

Madeira City Schools Planning Commission
Annual Salary and Benefit Study
January 2015

Committee Members

Brian Kellett, Chairman

Lindsey Isaacs

Brad Cunningham

Ryan Lex

Susan Crabill, Resource

Part 1

Salary Study

Objective

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

Methodology

Madeira's certified salary schedule was compared against 29 other school districts in the surrounding area for the 2014-2015 school year and future years that have been negotiated by other districts.

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

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

Findings

Certified Teaching Staff Salary Analysis

1. Contract information, salary schedules, salary rankings, and averages for the salary schedules are located in Part 1, Appendix 1-6.
2. Madeira's goal in certified teaching staff salary administration is to consistently have salary schedules that place Madeira in the top 3rd of comparison districts. Madeira has designed the salary schedule to put a major emphasis on certified teachers to continue their education as Madeira ranks in the top 10 in Master's plus 30 across the board.
3. In the 2013-2014 school year, Madeira was one of seven (7) school districts (30 Total Districts) that had a base salary increase. We have seen a significant increase in the number of schools that increased their base salary for the 2014-2015 school year. (26 out of 30 schools in 2014-2015 had a base salary increase. The average base increase was 1.85%)

4. 29 out of 30 districts allowed step movements in 2014-2015. This is up from only 10 schools in 2013-2014. Madeira has allowed step movement in prior school years. 1 of the 29 districts allowed step movement for 2014-2015 for staff with Accomplished or Skilled rating, but it restored all steps frozen in earlier years. The remaining 1 district did not allow step movement provided but a lump sum % to all staff.
5. 8 of the 30 districts provided base increase, step movement, and lump sum distributions. All of the 8 districts had at least one or more previous years frozen base increase and/or no steps.
6. The top 10 districts (excluding Madeira for comparison purposes) in 2014-2015 provided a 1.96% average base salary increase, compared to the 1.5% base salary increase provided to Madeira. The comparison districts included are Indian Hill, Kings, Lakota, Loveland, Mariemont, Mason, Oak Hills, Princeton, Sycamore and Wyoming.
7. 3 districts established some type of evaluation based compensation; Indian Hill is based on Accomplished or Skilled rating, Lakota is no pay increase for Ineffective, and Norwood provides a % for all staff at any building in which OAA or OGT scores and PI increased from previous years.
8. 19 out of 30 districts are in the first year of the current salary contract. The trend seems to be a base increase and step movement in these districts.
 - a. 18 of 28 negotiating districts have established salary schedules for 2015-2016 and 17 have a base increase with an average increase of 1.61%.
 - b. 11 of 28 negotiating districts have established salary schedules for 2016-2017 and 10 have a base increase with an average increase of 1.58%.
9. Analysis of salary rankings vs. comparison districts indicates that Madeira maintains a competitive position. Madeira's starting salary for a Bachelor's Degree ranks 5th (last year - 4th), starting salary for a Master's Degree ranks 6th (last year - 5th), and Madeira's maximum salary ranks 5th (last year - 5th), out of thirty (30) districts. The average base salary increase for 2014-2015 was 1.85%, Madeira maintained virtually the same competitive position with the 1.5% base increase and allowed step movement.

Budget Impact - Schedule Part 1, Appendix 7

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

Current Year Certified Salary \$7,374,432, Avg. Salary \$70,367, Cost: \$246,250

(2013- 2014 Certified Salary \$7,290,000, Avg. Salary \$69,594)

- Step Movement for Eligible staff without a change in base Salary
 - Cost: \$138,699
 - Certified Salary \$7,513,131 Avg. Salary \$71,690
- 1% increase in the base salary schedule with step movement
 - Cost: \$213,830
 - Certified Salary \$7,588,262 Avg. Salary \$72,407
- 2% increase in the base salary schedule with step movement
 - Cost: \$288,962
 - Certified Salary \$7,663,124 Avg. Salary \$73,124
- *Additional 1% one time for non-step eligible staff (similar to last year)*
 - Cost: \$16,500

Previous Year Recommendation and Board Action

Recommendation for 2014-2015

A combination of step movement for eligible staff plus a 1% increase in their base salary schedule. Plus an additional 1% one-time increase for non-step eligible staff

Board Action on Salary for 2014-2015

Salary - The Board increased the Certified salary schedule base by 1.5%, and allowed step movement.

Recommendation for 2015-2016

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

Based on our findings we recommend:

- **Step movement for eligible staff**
Plus
- **2% increase in base salary schedule**
Plus
- **1% one-time increase for non-step eligible staff.**

Part 2

Benefits Study

I. Objective

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

II. Methodology

- A. Part 2, Appendix 8 is a comparison of 20 districts benefits including; health, dental, and vision plan Board/Employee % costs, Opt Out benefit offering, tuition reimbursement and non-resident staff children attending the district where they teach.
- B. An online survey of staff was conducted asking them five questions regarding their benefits and how they feel about the benefits provided.

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

IV. Findings

- A. Benefits of Comparator Districts are below. The Planning Commission is doing a study later in the school year that is related to High Deductible Health Plans so we will defer to that information when it is presented.
 - 1. Health benefit results were relatively the same as in the previous year
 - a. 12 districts share health costs at 85%-Board and 15% Employee
 - b. 3 districts share health costs at 90% Board and 10% Employee
 - c. 2 districts shared health costs at 80% Board and 20% Employee
 - d. 1 district shared health costs at 75% Board and 25% Employee
 - e. 1 district (Mason) has a High Deductible Health Plan with 100% Board premium.
 - f. 1 district (Northwest) has a HDHP with 85% Board and 15% Employee
 - g. 5 districts have a 2nd plan that is a HDHP choice for Employees.
 - 2. Opt Out Benefits – With the implementation of spousal language and the Affordable Care Act this type of benefit is likely to take a different form in the future.
 - a. 14 districts do not provide Opt Out Benefits
 - b. 6 district do provide Opt Out Benefits
 - 3. Tuition Reimbursement – There were minimal changes to tuition reimbursement from the previous study. See Appendix 8 for detail.

- a. 16 districts provide tuition reimbursement
 - b. 3 districts do not provide tuition reimbursement
 - c. 1 district provides a tuition loan that must be repaid
 - d. Most districts offering tuition reimbursement set a \$ budget amount that is prorated to eligible participants
- B. Staff Survey - Teachers were all given the opportunity to partake in a survey regarding salary and benefits at Madeira City Schools. The survey was 5 questions in length and sent via email for all teachers to take online. There are 66 responses. The survey shows that nearly 70 percent of teachers who took the survey are interested in the idea of a creating a sick bank and that approximately 50% of respondents would consider raising the health insurance premiums in order to increase the salary schedule. Over 75% of respondents said they would rather than an overall salary increase than a lump sum. An overwhelming number of respondents shared their satisfaction with the MCS salary schedule being linked to higher education, specifically Masters level work. At the end, a few people suggested ideas on how we can compensate teachers differently; however, most left comments relaying they were content with the current system. Questions and responses can be found in Part 2, Appendix 9.
- C. The committee found that overall the benefits were competitive with comparable districts. However, many teachers had some interesting ideas and wanted to have more input on which benefits.

COMPARISON DISTRICT CONTRACT SUMMARY CHART

Part 1, Appendix 1

		Prior 3 Years					Current Year		Future Two Years				Contract Information				
District	% Increase 2011-12	Steps 11-12	% Base Increase 2012-13	Steps 12-13	% Base Increase 2013-14	Steps 13-14	% Base Increase 2014-15	Steps 14-15	% Base Increase 2015-16	Steps 15-16	% Base Increase 2016-17	Steps 16-17	Evaluation Based Compensation	Current Year	Duration	Start	End
Deer Park	0.00%	No	0.00%	No	0.00%	No-\$1150 flat stipend	2.00%	Yes	1.75%	Yes	1.75%	Yes	No	1	3	7/1/2014	6/30/2017
Fairfield	0.00%	No	0.00%	No	0.00%	No	2.75%	Yes	2.00%	Yes	2.25%	Yes	No	1	3	6/30/2014	6/30/2017
Finneytown	0.00%	No	0.00%	No	0.00%	Yes-1% for non step\$'s	0.00%	Yes-1% for non step\$'s	0.00%	Yes-1% for non step\$'s			No	2	2	8/1/2013	7/31/2015
Forest Hills	0.00%	No	0.00%	No	1.00%	No-\$500 flat stipend	1.00%	Yes	1.00%	Yes	1.00%	Yes	No	1	3	7/1/2014	6/30/2017
Hamilton City	0.00%	No	0.00%	No	0.00%	No	4.00%	Yes	3.50%	Yes	3.00%	Yes	No	1	3	7/1/2014	6/30/2017
Indian Hill	0.00%	No	0.00%	No	2.00%	2 steps+2%lump sum-if A or S rating	2.50%	Yes-if A or S rating	2.50%	Yes-if A or S rating			Yes-A or S rating	2	3	7/1/2013	6/30/2016
Kings Local	0.00%	No	1.00%	No	1.75%	Yes	1.75%	Yes					No	4	4	8/1/2011	6/30/2015
Lakota Local	0.00%	No	0.00%	No	0.00%	No	3.56%	Yes - % base increase based on \$2200 added to each step, hired < 7/1/11 receive \$950 lump sum also		re-opener in contract			Yes-"Ineffective-no pay increase"	1	3	7/1/2014	6/30/2017
Lebanon City	0.00%	No	0.00%	No	0.00%	No	2.00%	Yes	3.00%	Yes			No	1	2	9/1/2014	8/31/2016
Lockland	0.00%	No	0.00%	No	0.00%	No-1% stipend or \$1500 bonus for growth	0.00%	1 step only, 1% one time stipend					No	1	1	6/30/2014	6/30/2015
Loveland	0.00%	No	0.00%	No	1.00%	No	1.00%	Yes	1.00%	Yes			No-evaluation committee established	2	2	7/1/2013	6/30/2015
Madeira	0.00%	Yes	0.00%	Yes	1.00%	Yes - 2% to staff not receiving increase	1.50%	Yes					No	Not Applicable			
Marionmont	0.00%	Yes	0.00%	Yes	0.00%	Yes- 2% to staff not receiving increase	2.00%	Yes					No	Not Applicable			
Mason City	2.50%	Yes	0.00%	No	0.00%	No	2.00%	Yes & \$800/\$400 one time payment to H.S.A					No	3	3	7/1/2012	6/30/2015
Milford Exempted	1.00%	Yes	1.00%	Yes	0.00%	No	2.00%	Yes	1.75%	Steps	1.75%	Steps	No	1	3	7/1/2014	6/30/2017
Mt. Healthy	0.00%	No	0.00%	No	3.00%	Yes	3.00%	Yes					No	2	2	7/1/2013	6/30/2015
^New Richmond	0.00%	No	0.00%	No	0.00%	No	0.00%	Yes- plus step restoration and lump sum	0.00%	Yes-plus step restoration	0.00%	Yes- plus step restoration	No	1	3	7/1/2014	6/30/2017
North College Hill	0.00%	No	1.00%	No	1.00%	No	1.50%	Yes					No	1	1	7/1/2014	6/30/2015
^Northwest	0.00%	No	0.00%	No	0.00%	No	2.50%	Yes	2.50%	Yes	2.50%	Yes	No	1	3	7/1/2014	6/30/2017
Norwood	0.00%	Yes	0.50%	Yes	0.00%	No-merit pay	4.00%	No-plus 1% one time to staff employed in 2009	1.00%	Yes	1.00%	Yes	Yes	1	3	9/16/2014	7/31/2017
Oak Hills	0.00%	Yes	0.00%	No	2.00%	No	1.50%	Yes	1.50%	Yes	1.50%	Yes	No	1	3	7/1/2014	6/30/2017
Princeton	0.00%	No	0.00%	No	0.00%	No	2.50%	Yes					No	1	1	7/1/2014	6/30/2015
Reading	0.00%	No	0.00%	No	0.00%	Yes	2.00%	Yes		salary re-opener clause			No	1	2	9/1/2014	8/31/2016
Ross Local	0.00%	No	0.00%	No	1.00%	Yes	1.00%	Yes & 1% lump sum of 2013/2014					No	2	2	9/1/2013	8/31/2015
Southwest	0.00%	Yes	0.00%	No	1.75%	Yes	1.75%	Yes	1.00%	Yes			No	2	3	9/1/2013	8/31/2016
St. Bernard - Elmwood	2.00%	Yes	0.00%	Yes	1.00%	Yes	1.00%	Yes					No	2	2	8/1/2013	7/31/2015
Sycamore	0.00%	No	0.00%	Yes	0.00%	Yes	0.00%	Yes & \$1500 lump sum	0.00%	Yes & \$1500 lump sum			No	1	2	8/1/2014	7/31/2016
Three Rivers	0.00%	No	0.00%	No	0.00%	No	1.00%	Yes-\$750 lump sum for non step movement	1.00%	Yes-\$1000 for non step movement	1.00%	Yes-1250 lump sum for non step movement	No	1		8/1/2014	7/31/2017
Winton Woods	0.00%	No	0.00%	No	0.00%	No	3.00%	Yes	3.00%	Yes			No	1	2	6/30/2014	7/31/2015
Wyoming	2.375%	Yes	0.00%	No	0.00%	Yes	2.75%	Yes	2.50%	Yes	2.00%		No	1	3	7/1/2014	6/30/2017
Average:	0.26%		0.12%		0.55%		1.85%		1.61%		1.58%						

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

1.96%
-0.46%

¹New Richmond

FT employees in 2012-2014, 1 step restored in 14/15, 1 step restored in 15/16, 1 step in 16/17.

²Northwest

FT employees during 2012-2014, \$4664 lump sum in 14/15. FT employees in two of 2012-2014, \$2332 lump sum.

No step restoration for 2012 through 2014. No credit on step schedule given to new hires for 2012 through 2014

SALARY COMPARISONS - BACHELORS DEGREE
Teachers Salary Schedule
2014-2015 School Year

Rank	Years' Experience --->	Starting	Rank	Years' Experience --->	5 Years	Rank	Years' Experience --->	10 Years	Rank	Years' Experience --->	Max
	District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$
1	Indian Hill	\$42,640	1	Indian Hill	\$53,300	1	Indian Hill	\$63,960	1	Wyoming	\$81,912
2	Princeton	\$40,516	2	Oak Hills	\$50,349	2	Oak Hills	\$62,453	2	Kings Local	\$76,646
3	Sycamore	\$39,979	3	Princeton	\$50,240	3	Princeton	\$62,395	3	Southwest	\$74,903
4	Wyoming	\$39,957	4	Wyoming	\$49,946	4	Kings Local	\$60,177	4	Indian Hill	\$74,619
5	Madeira	\$39,864	5	Kings Local	\$49,883	5	Wyoming	\$59,936	5	Oak Hills	\$74,163
6	Lakota Local	\$39,692	6	Loveland	\$49,104	6	Loveland	\$59,082	6	Forest Hills	\$74,080
7	Kings Local	\$39,590	7	Finneytown	\$48,552	7	Southwest	\$58,597	7	Loveland	\$73,050
8	Loveland	\$39,127	8	Forest Hills	\$48,479	8	Forest Hills	\$58,175	8	Mason City	\$72,527
9	Mason City	\$39,098	9	Southwest	\$48,408	9	Deer Park	\$58,086	9	Sycamore	\$71,946
10	Oak Hills	\$39,033	10	Mason City	\$48,384	10	Mariemont	\$57,734	10	Three Rivers	\$71,937
11	Forest Hills	\$38,783	11	Sycamore	\$48,374	11	Mason City	\$57,670	11	Princeton	\$71,106
12	Deer Park	\$38,468	12	Mariemont	\$47,789	12	Sycamore	\$57,507	12	Reading	\$70,860
13	Finneytown	\$38,230	13	Deer Park	\$47,316	13	Winton Woods	\$57,295	13	Winton Woods	\$68,803
14	Southwest	\$38,216	14	Reading	\$47,212	14	North College Hill	\$57,245	14	Deer Park	\$68,088
15	Mariemont	\$37,810	15	North College Hill	\$46,739	15	Reading	\$57,090	15	Norwood	\$67,717
16	Reading	\$37,559	16	Madeira	\$46,485	16	Finneytown	\$56,580	16	Lebanon City	\$67,233
17	St. Bernard - Elmwood	\$37,300	17	Three Rivers	\$46,023	17	Three Rivers	\$56,389	17	Lakota Local	\$66,874
18	Norwood	\$37,087	18	Winton Woods	\$45,976	18	Mt. Healthy	\$55,135	18	North College Hill	\$66,649
19	Winton Woods	\$36,893	19	Milford Exempted	\$45,436	19	Norwood	\$54,981	19	Fairfield	\$66,098
20	Milford Exempted	\$36,790	20	Norwood	\$45,432	20	Madeira	\$54,665	20	Northwest	\$65,767
21	Lebanon City	\$36,745	21	Mt. Healthy	\$45,275	21	Lakota Local	\$54,370	21	Finneytown	\$64,991
22	North College Hill	\$36,231	22	St. Bernard - Elmwood	\$44,760	22	St. Bernard - Elmwood	\$54,085	22	Hamilton City	\$63,009
23	Hamilton City	\$35,849	23	Lakota Local	\$44,216	23	Milford Exempted	\$54,081	23	Milford Exempted	\$62,747
24	New Richmond	\$35,736	24	Northwest	\$44,135	24	Northwest	\$53,151	24	New Richmond	\$62,359
25	Mt. Healthy	\$35,418	25	New Richmond	\$43,848	25	New Richmond	\$52,246	25	Mariemont	\$61,744
26	Northwest	\$35,123	26	Lebanon City	\$43,786	26	Lockland	\$51,164	26	St. Bernard - Elmwood	\$59,680
27	Three Rivers	\$34,552	27	Fairfield	\$42,282	27	Lebanon City	\$51,113	27	Mt. Healthy	\$58,818
28	Fairfield	\$34,516	28	Lockland	\$42,087	28	Fairfield	\$50,048	28	Lockland	\$58,425
29	Ross Local	\$34,400	29	Hamilton City	\$41,770	29	Ross Local	\$48,847	29	Ross Local	\$57,516
30	Lockland	\$33,009	30	Ross Local	\$41,624	30	Hamilton City	\$43,970	30	Madeira	\$56,127
Salary Average		\$37,607	Salary Average		\$46,574	Salary Average		\$55,941	Salary Average		\$67,680
Salary for Madeira		\$39,864	Salary for Madeira		\$46,023	Salary for Madeira		\$55,135	Salary for Madeira		\$56,127
Madeira vs Average		\$2,257	Madeira vs Average		(\$551)	Madeira vs Average		(\$806)	Madeira vs Average		(\$11,553)

SALARY COMPARISONS - MASTERS DEGREE
Teachers Salary Schedule
2014-2015 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	\$46,904	1 Indian Hill	\$58,630	1 Indian Hill	\$70,355	1 Indian Hill	\$92,997
2 Princeton	\$44,568	2 Princeton	\$55,102	2 Princeton	\$67,257	2 Wyoming	\$92,700
3 Southwest	\$44,331	3 Forest Hills	\$55,014	3 Forest Hills	\$66,979	3 Sycamore	\$88,804
4 Oak Hills	\$44,107	4 Loveland	\$54,876	4 Oak Hills	\$66,356	4 Princeton	\$83,260
5 St. Bernard - Elmwood	\$44,014	5 Southwest	\$54,523	5 Wyoming	\$66,329	5 Kings Local	\$83,218
6 Madeira	\$43,906	6 Mariemont	\$54,409	6 Loveland	\$66,125	6 Mason City	\$82,419
7 Kings Local	\$43,707	7 Wyoming	\$54,342	7 Mariemont	\$66,055	7 Loveland	\$81,873
8 Loveland	\$43,627	8 Reading	\$54,273	8 Madeira	\$65,653	8 Southwest	\$81,014
9 Lakota Local	\$43,441	9 Oak Hills	\$54,256	9 Reading	\$65,616	9 Madeira	\$80,369
10 Reading	\$43,193	10 Madeira	\$54,135	10 Sycamore	\$65,578	10 Winton Woods	\$80,022
11 Deer Park	\$43,084	11 Kings Local	\$54,001	11 Deer Park	\$65,396	11 Oak Hills	\$80,018
12 Forest Hills	\$43,049	12 Mason City	\$53,955	12 Finneytown	\$64,991	12 Mariemont	\$79,967
13 Mason City	\$43,008	13 Sycamore	\$53,666	13 Mason City	\$64,903	13 Forest Hills	\$79,850
14 Mariemont	\$42,760	14 Deer Park	\$53,086	14 Southwest	\$64,711	14 Reading	\$79,498
15 Wyoming	\$42,354	15 Finneytown	\$52,375	15 Kings Local	\$64,294	15 Finneytown	\$78,753
16 Sycamore	\$41,756	16 St. Bernard - Elmwood	\$51,474	16 Winton Woods	\$62,567	16 Three Rivers	\$78,433
17 Mt. Healthy	\$40,943	17 Milford Exempted	\$51,028	17 Milford Exempted	\$62,433	17 Lebanon City	\$78,278
18 Lebanon City	\$40,747	18 North College Hill	\$50,940	18 Norwood	\$61,657	18 St. Bernard - Elmwood	\$77,957
19 Hamilton City	\$40,667	19 Mt. Healthy	\$50,800	19 Three Rivers	\$61,641	19 Lakota Local	\$77,746
20 Finneytown	\$40,524	20 Lakota Local	\$50,565	20 North College Hill	\$61,449	20 Deer Park	\$77,705
21 North College Hill	\$40,434	21 Three Rivers	\$50,446	21 St. Bernard - Elmwood	\$60,799	21 North College Hill	\$77,156
22 Norwood	\$40,425	22 Norwood	\$50,253	22 Mt. Healthy	\$60,660	22 Norwood	\$75,876
23 Winton Woods	\$40,287	23 Winton Woods	\$50,208	23 New Richmond	\$59,965	23 Milford Exempted	\$73,817
24 Milford Exempted	\$39,623	24 Lebanon City	\$49,683	24 Lakota Local	\$59,469	24 Fairfield	\$73,347
25 Three Rivers	\$39,251	25 New Richmond	\$49,423	25 Lebanon City	\$58,619	25 New Richmond	\$72,687
26 Fairfield	\$39,176	26 Hamilton City	\$48,241	26 Hamilton City	\$57,708	26 Hamilton City	\$71,994
27 Northwest	\$39,007	27 Northwest	\$48,181	27 Northwest	\$57,359	27 Northwest	\$71,973
28 New Richmond	\$38,988	28 Fairfield	\$47,805	28 Fairfield	\$56,434	28 Lockland	\$69,319
29 Ross Local	\$37,908	29 Ross Local	\$46,852	29 Ross Local	\$55,796	29 Mt. Healthy	\$68,930
30 Lockland	\$36,640	30 Lockland	\$45,718	30 Lockland	\$54,796	30 Ross Local	\$66,529
Salary Average	\$41,748	Salary Average	\$51,942	Salary Average	\$62,732	Salary Average	\$78,550
Salary for Madeira	\$44,107	Salary for Madeira	\$54,135	Salary for Madeira	\$64,991	Salary for Madeira	\$80,022
Madeira vs Average	\$2,359	Madeira vs Average	\$2,193	Madeira vs Average	\$2,259	Madeira vs Average	\$1,472

SALARY COMPARISONS - MASTERS+30
Teachers Salary Schedule
2014-2015 School Year

Rank	Years' Experience --->	Starting	Rank	Years' Experience --->	5 Years	Rank	Years' Experience --->	10 Years	Rank	Years' Experience --->	Max
	District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$
1	Indian Hill	\$51,168	1	Indian Hill	\$62,894	1	Indian Hill	\$74,619	1	Indian Hill	\$97,261
2	Loveland	\$49,789	2	Loveland	\$61,038	2	Loveland	\$72,287	2	Wyoming	\$95,897
3	St. Bernard - Elmwood	\$48,490	3	Forest Hills	\$59,532	3	Forest Hills	\$71,748	3	Mason City	\$91,411
4	Southwest	\$48,408	4	Southwest	\$58,597	4	Mariemont	\$70,854	4	Sycamore	\$90,548
5	Oak Hills	\$48,011	5	Mariemont	\$58,492	5	Mason City	\$70,767	5	Loveland	\$88,036
6	Forest Hills	\$47,315	6	Oak Hills	\$58,159	6	Oak Hills	\$70,260	6	Oak Hills	\$87,825
7	Princeton	\$46,999	7	Madeira	\$58,157	7	Princeton	\$69,688	7	Madeira	\$86,072
8	Madeira	\$46,854	8	Mason City	\$57,865	8	Madeira	\$69,540	8	Princeton	\$85,691
9	Mariemont	\$46,130	9	Wyoming	\$57,538	9	Finneytown	\$68,814	9	Mariemont	\$85,637
10	Reading	\$45,784	10	Princeton	\$57,533	10	Southwest	\$68,789	10	Kings Local	\$85,277
11	Kings Local	\$45,766	11	Reading	\$56,902	11	Wyoming	\$68,726	11	Southwest	\$85,088
12	Wyoming	\$45,551	12	Kings Local	\$56,059	12	Reading	\$68,282	12	Forest Hills	\$84,822
13	Lakota Local	\$45,316	13	St. Bernard - Elmwood	\$55,950	13	Milford Exempted	\$67,657	13	Lakota Local	\$83,933
14	Mason City	\$44,963	14	Finneytown	\$55,433	14	Sycamore	\$67,324	14	Finneytown	\$83,723
15	Mt. Healthy	\$44,626	15	Sycamore	\$55,416	15	New Richmond	\$67,184	15	Reading	\$82,090
16	Deer Park	\$44,623	16	New Richmond	\$55,033	16	Deer Park	\$66,934	16	St. Bernard - Elmwood	\$82,060
17	Sycamore	\$43,505	17	Milford Exempted	\$54,964	17	Norwood	\$66,386	17	New Richmond	\$81,764
18	Lebanon City	\$43,171	18	Deer Park	\$54,625	18	Kings Local	\$66,353	18	Norwood	\$81,717
19	Northwest	\$42,895	19	Mt. Healthy	\$54,486	19	St. Bernard - Elmwood	\$65,275	19	Winton Woods	\$81,007
20	New Richmond	\$42,883	20	Lakota Local	\$53,939	20	Lakota Local	\$64,718	20	Three Rivers	\$80,852
21	Norwood	\$42,650	21	Norwood	\$53,591	21	Mt. Healthy	\$64,343	21	Deer Park	\$80,783
22	North College Hill	\$42,535	22	North College Hill	\$53,041	22	Winton Woods	\$63,552	22	Lebanon City	\$80,701
23	Milford Exempted	\$42,272	23	Three Rivers	\$52,865	23	North College Hill	\$63,550	23	Milford Exempted	\$80,374
24	Finneytown	\$42,053	24	Lebanon City	\$52,107	24	Three Rivers	\$64,059	24	North College Hill	\$79,260
25	Hamilton City	\$42,044	25	Northwest	\$52,069	25	Ross Local	\$62,057	25	Northwest	\$75,851
26	Three Rivers	\$41,670	26	Ross Local	\$51,737	26	Northwest	\$61,247	26	Fairfield	\$75,590
27	Fairfield	\$41,419	27	Winton Woods	\$51,192	27	Lebanon City	\$61,043	27	Mt. Healthy	\$74,681
28	Ross Local	\$41,417	28	Fairfield	\$50,048	28	Hamilton City	\$59,086	28	Ross Local	\$74,441
29	Winton Woods	\$41,272	29	Hamilton City	\$49,617	29	Fairfield	\$58,677	29	Hamilton City	\$73,715
30	Lockland	\$40,272	30	Lockland	\$49,349	30	Lockland	\$58,425	30	Lockland	\$72,949
Salary Average		\$44,662	Salary Average		\$55,274	Salary Average		\$66,408	Salary Average		\$82,969
Salary for Madeira		\$46,854	Salary for Madeira		\$58,157	Salary for Madeira		\$69,540	Salary for Madeira		\$85,691
Madeira vs Average		\$2,192	Madeira vs Average		\$2,883	Madeira vs Average		\$3,132	Madeira vs Average		\$2,722

SALARY COMPARISONS - MAX
2014-2015 School Year

Rank	District	Max \$\$\$\$		Peak Earning Year
1	Indian Hill	\$98,327	Doctorate	24
2	Wyoming	\$96,696	Masters+36	25
3	Sycamore	\$91,857	Masters+45	25
4	Mason City	\$91,411	Masters+30	27
5	Madeira	\$89,095	Masters+45	27
6	Princeton	\$88,122	Doctorate	17
7	Loveland	\$88,036	Masters+30	20
8	Oak Hills	\$87,825	Masters+30	25
9	Forest Hills	\$86,955	Doctorate	27
10	Lakota Local	\$86,182	Doctorate	25
11	Mariemont	\$85,637	Masters+30	27
12	Kings Local	\$85,277	Masters+20	29
13	Southwest	\$85,088	Masters+30	26
14	Milford Exempted	\$83,963	Masters+50	25
15	Reading	\$83,780	Masters+45	27
16	Finneytown	\$83,723	Masters+30/Ed.Spec.	27
17	St. Bernard - Elmwood	\$82,060	Masters+30	25
18	New Richmond	\$81,764	Masters+30	22
19	Norwood	\$81,717	Masters+30	22
20	Deer Park	\$81,552	Masters+45	27
21	Winton Woods	\$81,335	Doctorate	25
22	Lebanon City	\$80,701	Masters+20	27
23	Three Rivers	\$80,852	Masters+30	25
24	North College Hill	\$79,260	Masters+20	23
25	Northwest	\$77,793	Masters+45	27
26	Fairfield	\$75,590	Master +30	24
27	Mt. Healthy	\$74,681	Masters+30	16
28	Ross Local	\$74,441	Masters+30	18
29	Hamilton City	\$73,715	Masters+30	27
30	Lockland	\$72,949	Masters+30	26

Salary Average	\$83,679
Salary for Madeira	\$89,095
Madeira vs Average	\$5,416

MADEIRA SALARY RANKING

BACHELORS	Rank	Start	Rank	5 Years	Rank	10 Years	Rank	Max	# of 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	30 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	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

MASTERS	Rank	Start	Rank	5 Years	Rank	10 Years	Rank	Max	# of 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	30 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	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

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

BUDGET IMPACT 2015-2016 School Year

WITHOUT STAFF CHANGES

Salary			
% Increases		Starting	AVG
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	68,358
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	70,367
5 YR Avg.	0.80%		

Experience			Level	%FTE	%Amt.
YRS	%FTE	% Amt.			
0-5	9.06%	5.99%	BA All	14.12%	10.64%
6-10	24.43%	21.25%	MA	33.59%	32.59%
11-15	20.99%	20.94%	MA+15	18.13%	18.66%
16-20	19.75%	21.75%	MA+30	21.85%	24.21%
21-25	12.60%	14.77%	MA+45	12.31%	13.90%
26+	13.17%	15.30%			
	100.00%	100.00%		100.00%	100.00%
6+ YRS	90.94%	94.01%	MA %	85.88%	89.36%

2014-15 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY			
		Salary %	Avg. Salary
2014-2015 Certified Salary - current year		\$7,374,432	\$70,367
Step only increase, no change in base		\$138,699	\$71,690
1% base increase + step		\$213,830	\$72,407
2% base increase + step		\$288,962	\$73,124

Benefit Summary Comparison Chart

	Medical Plans				Dental Plan		Vision Plan		Opt Out of Benefits	Open Enrollment	Non-resident staff children	Tuition Reimbursement	
	Plan 1		Plan 2		Plan 1		Plan 1						
District	Board %	Employee%	Board %	Employee %	Board %	Employee %	Board %	Employee %	Yes/No	Yes/No	Yes/No	Yes/No	How much per employee per year
Deer Park	90%	10%			85%	15%	0%	100%	No	No	Yes	Yes	lesser of cost or \$100
Fairfield	80%	20%			90%	10%			Yes-\$500 per yr	Yes	Yes via OE	Yes	6 hrs @ \$275/hr or cost; prorated
1-Finneytown	85%	15%	80% with spousal lang.	20%	85%	15%		100%	No	No	Yes	Yes	
2-Forest Hills	75%	25%	83.8%/16.2%-HDHP/H.S.A. contr \$500/\$1000		100%	0%		100%	No	No	No	Yes	6 hrs @ \$250/hr
Indian Hill	85%	15%	85%/15% HDHP/H.S.A \$400/\$800		85%	15%	0%	100%	No	No	No	Yes	4 hrs; lesser of Actual cost vs Xavier
Kings Local	85%	15%			100%	0%	\$180	balance	No	Yes	only non-resident staff allowed	Yes	6 hrs @ Actual or prorated
Lakota Local	85%	15%			85%	15%			No	No		No	TESOL or Reading Endorsements reimbursed. Otherwise program suspended for 2014-2015 for evaluation
Loveland	85%	15%			100%	0%			Yes-\$1000 per yr	No	Yes, staff employed prior to 7/1/2004	Yes	3 hrs @ actual cost; proration
Madeira	85%	15%			100%	0%	0%	100%	No	No	Yes, staff employed prior to 2/1/2000	Yes	6 hrs; Avg cost; UC,X,Mi; Budget cap \$25,000; proration to stay within budget
Mariemont	85%	15%			85%	15%			No	No	Yes	Yes	8 hrs; \$200/hr
Mason City	100% HDHP/H.S.A. \$1000/\$2000	5.13%/7.16% fixed amt \$88/\$50			100%	0%	100%		Yes-\$1000 one time	Yes	Yes-some tuition after 2 years	Yes	9 hrs, Budget cap at \$75,000; proration if necessary to stay within budget
Milford Exempted	80%	20%	HDHP/HealthSavings		90%	10%			No	Yes	Yes, prior to FY07	Yes	6hrs @ actual; prorated
Mt. Healthy	90%	10%			100%	0%			No	No		No	
Northwest	HDHP/HSA 85%	15%			100%	0%			No	No	Yes, must pay excess costs if any	Yes	6 hrs @ \$135; prorated
Oak Hills	85%	15%			90%	10%			No	No	No	No-tuition loans only	
Princeton	85%	15%	HDHP/HealthSavings		85%	15%			Yes-\$1200 per yr	No		Yes	6 hrs @ 50% of cost
Reading	85%	15%			100%	0%			No	Yes	Yes via OE	Yes	max \$1,500/tch;\$18,000 tuition budget; prorated
Sycamore	85%	15%	HDHP/HealthSavings		90%	10%			Yes-\$1000 per yr FT; prorated for PT	No	No	Yes	6 hrs @ \$175;
Three Rivers	90%	10%			90%	10%			No	Yes	Yes	No	
Wyoming	85%	15%			85%	15%			No	No	50% tuition waiver	Yes	Up to MA+12; 6 hrs per school year, 12 hrs per calendar year @ 50%. Summer courses @ 75% or \$400 max

1-Finneytown - Plan #2 will be eliminated 1/1/2014

2-Forest Hills - Plan#2 is a HDHP with Health Savings Acct.

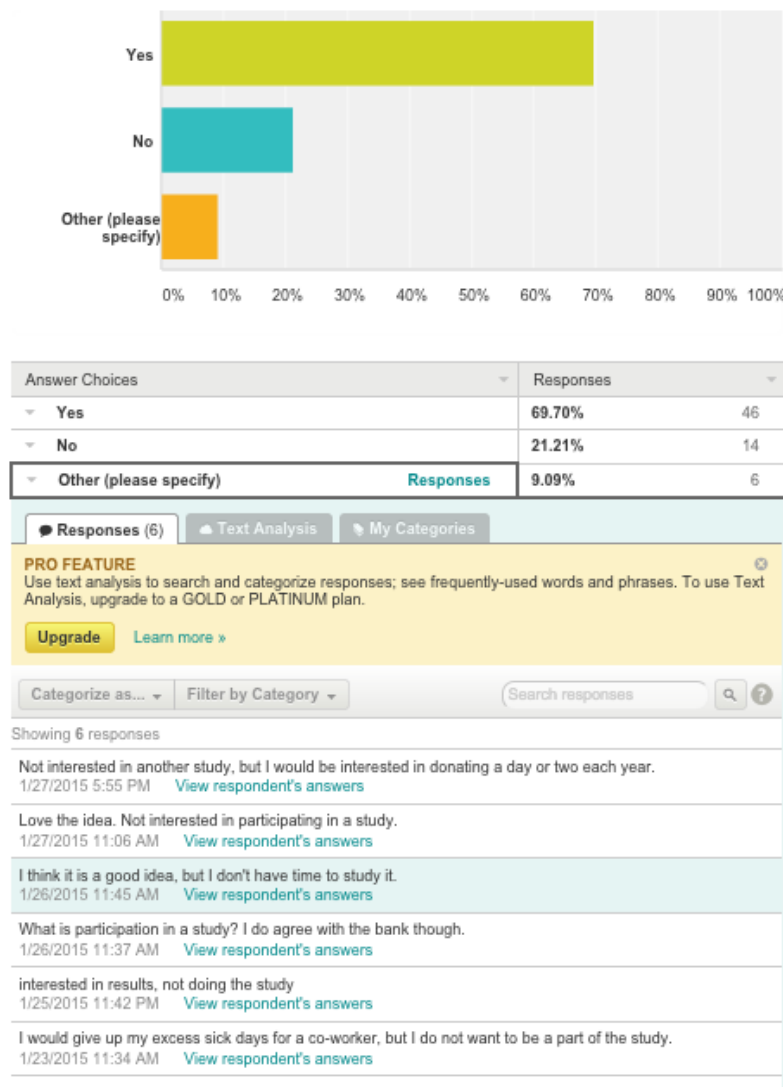
Salary Survey Teacher Results

Below are the results from the 2015 Salary Survey which teachers had the option of completing last week. The surveys were sent via email.

Question 1:

Background Information: Policies and Administrative Guidelines 3432 and 4432 detail the district's procedures on accumulated sick leave for each person. These guidelines say that accumulated sick leave is available to be used to continue compensation during short or long term absences per any state or federal law. In addition, Policy 3415 and 4415 says that upon retirement accumulated sick leave balance is used to determine the amount of severance to be distributed.

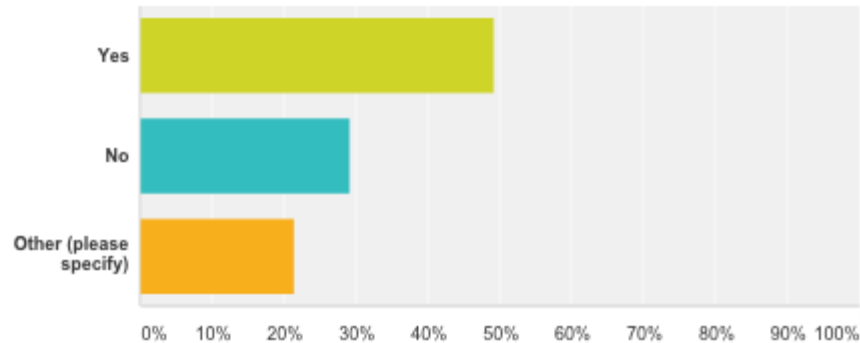
Question: Taking all of this information into consideration, are you interested in participating in a study that would research the idea of creating a "sick bank" for Madeira employees which would allow employees to "donate" sick days to other employees in times of extreme or catastrophic need?



Question 2:

Background Information: Each full time employee in Madeira participating in health benefits pays 15% of premium cost. If we were to agree to raise that percentage, the district would have more money to distribute across the salary schedule. The long term impact would be a higher average salary. STRS retirement benefits are based on final average salaries.

Question: Are you willing to pay an increased % of the premium to allow more funding available for salary consideration?



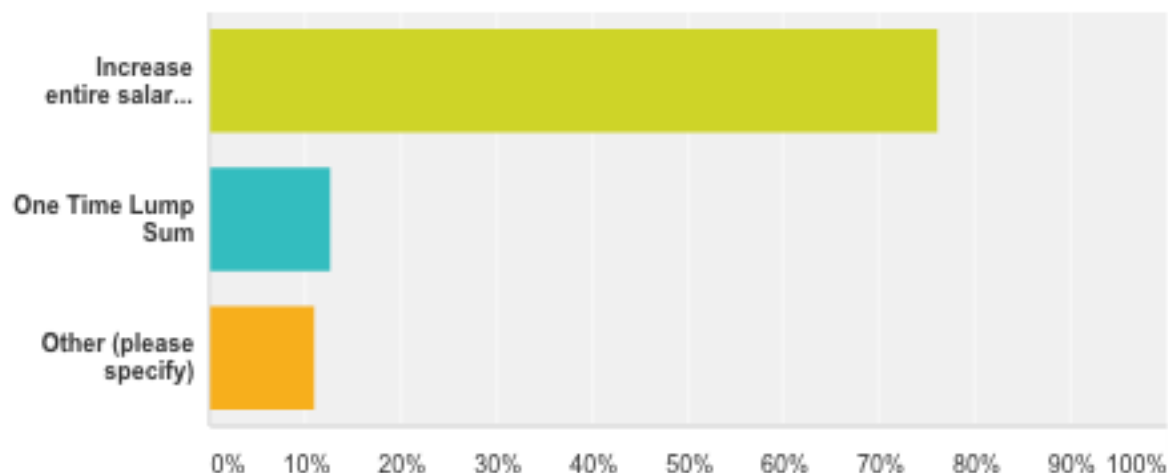
Answer Choices	Responses	
Yes	49.23%	32
No	29.23%	19
Other (please specify)	21.54%	14
Total		65

Responses:

- I do not use Madeira health benefits. Better benefits through spouse's work.
- Depends on what the increase % is but I would consider it for STRS retirement purposes
- I don't know - maybe it would depend on how much the increase would be?
- It would depend on whether or not other health benefits would change.
- I need more information.
- It depends what the increase is.
- It would depend on the rate of the increase
- potentially
- depends on how much
- need to know more about each amount before answering
- As a preschool teacher, with the change, I would pay more insurance costs, but I don't think my salary would be affected. We are paid through tuition, so I would have an increase in costs without the benefit of an increase in salary.
- depends on numbers which would be beneficial
- Not sure. I want to look at how the change affects take home pay and premium costs.
- Depends if it is financially advantageous. Would need to see the financial breakdown.

Question 3:

Background Information: One way to increase salaries is to pay a one time lump sum amount in addition to salary step increases (ie. everyone gets a one time lump sum added to their salary). Another way (the traditional way) to increase salaries is to increase the entire salary schedule by a certain percent (base % increase).



Answer Choices	Responses
▼ Increase entire salary schedule (traditional way)	76.19% 48
▼ One Time Lump Sum	12.70% 8
▼ Other (please specify) Responses	11.11% 7

Question: Which of these two options for salary increase would you prefer?

Responses:

Showing 7 responses

I guess it depends on the size of the lump sum, doesn't it?

1/27/2015 5:57 PM [View respondent's answers](#)

Not sure. I'd need to be more informed about the benefits of each.

1/27/2015 10:57 AM [View respondent's answers](#)

no opinion

1/26/2015 11:30 AM [View respondent's answers](#)

need more specifics to evaluate the benefits

1/26/2015 10:37 AM [View respondent's answers](#)

not sure which is better in the end

1/25/2015 11:45 PM [View respondent's answers](#)

I cannot answer. As a preschool teacher, I don't think I would be affected by either.

1/25/2015 7:25 PM [View respondent's answers](#)

I don't understand how the one time lump sum works. Want more information.

1/25/2015 11:42 AM [View respondent's answers](#)

Question 4:

Background Information: As you can see on the above charts, Madeira City School's salary schedule is based on a philosophy that promotes continued education. Because of this, our goal is to be competitive with other top ranking schools for the Beginning Bachelor's Salary (Image 1) and Master's+ salary schedule (Image 2). As you can see, the Madeira rank on the Bachelor's salary schedule is not as competitive as experience increases in order to promote continued education for teachers.

Question: Do you agree with this philosophy that links our salary schedule to higher education?

60 Responses:

- 41 Yes (including 1 "Sure", 1 "Absolutely", and 1 "Definitely")
- Yes. There should be an incentive; otherwise, teachers with more experience will see no reason to continue their education. This would be especially true for teachers who have been here so long, they know they will be able to stay until retirement. They should be encouraged to make updates.
- No, I would disagree with the philosophy of only linking the salary increase to a master's degree. I understand the idea of encouraging higher education, however the state of Ohio no longer requires a master's degree. There are many experiences that do not fit into a master's program that are extremely valuable. Why compensate someone who pursues a master's degree in something that has limited relevance to the classroom (for example Administration) over someone who has taken a comparable amount of hours in something extremely relevant to classroom or curricular issues (for example courses on working with students with ADHD and autism or something content specific)? Again, I understand rewarding higher education, but since a master's degree is no longer required, why not offer a more competitive long-term salary to those who choose to pursue more classroom or content-specific coursework that falls outside of a formal master's program.
- Yes - however I do think a Masters Degree is getting increasingly more expensive to complete.
- Yes, as long as you continue to provide tuition reimbursement.
- In general, yes. It is one way to incentivize continuous improvement.
- It is important to remain competitive with other top ranking schools. While many do not stay at Madeira only for the compensation many top teachers may not look at Madeira if we are not competitive in our beginning salaries.
- Yes it is fair and equitable. National board should also be factored in on the salary schedule.
- I think the salary schedule should reward experience over higher education.
- Why change it - doesn't everyone need to get a master's degree according to state law. Continuing education should be a part of an educator's life.
- I do agree to promote higher education; however, with the new RESA program, the results are not given back until the following year which delays some in the process of continuing their higher education.
- I agree with increasing salary based on credits accumulated. I also like the idea of merit pay / incentives.
- Yes, and renewing your teaching license also promotes higher education.
- It seems to be fine. Not sure what a better approach would be. With everything changing then it might be a good time to think outside of the box for pay. However, the only way to get more money is to raise taxes and that is not an option in my opinion.
- Yes, we are in the business in educating students; therefore, education should be seen as valuable to us, as well. I have found my graduate classes (now that I am actually a teacher) far more valuable than my bachelor's classes (in which everything was hypothetical). Experience plus advanced education makes a difference in a teacher's commitment to the profession. As a district, we should value the professional commitment to further our own education.
- Yes, we all have to have a masters degree started by our fifth year of licensure, so the compensation would be nice.

Question 5:

Do you have any other ideas regarding how Madeira's teachers should be compensated?

30 Responses:

- 14 NOs (including several "Not at this time" responses)
- I feel teachers who earn honors such as National Board or Master Teacher should be compensated for that honor. I also believe that if a teacher needs to attend over 3 evening events in a year (school sponsored) then they should be compensated for their time with a stipend.
- You are not fishing for "strategic compensation," are you?
- Perhaps based on the number of classes a teacher teaches could be taken into consideration? For example, most teachers at the high school teach 5 classes while others teach 6.
- I appreciate the salary increases for Masters +15, etc. and hope they will continue to be a part of the compensation schedule.
- I like the general compensation model. I'm not a believer in "merit pay" which I find both both vague...and, more importantly, divisive. In my opinion, a great school has all staff pulling in the same direction, and (also in my opinion) the established salary schedule contributes to that.
- I believe that if a teacher has been in the district for 25 or more years, when that individual gets to year 33 overall, he/she should be offered a 2 year retire-rehire contract option (based on the fact that he/she will DEFINITELY retire after 35 years). This would be a classy yet inexpensive way of rewarding those who have dedicated literally a third of their lives to Madeira's students.
- National board factored into the salary schedule instead of a sum for classroom use.
- I believe that teachers are compensated adequately. It is my perception that coaches are underpaid.
- Has there been any thought about salary differentiation for teachers who have a test, teachers with SLOs, etc? I can't say I am for or against this, just wondering.
- Consistent good evaluations (accomplished) should receive a 1x lump sum reward. Monetary reward for not using any sick or personal days.
- Since evaluations are now being based on outside factors (value added as opposed to slo's and now possibly no slo's for some) should pay scale reflect this difference?
- 1) Is there a way to reward teachers for not using sick/personal days? 2) Can there be differences in health care costs? ~ credit for teachers who do not take health insurance ~ a different cost for entire family vs only kids (if spouse has own insurance)
- I feel that teachers who do extra - Do extra activities - Clubs, Coaching or other extra's, they should have a higher pay scale than those that are people that are doing these activities. These activities will be better if they are staffed by teachers that are professionals.
- The current structure is working. Please do not consider tying our salaries to "student performance on tests." This would change the focus from educating all of our students to making sure that we educate the students who are going to give us the best test scores. It would also create a competitive environment rather than a collaborative one. To successfully educate our children, we need to work collaboratively. There is too much instability and stress in our profession with all of the crazy mandates we are facing. Please provide us with some stability.
- Based on the subjects maybe...