical plans and one (1) district offered 3 medical plans. The intention of the question was to determine if there was a shift in the employer's contribution % to the medical premium. Cincinnati Public is self funded for medical and dental. The employee pays for medical based on a % of their salary and not based upon a premium cost.

In 2009-2010 there were approximately 16 plans where the board was contributing 90% or more to the medical premium. In 2010-2011 there were 14 plans contributing 90% or more. In 2011-2012 there are 8 plans contributing 90% or more. There are more districts reducing the board contribution below 90%, with 15 districts contributing 85% and the employee contributing 15%.

Based on the results the districts are trending toward a lesser employer contribution and moving away from multiple plan offerings.

#### **C. Strategic Compensation for Comparison Districts**

Most of the districts included in the survey opened their contracts and negotiated multiple years. The reason for this was to allow the district to develop a compensation plan that is aligned with SB5. With the Issue 2 successfully passing, thus defeating the implementation of SB5 compensation language, districts will now be able to either keep their current compensation schedules or move forward at their own pace developing a different compensation plan.

The Madeira Schools Planning Commission is scheduled to deliver a Strategic Compensation Study to the Board of Education in April, 2012.

#### **D. Staff Feedback**

The Salary and Wage Committee requested input from the district's administrators and certified staff members via an electronic survey. This survey described the purpose of the study and encouraged thoughts, questions and/or comments pertaining to salary and wages in the Madeira City School District, as well as solicited comments/suggestions regarding the upcoming strategic compensation study. Feedback was received from 98 different staff members.

Generally, the comments from the teachers were consistent with previous year's regarding the current salary structure. There was a reduction (-21%) in comments classified as "neutral" with the number of both positive and negative comments increasing 8% and 9%, respectively. Results of the staff survey are contained on **Appendix p. A9**.

From the data, there were three specific areas of feedback of note to the Board.

1. There is a general lack of awareness about the Annual Salary Study conducted by the Planning Commission. This lack of awareness may lead to confusion and misunderstandings.
  - a. 62% of teachers reported they had not read the study.
  - b. 45% of teachers reported they did NOT know where to find the Annual Salary Study.
2. Among those teachers expressing concern over the salary structure, many indicated a desire to have more recognition of continued learning beyond the Master +30 level.
  - a. *"Compensation should be made earlier for Masters+45 level."*
  - b. *"..it would be nice if there were some incentive to earn a doctorate degree."*
3. There is an emergence of confusion and general apprehension regarding the future of teacher compensation given the political and economic environment. Many of the comments addressed strong opinions of the future direction indicating a continued need for open dialogue and cooperation as the District considers the evolution of strategic compensation.

## **V. POTENTIAL BUDGET IMPACT**

Approximately 73% of teachers returning in 2012-2013 are eligible to receive a step increase as compared to 89% in the 2010-2011 study. Due to the replacement of retiring staff at lower salary levels and a slight reduction in the staffing total the cost of a salary step/movement/increase would be lower in 2012. Experience levels shifted from 79% to 80% with 6+ years or more and Educational levels shifted from 83% to 84% with MA and above.

Based on the expected certified staffing levels as indicated in the schedule, a 1% base increase would cost the Board approximately \$70,654 for certified staff. Each .5% increase costs approximately \$35,000. A detailed schedule is provided on **Appendix p. A10**.

Based on the expected certified staffing levels as indicated in the schedule, a step increase would cost the Board approximately \$87,159 for certified staff. A detailed schedule is provided on **Appendix p. A10**.

## **VI. PREVIOUS YEAR RECOMMENDATIONS AND BOARD ACTION**

The 2010/2011 Salary Study committee made a single recommendation to increase all levels on the salary scale in the range of 1.0 – 1.5%. This recommendation was supported by the Planning Commission and forwarded to the Board. The Board subsequently approved a 0.0% base increase and step (experience) movement for all eligible staff for 2011/2012.

## **VII. RECOMMENDATION**

We feel it is important, as a Planning Commission and community, to continue to support our teachers as they continue to deliver an outstanding educational experience to our students.

Based on the findings noted above, the committee is making the following recommendations:

1. Increase the communication of Planning Commission studies with Staff.
  - a. Following Board of Education presentations of each study, along with posting on the district website, send an email to the Staff containing a link to the study and any relevant information/recommendations.
2. Maintain step increases as a part of the overall compensation package for certified staff and provide an increase of 0.5-1.0% across the board. The Board of Education has the flexibility to determine if any across the board increase should be provided alternatively (one time payment, etc.) as differing methods are being pursued in other districts.

## **APPENDICES**

- A1. COMPARISON DISTRICT CONTRACT SUMMARY CHART
- A2. COMPARISON DISTRICT CONTRACT SUMMARY – TOP-RANKED AND BENCHMARK DISTRICTS
- A3 - A6. SALARY COMPARISONS
- A7. HISTORICAL SALARY RANKINGS
- A8. COMPARISON DISTRICT HEALTH INFORMATION
- A9. SUMMARY – STAFF SURVEY FEEDBACK
- A10. BUDGET IMPACT

## Comparison District Contract Summary Chart

	Past 2 Years		Current Year		Future Years							Contract Information			
District	% Increase 2009-10	% Increase 2010-11	% Increase 2011-12	Steps 11-12	% Increase 2012-13	Steps 12-13	% Increase 2013-14	Steps 13-14	% Increase 2014-15	Steps 14-15	State Ranking 2010-2011	Current Year	Duration	Start	End
Cincinnati Public		0.00%		No	0.00%	No	0.00%	No			Effective	2	3	1/1/2011	12/31/2013
Deer Park	3.00%	1.75%	0.00%	No							Excellent	1	3	7/1/2011	6/30/2014
Fairfield	2.00%	0.00%	0.00%	No	0.00%	No	0.00%	No			Effective	1	3	7/1/2011	6/30/2014
Finneytown	2.50%	2.50%	0.00%	No	0.00%	No					Effective	1	2	8/1/2011	7/31/2013
Forest Hills	0.00%	2.00%	0.00%	No	0.00%	No					Distinction	1	3	7/1/2011	6/30/2014
Hamilton City	1.50%	1.50%	0.00%	No	0.00%	No	0.00%	No			Cont. Improvement	1	3	7/1/2011	6/30/2014
***Indian Hill	1.25%	1.75%	0.00%	No	0.00%	No					Distinction	1	2	12/1/2011	11/30/2013
*Kings Local	2.50%	0.00%	0.00%	No	1.00%	No	1.75%	*No	1.75%	*No	Excellent	1	4	8/1/2011	6/30/2015
Lakota Local	2.00%	0.00%	0.00%	No	0.00%	No	0.00%	No			Distinction	1	3	7/1/2011	6/30/2014
Lebanon City	2.89%	0.00%	0.00%	No	0.00%	No	0.00%	No			Excellent	1	3	9/1/2011	8/31/2014
Lockland	2.00%	1.00%	0.00%	No	0.00%	No	1% bonus or \$1500	No			Effective	1	3	6/30/2011	6/30/2014
**Loveland	2.00%	1.50%	1.50%	Yes	0.00%	Yes					Excellent	2	2	7/1/2010	6/30/2013
Madeira	2.00%	1.50%	0.00%	Yes							Excellent	Not Applicable			
Mariemont	2.00%	1.65%	0.00%	Yes							Excellent	Not Applicable			
Mason City	0.00%	2.50%	2.50%	Yes	0.00%	No	0.00%	No	open		Distinction	3	3	7/1/2012	6/30/2015
Milford Exempted	2.00%	2.00%	1.00%	Yes	1.00%	Yes	0.00%	No			Excellent	2	4	7/1/2010	6/30/2014
Mt. Healthy	0.00%	0.00%	0.00%	No	0.00%	No	0.00%	Yes	0%		Cont. Improvement	1	4	7/1/2011	6/30/2015
New Richmond	2.25%	2.25%	0.00%	Yes	0.00%	Yes	0.00%	Yes			Distinction	1	3	7/1/2011	6/30/2014
North College Hill	1.75%	0.00%	0.00%	No	1.00%	No	1.00%	No			Cont. Improvement	1	3	7/1/2011	6/30/2014
Northwest	2.00%	0.00%	0.00%	Yes	0.00%	Yes	0.00%	Yes			Effective	3	3	7/1/2009	6/30/2014
Norwood	0.00%	0.00%	0.00%	Yes	0.50%	Yes	0.00%	Yes			Excellent	1	3	7/1/2011	6/30/2014
Oak Hills	3.00%	2.00%	0.00%	Yes	0.00%	Yes					Excellent	3	3	7/1/2010	6/30/2013
Princeton	2.00%	2.00%	0.00%	No	0.00%	No	0.00%	No			Effective	1	3	7/1/2011	6/30/2014
Reading	0.00%	1.75%	0.00%	No	0.00%	No	0.00%	No			Excellent	2	4	9/1/2010	8/31/2014
Ross Local	2.90%	0.00%	0.00%	No	0.00%	No					Distinction	1	2	9/1/2011	8/31/2013
Southwest	0.00%	2.00%	0.00%	Yes	0.00%	No					Excellent	2	3	9/1/2009	8/31/2013
St. Bernard - Elmwood	0.00%	2.00%	2.00%	Yes							Effective	3	3	8/1/2009	7/31/2012
Sycamore	2.25%	2.50%	0.00%	No							Distinction	1	1	8/1/2011	7/31/2012
Three Rivers	1.00%	1.00%	0.00%	No	0.00%	No	0.00%	No			Excellent	3	5	8/1/2009	7/31/2014
Winton Woods	2.00%	1.95%	0.00%	No	0.00%	No	0.00%	No			Cont. Improvement	1	3	6/30/2011	7/31/2014
Wyoming	2.13%	2.250%	2.375%	Yes	0.00%	No	0.00%	Yes			Excellent	3	5	7/1/2009	6/30/2014
<b>Average:</b>	1.63%	1.27%	0.31%												

\*Kings-Steps frozen in 2013 & 2014 unless State holds TPPT Reimb to save level as 2013

\*\*Loveland - Horizontal movement frozen in 2013

\*\*\*Indian Hill - 2012 received .75% on base with no step or schedule change; 2013 received 1% on base with no step or schedule change.



## Comparison District Contract Summary

### Top Ranked Districts - Distinction and Excellent

	Past 2 Years		Current Year		Future Years							Contract Information			
District	% Increase 2009-10	% Increase 2010-11	% Increase 2011-12	Steps 11-12	% Increase 2012-13	Steps 12-13	% Increase 2013-14	Steps 13-14	% Increase 2014-15	Steps 14-15	State Ranking 2010-2011	Current Year	Duration	Start	End
Forest Hills	0.00%	2.00%	0.00%	No	0.00%	No					Distinction	1	3	7/1/2011	6/30/2014
Indian Hill	1.25%	1.75%	0.00%	No	0.00%	No					Distinction	1	2	12/1/2011	11/30/2013
Lakota Local	2.00%	0.00%	0.00%	No	0.00%	No	0.00%	No			Distinction	1	3	7/1/2011	6/30/2014
Mason City	0.00%	2.50%	2.50%	Yes	0.00%	No	0.00%	No	open		Distinction	3	3	7/1/2012	6/30/2015
New Richmond	2.25%	2.25%	0.00%	Yes	0.00%	Yes	0.00%	Yes			Distinction	1	3	7/1/2011	6/30/2014
Ross Local	2.90%	0.00%	0.00%	No	0.00%	No					Distinction	1	2	9/1/2011	8/31/2013
Sycamore	2.25%	2.50%	0.00%	No							Distinction	1	1	8/1/2011	7/31/2012
Deer Park	3.00%	1.75%	0.00%	No							Excellent	1	3	7/1/2011	6/30/2014
*Kings Local	2.50%	0.00%	0.00%	No	1.00%	No	1.75%	*No	1.75%	*No	Excellent	1	4	8/1/2011	6/30/2015
Lebanon City	2.89%	0.00%	0.00%	No	0.00%	No	0.00%	No			Excellent	1	3	9/1/2011	8/31/2014
**Loveland	2.00%	1.50%	1.50%	Yes	0.00%	Yes					Excellent	2	2	7/1/2010	6/30/2013
Madeira	2.00%	1.50%	0.00%	Yes							Excellent	Not Applicable			
Mariemont	2.00%	1.65%	0.00%	Yes							Excellent	Not Applicable			
Milford Exempted	2.00%	2.00%	1.00%	Yes	1.00%	Yes	0.00%	No			Excellent	2	4	7/1/2010	6/30/2014
Norwood	0.00%	0.00%	0.00%	Yes	0.50%	Yes	0.00%	Yes			Excellent	1	3	7/1/2011	6/30/2014
Oak Hills	3.00%	2.00%	0.00%	Yes	0.00%	Yes					Excellent	3	3	7/1/2010	6/30/2013
Reading	0.00%	1.75%	0.00%	No	0.00%	No	0.00%	No			Excellent	2	4	9/1/2010	8/31/2014
Southwest	0.00%	2.00%	0.00%	Yes	0.00%	No					Excellent	2	3	9/1/2009	8/31/2013
Three Rivers	1.00%	1.00%	0.00%	No	0.00%	No	0.00%	No			Excellent	3	5	8/1/2009	7/31/2014
Wyoming	2.13%	2.250%	2.375%	Yes	0.00%	No	0.00%	Yes			Excellent	3	5	7/1/2009	6/30/2014
<b>Average All:</b>	1.66%	1.42%	0.37%												
<b>Average Distinction:</b>	1.52%	1.57%	0.36%												
<b>Average Excellent:</b>	1.73%	1.34%	0.38%												

#### Benchmark Districts

Indian Hill	1.25%	1.75%	0.00%	No	0.00%	No					Distinction	1	2	12/1/2011	11/30/2013
Sycamore	2.25%	2.50%	0.00%	No							Distinction	1	1	8/1/2011	7/31/2012
**Loveland	2.00%	1.50%	1.50%	Yes	0.00%	Yes					Excellent	2	2	7/1/2010	6/30/2013
Madeira	2.00%	1.50%	0.00%	Yes							Excellent	Not Applicable			
Mariemont	2.00%	1.65%	0.00%	Yes							Excellent	Not Applicable			
Wyoming	2.13%	2.250%	2.375%	Yes	0.00%	No	0.00%	Yes			Excellent	3	5	7/1/2009	6/30/2014
Average:	1.94%	1.86%	0.65%												

\*Kings-Steps frozen in 2013 & 2014 unless State holds TPPT Reimb to save level as 2013

\*\*Loveland - Horizontal steps frozen in 2013

**SALARY COMPARISONS - BACHELORS DEGREE**  
**Teachers Salary Schedule**  
**2011-2012 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	\$40,784	1	Indian Hill	\$50,980	1	Princeton	\$61,528	1	Wyoming	\$79,127
2	Sycamore	\$39,979	2	Princeton	\$49,542	2	Indian Hill	\$61,176	2	Kings Local	\$73,300
3	Princeton	\$39,953	3	Oak Hills	\$48,632	3	Oak Hills	\$60,324	3	Southwest	\$72,349
4	Cincinnati Public	\$39,262	4	Finneytown	\$48,552	4	Loveland	\$57,917	4	Sycamore	\$71,946
5	Madeira	\$38,886	5	Sycamore	\$48,374	5	Wyoming	\$57,898	5	Oak Hills	\$71,634
6	Wyoming	\$38,598	6	Wyoming	\$48,248	6	Kings Local	\$57,549	6	Loveland	\$71,610
7	Loveland	\$38,356	7	Loveland	\$48,137	7	Sycamore	\$57,507	7	Cincinnati Public	\$71,521
8	Mason City	\$38,331	8	Kings Local	\$47,705	8	Forest Hills	\$57,029	8	Indian Hill	\$71,373
9	Finneytown	\$38,230	9	Forest Hills	\$47,524	9	Deer Park	\$56,948	9	Three Rivers	\$71,225
10	Forest Hills	\$38,019	10	Mason City	\$47,435	10	Mariemont	\$56,602	10	Mason City	\$71,104
11	Kings Local	\$37,861	11	Mariemont	\$46,852	11	Southwest	\$56,599	11	Princeton	\$70,118
12	Deer Park	\$37,714	12	Southwest	\$46,758	12	Finneytown	\$56,580	12	Reading	\$69,491
13	Oak Hills	\$37,702	13	Deer Park	\$46,388	13	Mason City	\$56,538	13	Forest Hills	\$67,932
14	Lakota Local	\$37,492	14	Reading	\$46,287	14	Reading	\$55,971	14	Winton Woods	\$66,832
15	Mariemont	\$37,069	15	Three Rivers	\$45,568	15	Three Rivers	\$55,831	15	Deer Park	\$66,753
16	Southwest	\$36,913	16	Madeira	\$45,345	16	Winton Woods	\$55,653	16	Lebanon City	\$65,262
17	Reading	\$36,823	17	North College Hill	\$45,141	17	North College Hill	\$55,288	17	Finneytown	\$64,991
18	St. Bernard - Elmwood	\$36,564	18	Winton Woods	\$44,659	18	Cincinnati Public	\$54,365	18	Norwood	\$64,790
19	Winton Woods	\$35,836	19	Milford Exempted	\$44,104	19	Madeira	\$53,324	19	Lakota Local	\$64,674
20	New Richmond	\$35,736	20	Lakota Local	\$44,016	20	St. Bernard - Elmwood	\$53,018	20	North College Hill	\$64,405
21	Milford Exempted	\$35,712	21	St. Bernard - Elmwood	\$43,877	21	Norwood	\$52,605	21	Fairfield	\$64,329
22	Lebanon City	\$35,668	22	New Richmond	\$43,848	22	Milford Exempted	\$52,497	22	Northwest	\$64,163
23	Norwood	\$35,484	23	Norwood	\$43,468	23	New Richmond	\$52,246	23	New Richmond	\$62,359
24	North College Hill	\$34,992	24	Northwest	\$43,059	24	Lakota Local	\$52,170	24	Milford Exempted	\$60,921
25	Hamilton City	\$34,470	25	Mt. Healthy	\$42,675	25	Mt. Healthy	\$51,969	25	Hamilton City	\$60,586
26	Northwest	\$34,266	26	Cincinnati Public	\$42,619	26	Northwest	\$51,855	26	Mariemont	\$60,533
27	Three Rivers	\$34,210	27	Lebanon City	\$42,502	27	Lockland	\$51,154	27	St. Bernard - Elmwood	\$58,502
28	Ross Local	\$33,722	28	Lockland	\$42,087	28	Lebanon City	\$49,615	28	Lockland	\$58,425
29	Fairfield	\$33,592	29	Fairfield	\$41,150	29	Fairfield	\$48,708	29	Ross Local	\$56,384
30	Mt. Healthy	\$33,384	30	Ross Local	\$40,804	30	Ross Local	\$47,886	30	Mt. Healthy	\$55,441
31	Lockland	\$33,009	31	Hamilton City	\$40,163	31	Hamilton City	\$42,279	31	Madeira	\$54,750
Salary Average		\$36,730	Salary Average		\$45,371	Salary Average		\$54,536	Salary Average		\$66,027
Salary for Madeira		\$38,886	Salary for Madeira		\$45,345	Salary for Madeira		\$53,324	Salary for Madeira		\$54,750
Madeira vs Average		\$2,156	Madeira vs Average		(\$26)	Madeira vs Average		(\$1,212)	Madeira vs Average		(\$11,277)

# SALARY COMPARISONS - MASTERS DEGREE

## Teachers Salary Schedule

2011-2012 School Year

Years' Experience --->	Starting	Years' Experience --->	5 Years	Years' Experience --->	10 Years	Years' Experience --->	Max
Rank District	\$\$\$\$	Rank District	\$\$\$\$	Rank District	\$\$\$\$	Rank District	\$\$\$\$
1 Indian Hill	\$44,863	1 Indian Hill	\$56,078	1 Indian Hill	\$67,294	1 Wyoming	\$89,548
2 Princeton	\$43,948	2 Princeton	\$54,336	2 Princeton	\$66,322	2 Sycamore	\$88,804
3 St. Bernard - Elmwood	\$43,146	3 Forest Hills	\$53,930	3 Sycamore	\$65,578	3 Indian Hill	\$87,890
4 Cincinnati Public	\$42,937	4 Loveland	\$53,794	4 Forest Hills	\$65,569	4 Princeton	\$82,103
<b>5 Madeira</b>	<b>\$42,829</b>	5 Sycamore	\$53,666	5 Finneytown	\$64,991	5 Mason City	\$80,802
6 Southwest	\$42,819	6 Mariemont	\$53,342	6 Loveland	\$64,821	6 Loveland	\$80,260
7 Loveland	\$42,767	7 Reading	\$53,209	7 Mariemont	\$64,760	7 Kings Local	\$79,585
8 Oak Hills	\$42,604	8 Mason City	\$52,897	8 Reading	\$64,330	8 Finneytown	\$78,753
9 Reading	\$42,346	<b>9 Madeira</b>	<b>\$52,807</b>	9 Deer Park	\$64,114	9 Mariemont	\$78,399
10 Deer Park	\$42,240	10 Southwest	\$52,664	10 Oak Hills	\$64,094	<b>10 Madeira</b>	<b>\$78,398</b>
11 Forest Hills	\$42,201	11 Wyoming	\$52,494	11 Wyoming	\$64,073	11 Forest Hills	\$78,342
12 Mason City	\$42,164	12 Oak Hills	\$52,406	<b>12 Madeira</b>	<b>\$64,043</b>	12 Southwest	\$78,252
13 Mariemont	\$41,922	13 Finneytown	\$52,375	13 Mason City	\$63,629	13 Reading	\$77,960
14 Kings Local	\$41,799	14 Deer Park	\$52,045	14 Southwest	\$62,505	14 Winton Woods	\$77,730
15 Sycamore	\$41,756	15 Kings Local	\$51,643	15 Kings Local	\$61,487	15 Three Rivers	\$77,657
16 Lakota Local	\$41,241	16 St. Bernard - Elmwood	\$50,458	16 Three Rivers	\$61,031	16 Cincinnati Public	\$77,377
17 Wyoming	\$40,914	17 Three Rivers	\$49,605	17 Winton Woods	\$60,774	17 Oak Hills	\$77,290
18 Finneytown	\$40,524	18 Milford Exempted	\$49,533	18 Milford Exempted	\$60,603	18 St. Bernard - Elmwood	\$76,419
19 Lebanon City	\$39,553	19 New Richmond	\$49,423	19 New Richmond	\$59,965	19 Deer Park	\$76,182
20 Winton Woods	\$39,133	20 North College Hill	\$49,199	20 St. Bernard - Elmwood	\$59,599	20 Lebanon City	\$75,983
21 Hamilton City	\$39,103	21 Winton Woods	\$48,769	21 Cincinnati Public	\$59,393	21 Lakota Local	\$75,546
22 North College Hill	\$39,051	22 Lakota Local	\$48,365	22 North College Hill	\$59,347	22 North College Hill	\$74,552
23 New Richmond	\$38,988	23 Lebanon City	\$48,227	23 Norwood	\$58,992	23 New Richmond	\$72,687
24 Three Rivers	\$38,863	24 Norwood	\$48,081	24 Lakota Local	\$57,269	24 Norwood	\$72,597
25 Norwood	\$38,678	25 Mt. Healthy	\$47,883	25 Mt. Healthy	\$57,177	25 Milford Exempted	\$71,670
26 Mt. Healthy	\$38,592	26 Northwest	\$47,006	26 Lebanon City	\$56,901	26 Fairfield	\$71,383
27 Milford Exempted	\$38,462	27 Cincinnati Public	\$46,640	27 Northwest	\$55,960	27 Northwest	\$70,218
28 Fairfield	\$38,127	28 Fairfield	\$46,525	28 Hamilton City	\$55,448	28 Lockland	\$69,319
29 Northwest	\$38,056	29 Hamilton City	\$46,386	29 Fairfield	\$54,923	29 Hamilton City	\$69,225
30 Ross Local	\$37,162	30 Ross Local	\$45,930	30 Lockland	\$54,796	30 Ross Local	\$65,219
31 Lockland	\$36,640	31 Lockland	\$45,718	31 Ross Local	\$54,698	31 Mt. Healthy	\$64,972
Salary Average	\$40,756	Salary Average	\$50,498	Salary Average	\$61,112	Salary Average	\$76,617
<b>Salary for Madeira</b>	<b>\$42,829</b>	<b>Salary for Madeira</b>	<b>\$52,807</b>	<b>Salary for Madeira</b>	<b>\$64,043</b>	<b>Salary for Madeira</b>	<b>\$78,398</b>
Madeira vs Average	\$2,073	Madeira vs Average	\$2,309	Madeira vs Average	\$2,931	Madeira vs Average	\$1,781

**SALARY COMPARISONS - MASTERS+30**  
**Teachers Salary Schedule**  
**2011-2012 School Year**

Years' Experience --->	Starting	Years' Experience --->	5 Years	Years' Experience --->	10 Years	Years' Experience --->	Max
Rank District	\$\$\$\$	Rank District	\$\$\$\$	Rank District	\$\$\$\$	Rank District	\$\$\$\$
1 Indian Hill	\$48,941	1 Indian Hill	\$60,157	1 Indian Hill	\$71,373	1 Wyoming	\$92,636
2 Loveland	\$48,808	2 Loveland	\$59,835	2 Loveland	\$70,862	2 Indian Hill	\$91,969
3 St. Bernard - Elmwood	\$47,533	3 Forest Hills	\$58,359	3 Forest Hills	\$70,335	3 Sycamore	\$90,548
4 Southwest	\$46,758	4 Mariemont	\$57,345	4 Mariemont	\$69,465	4 Mason City	\$89,618
5 Forest Hills	\$46,383	5 Princeton	\$56,733	5 Mason City	\$69,379	5 Loveland	\$86,301
6 Oak Hills	\$46,374	6 Madeira	\$56,730	6 Finneytown	\$68,814	6 Oak Hills	\$84,830
7 Princeton	\$46,345	7 Mason City	\$56,730	7 Princeton	\$68,719	7 Princeton	\$84,501
8 Madeira	\$45,704	8 Southwest	\$56,599	8 Oak Hills	\$67,864	8 Madeira	\$83,961
9 Mariemont	\$45,225	9 Oak Hills	\$56,176	9 Madeira	\$67,834	9 Mariemont	\$83,958
10 Cincinnati Public	\$45,135	10 Reading	\$55,787	10 Sycamore	\$67,324	10 Finneytown	\$83,723
11 Reading	\$44,887	11 Wyoming	\$55,582	11 New Richmond	\$67,184	11 Forest Hills	\$83,216
12 Mason City	\$44,081	12 Finneytown	\$55,433	12 Wyoming	\$67,161	12 Southwest	\$82,187
13 Wyoming	\$44,002	13 Sycamore	\$55,416	13 Reading	\$66,944	13 New Richmond	\$81,764
14 Kings Local	\$43,768	14 New Richmond	\$55,033	14 Southwest	\$66,443	14 Lakota Local	\$81,733
15 Deer Park	\$43,748	15 St. Bernard - Elmwood	\$54,846	15 Milford Exempted	\$65,674	15 Kings Local	\$81,554
16 Sycamore	\$43,505	16 Kings Local	\$53,612	16 Deer Park	\$65,622	16 Reading	\$80,501
17 Lakota Local	\$43,116	17 Deer Park	\$53,554	17 St. Bernard - Elmwood	\$63,987	17 St. Bernard - Elmwood	\$80,441
18 New Richmond	\$42,883	18 Milford Exempted	\$53,354	18 Norwood	\$63,516	18 Three Rivers	\$80,051
19 Mt. Healthy	\$42,064	19 Three Rivers	\$52,341	19 Kings Local	\$63,456	19 Cincinnati Public	\$79,640
20 Finneytown	\$42,053	20 Lakota Local	\$51,739	20 Three Rivers	\$63,425	20 Deer Park	\$79,199
21 Lebanon City	\$41,905	21 Mt. Healthy	\$51,358	21 Lakota Local	\$62,518	21 Winton Woods	\$78,687
22 Northwest	\$41,849	22 Norwood	\$51,274	22 Winton Woods	\$61,731	22 Lebanon City	\$78,336
23 Three Rivers	\$41,257	23 North College Hill	\$51,228	23 Cincinnati Public	\$61,588	23 Norwood	\$78,185
24 North College Hill	\$41,081	24 Northwest	\$50,799	24 North College Hill	\$61,377	24 Milford Exempted	\$78,038
25 Milford Exempted	\$41,033	25 Ross Local	\$50,718	25 Ross Local	\$60,835	25 North College Hill	\$76,585
26 Norwood	\$40,807	26 Lebanon City	\$50,579	26 Mt. Healthy	\$60,649	26 Northwest	\$74,001
27 Ross Local	\$40,602	27 Winton Woods	\$49,726	27 Northwest	\$59,753	27 Fairfield	\$73,566
28 Hamilton City	\$40,427	28 Lockland	\$49,349	28 Lebanon City	\$59,253	28 Ross Local	\$72,975
29 Fairfield	\$40,310	29 Cincinnati Public	\$48,836	29 Lockland	\$58,425	29 Lockland	\$72,949
30 Lockland	\$40,272	30 Fairfield	\$48,708	30 Fairfield	\$57,106	30 Hamilton City	\$70,880
31 Winton Woods	\$40,089	31 Hamilton City	\$47,709	31 Hamilton City	\$56,813	31 Mt. Healthy	\$70,394
Salary Average	\$43,579	Salary Average	\$53,730	Salary Average	\$64,691	Salary Average	\$80,869
<b>Salary for Madeira</b>	<b>\$45,704</b>	<b>Salary for Madeira</b>	<b>\$56,730</b>	<b>Salary for Madeira</b>	<b>\$67,864</b>	<b>Salary for Madeira</b>	<b>\$83,961</b>
Madeira vs Average	\$2,125	Madeira vs Average	\$3,000	Madeira vs Average	\$3,173	Madeira vs Average	\$3,092

**SALARY COMPARISONS - MAX**  
**2011-2012 School Year**

Rank	District	Max \$\$\$\$		Peak Earning Year
1	Wyoming	\$93,408	Masters+36	25
2	Indian Hill	\$92,988	Doctorate	23
3	Sycamore	\$91,857	Masters+45	25
4	Mason City	\$89,618	Masters+30	27
<b>5</b>	<b>Madeira</b>	<b>\$86,909</b>	<b>Masters+45</b>	<b>27</b>
6	Princeton	\$86,898	Doctorate	17
7	Loveland	\$86,301	Masters+30	20
8	Forest Hills	\$85,307	Doctorate	27
9	Oak Hills	\$84,830	Masters+30	25
10	Lakota Local	\$83,982	Doctorate	25
11	Mariemont	\$83,958	Masters+30	27
12	Finneytown	\$83,723	Educat.Spec.	27
13	Cincinnati Public	\$83,455	Doctorate	27
14	Southwest	\$82,187	Masters+30	26
15	Reading	\$82,158	Masters+45	27
16	New Richmond	\$81,764	Masters+30	22
17	Kings Local	\$81,554	Masters+20	29
18	Milford Exempted	\$81,523	Masters+50	25
19	St. Bernard - Elmwood	\$80,441	Masters+30	25
20	Three Rivers	\$80,051	Masters+30	25
21	Deer Park	\$79,954	Masters+45	27
22	Winton Woods	\$79,005	Doctorate	25
23	Lebanon City	\$78,336	Masters+20	27
24	Norwood	\$78,185	Masters+30	22
25	North College Hill	\$76,585	Masters+20	23
26	Northwest	\$75,896	Masters+45	27
27	Fairfield	\$73,566	Master +30	24
28	Ross Local	\$72,975	Masters+30	18
29	Lockland	\$72,949	Masters+30	26
30	Hamilton City	\$70,880	Masters+30	27
31	Mt. Healthy	\$70,394	Masters+30	16

Salary Average	\$81,666
<b>Salary for Madeira</b>	<b>\$86,909</b>
Madeira vs Average	\$5,243

## 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>
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	31 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
2000 - 2001	3	\$29,351	19	\$34,226	22	\$40,250	30	\$41,327	30 Districts
1999 - 2000	4	\$28,205	19	\$32,890	25	\$38,679	30	\$39,714	30 Districts
1998 - 1999	6	\$27,186	20	\$31,701	28	\$37,281	36	\$38,279	37 Districts
1997 - 1998	6	\$26,267	24	\$30,629	28	\$36,020	36	\$36,985	37 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>
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	31 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
2000 - 2001	6	\$32,250	6	\$39,763	6	\$48,224	14	\$58,192	30 Districts
1999 - 2000	6	\$30,991	10	\$38,211	7	\$46,341	14	\$55,920	30 Districts
1998 - 1999	9	\$29,871	12	\$36,830	11	\$44,666	17	\$53,899	37 Districts
1997 - 1998	10	\$28,791	12	\$35,499	13	\$43,052	17	\$51,951	37 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>	
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
2000 - 2001	13	\$33,178	12	\$41,653	13	\$49,996	6	\$63,070	4	\$65,000	30 Districts
1999 - 2000	12	\$32,402	12	\$40,027	14	\$48,044	8	\$60,005	5	\$62,040	30 Districts
1998 - 1999	14	\$31,231	14	\$38,580	15	\$46,307	10	\$57,836	6	\$59,798	37 Districts
1997 - 1998	14	\$30,102	14	\$37,186	15	\$44,633	11	\$55,746	8	\$57,637	37 Districts

## Comparison District Contract Health Information

District	Medical Plans						Dental Plans	
	Plan 1		Plan 2		Plan 3		Plan 1	
	Board%	Employee%	Board%	Employee%	Board%	Employee%	Board %	Employee%
Cincinnati Public	Self funded	Self funded-% of salary						
Deer Park	90%	10%					85%	15%
Fairfield	85%	15%					100%	0%
Finneytown	85%	15%	80% with spousal lang.	20%			85%	15%
Forest Hills	87%	13%					100%	0%
Hamilton City	85%	15%					80%	20%
Indian Hill	85%	15%					85%	15%
Kings Local	85%	15%					100%	0%
Lakota Local	87%	13%	88%	12%	85%	15%	85%	15%
Lebanon City	80%	20%					90%	10%
Lockland	90%	10%					80%	20%
Loveland	85%	15%					100%	0%
Madeira	85%	15%					100%	0%
Mariemont	85%	15%					85%	15%
Mason City	88% with high deductible H.S.A.	12%					100%	0%
Milford Exempted	85%	15%					90%	10%
Mt. Healthy	90%	10%					100%	0%
New Richmond	90%	10%					90%	10%
North College Hill	90%	10%					100%	0%
Northwest	85%	15%					100%	0%
Norwood	90% to 85% in 2012/2013	10% to 15% in 2012/2013					100%	0%
Oak Hills	83%	17%					87%	13%
Princeton	85%	15%					85%	15%
Reading	85%	15%					100%	0%
Ross Local	80%	20%	90%	10%			100%	0%
Southwest	95%	5%	90%	10%			100%	0%
St. Bernard - Elmwood	90%	10%					100%	0%
Sycamore	85%	15%					90%	10%
Three Rivers	90%	10%					90%	10%
Winton Woods	85%	15%					90%	10%
Wyoming	85%	15%					85%	15%

# SUMMARY – STAFF SURVEY FEEDBACK

Staff Survey sent out on Nov. 17, 2011 – 98 Staff members total

**1. What are your feelings about the salary schedule as it exists at this time?**

84 responses: Positive: 38%; Neutral: 30%; Negative: 25%; NA: 7%

**2. Have you read the Annual Salary Study for 2010-2011?**

98 responses: Yes: 36.7%; No: 63.3%

**3. Do you know how to find the Annual Salary Study for 2010-2011?**

97 responses: Yes: 54.6%; No: 45.4%

**4. If you have read the Annual Salary Study for 2010-2011 what questions do you have?**

22 responses: 18 were NA/none

*Samples:* What was the response of the board about National Board certification? Is National Board certification and Master Teacher certification being assessed by the district to be equal in regards to merit?

**5. What is the best way for the Annual Salary Study report to be shared with you?**

67 responses: Email/Google Docs: 54%; MCS Web/Intranet: 30%; Staff Meeting: 16%

**6. Please rank the following components of a compensation package (1=most important; 2=second most important).**

77 responses	Rank	Response Average
Salary Step	1	2.42
Health & Dental Benefits	2	2.52
Add a board determined % to your base salary	3	3.00
Academic Movement (ex. moving on the scale from Masters +15 to Masters +30)	4	3.53
Professional Development	5	4.12
Tuition reimbursement	6	4.45
Other (please define below)	7	4.67

*“Other” samples:*

- Compensation for accumulated sick days
- Seniority List
- Allowing teachers' children to attend MCS
- National Board certification recognition through salary increase



## BUDGET IMPACT 2011-2012 School Year

Salary History - % Base Increases			
Year	%	Starting	AVG
FY00	3.50%	27,186	
FY01	3.75%	28,205	
FY02	4.00%	29,351	
FY03	3.00%	30,232	
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	68,844
FY12	0.00%	38,886	67,637
<b>5 Yr Avg.</b>	<b>1.76%</b>		

2011-2012 Experience & Education					
YRS	% FTE	% Amt.	Education	% FTE	% Amt.
0-5	20.10%	14.06%	BA All	16.09%	11.66%
6-10	21.30%	19.02%	MA	31.36%	29.93%
11-15	18.38%	19.32%	MA+15	18.67%	20.63%
16-20	20.30%	23.59%	MA+30	31.97%	35.30%
21-25	11.30%	13.48%	MA+45	1.91%	2.48%
26+	8.62%	10.53%			
	100.00%	100.00%		100.00%	100.00%
6+	79.90%	85.94%	MA	83.91%	88.34%

2012-2013 Options			
<b>2011-2012 Cert. Salary</b>			<b>7,065,377</b>
<b>No Base &gt;</b>			
<b>Increase</b>	<b>Step</b>	<b>Salary</b>	<b># of Emp</b>
0.00%	0-5 Yrs only	17,243	12.50
		<b>17,243</b>	<b>11.90%</b>

No Base > Step Only for eligible staff			
<b>Increase</b>	<b>Step</b>	<b>Salary</b>	<b># of Emp</b>
0.00%	1.24%	87,159	75.66
		<b>87,159</b>	<b>72.50%</b>

Base > Only			
<b>Increase</b>	<b>Step</b>	<b>Salary</b>	<b># of Emp</b>
1.00%	0.00%	70,654	104.40
		<b>70,654</b>	<b>100%</b>

Detail of Salary % > over base salary each year
Starting Salary each year
Average Salary each year

Experience years in full time equivalent (FTE) positions	Education levels in FTE positions
Experience years in \$ amounts in the salary budget	Education levels in \$ amounts in the salary budget

Incremental cost of salary changes
0-5 Year certified staff only
receive step
Step only for all staff
Base only for all staff - no step