

**Madeira City Schools Planning Commission
Annual Salary and Benefit Study
March 2019**

Committee Members

Brad Cunningham, Chairman

Brian Kellett

Aaron Pfeffenberger

Brady Bowles

Stacy Radu

Susan Crabill, Resource

Part 1
Salary Study

Objective

The Madeira Planning Commission Salary Study Committee was asked to examine how the Madeira teacher salary schedule and benefits compares to other area school districts. 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 2018-2019 school year and future years that have negotiated settled contracts 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 3rd in the Master’s plus 30 across the board.
3. We continue to see an increase in base salary across 93%-97% of school districts over the last three years. For the 2018-2019 school year, 28 out of 30 schools had a base salary increase. Base increase average and Madeira base are illustrated below (Part 1, Appendix 1).

Fiscal Year	2016-2017	2017-2018	2018-2019
Madeira Increase	2.00%	2.00%	2.00%
Average Increase	2.10%	2.56%	2.80%

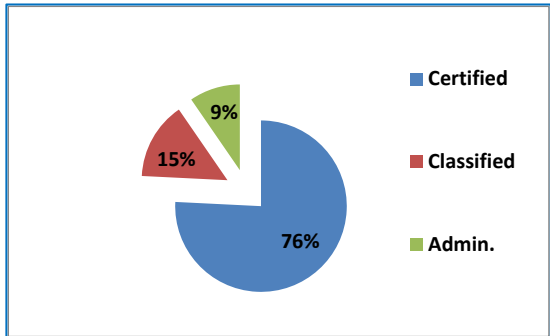
4. Two of the 30 districts, Winton Woods and Finneytown, had a 0% base increase in 2018-2019. Winton Woods had a 3.67% average increase over the past 3 years.
5. Eleven (11) out of 28 negotiating districts contracts end in 2019. Madeira and Mariemont are not negotiating districts. (Part 1, Appendix 1)
6. Eighteen (18) of 28 negotiating districts have established salary schedules for 2019-2020 with a base average increase of 2.38%.
7. Three (3) of 28 negotiating districts have established salary schedules for 2020-2021.
8. Analysis of salary rankings vs. comparison districts indicates that Madeira maintains a competitive position in most benchmark data points.
9. Madeira's starting salary for a Bachelor's Degree ranks 5th (last year - 5th).
10. Madeira's salary benchmarks for Master's Degree-starting ranks 7th (last year - 5th), at five year's ranks 9th (last year - 8th), at 10 years ranks 8th (last year 8th) and at the maximum ranks 12th (last year – 13th)
11. Madeira's salary benchmarks for Masters + 30 – all remained in the top 3rd.
- 12. All salary benchmark data points remained in the top 3rd with the exception Master's maximum.**

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.

2018-2019 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2018-2019 Certified Salary - current year	\$8,254,920	
2019-2020-Step Cost	\$216,936	2.63%
2019-2020-1% base increase + step	\$301,654	3.65%



Previous Year Recommendation and Board Action

Board Action on Salary for 2018-2019

- 2% increase in base salary schedule

Planning Commission Salary Recommendation for 2019-2020

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 for **2019-2020**

- 2% increase in base salary schedule

Part 2

Benefits Study, Staff Survey

Objective

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

Methodology

Part 2, Appendix 8 is a comparison of 23 districts benefits including; health, dental, and vision plan Board/Employee % costs, and tuition reimbursement.

An online survey of staff was conducted asking them three questions regarding their benefits and how they feel about the benefits provided.

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 competitive position, while maintaining fiscal responsibility to the community.

Findings

Benefits of 23 Comparative Districts are below. Health benefit results were relatively the same as in the previous year. Plan 1 comparison summarized below. See the Benefit Summary chart for additional plans offered.

Health Plans

- ✚ 8 districts have multiple Health Plans; HDHP’s and/or PPO’s.
- ✚ 3 districts have one Health Plan that is a HDHP
- ✚ 12 districts have one Health Plan (not HDHP) of which 11 of those districts are members of GCIC.

Health Sharing between Board and Employee

- ✚ 4 districts (Deer Park, Mason, Mt. Healthy and St. Bernard) share health care costs at **90% Board and 10% Employee**
- ✚ 14 districts share health costs at **85%-Board and 15% Employee** (Finneytown, Indian Hill, Kings, Lakota, Loveland, Madeira, Mariemont, Northwest, Oak Hills, Reading, Southwest, Sycamore, Three Rivers & Wyoming).
- ✚ 1 district (Princeton) has two plans; plan 1 is **82/18** and a **HDHP is 84/16** with a H.S.A. contribution
- ✚ 1 district (Oak Hills) has two plans; plan 1 is HDHP at **85/15** with H.S.A. contribution, plan 2 is PPO at **76/24**.
- ✚ 3 districts (Fairfield, Norwood & Milford) share health costs at **80% Board and 20% Employee**
- ✚ 1 district (Forest Hills) share health costs at **75% Board and 25% Employee**
- ✚ Average Health sharing of 23 districts Plan 1 is **85% Board and 15% Employee**

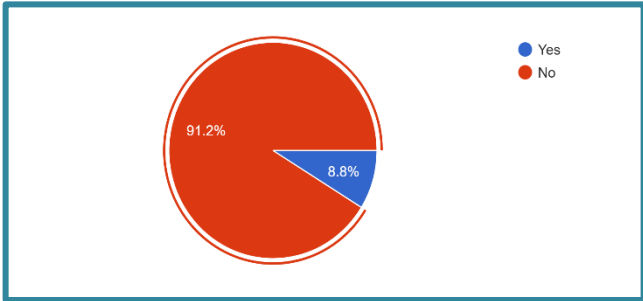
Tuition Reimbursement - There were no changes to tuition reimbursement from the previous study.

- ✚ 17 districts provide tuition reimbursement
- ✚ 5 districts do not provide tuition reimbursement
- ✚ 1 district provides a tuition loan that must be repaid
- ✚ Most districts offering tuition reimbursement set a \$ budget amount that is prorated to eligible participants

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 sent via email for all staff to complete online. There were 102 responses. (All detailed comments are included in Part 2, Appendix 9)The survey asked the following questions:

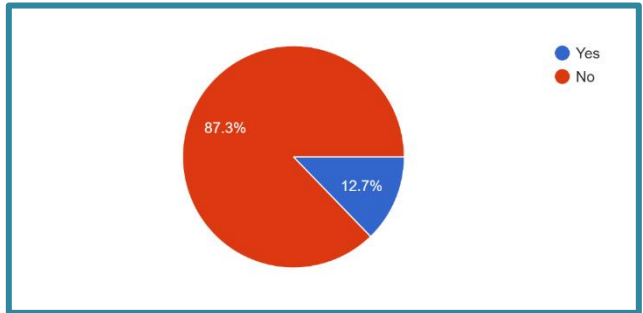
Question #1: Do you have any questions or comments about the current salary? Most respondents indicated “No”. Detailed comments are included in the appendix. Comment topics include:

- Revise Masters+45 column to compensate differently than M+30 at an earlier step
- Later steps higher compensation
- Preschool Schedule revision



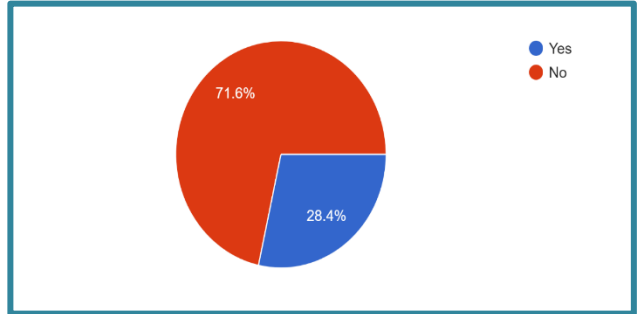
Question #2: Do you have any questions or comments about current benefits? Most respondents indicated “No”. Detailed comments are included in the appendix. Topic comments included:

- Cost of co-pays, premiums, and +1 cost
- Sick leave
- Tuition Reimbursement



Question #3: Are there additional benefits you would like the Board of Education to consider adding? Although most respondents indicated “No”. Detailed comments are included in the appendix. Comment topics included:

- Non resident staff enroll their children in Madeira
- Sick leave
- Insurance coverage
- Work hours and work days
- Sabbatical leave
- Additional supplemental stipends



Planning Commission Salary Recommendation for 2019-2020

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 2015-2016	% Base Increase 2016-2017	% Base increase 2017-2018	% Base Increase 2018-2019	% Base Increase 2019-2020	% Base Increase 2020-2021	Evaluation Based Compensation	Current Year	Duration	Start	End
Deer Park	1.75%	1.75%	3.00%	2.25%	2.00%		No	2	3	7/1/2017	6/30/2020
Fairfield	2.00%	2.25%	11.00%	2.90%	2.90%		No	2	3	6/30/2017	6/29/2020
Finneytown	2.00%	2.00%	0.00%	0.00%			No	2	2	8/1/2017	7/31/2019
Forest Hills	1.00%	1.00%	3.00%	2.75%	3.00%		No	2	3	7/1/2017	6/30/2020
Hamilton City	3.50%	3.00%	3.00%	3.00%	3.00%		No	3	4	7/1/2016	6/30/2020
Indian Hill	2.50%	0.25%	0.50%	0.50%			Yes-A or S rating new schedule, D or I prior yr schedule. Doctorate column 2.5% increase	3	3	7/1/2016	6/30/2019
Kings Local	2.00%	1.50%	2.50%	2.50%	2.50%		No	2	3	7/1/2017	6/30/2020
Lakota Local	1.97%	2.00%	2.00%	3.50%	3.25%	3.25%	No	1	3	7/1/2018	6/30/2021
Lebanon City	3.00%	2.75%	2.50%	3.00%	2.25%		No	3	3	9/1/2016	8/31/2019
Lockland	0.00%	3.50%	3.00%	3.00%	3.00%	3.00%	No	1	3	6/30/2018	6/30/2021
Loveland	1.00%	2.75%	2.50%	2.00%			No	3	3	7/1/2016	6/30/2019
Madeira	2.00%	2.00%	2.00%	2.00%			No	Not Applicable			
Mariemont	1.00%	2.00%	1.00%	1.20%			Yes-If not A or S rating or accumulate 4 pts, no step	Not Applicable			
Mason City	2.00%	2.50%	2.50%	2.50%			No	3	3	7/1/2016	6/30/2019
Milford Exempted	1.75%	1.75%	3.00%	3.00%	2.50%		No	2	3	7/1/2017	6/30/2020
Mt. Healthy	2.00%	2.00%	2.00%	3.00%	3.00%	3.00%	No	1	3	7/1/2018	6/30/2021
New Richmond	0.00%	0.00%	0.00%	17.00%	0.00%		No	2	3	7/1/2017	6/30/2020
North College Hill	1.50%	3.00%	3.00%	3.00%			No	3	3	9/1/2016	8/31/2019
Northwest Local	2.50%	2.50%	3.75%	4.00%	4.00%		No	2	3	7/1/2017	6/30/2020
Norwood	1.00%	1.00%	3.00%	3.00%			Yes- District aggregate on report card. "B" rating all \$500, "A" rating all \$1000.	2	2	8/1/2017	7/31/2019
Oak Hills	1.50%	1.50%	2.25%	2.25%	2.25%		No	2	3	7/1/2017	6/30/2020
Princeton	2.50%	2.50%	2.25%	1.50%			No	3	3	7/1/2016	6/30/2019
Reading	2.00%	2.00%	2.00%	2.00%	0.00%		No	1	1	9/1/2018	8/31/2020
Ross Local	2.00%	2.00%	3.00%	3.00%			No	2	3	9/1/2017	8/31/2020
Southwest Local	1.50%	1.5%	3.00%	3.00%	2.50%		No	2	3	8/1/2017	7/31/2020
St. Bernard - Elmwood	1.00%	1.00%	2.00%	2.00%			No	2	2	8/1/2017	7/31/2019
Sycamore	0.00%	2.00%	2.00%	2.00%	3.20%		No	2	3	8/1/2017	7/31/2020
Three Rivers	1.00%	1.00%	3.00%	3.00%	2.50%		No	2	3	8/1/2017	7/31/2020
Winton Woods	3.00%	4.50%	3.50%	0.00%			No	1	Negotiating	7/1/2018	
Wyoming	2.50%	2.00%	0.50%	1.00%	1.00%		No	2	3	7/1/2017	6/30/2020
Average:	1.72%	2.10%	2.56%	2.80%	2.38%	3.08%					

SALARY COMPARISONS - BACHELORS DEGREE
Teachers Salary Schedule
2018-2019 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	\$45,599	1	Forest Hills	\$55,688	1	Princeton	\$68,034	1	Wyoming	\$86,928
2	Indian Hill	\$44,364	2	Indian Hill	\$55,455	2	Oak Hills	\$67,269	2	Kings Local	\$83,370
3	Princeton	\$44,178	3	Princeton	\$54,781	3	Forest Hills	\$67,203	3	Southwest Local	\$81,887
4	Forest Hills	\$44,174	4	Kings Local	\$54,259	4	Indian Hill	\$66,546	4	Oak Hills	\$79,881
5	Madeira	\$43,149	5	Oak Hills	\$54,231	5	Kings Local	\$65,456	5	Forest Hills	\$79,715
6	Kings Local	\$43,063	6	Loveland	\$53,278	6	Loveland	\$64,103	6	Mason City	\$79,665
7	Mason City	\$42,946	7	Mason City	\$53,146	7	Southwest Local	\$64,044	7	Loveland	\$79,258
8	Sycamore	\$42,895	8	Wyoming	\$53,005	8	Winton Woods	\$63,796	8	Indian Hill	\$78,221
9	Hamilton City	\$42,546	9	Southwest Local	\$52,909	9	Wyoming	\$63,606	9	Three Rivers	\$77,664
10	Loveland	\$42,452	10	North College Hill	\$51,839	10	North College Hill	\$63,491	10	Princeton	\$77,532
11	Wyoming	\$42,404	11	Sycamore	\$51,629	11	Mason City	\$63,345	11	Lebanon City	\$76,759
12	Oak Hills	\$42,043	12	Deer Park	\$51,591	12	Deer Park	\$63,335	12	New Richmond	\$76,733
13	Deer Park	\$41,944	13	Winton Woods	\$51,193	13	Reading	\$61,796	13	Reading	\$76,618
14	New Richmond	\$41,810	14	Reading	\$51,103	14	Sycamore	\$61,131	14	Winton Woods	\$76,610
15	Southwest Local	\$41,769	15	Finneytown	\$50,513	15	Three Rivers	\$60,878	15	Sycamore	\$76,153
16	Fairfield	\$41,160	16	Madeira	\$50,316	16	Mariemont	\$60,572	16	Mariemont	\$74,924
17	Winton Woods	\$41,079	17	Northwest Local	\$50,032	17	Mt. Healthy	\$60,265	17	Northwest Local	\$74,555
18	Lebanon City	\$41,056	18	Mariemont	\$49,978	18	Northwest Local	\$60,253	18	Deer Park	\$74,240
19	Reading	\$40,655	19	Three Rivers	\$49,687	19	Norwood	\$59,503	19	North College Hill	\$73,811
20	Milford Exempted	\$40,213	20	Milford Exempted	\$49,663	20	Madeira	\$59,169	20	Norwood	\$73,286
21	North College Hill	\$40,184	21	Mt. Healthy	\$49,488	21	Milford Exempted	\$59,113	21	Lakota Local	\$72,826
22	Norwood	\$40,137	22	Fairfield	\$49,392	22	Finneytown	\$58,866	22	Hamilton City	\$72,369
23	Mariemont	\$39,842	23	Lakota Local	\$49,299	23	Fairfield	\$57,624	23	Fairfield	\$72,030
24	Northwest Local	\$39,816	24	Norwood	\$49,168	24	St. Bernard - Elmwood	\$57,403	24	Milford Exempted	\$68,542
25	Finneytown	\$39,774	25	Hamilton City	\$49,047	25	Hamilton City	\$57,174	25	Finneytown	\$67,616
26	St. Bernard - Elmwood	\$39,588	26	Lebanon City	\$48,923	26	Lebanon City	\$57,110	26	Mt. Healthy	\$66,305
27	Mt. Healthy	\$38,714	27	St. Bernard - Elmwood	\$47,506	27	Lockland	\$56,180	27	Lockland	\$64,154
28	Ross Local	\$37,970	28	Lockland	\$46,212	28	Lakota Local	\$54,350	28	Ross Local	\$63,486
29	Three Rivers	\$37,303	29	Ross Local	\$45,944	29	Ross Local	\$53,917	29	St. Bernard - Elmwood	\$63,341
30	Lockland	\$36,245	30	New Richmond	\$45,599	30	New Richmond	\$49,731	30	Madeira	\$60,752
	Salary Average	\$41,302		Salary Average	\$50,829		Salary Average	\$60,842		Salary Average	\$74,308
	Salary for Madeira	\$43,149		Salary for Madeira	\$50,032		Salary for Madeira	\$60,253		Salary for Madeira	\$60,752
	Madeira vs Average	\$1,847		Madeira vs Average	(\$797)		Madeira vs Average	(\$589)		Madeira vs Average	(\$13,556)

**SALARY COMPARISONS - MASTERS DEGREE
Teachers Salary Schedule
2018-2019 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	\$48,801	1	Indian Hill	\$61,001	1	Indian Hill	\$75,641	1	Indian Hill	\$99,669
2	Princeton	\$48,596	2	Princeton	\$60,082	2	Princeton	\$73,335	2	Wyoming	\$98,378
3	Lakota Local	\$48,510	3	Southwest Local	\$59,592	3	Forest Hills	\$72,311	3	Mariemont	\$94,690
4	Southwest Local	\$48,452	4	Loveland	\$59,539	4	Loveland	\$71,744	4	Sycamore	\$93,692
5	Hamilton City	\$47,837	5	Forest Hills	\$59,394	5	Oak Hills	\$71,473	5	Princeton	\$90,786
6	Kings Local	\$47,542	6	Mason City	\$59,265	6	Deer Park	\$71,304	6	Mason City	\$90,530
7	Madeira	\$47,524	7	Reading	\$58,746	7	Mason City	\$71,290	7	Kings Local	\$90,518
8	Oak Hills	\$47,508	8	Kings Local	\$58,738	8	Madeira	\$71,063	8	Lebanon City	\$89,459
9	Loveland	\$47,334	9	Madeira	\$58,596	9	Reading	\$71,024	9	Winton Woods	\$89,102
10	Mason City	\$47,241	10	Oak Hills	\$58,440	10	Southwest Local	\$70,727	10	Loveland	\$88,831
11	Deer Park	\$46,977	11	Deer Park	\$57,882	11	Wyoming	\$70,391	11	Southwest Local	\$88,546
12	Reading	\$46,753	12	Milford Exempted	\$57,786	12	Kings Local	\$69,934	12	Madeira	\$86,992
13	St. Bernard - Elmwood	\$46,714	13	Wyoming	\$57,669	13	Winton Woods	\$69,666	13	Oak Hills	\$86,188
14	Forest Hills	\$46,477	14	Sycamore	\$57,135	14	Sycamore	\$69,528	14	Reading	\$85,969
15	New Richmond	\$45,991	15	Mariemont	\$56,832	15	Mariemont	\$69,231	15	Forest Hills	\$85,945
16	Fairfield	\$45,791	16	North College Hill	\$56,496	16	Milford Exempted	\$68,241	16	North College Hill	\$85,462
17	Lebanon City	\$45,528	17	Hamilton City	\$56,153	17	North College Hill	\$68,152	17	Lakota Local	\$85,367
18	Mariemont	\$44,993	18	Fairfield	\$56,081	18	Finneytown	\$67,616	18	Deer Park	\$84,726
19	Wyoming	\$44,948	19	Winton Woods	\$55,904	19	Norwood	\$66,728	19	Three Rivers	\$84,677
20	Winton Woods	\$44,858	20	Mt. Healthy	\$55,527	20	Hamilton City	\$66,549	20	New Richmond	\$84,407
21	North College Hill	\$44,846	21	Lebanon City	\$55,513	21	Three Rivers	\$66,548	21	St. Bernard - Elmwood	\$82,739
22	Mt. Healthy	\$44,753	22	St. Bernard - Elmwood	\$54,631	22	Mt. Healthy	\$66,305	22	Hamilton City	\$82,235
23	Sycamore	\$44,743	23	Northwest Local	\$54,619	23	Lebanon City	\$65,497	23	Norwood	\$82,116
24	Milford Exempted	\$44,717	24	Finneytown	\$54,491	24	Northwest Local	\$65,023	24	Finneytown	\$81,935
25	Northwest Local	\$44,219	25	Three Rivers	\$54,482	25	Fairfield	\$64,642	25	Northwest Local	\$81,590
26	Norwood	\$43,749	26	Norwood	\$54,386	26	St. Bernard - Elmwood	\$64,528	26	Fairfield	\$81,291
27	Three Rivers	\$42,376	27	Lakota Local	\$52,443	27	Ross Local	\$61,587	27	Milford Exempted	\$80,634
28	Finneytown	\$42,161	28	Ross Local	\$51,715	28	Lockland	\$60,167	28	Mt. Healthy	\$77,357
29	Ross Local	\$41,843	29	Lockland	\$50,199	29	Lakota Local	\$57,810	29	Lockland	\$76,114
30	Lockland	\$40,232	30	New Richmond	\$50,159	30	New Richmond	\$54,704	30	Ross Local	\$73,434
Salary Average		\$45,734	Salary Average		\$56,450	Salary Average		\$67,759	Salary Average		\$86,113
Salary for Madeira		\$48,452	Salary for Madeira		\$58,440	Salary for Madeira		\$69,934	Salary for Madeira		\$88,831
Madeira vs Average		\$2,718	Madeira vs Average		\$1,990	Madeira vs Average		\$2,175	Madeira vs Average		\$2,718

**SALARY COMPARISONS - MASTERS + 20 or 30
Teachers Salary Schedule
2018-2019 School Year**

Rank	Years' Experience ---->	Starting	Rank	Years' Experience ---->	5 Years	Rank	Years' Experience ---->	10 Years	Rank	Years' Experience ---->	Max
Rank	District	\$\$\$\$	Rank	District	\$\$\$\$	Rank	District	\$\$\$\$	Rank	District	\$\$\$\$
1	Loveland	\$54,021	1	Loveland	\$66,226	1	Loveland	\$78,431	1	Indian Hill	\$104,139
2	Lakota Local	\$53,775	2	Indian Hill	\$65,437	2	Mason City	\$77,732	2	Wyoming	\$101,769
3	Indian Hill	\$53,237	3	Forest Hills	\$64,272	3	Indian Hill	\$77,637	3	Mason City	\$100,408
4	Southwest Local	\$52,880	4	Southwest Local	\$64,044	4	Forest Hills	\$77,461	4	Loveland	\$95,518
5	Oak Hills	\$51,713	5	Mason City	\$63,560	5	Princeton	\$75,986	5	Sycamore	\$95,507
6	St. Bernard - Elmwood	\$51,464	6	Madeira	\$62,949	6	Oak Hills	\$75,677	6	Mariemont	\$94,690
7	Princeton	\$51,246	7	Princeton	\$62,733	7	Madeira	\$75,271	7	Lakota Local	\$94,630
8	Forest Hills	\$51,083	8	Oak Hills	\$62,644	8	Southwest Local	\$75,184	8	Oak Hills	\$94,596
9	Madeira	\$50,715	9	Reading	\$61,592	9	Milford Exempted	\$73,951	9	Princeton	\$93,436
10	New Richmond	\$50,172	10	Wyoming	\$61,062	10	Reading	\$73,911	10	Madeira	\$93,165
11	Kings Local	\$49,781	11	Kings Local	\$60,977	11	Wyoming	\$73,783	11	Southwest Local	\$92,999
12	Reading	\$49,558	12	Milford Exempted	\$60,078	12	Deer Park	\$72,982	12	Kings Local	\$92,758
13	Mason City	\$49,388	13	Deer Park	\$59,560	13	Kings Local	\$72,174	13	Lebanon City	\$92,167
14	Hamilton City	\$49,350	14	Mt. Healthy	\$59,557	14	Norwood	\$71,845	14	New Richmond	\$92,080
15	Mt. Healthy	\$48,779	15	St. Bernard - Elmwood	\$59,382	15	Finneytown	\$71,594	15	Forest Hills	\$91,313
16	Deer Park	\$48,655	16	Northwest Local	\$59,026	16	Sycamore	\$71,344	16	Winton Woods	\$90,199
17	Northwest Local	\$48,627	17	Sycamore	\$58,955	17	Winton Woods	\$70,762	17	Reading	\$88,774
18	Wyoming	\$48,341	18	North College Hill	\$58,829	18	North College Hill	\$70,483	18	Norwood	\$88,438
19	Lebanon City	\$48,236	19	Lebanon City	\$58,220	19	Mt. Healthy	\$70,331	19	Deer Park	\$88,082
20	Fairfield	\$48,157	20	Lakota Local	\$58,134	20	St. Bernard - Elmwood	\$69,279	20	North College Hill	\$87,802
21	North College Hill	\$47,174	21	Norwood	\$57,998	21	Mariemont	\$69,231	21	Milford Exempted	\$87,791
22	Sycamore	\$46,563	22	Finneytown	\$57,673	22	Three Rivers	\$69,159	22	Three Rivers	\$87,289
23	Norwood	\$46,258	23	Hamilton City	\$57,665	23	Ross Local	\$68,498	23	Finneytown	\$87,106
24	Milford Exempted	\$46,205	24	Ross Local	\$57,107	24	Lebanon City	\$68,205	24	St. Bernard - Elmwood	\$87,094
25	Winton Woods	\$45,955	25	Three Rivers	\$57,073	25	Hamilton City	\$68,060	25	Hamilton City	\$84,125
26	Ross Local	\$45,716	26	Winton Woods	\$57,001	26	Northwest Local	\$67,229	26	Fairfield	\$83,864
27	Mariemont	\$44,993	27	Mariemont	\$56,832	27	Fairfield	\$65,280	27	Northwest Local	\$83,796
28	Three Rivers	\$44,987	28	Fairfield	\$56,389	28	Lockland	\$64,160	28	Mt. Healthy	\$83,645
29	Lockland	\$44,219	29	New Richmond	\$54,718	29	Lakota Local	\$64,085	29	Ross Local	\$82,167
30	Finneytown	\$43,752	30	Lockland	\$54,186	30	New Richmond	\$59,677	30	Lockland	\$80,101
	Salary Average	\$48,833		Salary Average	\$59,796		Salary Average	\$71,313		Salary Average	\$90,648
	Salary for Madeira	\$51,083		Salary for Madeira	\$62,733		Salary for Madeira	\$75,184		Salary for Madeira	\$94,596
	Madeira vs Average	\$2,250		Madeira vs Average	\$2,937		Madeira vs Average	\$3,871		Madeira vs Average	\$3,948

SALARY COMPARISONS - MAX
2018-2019 School Year

Rank	District	Max \$\$\$\$		Peak Earning Year
1	Indian Hill	\$105,259	Doctorate	27
2	Wyoming	\$102,618	Masters+36	25
3	Mason City	\$100,408	Masters+30	27
4	Sycamore	\$96,869	Masters+45	25
5	Madeira	\$96,437	Masters+45	27
6	Princeton	\$96,087	Doctorate	17
7	Loveland	\$95,518	Masters+30	20
8	Mariemont	\$94,690	Masters	30
9	Lakota Local	\$94,630	Masters+30	30
10	Oak Hills	\$94,596	Masters+30	25
11	Forest Hills	\$93,616	Doctorate	27
12	Southwest Local	\$92,999	Masters+30	26
13	Kings Local	\$92,758	Masters+20	29
14	Lebanon City	\$92,167	Masters+20	29
15	New Richmond	\$92,080	Masters+30	35
16	Milford Exempted	\$91,710	Masters+50	25
17	Reading	\$90,604	Masters+45	27
18	Winton Woods	\$90,564	Doctorate	25
19	Deer Park	\$88,921	Masters+45	27
20	Norwood	\$88,438	Masters+30	22
21	Northwest Local	\$88,187	Masters+45	27
22	North College Hill	\$87,802	Masters+20	23
23	Three Rivers	\$87,289	Masters+30	35
24	Finneytown	\$87,106	Masters+30	27
25	St. Bernard - Elmwood	\$87,094	Masters+30	25
26	Hamilton City	\$84,125	Masters+30	27
27	Fairfield	\$83,864	Master +30	24
28	Mt. Healthy	\$83,645	Masters+30	20
29	Ross Local	\$82,167	Masters+30	18
30	Lockland	\$80,101	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>
2018-2019	5	\$43,149	16	\$50,316	20	\$59,169	30	\$60,752	30 Districts
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

<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>
2018-2019	7	\$47,524	9	\$58,596	8	\$71,063	12	\$86,992	30 Districts
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

<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>
2018-2019	9	\$50,715	6	\$62,549	7	\$75,271	10	\$93,165	5	\$96,437
2017-2018	9	\$49,720	7	\$61,715	8	\$73,795	10	\$91,339	6	\$94,546
2016 - 2017	9	\$48,746	4	\$60,506	9	\$72,349	9	\$89,549	5	\$92,694
2015 - 2016	8	\$47,790	4	\$59,320	9	\$70,931	9	\$87,793	5	\$90,877
2014 - 2015	8	\$46,854	7	\$58,157	8	\$69,540	7	\$86,072	5	\$89,095
2013 - 2014	7	\$46,161	7	\$57,298	8	\$68,513	7	\$84,801	5	\$87,779
2012 - 2013	8	\$45,704	5	\$56,730	9	\$67,834	7	\$83,961	5	\$86,909
2011 - 2012	8	\$45,704	6	\$56,730	9	\$67,834	8	\$83,961	5	\$86,909
2010 - 2011	8	\$45,704	7	\$56,730	8	\$67,834	9	\$83,961	5	\$86,909
2009 - 2010	8	\$45,028	5	\$55,891	7	\$66,831	8	\$82,719	4	\$85,624
2008 - 2009	7	\$44,146	7	\$54,796	8	\$65,521	8	\$81,098	5	\$83,946
2007 - 2008	8	\$42,860	7	\$53,200	7	\$63,613	8	\$78,736	6	\$81,501
2006 - 2007	8	\$41,897	7	\$52,004	8	\$62,183	8	\$76,966	6	\$79,669
2005 - 2006	8	\$40,480	10	\$50,245	11	\$60,080	5	\$76,975	6	\$76,975
2004 - 2005	9	\$39,397	9	\$48,900	7	\$58,472	5	\$72,373	5	\$74,915
2003 - 2004	11	\$37,973	9	\$47,133	9	\$56,359	6	\$69,757	5	\$72,207

MADEIRA BUDGET IMPACT For 2019-2020 School Year

Salary			
% Increases		Starting	AVG
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
FY18	2.00%	42,303	75,970
FY19	2.00%	43,149	79,118
5 YR Avg.	1.90%		

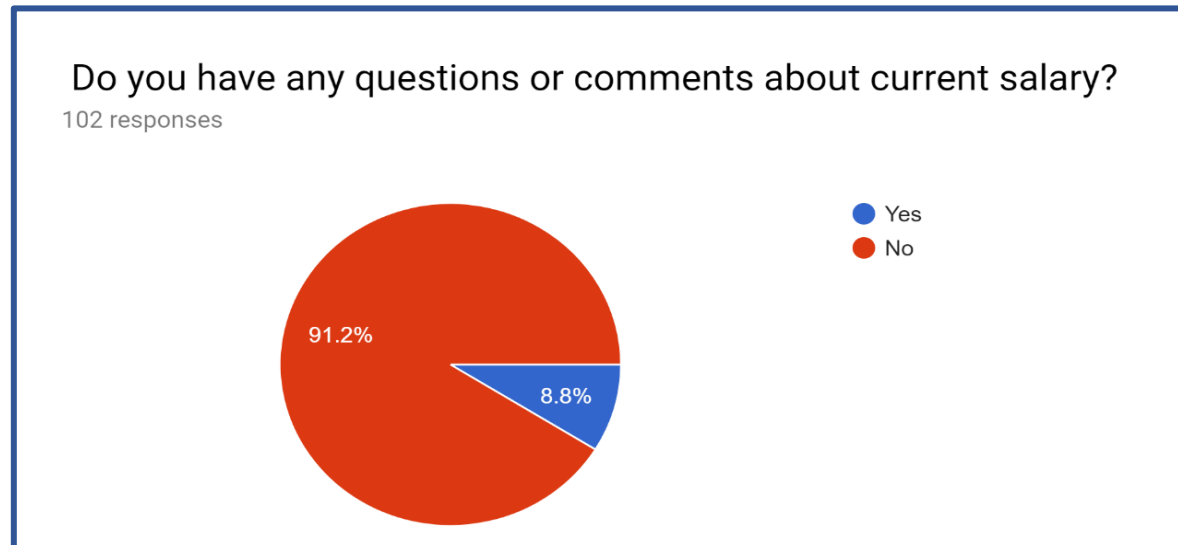
Experience			Academic Level		
YRS	%FTE	% Amt.	Level	%FTE	%Amt.
0-5	3.24%	2.23%	BA All	7.61%	5.75%
6-10	14.83%	11.91%	MA	28.73%	27.19%
11-15	33.09%	32.15%	MA+15	21.78%	21.42%
16-20	13.44%	14.13%	MA+30	26.41%	28.14%
21-25	17.79%	19.78%	MA+45	15.48%	17.51%
26+	17.61%	19.80%			
	100.00%	100.00%		100.00%	100.00%
6+ YRS	96.76%	97.77%	MA %	92.39%	94.25%

2018-2019 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2018-2019 Certified Salary - current year	\$8,254,920	
2019-2020-Step Cost	\$216,936	2.63%
2019-2020-1% base increase + step	\$301,654	3.65%

Benefit Summary Comparison Chart

District	Medical Plans				Dental Plan		Vision Plan		Tuition Reimbursement	
	Plan 1-Full Time		Plan 2-Full Time		Plan 1-Full Time		Plan 1-Full time			
	Board %	Employee%	Board %	Employee %	Board %	Employee %	Board %	Employee %	Yes/No	How much per employee per year
Deer Park	90%	10%			85%	15%	0%	100%	Yes	lesser of cost or \$100
Fairfield	80%	20%			90%	10%			Yes	Bachelors Degree only - 6 hrs @ \$275/hr or cost; prorated
Finneytown	85%	15%			85%	15%	0%	100%	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%	Yes	6 hrs @ \$250/hr
Indian Hill	85%	15%	85%/15% HDHP/H.S.A \$800/\$1600		85%	15%	0%	100%	Yes	4 hrs; lesser of Actual cost vs Xavier
Kings Local	85%	15%	Plan 1-HDHP with H.S.A. Bd will fund 50% deductible for FY18 -FY20		100%	0%	\$180	balance	Yes	6 hrs @ Actual or prorated
Lakota Local	85%	15%	85%/15% HDHP		85%	15%	n/a	n/a	No	
Loveland	85%	15%			100%	0%			Yes	3 hrs @ 100% actual cost; proration of budget \$60,000
Madeira	85%	15%			100%	0%	0%	100%	Yes	6 hrs; Avg cost; UC, X, Mi; Budget cap \$25,000; proration to stay within budget
Mariemont	85%	15%			85%	15%			Yes	8 hrs; \$200/hr
Mason City	90%	10%	Plan 1 is HDHP, H.S.A. \$1000 or \$2000		100%	0%	100%	0%	Yes	9 hrs, Budget cap at \$75,000; proration if necessary to stay within budget
Milford Exempted	80%	20%	HDHP; 80%/20%. H.S.A. single \$1272, family \$3600		90%	10%	0%	100%	Yes	6hrs @ actual or prorated. Budget cap \$60,000.
Mt. Healthy	90%	10%			100%		0%	100%	No	
Norwood	80%	20%			80%	20%	0%	100%	No	
Northwest	85%	15%	Plan 1 is HDHP		100%	0%		100%	Yes	6 hrs @ \$135/hr, prorated. Budget cap \$75,000.
Oak Hills	85%	15%	76%-PPO	24%	90%	10%			No-tuition loans only	
Princeton	82%	18%	84% PLUS \$3400 H.S.A. FAMILY AND \$1700 SINGLE		85%	15%			Yes	6 hrs @ 50% of tuition paid
Reading	85%	15%			100%	0%			Yes	max \$1,500/tch;\$18,000 tuition budget; prorated
Southwest	85%	15%	85%-HDHP	15%	100%	0%		100%	No	
St. Bernard-Elmwood	90%	10%			95%	5%			Yes	9 hrs @ \$75 per hour
Sycamore	85%	15%	85%-HDHP-H.S.A. contribution \$1000/Single Cert, \$2000 Fam Cert.		90%	10%			Yes	6 hrs @ \$175; \$80,000 prorated
Three Rivers	85%	15%			90%	10%			No	
Wyoming	85%	15%			85%	15%	0%	100%	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	85%	15%			92%	8%				

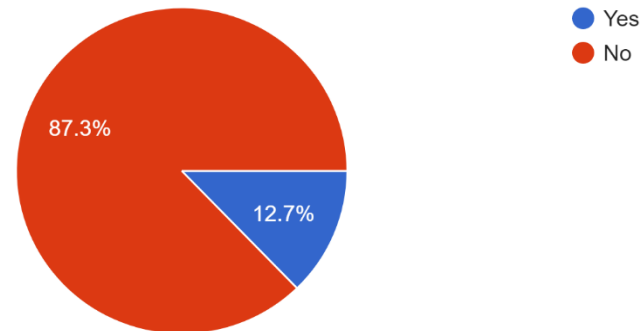
Salary and Benefit Study 2019



- Given the changes made to our retirement plan by ODE, I would like to request (again) that the Board consider changing the **column increase for M45** to the 20th year.
 - Would it be possible to **add any steps** to the top of the salary schedule?
 - It would be nice if our salary was higher on the tail end of our careers. I think Madeira's salary for this is less competitive than other districts.
 - We compare our schools regularly to Indian Hill in many aspects. Have we thought about being on the same salary scale as that district?
- Why do we evaluate the raises every year? Why can't we have a three-year progression for raises? 6 % over 2 years for 2% per year as an example.
 - Are all employees set on a percentage increase or can someone get a higher increase?
- Do all schools calculate **unpaid time** the same as we do?
- Currently, the **Preschool** teachers are on a different salary schedule and I would like to know if that salary schedule will be part of the study. I believe the manner in which preschool teachers are paid should be reviewed in order to compensate them more fairly. Under the current schedule, tuition money is used to pay salaries, which significantly limits salaries. Other school districts in the area place their preschool teachers on the same salary schedule as k-12 teachers. In addition, the preschool salary schedule does not address having or receiving a Masters degree.
 - The current preschool salary schedule states that any staff hired after 2011 will make between \$20,000 and \$35,000. I will have attain my Master's degree this year. Can I ever make more than this with that degree? Will \$35,000 be the most a preschool teacher can make?

Do you have any questions or comments about current benefits?

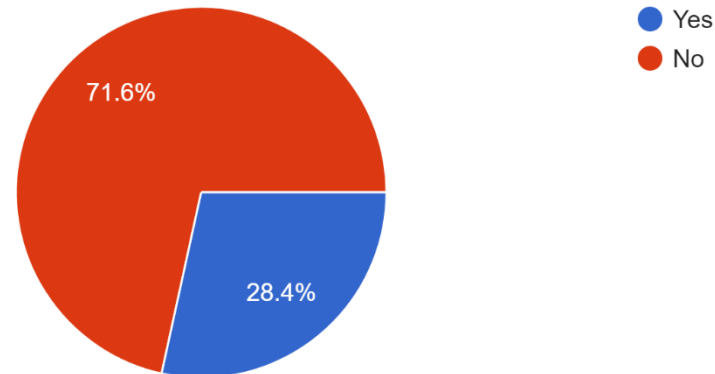
102 responses



- Is there a way to have an option for **employee plus 1**?
 - Should spouse only be the same price as spouse and children?
 - **Co-pays** are so expensive. Is there any way to lower them?
 - Why have **co-pays** become so outrageous for urgent care and ER visits? Urgent Care visits become necessary when doctor's offices are so busy that it takes 3 weeks to get in anymore.
 - I think the school district should pay more of the **health insurance premiums** so the teachers would not have to pay as much. It was a big hike in premiums this year. I also think the district should pay 100% of the premium for vision insurance. I appreciate the district paying 100% of dental insurance premiums.
 - I don't know if we have any control over this, but I wish someone would look at which services are considered "specialist" with regard to the **copay**. It makes perfect sense for a \$50 copay to see a cardiologist or dermatologist, but it is ridiculous that we pay the same copay for physical therapy services. Often, the PT wants you to go 2x/week for several weeks, and that ends up being extremely expensive. I am sure that this has resulted in reduced compliance and lack of healing/recovery, increasing the cost of further treatments/visits with a high-priced physician.
-
- Since we are in the business of taking care of children, it would be seem appropriate to be able to use "**sick leave**" when expanding one's family by adoption or surrogacy. All newborns need round the clock care, and this bonding time between parent and child is so very important.
 - **Tuition reimbursement** - Each staff member should have the ability to be reimbursed for up to 6 semester hours of college credit per year with a cap. This is how it was for years. The way it is now is unfair to staff members who think they have this "benefit" only to find out they get a fraction of the course reimbursed depending on how many staff members have applied for tuition reimbursement.
 - Are there seminars clinics or classes during the day or eve available, if I see an area I'd like more knowledge on
 - I would love to see some flexibility in hours and/or a possible a **work from home** option on some days for **12 month employees** during the summer.
 - Would the BOE ever consider adding optional **Pet Insurance** that people could add to their plan if they were so inclined?

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

102 responses



- I so appreciate our dedicated board who always works so hard to keep our salary and benefits competitive.
 - I am very happy with our current benefits.
 - I would like the option of having children of staff members attend Madeira Schools again.
 - Allowing out of district teacher's children to attend
 - Allow staff members to enroll their children in the district. - Even with tuition... just something to make staff member's lives a little easier.
 - I am a Madeira resident, but I have always thought that teachers who are non-residents should be able to pay tuition to bring their students here. Not everyone would use it, but the option would be nice. It makes a big difference in family scheduling.
 - Allow staff to bring students
 - allowing children of the employee who are non-residents to attend Madeira City Schools.
 - I would like the Board of Education to consider allowing teachers to enroll their children in Madeira City Schools.
-
- Use of paid sick leave for adoption or surrogacy.
 - Allowing staff to use a larger number of sick days to be paid for a longer period of time during a maternity leave. I would be ideal to be able to spend a little more time taking care of our own child before coming back to take care of other children (meant in a positive way because we enjoy taking care of other's children).
 - I'm not sure that this is under benefits, but I would like the board to consider staff "gifting" unused sick leave days to other staff members that have used all of their sick leave days up and still need more time off.

- more sick days for support staff
- 8 weeks maternity leave for normal delivery, 10 weeks for c-section. Districts like Upper Arlington in Columbus have gone this route.
- FLMA for hourly employees who work a full day but fall below the necessary hours to qualify due to daily 30 minute lunch breaks that are unpaid. We lose that protection if illness affects our attendance, which some employees are in close proximity to young students that are often sick but too young to properly avoid spreading germs.
- The ability to use a personal day on the end of a 3 day weekend, or the ability to use 2 personal days in a row without penalty.

- Orthodontics
- vision
- Corrective Lens Coverage
- Alternative therapies like massage, acupuncture, reflexology, naturopathic doctors
- An option to add just 1 family member (child) that is cheaper than the full family plan
- While I understand the financial implications, I would love to see the Board once again look into inclusion of a working spouse on a family health insurance plan. Thanks for considering this.

- When comparing to other district is days of teaching- including hours in a day brought into the comparison.
- When a building is short on subs, could teachers who give up plan time to cover classes be compensated.
- I'm not sure if this is the place to put it, but I think the Board should consider examining part-time teaching positions and/or flexible scheduling for teachers.
- More and more businesses (such as HCC) are offering flextime, which allows their office staff the opportunity to work from home 1-2 days a week. This would have to be coordinated among our schedules, but it would be something that the 12 mos staff would be interested in.

- I would like to see teachers eligible for a sabbatical year benefit. Ideally, this would be paid, with the cost of a long-term sub (plus the cost of benefits) deducted from the teacher's salary. Perhaps this would be available after a teacher gives 10 years of service to the district, and it could require that the teacher forfeit the next year's step on the pay scale. The sabbatical year could allow teachers to spend a year in some educational pursuit, such as travel, study, professional development, teaching abroad, etc. This year could also be used to complete a PhD/EdD that requires a year of research, as doctoral-level degrees often require degree candidates to quit their full-time careers to study/conduct research full time.
- The question I have is why are staff members responsible for our electronic devices outside of school hours or off school property? I had my computer stolen many years ago and I had to pay 1,200 dollars for the value of the computer. This should be something that staff should not be responsible for. This should be a benefit given by the district. To me it did not make sense that I would be responsible for a district computer if it was stolen.
- Certifications/more knowledge via classes and so on.
- I would like to see the board consider additional Supplemental Salary Contracts for responsibilities such as being a part of the CHAT/MTSS team at MES. Also, when teachers are expected to substitute teach for part of the day or all of the day, can we consider additional payment for this?