

**Madeira City Schools Planning Commission  
Annual Salary and Benefit Study  
March 2020**

**Committee Members**

**Brad Cunningham, Chairman**

**Brian Kellett**

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**Emily Hauser, 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 2019-2020 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 3<sup>rd</sup> 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 3<sup>rd</sup> in the Master’s plus 30 across the board.
3. We continue to see an increase in base salary across 93% of school districts over the last three years. For the 2019-2020 school year, 28 out of 30 schools had a base salary increase or a revamp of the salary schedule as a whole. Base increase average and Madeira base are illustrated below (Part 1, Appendix 1).

<b>Fiscal Year</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
Madeira Increase	2.00%	2.00%	2.00%
Average Increase	2.29%	2.77%	2.24%

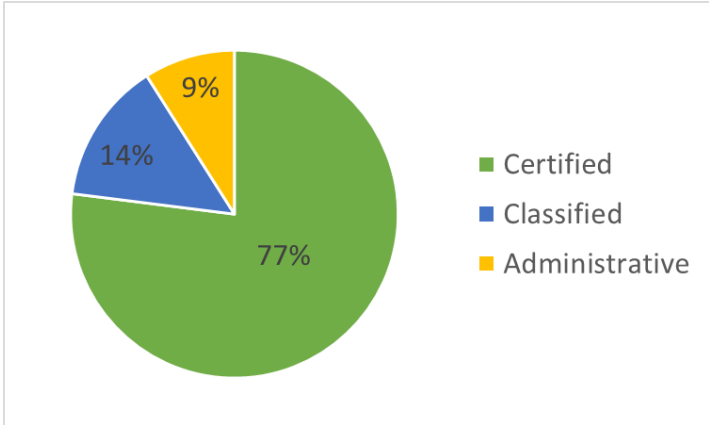
4. Two of the 30 districts, Reading and New Richmond, had a 0% base increase in 2019-2020.
5. Seventeen (17) out of 28 negotiating districts contracts end in 2020. Madeira and Mariemont are not negotiating districts. (Part 1, Appendix 1)
6. Eleven (11) of 28 negotiating districts have established salary schedules for 2020-2021 with a base average increase of 2.6%.
7. Four (4) of 28 negotiating districts have established salary schedules for 2021-2022 with a base average increase of 2.75%.
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 9<sup>th</sup> (last year - 5<sup>th</sup>).
10. Madeira's salary benchmarks for Master's Degree-starting ranks 9<sup>th</sup> (last year - 7<sup>th</sup>), at five year's ranks 8<sup>th</sup> (last year - 9<sup>th</sup>), at 10 years ranks 9<sup>th</sup> (last year 8<sup>th</sup>) and at the maximum ranks 9<sup>th</sup> (last year – 12<sup>th</sup>)
11. Madeira's salary benchmarks for Masters + 30 – all remained in the top 3<sup>rd</sup>. Starting ranks 10<sup>th</sup>, at five years ranks 6<sup>th</sup>, at 10 years ranks 8<sup>th</sup> and maximum ranks 9<sup>th</sup>.
- 12. All salary benchmark data points remained in the top 3<sup>rd</sup> with the exception of Bachelors 5 years and beyond.**

**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 77% of the district’s salary compensation cost.

2019-2020 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2019-2020 Certified Salary - current year	\$8,504,365	
2020-2021-Step Cost	\$258,527	3.04%
2020-2021-1% base increase + step	\$349,101	4.10%



**Previous Year Recommendation and Board Action**

**Board Action on Salary for 2019-2020**

- 2% increase in base salary schedule

**Planning Commission Salary Recommendation for 2020-2021**

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 **2020-2021**

- 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, tuition reimbursement, and personal leave.

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

- ✚ 6 districts have multiple Health Plans; HDHP’s and/or PPO’s.
- ✚ 5 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.

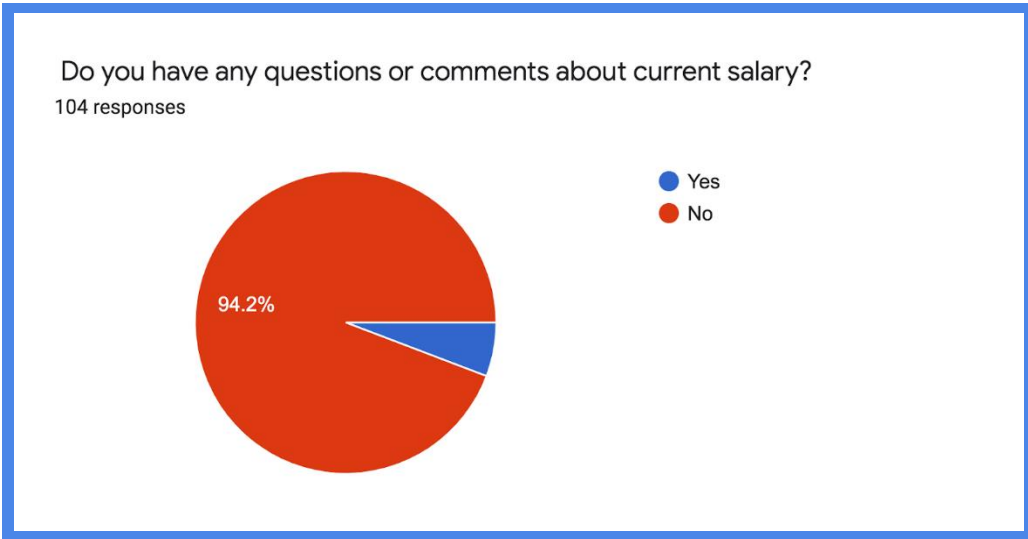
### Health Sharing between Board and Employee

- ✚ 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, and 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 **73/27**.
- ✚ 3 districts (Fairfield, Norwood & Milford) share health costs at **80% Board and 20% Employee**
- ✚ 1 district (Forest Hills) share health costs at **76% Board and 24% Employee**
- ✚ Average Health sharing of 23 districts Plan 1 is **85% Board and 15% Employee**

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

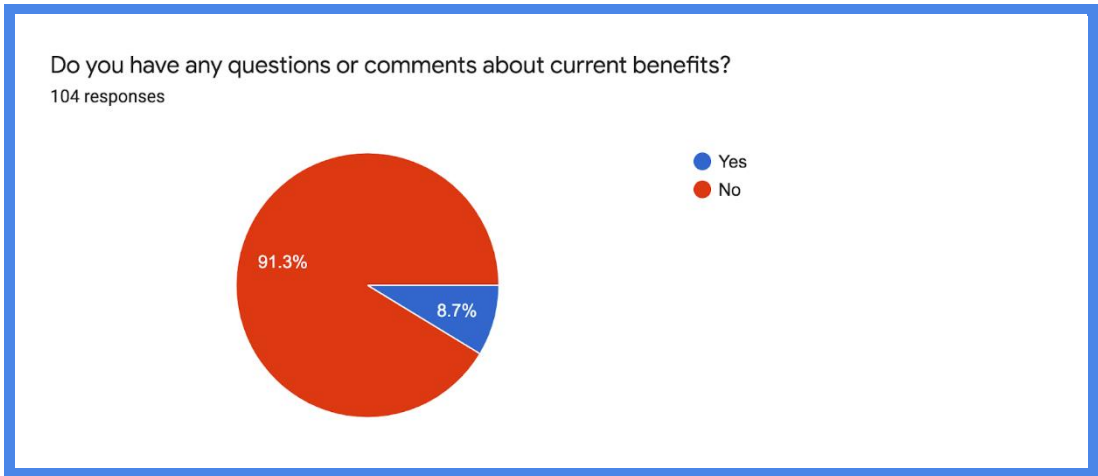
- ✚ 17 districts provide tuition reimbursement
- ✚ 5 districts do not provide tuition reimbursement
- ✚ 1 district provides a tuition loan that must be repaid
- ✚ Most districts offering tuition reimbursement set a \$ budget amount that is prorated to eligible participants

## Salary and Benefits Study 2020



- Will there ever be a step up for Masters plus 45?
- I have over 45 credits past my Master's Degree, but I don't get credit for all of those credit hours until I have 25+ years. Is this something anyone else has asked about changing?
- Will the preschool salary schedule be reviewed to more closely reflect the level of education and job requirements expected to be employed at Madeira Preschool?
- Could Spec. Ed.aides start off at higher salary, as we are often the first one's in the midst of misbehaviors, hitting, etc..?
- Will we ever consider offering an additional stipend to staff members (who don't have children in the district) but volunteer at the auction, MES Changing Hands Sale or working on extra committees, an extra stipend?
- I think we should be more in-line with similar districts like Indian Hill.
- N/A





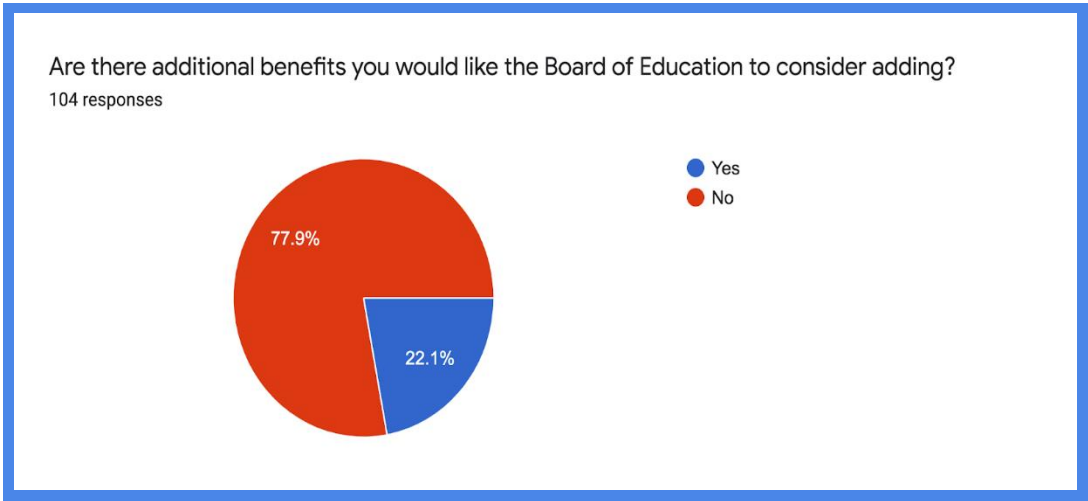
- A concern has been raised before about physical therapy being a "specialist" with a \$50 copay. For something that requires multiple visits, this can end up being very expensive. In many cases, patients would not be able to go to as many visits as prescribed because of the extreme cost. This will result in poor healing/progress and, in turn, higher medical expenses (ie. if surgery isn't avoided or if it's repeated). Please look into the schedule of this type of service.
- Please try and keep co-pays down. Thanks!
- I don't think we should be paying as much for medical as we are paying.
- Part time health benefits. Madeira offers health insurance to part time employees but we have to pay such a high premium. I have to pick up insurance from my husband's company and he has to pay a spousal surcharge.

- The amount of sick days we're able to accumulate went up a few years ago to 260 days. I'm almost to that mark and have at least 5 more years before retiring. 5 years of teaching is a potential accumulation of 90 days (15 sick and 3 personal a year that convert if unused). My question- Why is there a cap on how many we can accumulate? There is already a cap on how many we can claim in severance pay (30%- max. of 66 days).
- For "part-time" employees, who honestly could/should be considered 3/4 time, it takes more than one pay period to gain a sick day. Being an employee who has only been here 4 years, it takes a considerable amount of time to earn a sick day where there are several who are sitting on more than they could ever use. I understand that it is what it is, but it would be a huge asset to newer employees if they could start with a certain amount of sick days instead of earning from 0 on day one. 10 would be nice. 5 would work, and 3 would be better than nothing...
- I would love to have the benefit of taking two consecutive personal days and being paid

- the new vision plan is not as good as the old one

- It would be great if staff were allowed to use more of their accumulated sick days to result in a longer paid maternity leave (beyond the 30 days).

- N/A



- It would be nice to have an option for 2-person coverage (self and one dependent) instead of making the jump from single to full family coverage.
- I would pay more for vision coverage that helps pay for glasses AND contact lenses. Currently, you kind of have to choose, which makes my glasses prescription out of date most of the time.
- Remove the requirement to have an employed spouse pay for their own employer-provided health plan instead of being able to be carried by our family policy.
- spouses able to be added to our insurance plan
- Discounted health benefits for part time employees.
- better investment options for 403b's, such as index funds. Current plans offer high cost annuities.

- An insurance program for the future Electronics stuttered issued example is a teacher computer. My computer was stolen from a hotel on a spring break around 8 to 10 years ago. I brought my computer because I had to send a blizzard bag on a Monday through email to students as a makeup day because of the number of snow days. Unfortunately since my computer was taken I was responsible for it and had to pay the \$1,200 back over a 2 year which I was very thankful the district allowed me to do it in that manner. Having some type of insurance program we're all teachers in the district could donate one time a year a \$20 Insurance fee so that if something like this happened to another teacher they would not be responsible for the \$1,200 or whatever the cost would be.

- I live in Madeira, but I think it would be nice for people who live outside of Madeira to be able to bring their children here as students. I know that the benefit has been gone for a long time, but other districts have it (sometimes requiring full or partial tuition). As a parent I can say that it makes a big difference in being able to attend district events.
- Allowing teachers that live outside of the district to enroll their children at Madeira. I would be willing to pay a tuition equivalent to that of a private / parochial education.
- Allow staff to bring their kids to school.
- Allowing teachers who live out of district to bring their children to Madeira City Schools.
- I know this is probably a lost cause, but would staff associates ever have the option again to allow their own children to attend Madeira Schools, even on a tuition basis? I know we are heavily affected by population as it is, but worth asking! Thank you for taking the time to read.

- Adding additional pay for all graduate hours. Pay scale only goes to MA+45, but I have MA+100 hours. Additional steps on pay scale past 27 years.
- Additional paid hours for outside training for spec Ed aides on dealing with behavioral issues.

- Allowing teachers to take a day after a long weekend as a personal day, or allowing staff to take 2 days off in a row for personal days.
- sick bank for teachers
- It would be great if we could share our sick days with co-workers who needed them due to serious illnesses.
- Allowing for 2 consecutive personal days so I can accompany my husband on occasional business trips.
- I think it might be interesting to compare policies from other schools with regards to personal days and professional days. I believe coaches should have easier access to professional days (as opposed to no policy which puts coaches in an awkward position).
- The current benefit of compensation for unused sick days upon retirement is capped at 66 (30% of unused days not to exceed 66). Therefore, any unused, accumulated sick days over 220 days will be lost. Could it be considered to raise this cap or offer any other compensation? Thank you.

- Flexible scheduling, Personal day policies, working as a substitute for a class policy
- Money for health and wellness to pay for fitness for example

- 8 weeks maternity leave for normal delivery, 10 weeks maternity leave for cesarean sections, Districts like Upper Arlington in Columbus provide these benefits.
- 8-10 weeks of maternity leave
- 12 weeks paid maternity leave

- I'm very happy and feel blessed to have what Madeira offers us as teachers. THANK YOU for always striving to improve our benefits package.

- No
- none at this time
- N/A

### Planning Commission Salary Recommendation for 2020-2021

#### **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 2016-2017	% Base increase 2017-2018	% Base Increase 2018-2019	% Base Increase 2019-2020	% Base Increase 2020-2021	% Base Increase 2021-2022	Evaluation Based Compensation	Current Year	Duration	Start	End
Deer Park	1.75%	3.00%	2.25%	2.00%			No	2	3	7/1/2017	6/30/2020
Fairfield	2.25%	Revamped entire salary schedule	2.90%	2.90%			No	2	3	6/30/2017	6/29/2020
Finneytown	2.00%	0.00%	0.00%	Revamped entire salary schedule	3.00%	3.00%	No	1	3	8/1/2019	7/31/2022
Forest Hills	1.00%	3.00%	2.75%	2.50%			No	3	3	7/1/2017	6/30/2020
Hamilton City	3.00%	3.00%	3.00%	3.00%			No	3	4	7/1/2016	6/30/2020
Indian Hill	0.25%	0.50%	0.50%	Varies based on step - see comment	Varies based on step - see comment		Yes-A or S rating new schedule, D or I prior yr schedule.	1	2	7/1/2019	6/30/2021
Kings Local	1.50%	2.50%	2.50%	2.50%			No	2	3	7/1/2017	6/30/2020
Lakota Local	2.00%	2.00%	3.50%	3.25%	3.25%		No	2	3	7/1/2018	6/30/2021
Lebanon City	2.75%	2.50%	3.00%	2.25%			No	4	4	9/1/2016	8/31/2020
Lockland	3.50%	3.00%	3.00%	3.00%	3.00%		No	2	3	6/30/2018	6/30/2021
Loveland	2.75%	2.50%	2.00%	2.00%	2.00%		No	1	2	7/1/2019	6/30/2021
Madeira	2.00%	2.00%	2.00%	2.00%			No	Not Applicable			
Mariemont	1.75%	1.59%	1.20%	1.50%			Yes-If not A or S rating or accumulate 4 pts, no step	Not Applicable			
Mason City	2.50%	2.50%	2.50%	2.50%	2.50%		No	1	2	7/1/2019	6/30/2021
Milford Exempted	1.75%	3.00%	2.50%	2.50%			No	3	3	7/1/2017	6/30/2020
Mt. Healthy	2.00%	2.00%	3.00%	3.00%	3.00%		No	2	3	7/1/2018	6/30/2021
New Richmond	0.00%	0.00%	17.00%	0.00%			No	3	3	7/1/2017	6/30/2020
North College Hill	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	No	1	3	8/1/2019	7/31/2022
Northwest Local	2.50%	3.75%	4.00%	4.00%			No	3	3	7/1/2017	6/30/2020
Norwood	1.00%	3.00%	3.00%	3.00%	3.00%	3.00%	No	1	3	8/1/2019	7/31/2022
Oak Hills	1.50%	2.25%	2.25%	2.25%			No	3	3	7/1/2017	6/30/2020
Princeton	2.50%	2.25%	1.50%	1.25%	1.25%		No	1	2	7/1/2019	6/30/2021
Reading	2.00%	2.00%	2.00%	0.00%			No	2	2	9/1/2018	8/31/2020
Ross Local	2.00%	3.00%	3.00%	2.00%			No	3	3	9/1/2017	8/31/2020
Southwest Local	1.5%	3.00%	3.00%	2.50%			No	3	3	8/1/2017	7/31/2020
St. Bernard - Elmwood	1.00%	2.00%	2.00%	2.00%	2.00%	2.00%	No	1	3	8/1/2019	7/31/2022
Sycamore	2.00%	2.00%	2.00%	Each step increased by \$1,375. Percent varies based on step.			No	3	3	8/1/2017	7/31/2020
Three Rivers	1.00%	3.00%	2.75%	2.50%			No	2	3	8/1/2017	7/31/2020
Winton Woods	4.50%	3.50%	0.00%	2.00%			No	2	2	7/1/2018	6/30/2020
Wyoming	2.00%	0.50%	1.00%	1.00%			No	3	3	7/1/2017	6/30/2020
<b>Average:</b>	<b>1.99%</b>	<b>2.29%</b>	<b>2.77%</b>	<b>2.24%</b>	<b>2.60%</b>	<b>2.75%</b>					

**SALARY COMPARISONS - BACHELORS DEGREE**  
**Teachers Salary Schedule**  
**2019-2020 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	\$47,082	1	Forest Hills	\$57,081	1	Princeton	\$68,884	1	Wyoming	\$87,797
2	Forest Hills	\$45,278	2	Indian Hill	\$55,871	2	Forest Hills	\$68,883	2	Kings Local	\$85,455
3	Princeton	\$44,730	3	Kings Local	\$55,616	3	Oak Hills	\$68,782	3	Southwest Local	\$83,913
4	Indian Hill	\$44,697	4	Princeton	\$55,465	4	Indian Hill	\$67,544	4	Oak Hills	\$81,679
5	Finneytown	\$44,500	5	Oak Hills	\$55,451	5	Kings Local	\$67,093	5	Mason City	\$81,657
6	Sycamore	\$44,270	6	Mason City	\$54,475	6	Southwest Local	\$65,645	6	Forest Hills	\$81,625
7	Kings Local	\$44,140	7	Loveland	\$54,343	7	North College Hill	\$65,396	7	Loveland	\$80,844
8	Mason City	\$44,020	8	Southwest Local	\$54,231	8	Loveland	\$65,385	8	Indian Hill	\$79,785
<b>9</b>	<b>Madeira</b>	<b>\$44,012</b>	9	Wyoming	\$53,535	9	Winton Woods	\$65,071	9	Three Rivers	\$79,606
10	Hamilton City	\$43,822	10	North College Hill	\$53,394	10	Mason City	\$64,930	10	Princeton	\$78,501
11	Loveland	\$43,301	11	Sycamore	\$53,004	11	Deer Park	\$64,602	11	Lebanon City	\$78,486
12	Oak Hills	\$42,989	12	Deer Park	\$52,623	12	Wyoming	\$64,242	12	Winton Woods	\$78,141
13	Wyoming	\$42,828	13	Winton Woods	\$52,216	13	Northwest Local	\$62,664	13	Northwest Local	\$77,538
14	Southwest Local	\$42,813	14	Northwest Local	\$52,034	14	Sycamore	\$62,506	14	Sycamore	\$77,528
15	Deer Park	\$42,783	<b>15</b>	<b>Madeira</b>	<b>\$51,322</b>	15	Three Rivers	\$62,400	15	New Richmond	\$76,733
16	Fairfield	\$42,354	16	Reading	\$51,103	16	Mt. Healthy	\$62,074	16	Reading	\$76,618
17	Lebanon City	\$41,980	17	Mt. Healthy	\$50,973	17	Reading	\$61,796	17	Mariemont	\$76,048
18	Winton Woods	\$41,900	18	Three Rivers	\$50,929	18	Mariemont	\$61,480	18	North College Hill	\$75,997
19	New Richmond	\$41,810	19	Milford Exempted	\$50,904	19	Norwood	\$61,288	19	Deer Park	\$75,725
20	Northwest Local	\$41,409	20	Lakota Local	\$50,903	20	Milford Exempted	\$60,590	20	Norwood	\$75,485
21	North College Hill	\$41,390	21	Fairfield	\$50,825	<b>21</b>	<b>Madeira</b>	<b>\$60,353</b>	21	Lakota Local	\$75,197
22	Norwood	\$41,341	22	Mariemont	\$50,728	22	Fairfield	\$59,296	22	Hamilton City	\$74,539
23	Milford Exempted	\$41,218	23	Norwood	\$50,643	23	Hamilton City	\$58,888	23	Fairfield	\$74,120
24	Reading	\$40,655	24	Hamilton City	\$50,518	24	St. Bernard - Elmwood	\$58,551	24	Mt. Healthy	\$70,368
25	Mariemont	\$40,439	25	Lebanon City	\$50,024	25	Lebanon City	\$58,395	25	Milford Exempted	\$70,244
26	St. Bernard - Elmwood	\$40,380	26	St. Bernard - Elmwood	\$48,456	26	Lockland	\$57,865	26	Lockland	\$66,078
27	Mt. Healthy	\$39,875	27	Finneytown	\$48,060	27	Lakota Local	\$56,119	27	Ross Local	\$64,755
28	Ross Local	\$38,729	28	Lockland	\$47,599	28	Ross Local	\$54,995	28	St. Bernard - Elmwood	\$64,608
29	Three Rivers	\$38,235	29	Ross Local	\$46,862	29	Finneytown	\$52,955	<b>29</b>	<b>Madeira</b>	<b>\$61,968</b>
30	Lockland	\$37,332	30	New Richmond	\$45,599	30	New Richmond	\$49,731	30	Finneytown	\$52,955
	Salary Average	\$42,344		Salary Average	\$51,826		Salary Average	\$61,947		Salary Average	\$75,466
	<b>Salary for Madeira</b>	<b>\$44,012</b>		<b>Salary for Madeira</b>	<b>\$51,322</b>		<b>Salary for Madeira</b>	<b>\$60,353</b>		<b>Salary for Madeira</b>	<b>\$61,968</b>
	Madeira vs Average	\$1,668		Madeira vs Average	(\$504)		Madeira vs Average	(\$1,594)		Madeira vs Average	(\$13,498)

**SALARY COMPARISONS - MASTERS DEGREE  
Teachers Salary Schedule  
2019-2020 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	\$50,087	1	Indian Hill	\$61,459	1	Indian Hill	\$74,299	1	Indian Hill	\$101,912
2	Southwest Local	\$49,663	2	Southwest Local	\$61,081	2	Princeton	\$74,252	2	Wyoming	\$99,368
3	Hamilton City	\$49,271	3	Forest Hills	\$60,879	3	Forest Hills	\$74,119	3	Mariemont	\$96,594
4	Princeton	\$49,203	4	Princeton	\$60,833	4	Loveland	\$73,179	4	Sycamore	\$95,067
5	Indian Hill	\$49,167	5	Mason City	\$60,748	5	Oak Hills	\$73,081	5	Kings Local	\$92,782
6	Finneytown	\$48,950	6	Loveland	\$60,730	6	Mason City	\$73,073	6	Princeton	\$91,920
7	Kings Local	\$48,731	7	Kings Local	\$60,207	7	Deer Park	\$72,730	7	Lebanon City	\$91,472
8	Oak Hills	\$48,577	<b>8</b>	<b>Madeira</b>	<b>\$59,768</b>	8	Southwest Local	\$72,495	8	Winton Woods	\$90,883
<b>9</b>	<b>Madeira</b>	<b>\$48,475</b>	9	Oak Hills	\$59,754	<b>9</b>	<b>Madeira</b>	<b>\$72,485</b>	<b>9</b>	<b>Madeira</b>	<b>\$90,780</b>
10	Mason City	\$48,422	10	Deer Park	\$59,040	10	Kings Local	\$71,683	10	Southwest Local	\$90,759
11	Loveland	\$48,281	11	Reading	\$58,746	11	Wyoming	\$71,095	11	Loveland	\$90,608
12	Deer Park	\$47,917	12	Sycamore	\$58,510	12	Winton Woods	\$71,058	12	Finneytown	\$89,445
13	St. Bernard - Elmwood	\$47,648	13	Wyoming	\$58,245	13	Reading	\$71,024	13	Lakota Local	\$88,141
14	Forest Hills	\$47,639	14	North College Hill	\$58,193	14	Sycamore	\$70,903	14	Oak Hills	\$88,127
15	Fairfield	\$47,119	15	Hamilton City	\$57,837	15	Mariemont	\$70,269	15	Forest Hills	\$88,012
16	Reading	\$46,753	16	Fairfield	\$57,707	16	North College Hill	\$70,196	16	North College Hill	\$88,000
17	Lebanon City	\$46,553	17	Mariemont	\$57,685	17	Milford Exempted	\$69,947	17	Three Rivers	\$86,794
18	North College Hill	\$46,191	18	Mt. Healthy	\$57,193	18	Norwood	\$68,729	18	Deer Park	\$86,421
19	Sycamore	\$46,118	19	Milford Exempted	\$57,169	19	Hamilton City	\$68,545	19	Reading	\$85,969
20	Mt. Healthy	\$46,096	20	Winton Woods	\$57,022	20	Mt. Healthy	\$68,295	20	Northwest Local	\$84,855
21	New Richmond	\$45,991	21	Northwest Local	\$56,804	21	Three Rivers	\$68,212	21	Hamilton City	\$84,701
22	Northwest Local	\$45,989	22	Lebanon City	\$56,762	22	Northwest Local	\$67,625	22	Norwood	\$84,580
23	Winton Woods	\$45,755	23	Norwood	\$56,017	23	Lebanon City	\$66,971	23	New Richmond	\$84,407
24	Mariemont	\$45,667	24	Three Rivers	\$55,824	24	Fairfield	\$66,517	24	St. Bernard - Elmwood	\$84,394
25	Wyoming	\$45,398	25	St. Bernard - Elmwood	\$55,724	25	St. Bernard - Elmwood	\$65,819	25	Fairfield	\$83,649
26	Norwood	\$45,062	26	Finneytown	\$54,735	26	Ross Local	\$62,818	26	Milford Exempted	\$82,636
27	Milford Exempted	\$44,392	27	Lakota Local	\$54,148	27	Lockland	\$61,972	27	Mt. Healthy	\$81,753
28	Three Rivers	\$43,435	28	Ross Local	\$52,749	28	Finneytown	\$61,410	28	Lockland	\$78,398
29	Ross Local	\$42,679	29	Lockland	\$51,705	29	Lakota Local	\$59,691	29	Ross Local	\$74,902
30	Lockland	\$41,439	30	New Richmond	\$50,159	30	New Richmond	\$54,704	30	Mason City	\$72,794
Salary Average		\$46,889	Salary Average		\$57,581	Salary Average		\$68,907	Salary Average		\$87,671
<b>Salary for Madeira</b>		<b>\$48,475</b>	<b>Salary for Madeira</b>		<b>\$59,768</b>	<b>Salary for Madeira</b>		<b>\$72,485</b>	<b>Salary for Madeira</b>		<b>\$90,780</b>
Madeira vs Average		\$1,586	Madeira vs Average		\$2,187	Madeira vs Average		\$3,578	Madeira vs Average		\$3,109

**SALARY COMPARISONS - MASTERS + 20 or 30  
Teachers Salary Schedule  
2019-2020 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	\$55,523	1	Loveland	\$67,550	1	Loveland	\$79,999	1	Indian Hill	\$106,482
2	Loveland	\$55,101	2	Indian Hill	\$65,928	2	Mason City	\$79,676	2	Mason City	\$102,919
3	Southwest Local	\$54,201	3	Forest Hills	\$65,879	3	Forest Hills	\$79,398	3	Wyoming	\$102,786
4	Indian Hill	\$53,636	4	Southwest Local	\$65,645	4	Indian Hill	\$78,802	4	Lakota Local	\$97,705
5	Finneytown	\$52,955	5	Mason City	\$65,150	5	Oak Hills	\$77,380	5	Loveland	\$97,428
6	Oak Hills	\$52,876	<b>6</b>	<b>Madeira</b>	<b>\$64,208</b>	6	Southwest Local	\$77,063	6	Sycamore	\$96,882
7	St. Bernard - Elmwood	\$52,494	7	Oak Hills	\$64,053	7	Princeton	\$76,936	7	Oak Hills	\$96,725
8	Forest Hills	\$52,360	8	Princeton	\$63,517	<b>8</b>	<b>Madeira</b>	<b>\$76,776</b>	8	Mariemont	\$96,594
9	Princeton	\$51,887	9	Kings Local	\$62,502	9	Milford Exempted	\$75,800	<b>9</b>	<b>Madeira</b>	<b>\$96,492</b>
<b>10</b>	<b>Madeira</b>	<b>\$51,729</b>	10	Wyoming	\$61,672	10	Wyoming	\$74,521	10	Southwest Local	\$95,323
11	Kings Local	\$51,026	11	Reading	\$61,592	11	Deer Park	\$74,442	11	Kings Local	\$95,078
12	Hamilton City	\$50,830	12	Milford Exempted	\$61,580	12	Norwood	\$74,000	12	Princeton	\$94,604
13	Mason City	\$50,623	13	Northwest Local	\$61,388	13	Kings Local	\$73,979	13	Lebanon City	\$94,241
14	Northwest Local	\$50,573	14	Mt. Healthy	\$61,344	14	Reading	\$73,911	14	Finneytown	\$93,895
15	Mt. Healthy	\$50,243	15	Deer Park	\$60,751	15	Sycamore	\$72,719	15	Forest Hills	\$93,514
16	New Richmond	\$50,172	16	North College Hill	\$60,595	16	North College Hill	\$72,599	16	New Richmond	\$92,080
17	Deer Park	\$49,628	17	St. Bernard - Elmwood	\$60,570	17	Mt. Healthy	\$72,442	17	Winton Woods	\$92,022
18	Reading	\$49,558	18	Sycamore	\$60,330	18	Northwest Local	\$72,209	18	Norwood	\$91,091
19	Fairfield	\$49,554	19	Lakota Local	\$60,024	19	Winton Woods	\$72,177	19	North College Hill	\$90,405
20	Lebanon City	\$49,321	20	Norwood	\$59,738	20	Three Rivers	\$70,888	20	Milford Exempted	\$89,969
21	Wyoming	\$48,824	21	Lebanon City	\$59,530	21	St. Bernard - Elmwood	\$70,665	21	Deer Park	\$89,844
22	North College Hill	\$48,591	22	Hamilton City	\$59,394	22	Mariemont	\$70,269	22	Three Rivers	\$89,471
23	Sycamore	\$47,938	23	Three Rivers	\$58,500	23	Hamilton City	\$70,102	23	Northwest Local	\$89,426
24	Norwood	\$47,542	24	Finneytown	\$58,295	24	Ross Local	\$69,867	24	St. Bernard - Elmwood	\$88,836
25	Milford Exempted	\$47,359	25	Ross Local	\$58,248	25	Lebanon City	\$69,739	25	Reading	\$88,774
26	Winton Woods	\$46,873	26	Winton Woods	\$58,140	26	Fairfield	\$67,173	26	Mt. Healthy	\$88,228
27	Ross Local	\$46,630	27	Fairfield	\$58,025	27	Lakota Local	\$66,166	27	Hamilton City	\$86,647
28	Three Rivers	\$46,112	28	Mariemont	\$57,685	28	Lockland	\$66,078	28	Fairfield	\$86,296
29	Mariemont	\$45,667	29	Lockland	\$55,812	29	Finneytown	\$65,415	29	Ross Local	\$83,810
30	Lockland	\$45,545	30	New Richmond	\$54,718	30	New Richmond	\$59,677	30	Lockland	\$82,504
Salary Average		\$50,179	Salary Average		\$61,079	Salary Average		\$72,696	Salary Average		\$93,002
<b>Salary for Madeira</b>		<b>\$51,729</b>	<b>Salary for Madeira</b>		<b>\$64,208</b>	<b>Salary for Madeira</b>		<b>\$76,776</b>	<b>Salary for Madeira</b>		<b>\$96,492</b>
Madeira vs Average		\$1,550	Madeira vs Average		\$3,129	Madeira vs Average		\$4,080	Madeira vs Average		\$3,490

**SALARY COMPARISONS - MAX**  
**2019-2020 School Year**

Rank	District	Max \$\$\$\$		Peak Earning Year
1	Indian Hill	\$107,627	Doctorate	27
2	Wyoming	\$103,644	Masters+36	25
3	Mason City	\$102,919	Masters+30	27
<b>4</b>	<b>Madeira</b>	<b>\$98,674</b>	<b>Masters+45</b>	<b>27</b>
5	Sycamore	\$98,244	Masters+45	25
6	Lakota Local	\$97,705	Masters+30	30
7	Loveland	\$97,428	Masters+30	20
8	Princeton	\$97,288	Doctorate	17
9	Oak Hills	\$96,725	Masters+30	25
10	Mariemont	\$96,594	Masters	30
11	Forest Hills	\$95,874	Doctorate	27
12	Southwest Local	\$95,323	Masters+30	26
13	Kings Local	\$95,078	Masters+20	29
14	Lebanon City	\$94,241	Masters+20	29
15	Milford Exempted	\$93,985	Masters+50	25
16	Finneytown	\$93,895	Masters+30	30
17	Winton Woods	\$92,374	Doctorate	25
18	New Richmond	\$92,080	Masters+30	35
19	Northwest Local	\$91,716	Masters+45	27
20	Norwood	\$91,091	Masters+30	22
21	Deer Park	\$90,699	Masters+45	27
22	Reading	\$90,604	Masters+45	27
23	North College Hill	\$90,405	Masters+20	23
24	Three Rivers	\$89,471	Masters+30	35
25	St. Bernard - Elmwood	\$88,836	Masters+30	25
26	Mt. Healthy	\$88,228	Masters+30	25
27	Hamilton City	\$86,647	Masters+30	27
28	Fairfield	\$86,296	Master +30	24
29	Ross Local	\$83,810	Masters+30	18
30	Lockland	\$82,504	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>
<b>2019-2020</b>	<b>9</b>	<b>\$44,012</b>	<b>15</b>	<b>\$51,322</b>	<b>21</b>	<b>\$60,353</b>	<b>29</b>	<b>\$61,968</b>	<b>30 Districts</b>
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>
<b>2019-2020</b>	<b>9</b>	<b>\$48,475</b>	<b>8</b>	<b>\$59,768</b>	<b>9</b>	<b>\$72,485</b>	<b>9</b>	<b>\$90,780</b>	<b>30 Districts</b>
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>	<u># of Districts</u>
<b>2019-2020</b>	<b>10</b>	<b>\$51,729</b>	<b>6</b>	<b>\$64,208</b>	<b>8</b>	<b>\$76,776</b>	<b>9</b>	<b>\$96,492</b>	<b>4</b>	<b>\$98,674</b>	<b>30 Districts</b>
2018-2019	9	\$50,715	6	\$62,549	7	\$75,271	10	\$93,165	5	\$96,437	30 Districts
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

## MADEIRA BUDGET IMPACT For 2020-2021 School Year

<b>Salary</b>			
<b>% Increases</b>		<b>Starting</b>	<b>AVG</b>
<b>FY06</b>	3.75%	33,519	58,196
<b>FY07</b>	3.50%	34,441	60,816
<b>FY08</b>	2.30%	35,646	62,630
<b>FY09</b>	3.00%	36,466	64,110
<b>FY10</b>	2.00%	38,311	66,031
<b>FY11</b>	1.50%	38,886	68,358
<b>FY12</b>	0.00%	38,886	67,637
<b>FY13</b>	0.00%	38,886	68,575
<b>FY14</b>	1.00%	39,275	69,594
<b>FY15</b>	1.50%	39,864	73,124
<b>FY16</b>	2.00%	40,661	72,262
<b>FY17</b>	2.00%	41,474	73,665
<b>FY18</b>	2.00%	42,303	75,970
<b>FY19</b>	2.00%	43,149	79,118
<b>FY20</b>	2.00%	44,012	81,509
<b>5 YR Avg.</b>	<b>2.00%</b>		

<b>Experience</b>			<b>Academic Level</b>		
<b>YRS</b>	<b>%FTE</b>	<b>% Amt.</b>	<b>Level</b>	<b>%FTE</b>	<b>%Amt.</b>
<b>0-5</b>	1.47%	0.85%	<b>BA All</b>	10.62%	7.87%
<b>6-10</b>	15.57%	12.32%	<b>MA</b>	24.73%	23.90%
<b>11-15</b>	30.68%	29.70%	<b>MA+15</b>	20.60%	20.45%
<b>16-20</b>	19.23%	19.92%	<b>MA+30</b>	27.01%	28.83%
<b>21-25</b>	17.03%	19.08%	<b>MA+45</b>	17.03%	18.95%
<b>26+</b>	16.03%	18.13%		100.00%	100.00%
	100.00%	100.00%			
<b>6+ YRS</b>	98.53%	99.15%	<b>MA %</b>	89.38%	92.13%

<b>2019-2020 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY</b>		
<b>2019-2020 Certified Salary - current year</b>	<b>\$8,504,365</b>	
<b>2020-2021-Step Cost</b>	<b>\$258,527</b>	<b>3.04%</b>
<b>2020-2021-1% base increase + step</b>	<b>\$349,101</b>	<b>4.10%</b>

### Benefit Summary Comparison Chart

District	Medical Plans				Dental Plan		Vision Plan		Tuition Reimbursement		Personal Leave	
	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	# Days	Basic Rules
Deer Park	90%	10%			85%	15%	0%	100%	Yes	lesser of cost or \$100 per semester hour up to 6.	3	For personal business. Submitted 3 days in advance. Unused rolled to sick.
Fairfield	80%	20%			90%	10%			Yes	Bachelors Degree only - 6 hrs @ \$275/hr or cost; prorated. Budget \$200 * # bargaining members.	3	20% cap per building. For Personal business. Submitted 3 days in advance. Unused rolled to sick. Charged .25 day increment.
Finneytown	85%	15%			85%	15%	0%	100%	Yes	\$200/semester hr, \$120/qtr hr. up to 9 sem hrs or 15 qtr hrs. \$20,000 budget, prorated. Repayment schedule if teacher leaves.	4	For personal business. Submitted 2 days in advance to admin. No reason required except under certain circumstances/at certain times. Unused days roll to sick.
Forest Hills	76%	24%	82.5%/17.5%-HDHP/H.S.A. contr \$750/\$1500		100%	0%	0%	100%	Yes	9 hrs @ \$250/hr. \$75,000 budget.	3	10% cap per building. Submitted 3 days in advance.
Indian Hill	85%	15%	Plan 1-85%/15% HDHP/H.S.A \$1250/\$2000		85%	15%	0%	100%	Yes	4 hrs; lesser of Actual cost vs Xavier	3	10% cap per building. Submitted 2 days in advance. May roll over 2 unused days to following year. Remaining unused roll to sick. Charged in .5 day increments.
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. \$45,000 budget	3	Unrestricted. Submitted 72 hours prior. Unused days either roll to sick, roll over 1 day of PL to the following year pr receive sub pay for two days.
Lakota Local	85%	15%	85%/15% HDHP		85%	15%	n/a	n/a	No		3	For personal business. Reason not required unless consecutive. 1 week notice required. Convert to sick 1:1 or personal 3:1.
Loveland	85%	15%			100%	0%			Yes	3 hrs @ 100% actual cost; proration of budget \$60,000	3	For personal business. Submitted 5 days in advance. Once in district for 3 consecutive years may carry over 2 unused days to a total of 5 or roll to sick leave if used 0.
Madeira	85%	15%			100%	0%	0%	100%	Yes	6 hrs; Avg cost; UC,X,Mi; Budget cap \$25,000; proration to stay within budget	3	No reason required unless consecutive or extends break. If reason required, approved by superintendent. Unused roll to sick.
Mariemont	85%	15%			85%	15%			Yes	8 hrs; \$200/hr	3	Submitted to superintendent 3 days in advance.
Mason City	90%	10%	Plan 1 - HDHP, H.S.A. \$1000 or \$2000		100%	0%	100%	0%	Yes	9 hrs, Budget cap at \$100,000; proration if necessary to stay within budget including summer conferences.	3	Submitted 2 days in advance. Charge .5 day increments. Unused 3 days can be converted to sick leave, roll 2 days over for a total of 5 days or receive substitute rate of pay.
Milford Exempted	80%	20%	Plan 1 - HDHP: 80%/20%. H.S.A. single \$1272, family \$3800		90%	10%	0%	100%	Yes	6hrs @ actual or prorated. Budget cap \$60,000.	3	5 days in advance. No more than 5% out in building w/ more than 50 mbrs. No more than 10% out in a building w/ less than 50 mbrs. Unused roll to sick.
Mt. Healthy	90%	10%			100%	0%	0%	100%	No		4	Used for personal business. Submitted to superintendent 48 hours in advance. Unused roll to sick.
Norwood	80%	20%			100%	0%	0%	100%	No		3	Unrestricted. 2 days may be carried to the following year. After 5 day accumulation converted to sick leave. Submitted 24 hours in advance. Request of 3 days must be submitted 30 days in advance. Charged in .5 day increments.
Northwest	85%	15%	Plan 1 is HDHP		100%	0%		100%	Yes	6 hrs @ \$135/hr, prorated. Budget cap \$75,000.	3	10% cap per building. Used for personal business. Submitted 3 days in advance. Unused roll to sick. If sick capped received payout of \$84/day that could not be rolled.
Oak Hills	85%	15%	73%-PPO	27%	90%	10%			No-tuition loans only		3	Submitted 3 days in advance to superintendent for approval. 10% cap per building. Unused rolled to sick, \$100 per day, rollover 2 days to next year.
Princeton	82%	18%	84% PLUS \$3200 H.S.A. FAMILY AND \$1800 SINGLE		85%	15%			Yes	6 hrs @ 50% of tuition paid	3	5% cap per building. Used for personal business. Charged .25 day increments. Submitted 5 days in advance.
Reading	85%	15%			100%	0%			Yes	max \$1,500/tch;\$18,000 tuition budget; prorated	4	10% cap per building. Taken in .5 increments. Unrestricted but approved by Superintendent.
Southwest	85%	15%	85%-HDHP	15%	100%	0%		100%	No		3	25% cap per building. Submitted 48 hours in advance. No reason required. Charged .25 day increments.
St. Bernard-Elmwood	90%	10%			95%	5%			Yes	9 hrs @ \$75 per hour	3	Used for personal business and approved by superintendent. Unused roll to sick leave.
Sycamore	85%	15%	85%-HDHP-H.S.A. contribution \$1000/Single Cert, \$2000 Fam Cert.		90%	10%			Yes	6 hrs @ \$175; \$80,000 tuition budget; prorated	4	10% cap per building. Used for personal business. Submitted 3 days in advance to the superintendent.
Three Rivers	85%	15%			90%	10%			No		3	3 teacher cap per building. No reason required with stipulations for use. Submitted 24 hours in advance. Unused roll to sick.
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	2	Used for personal business. Submitted 3 days in advance
Average	85%	15%			93%	7%					3.13	