

Madeira City Schools Planning Commission
Supplemental Salary Study
February 2014

Committee Members

Kathy Justice, Chair
John Harrington
Margaret Miller
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James Smith
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Joe Kimling, Resource
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Supplemental Salary Report 2014

I. Purpose of the study:

A. The purpose of the study was to answer the following questions for the Madeira City School District (Madeira) Board of Education:

- 1. What supplemental salary structures are used by other districts?**
- 2. How do Madeira supplemental salaries compare to those of other districts?**

In addition, the committee was asked to identify some more specific data for Tom Olson, Principal MHS, and Joe Kimling, AD, MHS.

Districts included in this study are **Indian Hill, Mariemont, Deer Park, Reading, Three Rivers, Wyoming, Finneytown, Kings, Loveland and Sycamore.**

B. Supplemental salaries are compensation given to staff and non-staff for management of non-teaching, supplemental duties. Areas include athletics and non-athletics such as class advisors, music and theater and after school clubs.

In union represented districts salaries are based on negotiated contracts. Union represented Districts may negotiate their own individual structures for supplemental payment. O.R.C. states that a district may spend up to 0.5% of the school's annual budget on athletic supplemental contracts.

Madeira has established a cap for athletic supplemental contracts, but not for non-athletic contracts. The athletic cap and many of the non-athletic supplemental contracts are adjusted each year based on the recommended salary % increase approved by the Board of Education.

II. Previous Year Recommendation and Board Action

A. Previous studies were completed for the Planning Commission in 1996, 2001, 2003 and 2008.

B. Conclusions from each identified that Madeira's supplemental salaries were consistently below the average of other districts.

C. Recommendations from the 2008 study included:

1. Continue to find ways to promote the work done in extra curricular activities- included suggestions for PR activities in newspapers, newsletters and thank you cards.
2. Consider reinstating cuts that have been made to longevity bonuses, varsity assistants, as well as providing funds for attendance at clinics and conferences.
3. Phase in range increases within the next 2-3 years to decrease the large discrepancies of positions found in the lower range.

D. Since the time of that study there have been some increases based on the Board approved salary increases.

III. Methodology:

- A. Supplemental salaries were requested from CHL schools and School Employee Relations Board website
- B. Developed salary data base
- C. Reviewed structure of each schools' salary structure
- D. Grouped schools for comparison based on range vs. non-range schools
- E. Tabled all data for a position by position comparison (low, avg., and high) see attached appendix
- F. Comparison based on a position by position basis

IV. Findings:

- A. **How pay ranges are determined** by the school districts included in the survey
 - 1. Madeira: Fixed, not tied to the base, no increase for experience
 - 2. Fixed to the base
 - 3. Fixed to the base plus groups
 - 4. Fixed percent for coaching tied to base
 - 5. Steps based on experience
 - 6. More experience – increase in pay
 - 7. Levels of coaches pay vary by sport
 - 8. Coaches/ salary will increase every year for schools which the salary is tied to the base and increase for experience
- B. All schools used for comparison have the salary tied to the base **except Madeira & Mariemont**
 - 1. Salary base definition : BA with 0 years experience
 - 2. Mariemont has Steps for experience
- C. **Madreia** Athletic salaries not tied to the base salary, budget is fixed, AD has flexibility to allocate funds based on annual needs
 - 1. \$167,000 budget cap
 - 2. Schools using a salary range structure
 - o Madeira, Reading, Finneytown, Mariemont, Wyoming, Loveland, Kings, Sycamore
 - 3. Schools using the non-range structure
 - o Indian Hill, Deer Park, Three Rivers
- D. **Informal discussions** with teachers during the course of this study raised the issue of the state's new evaluation system. Many teachers said it required so much extra work that they wondered if they would have to drop their supplemental duties sometime in the next five years.
- E. **Athletic:**

1. Madeira **Head Coach** positions salaries are *in line* on the major sports (Football, Soccer, Baseball)
2. Madeira **Head Coach** salaries for Tennis, Golf, Cheer, Swim *comparably low*
3. The Lower the assistant position is directly correlated to lower and greater pay range difference (ex. FB AS1 to FB AS7)
4. Overall Madeira's salary range Avg. to Avg. comparison is lower ; Overall Madeira's salary range Avg. to Avg. comparison is 21% lower, compared to schools w/o range is 32% lower
5. **Comparison** of Athletic budgets
 - Madeira comparable with other CHL schools (\$150-160k)
 - Outliers Wyoming 350k and DP \$124k
 - IH & Mariemont did not report
6. **Pay to Participate** comparison
 - Madeira \$150 / \$500 family max
 - Wyoming, IH, Finneytown \$0
 - Reading \$75 / \$150 max
 - Three Rivers \$150 / \$1000 family career cap
 - DP \$70 / \$140 student max / \$280 Family max
7. **Number of sports offered**
 - Madeira sports activities comparable with CHL
 - Wyoming : Bowling & Lacrosse
 - IH, Mariemont: Lacrosse
 - Reading & Three Rivers: Bowling
 - Deer Park: fewest sports offered
8. **Number of coaches per sport**
 - Madeira comparable with CHL per sport
 - Madeira 50 total coaches
 - Reading: Most 59
 - Deer Park: Least 39
9. **Total number of students participating in athletics (total students)**
 - Madeira: 373 (450)
 - Wyoming & IH : 600 (600-650)
 - DP, Fin., Read. : 300 (450 aprox.)
10. **Results of players per sport and avg. \$ spent per player**
 - Madeira & Wyoming only schools to report avg. \$ per player
 - Wyoming has a lower total avg. \$ per player for every sport as compared to Madeira

- Outside the box compensation for assistant coaches; for example: create ways to give coaches additional certificates, tickets, etc

F. Non-athletic

1. Madeira's structure is not tied to the base salary, **budget \$130,000**
 2. Madeira's supplemental salaries are overall on the **low end**
 3. **Theater director, band director, curriculum coordinator** are **in line** or favorable
 4. Other positions are **unfavorable**
 5. **Community service positions** – majority of schools pay this position
 6. **Madeira Paid Positions**
 - Drama, class sponsors, LPDC (local professional development committee), chess, art, key, power/pen, academic team
 - Pay structure is an assigned salary district wide
 7. Madeira **Unpaid Positions**
 - Community service, language clubs (3), food, Unified for Unifat
 8. Madeira has a **comparable number** of clubs as compared to other CHL schools
 - Madeira has 15 clubs with 702 total participants
 - Largest: Latin & Drama over 100 students each
- G. Tom Olson, principal of MHS, requested comparative information on the duties and responsibilities assigned to several supplemental positions. A survey was sent to principals of all high schools included in the supplemental study. Responses were received from Deer Park, Mariemont and Wyoming.

MADEIRA PLANNING COMMISSION

SUPPLEMENTAL SALARY STUDY

2013-2014

POSITION/MADEIRA DUTIES	DEER PARK	MARIEMONT	WYOMING
<p>Senior class advisor</p> <ul style="list-style-type: none"> • Fall homecoming • Baccalaureate prep, speeches • Graduation planning and rehearsal 	<p>Same</p>	<p>Homecoming float building: multiple meetings and building each night for the night before homecoming</p> <p>Baccalaureate: Meetings with class officers and support staff to organize the program and space</p> <p>Graduation: planning and rehearsal, placing of yard signs</p> <p>Misc: Fund raising</p>	<p>Manages senior class funds- approximately \$2000</p> <p>Plans and executes senior activities throughout the year:</p> <ul style="list-style-type: none"> • Senior kick off events • Senior breakfast • Senior float building • Senior sweatshirts • Senior of month awards • Senior gift • Senior end of year dinner • Graduation flowers
<p>Junior Class Advisor</p> <ul style="list-style-type: none"> • Prom/after prom planning 	<p>2014 will be first after prom. Advisors working with parents to organize but it will not be a school event</p>	<p>Prom:</p> <ul style="list-style-type: none"> • Booking venue • Coordinating photographer • Planning décor • DJ • Choosing menu • Selling tickets • Prom Promise- anti illegal substance campaign • King and queen elections (with officers) <p>After prom: handled by PTO</p>	<p>Prom and After Prom</p> <ul style="list-style-type: none"> • Planning • Fundraisers • Set up • Organize chaperones • Book site one yr in advance • Book DJ • Manage payments, reimbursements

		<p>Election Advisor Holiday Fair- coordinate and supervise booth Homecoming- t-shirt sales, float building, parade</p>	
<p>National Honor Society</p> <ul style="list-style-type: none"> • Fall student selection and induction • Service hours/projects • Winter homecoming events and dance 	<p>“we do not have a winter dance”</p>	<ul style="list-style-type: none"> • Fall student selection and induction • 4 Community service projects • Monitoring GPA • Spring Dance with Junior high • Graduation Activities and selection for national and local scholarships 	<ul style="list-style-type: none"> • Meetings with seniors • Elect officers • Work with officers on induction ceremony • Make list and notify inductees • Send invitations • Induction ceremony • Oversee NHS officers
<p>Student government</p> <ul style="list-style-type: none"> • Summer and weekly meetings with students • Fall homecoming prep • School climate • Service projects • Guiding students through government process 	<p>Same- also organizes week long class spirit competition</p>	<p>Summer and weekly meetings with students Parade coordination Halftime ceremony coord and script writing Fall homecoming prep</p> <ul style="list-style-type: none"> • Parade coordination • Halftime ceremony coord/script writing • King and Queen voting • Dance coordination/chaperones • Pep rally assistance • Ticket design • Police coordination • Coordinate with class advisors on spirit week and float policies <p>School Climate</p>	<p>No response</p>

		<ul style="list-style-type: none"> • Spring fling design and coordination(spring field day/2 hr event) • Spirit week in fall and spring • New student welcome bags • Sounding board for new policies from admin pertaining to students • Winter snowball dance coordination • Staff lunch for teacher appreciation week <p>Service projects</p> <ul style="list-style-type: none"> • LLS Pasta for Pennies • CareKids Adopt a family at the holidays <p>Guiding students through government process</p> <ul style="list-style-type: none"> • Coordination of class officer and council representative elections 	
<p>Chess team Transportation by Coach and seniors</p> <p>Meet 3 times a week</p>	<ul style="list-style-type: none"> • Recruiting team members • Scheduling matches and tournaments • Bus transportation • Conducting team meetings, practices <p>Meet once a week 6 matches in division Large tournament in March- 5 matches November to Mid-March</p>	<p>4 competitions Weekly meetings 1 advisor Compensation: \$900</p>	<ul style="list-style-type: none"> • Organize team • Be available for student to play chess • Assure proper student behavior • Report matches to Deer Park coach for up to date rankings • Set up dates for matches • Coach students • Teach notation techniques

	One advisor Compensation= \$1509 (not in SERB)		and how to play under different conditions 1 Advisor 10 competitions a year
Academic Team No Recruiting Attend Matches Manage Varsity and JV1 Teams Create and gather permission slips Research competitions for the season Assemble study materials for each event and lead sessions Bus Transportation Provided	No information provided	No information provided	<ul style="list-style-type: none"> • Recruiting • Attending league and coaches meetings • Attend matches • Manage varsity, JV1 and JV2 teams • Create and gather permission slips • Research competitions for the season • Assemble study materials for each event and lead sessions • Communicate bus needs to AD
Key Club	No response	Annual canned food drive Provides volunteers for school and Community service projects 3 major service projects	No information provided

V. Summary:

- A. Madeira is significantly below in supplemental salaries for both athletic and non-athletic positions
- B. Current pay structure does not provide automatic increases to remain competitive
- C. Board has implemented some increases over the past several years but Madeira remains below in many areas

VI. Recommendations:

- A. Initiate a salary structure study to compare the current CHL salary structures and consider a structure that provides for an automatic yearly increase and tied to the base
- B. Initiate a CHL AD meeting to discuss salaries and revenue enhancement
- C. Initiate funding the unpaid non-athletic positions
- D. Develop additional non-monetary methods of compensation applicable to specific positions
- E. Consider a one-time salary increase to bring the Madeira average salary equal to the specific low end salaries up to the average
 - 1. **Athletic** - Soccer girls 15% (\$1,786 add), Tennis 15% (\$1,716 add), Track 25% (\$3,390 add), Basketball 5% (\$1,984 add), Swimming 15% (\$681).
 - 2. **Non-Athletic** - LPDC 20% (\$628 add); Key Club 50% (\$627 add), Student Gov't 50% (\$549 add), Chess 50% (\$470 add), Power of Pen 50% (\$235 add), Art -50% (\$227 add)

VII. Budget Assessment

A Funding unpaid non-athletic positions	<u>Low</u>	<u>Average</u>	<u>High</u>
1. Club – Unified for Unifat	\$ 708	\$ 814	\$ 920
2. Community Service	2,793	4,896	7,000
3. French Club	814	1,212	1,609
4. Spanish Club	571	998	1,609
5. Latin Club	760	1,205	2,528
6. Power of the Pen	571	1,227	2,035
Total Potential Budget Impact	\$6,217	\$10,352	\$15,701

B. One-time salary increase to bring the Madeira average salary equal to the average

1. Athletic

○ Soccer – Girls	\$1,786
○ Tennis	1,716
○ Track	3,390
○ Basketball	1,984
○ Swimming	681

2. Non-Athletic

○ LPDC	628
○ Key Club	627
○ Student Gov't	549
○ Chess	470
○ Power of the Pen	235
○ Art	227

Total Potential Budget Impact **\$12,293**

Madeira Planning Commission
 Supplemental Study
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 Athletic Budget, Coach, Participation Chart

School	<u>Madeira</u>			<u>Wyoming</u>			<u>Indian Hill</u>		
	# of coaches per sport	# of players per sport	total avg. \$ per player	# of coaches per sport	# of players per sport	total avg. \$ per player	# of coaches per sport	# of players per sport	total avg. \$ per player
Total \$ budgeted for AD	\$167,000			\$150,000 (85000 + 65000 transportation)			N/A		
Pay to participate fee	150/150/90 \$500 family max			\$0			\$0		
Baseball	4	32	281.25	3	30	\$ 142.00	3	40	\$290* \$500-600**
B Basketball	4	37	576.68	3	30	\$ 155.00	4	40	\$290* \$500-600**
G Basketball	4	19	765.79	3	18	\$ 155.00	2	10	\$290* \$500-600**
Football	8	43	684.37	6	65	\$ 184.00	8	60	\$290* \$500-600**
Volleyball	2	20	285	3	22	\$ 136.00	3	20	\$290* \$500-600**
Bowling	N/A	N/A	N/A	1	32	\$ 156.00	N/A	N/A	N/A
Swimming and Diving	3	29	182.76	2	61	\$ 181.00	2	42	\$290* \$500-600**
G Golf	1	nr	nr	2	9	\$ 202.00	1	7	\$290* \$500-600**
B Golf	2	7	485.71	2	14	\$ 202.00	2	16	\$290* \$500-600**
G Tennis	1	12	321.58	2	16	\$ 101.00	2	18	\$290* \$500-600**
B Tennis	1	11	350.82	2	16	\$ 101.00	2	18	\$290* \$500-600**
Cross Country	2	11	309.09	2	66	\$ 101.00	2	45	\$290* \$500-600**
Track and Field	3	30	192.1	2	50	\$ 101.00	4	65	\$290* \$500-600**
Cheerleading	2	22	181.82	2	23	\$ 98.00	1	10	\$290* \$500-600**
Wrestling	3	11	318.18	2	18	\$ 138.00	2	20	\$290* \$500-600**
G Lacrosse	N/A	N/A	N/A	2	25	\$ 142.00	4	40	\$290* \$500-600**
B Lacrosse	N/A	N/A	N/A	2	25	\$ 142.00	4	40	\$290* \$500-600**
B Soccer	3	38	257.89	3	30	\$ 142.00	4	38	\$290* \$500-600**
G Soccer	4	38	263.16	3	30	\$ 142.00	4	36	\$290* \$500-600**
Softball	3	13	546.15	3	18	\$ 142.00	2	16	\$290* \$500-600**
Total	50	373		50	598		56	581	

***best estimate;**
would not include the cost of coaches, my salary, my admin asst. salary or overall AD office costs. **** best estimate** for a fully loaded cost per athlete

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 Athletic Budget, Coach, Participation Chart

School	<u>Mariemont</u>			<u>Reading</u>			<u>Three Rivers</u>		
	# of coaches per sport	# of players per sport	total avg. \$ per player	# of coaches per sport	# of players per sport	total avg. \$ per player	# of coaches per sport	# of players per sport	total avg. \$ per player
Total \$ budgeted for AD	Varies no \$ figure given			\$148,000			\$152,998.82		
Pay to participate fee	\$65			\$75 / \$150 max			150 / \$1000 family career cap		
Baseball	3	27	Var. N/A	3	29	\$293*	2	23	nr
B Basketball	4	27	Var. N/A	6	28	\$119	3	20	nr
G Basketball	3	17	Var. N/A	5	13	\$392	2	23	nr
Football	5	52	Var. N/A	10	43	\$276	5	54	nr
Volleyball	3	24	Var. N/A	3	21	\$43	2	20	nr
Bowling	N/A	N/A	Var. N/A	1	5	\$500	0	20	nr
Swimming and Diving	1	47	Var. N/A	0	N/A	N/A	1	27	nr
G Golf	2	2	Var. N/A	1	nr	nr	1	5	nr
B Golf	1	11	Var. N/A	1	5	\$500	1	12	nr
G Tennis	2	13	Var. N/A	0	no team	N/A	1	10	nr
B Tennis	2	7	Var. N/A	1	nr	nr	1	13	nr
Cross Country	1	24	Var. N/A	4	16	\$ 71 B / \$140 G	1	17	nr
Track and Field	3	31	Var. N/A	8	40	\$ 84 / \$60 G	2	43	nr
Cheerleading	2	20	Var. N/A	3	22	unknown	1	32	nr
Wrestling	1	5	Var. N/A	5	22	\$417	1	10	nr
G Lacrosse	3	34	Var. N/A	0	N/A	N/A	0	N/A	N/A
B Lacrosse	3	54	Var. N/A	0	N/A	N/A	0	N/A	N/A
B Soccer	3	53	Var. N/A	3	24	\$75	2	17	nr
G Soccer	3	42	Var. N/A	2	16	\$132	2	31	nr
Softball	3	11	Var. N/A	3	23	\$174	2	27	nr
Total	48	501		59	307		30	404	

* more is added into baseball bdtg for spring sports supplies also used by softball & track

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 Athletic Budget, Coach, Participation Chart

School	<u>Finneytown</u>			<u>Deer Park</u>			<u>Kings</u>		
	# of coaches per sport *	# of players per sport	total avg. \$ per player	# of coaches per sport	# of players per sport	total avg. \$ per player	# of coaches per sport	# of players per sport	total avg. \$ per player
Total \$ budgeted for AD	\$353,259			\$124,500			\$18,000 / \$80,000 transportation / \$11,000 pool rental		
Pay to participate fee	\$0			\$70 / \$140 max per student and \$280 for family			\$0		
Baseball	3	23	nr	3	22	nr	4	55	\$ 160 aprox.
B Basketball	7	28	nr	4	18	nr	4	35	\$ 160 aprox.
G Basketball	5	14	nr	3	15	nr	4	35	\$ 160 aprox.
Football	9	42	nr	8	40	nr	8	125	\$ 160 aprox.
Volleyball	5	21	nr	2	18	nr	2	16	\$ 160 aprox.
Bowling	N/A	N/A	N/A	1	20	nr	N/A	N/A	N/A
Swimming and Diving	1	14	nr	0	N/A	N/A	2	nr	nr
G Golf	N/A	N/A	N/A	0	N/A	N/A	2	nr	nr
B Golf	2	5	nr	1	N/A	N/A	2	nr	nr
G Tennis	1	8	nr	1	8	nr	2	nr	nr
B Tennis	1	9	nr	1	N/A	N/A	2	nr	nr
Cross Country	2	11	nr	1	10	nr	4	50	\$ 160 aprox.
Track and Field	6	33	nr	4	41	nr	6	100	\$ 160 aprox.
Cheerleading	2	20	nr	1	14	nr	2	nr	nr
Wrestling	3	nr	nr	2	14	nr	N/A	N/A	N/A
G Lacrosse	0	N/A	N/A	0	N/A	N/A	N/A	N/A	N/A
B Lacrosse	0	N/A	N/A	0	N/A	N/A	N/A	N/A	N/A
B Soccer	3	26	nr	2	25	nr	2	40	\$ 160 aprox.
G Soccer	3	17	nr	2	25	nr	2	40	\$ 160 aprox.
Softball	4	24	nr	3	25	nr	3	25	\$ 160 aprox.
Total	57	295		39	295		51	521	

*Note, in FY14 the school dc'd wrestling; also in FY14, football and boys basketball took the total dollars spent on asst. coaches from FY13 and let the head coach decide to hire as many or as few coaches as wanted within that capped amount for FY14.

Madeira Planning Commission
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 Athletic Budget, Coach, Participation Chart

School	Loveland		
Total \$ budgeted for AD	\$170,000		
Pay to participate fee	\$100/ \$175 football / \$400-450 family max		
	# of coaches per sport	# of players per sport	total avg. \$ per player
Baseball	4	N/R*	N/R*
B Basketball	4	N/R*	N/R*
G Basketball	4	N/R*	N/R*
Football	9	N/R*	N/R*
Volleyball	2	N/R*	N/R*
Bowling	1B 1G	N/R*	N/R*
Swimming and Diving	2	N/R*	N/R*
G Golf	2	N/R*	N/R*
B Golf	2	N/R*	N/R*
G Tennis	2	N/R*	N/R*
B Tennis	2	N/R*	N/R*
Cross Country	2	N/R*	N/R*
Track and Field	6	N/R*	N/R*
Cheerleading	3	N/R*	N/R*
Wrestling	4	N/R*	N/R*
G Lacrosse	N/A	N/R*	N/R*
B Lacrosse	N/A	N/R*	N/R*
B Soccer	3	N/R*	N/R*
G Soccer	3	N/R*	N/R*
Softball	4	N/R*	N/R*
Total	60		

*1st year as AD
 unable to
 provide data &
 number varies
 from year to
 year

**Madeira Planning Commission
Supplemental Study
February, 2014
Athletic Supplemental Comparison**

Type	Subtype	Title	Madeira Range			Comparison A: Schools with Ranges										
			Low	High	Average	# of Comp	Low			High			Average			
							Low/ Low	Low/ Avg	Low/ High	High/ Low	High/ Avg	High/ High	Avg/ Low	Avg/ Avg	Madeira vs. Average	Avg/ High
ATHLETICS	FOOTBALL	HEAD COACH	\$4,000	\$9,000	\$6,500	6	\$3,340	\$5,412	\$8,139	\$5,322	\$7,565	\$10,333	\$4,569	\$6,489	0%	\$9,236
	FOOTBALL	ASST 1	\$2,800	\$6,000	\$4,400	5	\$2,569	\$4,080	\$6,016	\$3,670	\$5,481	\$7,643	\$3,120	\$4,780	-9%	\$6,830
	FOOTBALL	ASST 2	\$2,800	\$6,000	\$4,400	5	\$917	\$3,031	\$4,423	\$2,019	\$4,347	\$5,626	\$1,468	\$3,689	16%	\$5,025
	FOOTBALL	ASST 3	\$2,800	\$6,000	\$4,400	4	\$2,666	\$3,322	\$3,892	\$3,506	\$4,657	\$5,108	\$3,086	\$3,989	9%	\$4,475
	FOOTBALL	ASST 4	\$2,800	\$6,000	\$4,400	3	\$2,838	\$3,272	\$3,891	\$3,925	\$4,697	\$5,108	\$3,507	\$3,985	9%	\$4,475
	FOOTBALL	ASST 5	\$1,800	\$5,000	\$3,400	3	\$2,838	\$3,272	\$3,891	\$3,925	\$4,697	\$5,108	\$3,507	\$3,985	-17%	\$4,475
	FOOTBALL	ASST 6	\$1,800	\$5,000	\$3,400	2	\$2,838	\$2,975	\$3,113	\$4,280	\$4,694	\$5,108	\$3,696	\$3,835	-13%	\$3,973
	FOOTBALL	ASST 7	\$1,800	\$5,000	\$3,400	2	\$2,838	\$2,975	\$3,113	\$4,280	\$4,694	\$5,108	\$3,696	\$3,835	-13%	\$3,973
	FOOTBALL	MS ASST 5	\$1,800	\$5,000	\$3,400	4	\$2,129	\$2,934	\$4,423	\$3,296	\$4,137	\$5,626	\$2,878	\$3,535	-4%	\$5,025
	FOOTBALL	MS ASST 6	\$1,800	\$5,000	\$3,400	3	\$2,129	\$2,915	\$3,892	\$3,794	\$4,193	\$4,954	\$2,981	\$3,554	-5%	\$4,423
	FOOTBALL	MS ASST 7	\$1,800	\$4,000	\$2,900	3	\$2,129	\$2,915	\$3,892	\$3,794	\$4,193	\$4,954	\$2,981	\$3,554	-23%	\$4,423
	SOCCER	HEAD BOYS	\$3,000	\$5,500	\$4,250	6	\$2,569	\$3,615	\$4,856	\$3,670	\$5,308	\$6,386	\$3,120	\$4,462	-5%	\$5,375
	SOCCER	ASST 1- JV	\$1,400	\$3,000	\$2,200	6	\$917	\$2,570	\$3,502	\$2,019	\$3,875	\$5,108	\$1,468	\$3,222	-46%	\$4,085
	SOCCER	ASST 2	\$1,400	\$3,000	\$2,200	5	\$2,021	\$2,795	\$3,502	\$2,937	\$4,111	\$5,108	\$2,619	\$2,878	-31%	\$4,085
	SOCCER	HEAD GIRLS	\$3,000	\$5,500	\$4,250	4	\$3,362	\$4,011	\$4,856	\$4,282	\$5,551	\$6,386	\$3,822	\$4,781	-12%	\$5,375
	SOCCER	ASST 1- JV	\$1,400	\$3,000	\$2,200	4	\$2,831	\$3,121	\$3,502	\$3,609	\$4,384	\$5,108	\$3,220	\$3,753	-71%	\$4,085
	SOCCER	ASST 2	\$1,400	\$3,000	\$2,200	4	\$2,300	\$2,988	\$3,502	\$2,937	\$4,216	\$5,108	\$2,619	\$3,602	-64%	\$4,085
	SOCCER	ASST 3	\$1,200	\$2,000	\$1,600	3	\$1,849	\$2,329	\$2,838	\$2,686	\$3,577	\$5,108	\$2,268	\$2,953	-85%	\$3,973
	TENNIS	HEAD BOYS	\$1,000	\$3,000	\$2,000	6	\$1,470	\$2,365	\$3,502	\$2,569	\$3,545	\$4,669	\$2,020	\$2,955	-48%	\$4,085
	TENNIS	ASST JV	\$1,000	\$2,000	\$1,500	5	\$917	\$1,942	\$2,724	\$1,283	\$2,864	\$3,832	\$1,100	\$2,403	-60%	\$3,259
	TENNIS	HEAD GIRLS	\$1,000	\$3,000	\$2,000	4	\$2,129	\$2,806	\$3,502	\$3,601	\$3,928	\$4,669	\$2,981	\$3,367	-68%	\$4,085
	TENNIS	ASST JV	\$1,000	\$2,000	\$1,500	4	\$1,640	\$2,198	\$2,724	\$2,476	\$3,260	\$3,832	\$2,058	\$2,729	-82%	\$3,259
	TRACK	HS COACH	\$1,500	\$3,800	\$2,650	6	\$2,221	\$3,561	\$4,856	\$3,670	\$4,876	\$6,386	\$2,956	\$4,219	-59%	\$5,275
	TRACK	HS COACH	\$1,500	\$3,800	\$2,650	3	\$2,724	\$3,824	\$4,856	\$3,794	\$4,814	\$5,693	\$3,259	\$4,319	-63%	\$5,275
	TRACK	ASST HS/MS 1	\$1,200	\$3,000	\$2,100	6	\$917	\$2,308	\$3,502	\$2,019	\$3,583	\$5,108	\$2,686	\$2,946	-40%	\$4,085
	TRACK	ASST HS/MS 2	\$1,200	\$2,250	\$1,725	5	\$1,494	\$2,445	\$3,502	\$2,129	\$3,300	\$4,669	\$2,129	\$2,872	-67%	\$4,085
	TRACK	ASST MS -3	\$1,200	\$2,250	\$1,725	4	\$2,129	\$2,550	\$3,502	\$2,937	\$3,636	\$4,669	\$2,619	\$3,093	-79%	\$4,085
	BASEBALL	HEAD	\$3,000	\$5,500	\$4,250	6	\$2,045	\$3,597	\$4,856	\$3,670	\$5,165	\$6,386	\$3,120	\$4,381	-3%	\$5,350
	BASEBALL	JV	\$1,400	\$3,000	\$2,200	6	\$917	\$2,465	\$3,502	\$2,019	\$3,723	\$5,108	\$1,468	\$3,094	-41%	\$4,085
	BASEBALL	ASST 1	\$1,200	\$2,000	\$1,600	5	\$1,391	\$2,669	\$3,502	\$2,782	\$3,929	\$5,108	\$2,087	\$3,299	-106%	\$4,085
	BASEBALL	ASST 2	\$1,200	\$2,000	\$1,600	4	\$1,849	\$2,348	\$3,113	\$2,129	\$3,008	\$4,280	\$2,129	\$2,678	-67%	\$3,696
	SOFTBALL	HEAD	\$3,000	\$5,500	\$4,250	6	\$2,045	\$3,532	\$4,856	\$3,670	\$5,100	\$6,386	\$3,120	\$4,316	-2%	\$5,275
	SOFTBALL	ASST 1 JV	\$1,400	\$3,000	\$2,200	6	\$917	\$2,465	\$3,502	\$2,019	\$3,723	\$5,108	\$1,468	\$3,094	-41%	\$4,085
	SOFTBALL	ASST 2	\$1,200	\$2,000	\$1,600	5	\$1,391	\$2,775	\$3,502	\$2,782	\$4,064	\$5,108	\$2,087	\$3,419	-114%	\$4,085
	VOLLEYBALL	HEAD	\$3,000	\$5,500	\$4,250	6	\$2,454	\$3,512	\$4,858	\$3,670	\$5,117	\$6,386	\$3,120	\$4,314	-2%	\$5,376
	VOLLEYBALL	ASST 1 JV	\$1,800	\$3,500	\$2,650	6	\$917	\$2,723	\$4,858	\$2,019	\$4,013	\$5,893	\$1,468	\$3,368	-27%	\$5,376
	VOLLEYBALL	MS ASST 1	\$1,200	\$2,000	\$1,600	6	\$917	\$2,249	\$3,314	\$1,283	\$3,287	\$5,108	\$1,100	\$2,768	-73%	\$3,973
	VOLLEYBALL	MS ASST 2	\$1,200	\$2,000	\$1,600	6	\$2,129	\$2,582	\$3,314	\$2,937	\$3,868	\$4,827	\$2,619	\$3,225	-102%	\$3,733
	VOLLEYBALL	MS ASST 1 2ND TEAM	\$1,700	\$1,700	\$1,700	4	\$1,769	\$2,118	\$2,724	\$2,265	\$3,195	\$3,832	\$2,017	\$2,656	-56%	\$3,259
	VOLLEYBALL	MS ASST 2 2ND TEAM	\$500	\$500	\$500	3	\$1,640	\$2,035	\$2,335	\$2,129	\$2,670	\$3,405	\$2,058	\$2,352	-370%	\$2,870
	BASKETBALL	HEAD BOYS	\$4,000	\$9,000	\$6,500	6	\$3,340	\$5,235	\$7,085	\$5,322	\$7,338	\$8,988	\$4,569	\$6,287	3%	\$8,033
	BASKETBALL	ASST 1	\$2,000	\$4,000	\$3,000	5	\$2,569	\$3,656	\$5,088	\$3,670	\$4,943	\$5,924	\$3,973	\$4,594	-53%	\$5,506
	BASKETBALL	ASST2	\$1,800	\$3,800	\$2,800	4	\$2,838	\$3,927	\$5,086	\$4,954	\$5,261	\$5,924	\$3,973	\$4,594	-64%	\$5,506
	BASKETBALL	ASST 3	\$1,475	\$3,800	\$2,638	5	\$917	\$2,815	\$5,086	\$2,019	\$3,933	\$5,924	\$2,981	\$3,403	-29%	\$3,715
	BASKETBALL	ASST 1 MS	\$1,475	\$3,800	\$2,638	3	\$2,724	\$2,881	\$3,088	\$3,609	\$3,776	\$3,925	\$3,220	\$3,328	-26%	\$3,507
	BASKETBALL	ASST 2 MS	\$1,475	\$3,800	\$2,638	3	\$2,724	\$2,881	\$3,088	\$3,609	\$3,776	\$3,925	\$3,220	\$3,328	-26%	\$3,507
	BASKETBALL	HEAD GIRLS	\$4,000	\$9,000	\$6,500	5	\$3,088	\$4,720	\$7,077	\$3,925	\$6,945	\$8,988	\$5,098	\$6,632	-2%	\$8,033
	BASKETBALL	ASST 1	\$2,000	\$4,000	\$3,000	5	\$2,454	\$4,032	\$7,085	\$4,827	\$5,574	\$7,923	\$3,641	\$4,403	-47%	\$5,506
	BASKETBALL	ASST 2	\$1,800	\$3,800	\$2,800	5	\$2,454	\$3,633	\$5,088	\$4,827	\$5,174	\$5,924	\$3,641	\$4,403	-57%	\$5,506
	BASKETBALL	ASST 3	\$1,475	\$3,800	\$2,638	4	\$2,831	\$3,467	\$5,086	\$3,609	\$4,730	\$5,924	\$3,220	\$3,651	-38%	\$3,973
CROSS	HEAD	\$1,800	\$4,000	\$2,900	6	\$1,090	\$2,569	\$3,891	\$2,109	\$3,788	\$5,108	\$1,600	\$3,178	-10%	\$4,475	
CROSS	HEAD ASST	\$1,200	\$1,200	\$1,200	5	\$917	\$2,351	\$3,113	\$1,283	\$3,321	\$4,280	\$1,100	\$2,836	-136%	\$3,696	
GOLF	HEAD BOYS	\$1,100	\$2,500	\$1,800	6	\$1,470	\$2,515	\$3,502	\$2,569	\$3,783	\$5,108	\$2,020	\$3,149	-75%	\$4,085	
GOLF	ASST 1	\$1,000	\$1,800	\$1,400	4	\$844	\$1,425	\$2,300	\$1,283	\$2,026	\$2,937	\$1,100	\$1,150	18%	\$2,619	
GOLF	ASST 2	\$1,000	\$2,000	\$1,500	4	\$917	\$1,920	\$2,335	\$1,283	\$2,864	\$3,832	\$1,100	\$2,392	-59%	\$2,981	
CHEERLEADER	HEAD	\$1,000	\$3,000	\$2,000	6	\$1,391	\$2,200	\$3,548	\$2,265	\$3,504	\$6,386	\$2,017	\$2,852	-43%	\$4,967	
CHEERLEADER	ASST 1	\$1,000	\$3,000	\$2,000	6	\$844	\$1,768	\$2,838	\$1,283	\$2,702	\$5,108	\$1,100	\$2,235	-12%	\$3,973	
SWIMMING	HEAD - BOYS	\$750	\$2,500	\$1,625	6	\$1,090	\$3,259	\$6,016	\$2,109	\$4,629	\$7,643	\$1,600	\$3,944	-143%	\$6,830	
SWIMMING	ASST 1	\$750	\$2,500	\$1,625	3	\$1,640	\$2,622	\$3,892	\$2,476	\$3,612	\$4,954	\$2,058	\$3,117	-92%	\$4,423	
SWIMMING	ASST 2	\$700	\$700	\$700	2	\$2,335	\$2,504	\$2,674	\$3,405	\$3,407	\$3,410	\$2,870	\$2,956	-322%	\$3,042	

**Madeira Planning Commission
Supplemental Study
February, 2014
Athletic Supplemental Comparison**

Type	Subtype	Title	Comparison B: Schools w/o Ranges					Comparisons											
			# of Comp	Low	Avg	Madeira vs. Average	High	Madeira Low vs...				Madeira High vs...				Madeira Average vs...			
								Lowest	Low	vs Average	Low	Lowest	High	Average	High	Lowest Average	Average Average		
ATHLETICS	FOOTBALL	HEAD COACH	4	\$6,980	\$7,650	-18%	\$9,160	\$660	17%	(\$1,412)	-22%	\$3,678	41%	\$1,435	16%	\$1,932	30%	\$11	0%
	FOOTBALL	ASST 1	4	\$3,490	\$4,497	-2%	\$5,862	\$231	8%	(\$1,280)	-29%	\$2,330	39%	\$519	9%	\$1,281	29%	(\$380)	-9%
	FOOTBALL	ASST 2	4	\$2,443	\$3,600	18%	\$4,763	\$1,883	67%	(\$231)	-5%	\$3,981	66%	\$1,653	28%	\$2,932	67%	\$711	16%
	FOOTBALL	ASST 3	3	\$2,443	\$3,713	16%	\$4,665	\$134	5%	(\$522)	-12%	\$2,494	42%	\$1,343	22%	\$1,314	30%	\$411	9%
	FOOTBALL	ASST 4	1	\$4,665	\$4,665	-6%	\$4,665	(\$38)	-1%	(\$472)	-11%	\$2,075	35%	\$1,303	22%	\$894	20%	\$415	9%
	FOOTBALL	ASST 5	1	\$2,561	\$2,561	25%	\$2,561	(\$1,038)	-58%	(\$1,472)	-43%	\$1,075	22%	\$303	6%	(\$107)	-3%	(\$585)	-17%
	FOOTBALL	ASST 6	1	\$2,561	\$2,561	25%	\$2,561	(\$1,038)	-58%	(\$1,175)	-35%	\$720	14%	\$306	6%	(\$296)	-9%	(\$435)	-13%
	FOOTBALL	ASST 7	1	\$2,561	\$2,561	25%	\$2,561	(\$1,038)	-58%	(\$1,175)	-35%	\$720	14%	\$306	6%	(\$296)	-9%	(\$435)	-13%
	FOOTBALL	MS ASST 5	1	\$4,763	\$4,763	-40%	\$4,763	(\$329)	-18%	(\$1,134)	-33%	\$1,704	34%	\$863	17%	\$522	15%	(\$135)	-4%
	FOOTBALL	MS ASST 6	1	\$4,030	\$4,030	-19%	\$4,030	(\$329)	-18%	(\$1,115)	-33%	\$1,206	24%	\$807	16%	\$420	12%	(\$154)	-5%
	FOOTBALL	MS ASST 7						(\$329)	-18%	(\$1,115)	-38%	\$206	5%	(\$193)	-5%	(\$81)	-3%	(\$654)	-23%
	SOCCER	HEAD BOYS	4	\$3,490	\$4,680	-10%	\$6,595	\$431	14%	(\$615)	-14%	\$1,830	33%	\$192	3%	\$1,131	27%	(\$212)	-5%
	SOCCER	ASST 1- JV	4	\$2,166	\$2,983	-36%	\$4,763	\$483	35%	(\$1,170)	-53%	\$981	33%	(\$875)	-29%	\$732	33%	(\$1,022)	-46%
	SOCCER	ASST 2	2	\$2,316	\$3,357	-53%	\$4,397	(\$621)	-44%	(\$1,395)	-63%	\$63	2%	(\$1,111)	-37%	(\$419)	-19%	(\$678)	-31%
	SOCCER	HEAD GIRLS	2	\$4,665	\$5,630	-32%	\$6,595	(\$362)	-12%	(\$1,011)	-24%	\$1,218	22%	(\$51)	-1%	\$428	10%	(\$531)	-12%
	SOCCER	ASST 1- JV	2	\$2,561	\$3,662	-66%	\$4,763	(\$1,431)	-102%	(\$1,721)	-78%	(\$609)	-20%	(\$1,384)	-46%	(\$1,020)	-46%	(\$1,553)	-71%
	SOCCER	ASST 2	2	\$2,316	\$3,357	-53%	\$4,397	(\$900)	-64%	(\$1,588)	-72%	\$63	2%	(\$1,216)	-41%	(\$419)	-19%	(\$1,402)	-64%
	SOCCER	ASST 3						(\$649)	-54%	(\$1,129)	-71%	(\$686)	-34%	(\$1,577)	-79%	(\$668)	-42%	(\$1,353)	-85%
	TENNIS	HEAD BOYS	4	\$2,166	\$2,879	-44%	\$3,490	(\$470)	-47%	(\$1,365)	-68%	\$431	14%	(\$545)	-18%	(\$20)	-1%	(\$955)	-48%
	TENNIS	ASST JV	2	\$1,805	\$2,002	-33%	\$2,198	\$83	8%	(\$942)	-63%	\$717	36%	(\$864)	-43%	\$400	27%	(\$903)	-60%
	TENNIS	HEAD GIRLS	2	\$2,561	\$2,930	-46%	\$3,298	(\$1,129)	-113%	(\$1,806)	-90%	(\$601)	-20%	(\$928)	-31%	(\$981)	-49%	(\$1,367)	-68%
	TENNIS	ASST JV	1	\$2,198	\$2,198	-47%	\$2,198	(\$640)	-64%	(\$1,198)	-80%	(\$476)	-24%	(\$1,260)	-63%	(\$558)	-37%	(\$1,229)	-82%
	TRACK	HS COACH	4	\$3,490	\$5,084	-92%	\$8,244	(\$721)	-48%	(\$2,061)	-78%	\$130	3%	(\$1,076)	-28%	(\$306)	-12%	(\$1,569)	-59%
	TRACK	HS COACH	2	\$2,443	\$2,996	-13%	\$3,549	(\$1,224)	-82%	(\$2,324)	-88%	\$6	0%	(\$1,014)	-27%	(\$609)	-23%	(\$1,669)	-73%
	TRACK	ASST HS/MS 1	4	\$2,166	\$2,647	-26%	\$3,664	\$283	24%	(\$1,108)	-53%	\$981	33%	(\$583)	-19%	(\$586)	-28%	(\$846)	-40%
	TRACK	ASST HS/MS 2	1	\$2,316	\$2,316	-34%	\$2,316	(\$294)	-25%	(\$1,245)	-72%	\$121	5%	(\$1,050)	-47%	(\$404)	-23%	(\$1,147)	-67%
	TRACK	ASST MS -3	2	\$2,316	\$2,441	-41%	\$2,565	(\$929)	-77%	(\$1,350)	-78%	(\$687)	-31%	(\$1,386)	-62%	(\$894)	-52%	(\$1,368)	-79%
	BASEBALL	HEAD	4	\$3,490	\$4,222	1%	\$4,763	\$955	32%	(\$597)	-14%	\$1,830	33%	\$335	6%	\$1,131	27%	(\$131)	-3%
	BASEBALL	JV	4	\$2,166	\$3,143	-43%	\$4,665	\$483	35%	(\$1,065)	-48%	\$981	33%	(\$723)	-24%	\$732	33%	(\$894)	-41%
	BASEBALL	ASST 1	1	\$3,298	\$3,298	-106%	\$3,298	(\$191)	-16%	(\$1,469)	-92%	(\$782)	-39%	(\$1,929)	-96%	(\$487)	-30%	(\$1,699)	-106%
	BASEBALL	ASST 2	1	\$2,316	\$2,316	-45%	\$2,316	(\$649)	-54%	(\$1,148)	-72%	(\$129)	-6%	(\$1,008)	-50%	(\$529)	-33%	(\$1,078)	-67%
	SOFTBALL	HEAD	4	\$3,490	\$4,222	1%	\$4,763	\$955	32%	(\$532)	-13%	\$1,830	33%	\$400	7%	\$1,131	27%	(\$66)	-2%
	SOFTBALL	ASST 1 JV	4	\$2,166	\$2,617	-19%	\$3,298	\$483	35%	(\$1,065)	-48%	\$981	33%	(\$723)	-24%	\$732	33%	(\$894)	-41%
	SOFTBALL	ASST 2	2	\$2,316	\$2,807	-75%	\$3,298	(\$191)	-16%	(\$1,575)	-98%	(\$782)	-39%	(\$2,064)	-103%	(\$487)	-30%	(\$1,819)	-114%
	VOLLEYBALL	HEAD	4	\$3,249	\$4,134	3%	\$5,130	\$546	18%	(\$512)	-12%	\$1,830	33%	\$383	7%	\$1,131	27%	(\$64)	-2%
	VOLLEYBALL	ASST 1 JV	4	\$2,166	\$2,647	0%	\$3,664	\$883	49%	(\$923)	-35%	\$1,481	42%	(\$513)	-15%	\$1,182	45%	(\$718)	-27%
	VOLLEYBALL	MS ASST 1	4	\$1,805	\$2,527	-58%	\$3,298	\$283	24%	(\$1,049)	-66%	\$717	36%	(\$1,287)	-64%	\$500	31%	(\$1,168)	-73%
	VOLLEYBALL	MS ASST 2	2	\$2,565	\$2,907	-82%	\$3,249	(\$929)	-77%	(\$1,382)	-86%	(\$937)	-47%	(\$1,868)	-93%	(\$1,019)	-64%	(\$1,625)	-102%
	VOLLEYBALL	MS ASST 1 2ND TEAM	1	\$2,316	\$2,316	-36%	\$2,316	(\$69)	-4%	(\$418)	-25%	(\$565)	-33%	(\$1,495)	-88%	(\$317)	-19%	(\$956)	-56%
	VOLLEYBALL	MS ASST 2 2ND TEAM						(\$1,140)	-228%	(\$1,535)	-307%	(\$1,629)	-326%	(\$2,170)	-434%	(\$1,558)	-312%	(\$1,852)	-370%
	BASKETBAL	HEAD BOYS	4	\$5,604	\$6,877	-6%	\$8,427	\$660	17%	(\$1,235)	-19%	\$3,678	41%	\$1,662	18%	\$1,932	30%	\$213	3%
	BASKETBAL	ASST 1	4	\$3,249	\$3,855	-28%	\$5,130	(\$569)	-28%	(\$1,656)	-55%	\$330	8%	(\$943)	-24%	(\$973)	-32%	(\$1,594)	-53%
	BASKETBA	ASST2	2	\$2,561	\$4,029	-44%	\$5,496	(\$1,038)	-58%	(\$2,127)	-76%	(\$1,154)	-30%	(\$1,461)	-38%	(\$1,173)	-42%	(\$1,794)	-64%
	BASKETBA	ASST 3	2	\$2,443	\$2,485	6%	\$2,527	\$558	38%	(\$1,340)	-51%	\$1,781	47%	(\$133)	-3%	(\$343)	-21%	(\$765)	-29%
	BASKETBA	ASST 1 MS	2	\$2,316	\$3,357	-27%	\$4,397	(\$1,249)	-85%	(\$1,406)	-53%	\$191	5%	\$24	1%	(\$583)	-22%	(\$691)	-26%
BASKETBA	ASST 2 MS	1	\$2,316	\$2,316	12%	\$2,316	(\$1,249)	-85%	(\$1,406)	-53%	\$191	5%	\$24	1%	(\$583)	-22%	(\$691)	-26%	
BASKETBA	HEAD GIRLS	3	\$5,604	\$7,004	-8%	\$8,427	\$912	23%	(\$720)	-11%	\$5,075	56%	\$2,055	23%	\$1,403	22%	(\$132)	-2%	
BASKETBA	ASST 1	2	\$3,490	\$3,520	-17%	\$3,549	(\$454)	-23%	(\$2,032)	-68%	(\$827)	-21%	(\$1,574)	-39%	(\$641)	-21%	(\$1,403)	-47%	
BASKETBA	ASST 2	2	\$2,561	\$4,212	-50%	\$5,862	(\$654)	-36%	(\$1,833)	-65%	(\$1,027)	-27%	(\$1,374)	-36%	(\$841)	-30%	(\$1,603)	-57%	
BASKETBA	ASST 3	1	\$5,130	\$5,130	-95%	\$5,130	(\$1,356)	-92%	(\$1,992)	-76%	\$191	5%	(\$930)	-24%	(\$583)	-22%	(\$1,014)	-38%	
CROSS	HEAD	4	\$2,372	\$3,654	-26%	\$6,046	\$710	39%	(\$769)	-27%	\$1,891	47%	\$212	5%	\$1,301	45%	(\$278)	-10%	
CROSS	HEAD ASST	2	\$2,145	\$2,294	-91%	\$2,443	\$283	24%	(\$1,151)	-96%	(\$83)	-7%	(\$2,121)	-177%	\$100	8%	(\$1,636)	-136%	
GOLF	HEAD BOYS	4	\$2,166	\$2,788	-55%	\$3,490	(\$370)	-34%	(\$1,415)	-79%	(\$69)	-3%	(\$1,283)	-51%	(\$220)	-12%	(\$1,349)	-75%	
GOLF	ASST 1	3	\$1,397	\$1,858	-33%	\$2,443	\$156	16%	(\$425)	-30%	\$517	29%	(\$226)	-13%	\$300	21%	(\$250)	18%	
GOLF	ASST 2	4	\$1,397	\$1,932	-29%	\$2,443	\$83	8%	(\$920)	-61%	\$717	36%	(\$864)	-43%	\$400	27%	(\$892)	-59%	
CHEERLEA	HEAD	4	\$2,372	\$4,042	-102%	\$4,886	(\$391)	-39%	(\$1,200)	-60%	\$735	25%	(\$504)	-17%	(\$17)	-1%	(\$852)	-43%	
CHEERLEA	ASST 1	3	\$2,198	\$2,338	-17%	\$2,443	\$156	16%	(\$768)	-38%	\$1,717	57%	\$298	10%	\$900	45%	(\$235)	-12%	
SWIMMING	HEAD - BOYS	4	\$349	\$3,234	-99%	\$4,763	(\$340)	-45%	(\$2,509)	-154%	\$391	16%	(\$2,129)	-85%	\$26	2%	(\$2,319)	-143%	
SWIMMING	ASST 1	2	\$2,443	\$2,871	-77%	\$3,298	(\$890)	-119%	(\$1,872)	-115%	\$24	1%	(\$1,112)	-44%	(\$433)	-27%	(\$1,492)	-92%	
SWIMMING	ASST 2	2	\$2,443	\$2,504	-258%	\$2,565	(\$1,635)	-234%	(\$1,804)	-258%	(\$2,705)	-386%	(\$2,707)	-387%	(\$2,170)	-310%	(\$2,256)	-322%	

Madeira Planning Commission
Supplemental Study
February, 2014
Non-Athletic Supplemental Comparison

Type	Subtype	Title	Madeira Range			Comparison A: Schools with Ranges									
			Low	High	Average	# of Comp	Low			High			Average		
							Low/Low	Low/Avg	Low/High	High/Low	High/Avg	High/High	Avg/Low	Avg/Avg	Avg/High
NON - ATHLETICS	THEATER	DRAMA DIRECTOR	\$7,575	\$7,575	\$7,575	6	\$710	\$2,233	\$3,407	\$1,278	\$3,389	\$5,977	\$994	\$2,811	\$4,527
	THEATER	DRAMA MUSIC DiredTOR	\$1,200	\$1,200	\$1,200	5	\$1,419	\$2,318	\$3,362	\$2,554	\$3,464	\$4,282	\$1,987	\$2,891	\$3,822
	THEATER	VOCAL DIRECTOR SPRING	\$1,258	\$1,258	\$1,258	3	\$1,090	\$1,155	\$1,239	\$1,592	\$1,928	\$2,109	\$1,416	\$1,541	\$1,609
	THEATER	ASST 1 PRODUCER	\$1,200	\$1,200	\$1,200	6	\$950	\$1,517	\$2,831	\$2,082	\$2,493	\$3,609	\$1,522	\$2,005	\$3,220
	THEATER	ASSIT 2 PRODUCER	\$1,200	\$1,200	\$1,200	3	\$708	\$754	\$844	\$920	\$1,201	\$1,406	\$814	\$978	\$1,125
	MUSIC	BAND DIRECTOR	\$7,753	\$7,753	\$7,753	6	\$3,340	\$4,047	\$5,679	\$4,605	\$5,903	\$7,099	\$4,186	\$4,975	\$6,389
	MUSIC	ASST. BAND DIRECTOR 1	\$1,992	\$1,992	\$1,992	6	\$950	\$1,990	\$3,786	\$1,915	\$3,030	\$4,922	\$1,490	\$2,510	\$4,354
	MUSIC	FLAG CHOREOGRAPHER	\$1,250	\$1,250	\$1,250	4	\$844	\$2,991	\$6,058	\$1,406	\$4,232	\$8,330	\$2,094	\$2,408	\$7,194
	MUSIC	COLOR GUARD INSTRUCTOR	\$1,228	\$1,228	\$1,228	5	\$844	\$2,319	\$6,065	\$1,406	\$3,402	\$8,235	\$1,125	\$2,860	\$7,150
	MUSIC	CHOIR DIRECTOR ELEM.	\$578	\$578	\$578	4	\$1,081	\$1,542	\$2,128	\$1,982	\$2,776	\$3,830	\$1,532	\$2,159	\$2,979
	MISC	YEARBOOK CHAIR MHS	\$3,673	\$3,673	\$3,673	6	\$950	\$2,294	\$3,892	\$1,331	\$3,084	\$4,954	\$1,141	\$2,689	\$4,423
	MISC	YEARBOOK MMS	\$303	\$303	\$303	4	\$381	\$1,236	\$2,272	\$760	\$1,932	\$3,313	\$571	\$1,584	\$2,793
	MISC	NEWSPAPER	\$852	\$1,819	\$1,336	5	\$1,172	\$2,120	\$2,838	\$1,953	\$3,353	\$5,108	\$0	\$2,280	\$3,973
	MISC	NATIONAL HONOR SOCIETY	\$435	\$435	\$435	5	\$381	\$1,114	\$1,769	\$760	\$1,780	\$2,556	\$571	\$1,447	\$2,035
	MISC	NATIONAL HONOR SOCIETY	\$435	\$435	\$435										
	CLASS SPONSOR	12TH GRADE	\$1,010	\$1,010	\$1,010	6	\$950	\$1,502	\$2,272	\$1,331	\$2,440	\$3,313	\$532	\$1,768	\$2,793
	CLASS SPONSOR	11TH GRADE	\$859	\$859	\$859	6	\$950	\$1,396	\$2,162	\$1,331	\$2,273	\$3,153	\$532	\$1,645	\$2,658
	CLASS SPONSOR	10TH GRADE	\$515	\$515	\$515	5	\$570	\$909	\$1,465	\$920	\$1,571	\$2,303	\$355	\$1,083	\$1,884
	CLASS SPONSOR	9TH GRADE	\$495	\$495	\$495	5	\$570	\$909	\$1,465	\$920	\$1,571	\$2,303	\$355	\$1,083	\$1,884
	CURR COORD	K-4 LANGUAGE ARTS	\$2,100	\$2,100	\$2,100	5	\$710	\$1,811	\$3,362	\$1,278	\$2,276	\$4,282	\$994	\$2,044	\$3,822
	CURR COORD	5-8 LANGUAGE ARTS	\$2,100	\$2,100	\$2,100	5	\$710	\$1,595	\$3,362	\$750	\$2,060	\$4,282	\$750	\$1,828	\$3,822
	CURR COORD	9-12 SCIENCE	\$2,100	\$2,100	\$2,100	5	\$710	\$1,475	\$2,011	\$1,278	\$1,756	\$2,303	\$994	\$1,615	\$2,011
	CURR COORD	8-12 FOREIGN LANGUAGE	\$2,100	\$2,100	\$2,100	5	\$710	\$1,443	\$1,852	\$1,278	\$1,724	\$2,303	\$994	\$1,584	\$1,884
	CURR COORD	9-12 MATH	\$2,100	\$2,100	\$2,100	5	\$710	\$1,609	\$2,683	\$1,278	\$1,890	\$2,683	\$994	\$1,750	\$2,683
	CURR COORD	K-4 SOCIAL STUDIES	\$2,100	\$2,100	\$2,100	5	\$710	\$1,811	\$3,362	\$1,278	\$2,276	\$4,282	\$994	\$2,044	\$3,822
	CURR COORD	9-12 SOCIAL STUDIES	\$2,100	\$2,100	\$2,100	5	\$710	\$1,475	\$2,011	\$1,278	\$1,756	\$2,303	\$994	\$1,615	\$2,011
	CURR COORD	PK-4 MATH	\$2,100	\$2,100	\$2,100	5	\$710	\$1,811	\$3,362	\$1,278	\$2,276	\$4,282	\$994	\$2,044	\$3,822
	CURR COORD	9-12 LANGUAGE ARTS	\$2,100	\$2,100	\$2,100	5	\$710	\$1,609	\$2,683	\$1,278	\$1,890	\$2,683	\$994	\$1,750	\$2,683
	CURR COORD	5-8 SCIENCE	\$2,100	\$2,100	\$2,100	5	\$710	\$1,595	\$3,362	\$750	\$2,060	\$4,282	\$750	\$1,828	\$3,822
	CURR COORD	5-8 SOCIAL STUDIES	\$2,100	\$2,100	\$2,100	5	\$710	\$1,595	\$3,362	\$750	\$2,060	\$4,282	\$750	\$1,828	\$3,822
	CURR COORD	5-8 MATH	\$2,100	\$2,100	\$2,100	5	\$710	\$1,595	\$3,362	\$750	\$2,060	\$4,282	\$750	\$1,828	\$3,822
	CURR COORD	K-4 SCIENCE	\$2,100	\$2,100	\$2,100	5	\$710	\$1,811	\$3,362	\$1,278	\$2,276	\$4,282	\$994	\$2,044	\$3,822
	CURR COORD	CHAIR	\$500	\$500	\$500										
	LPDC	AT LARGE	\$500	\$500	\$500	3	\$820	\$1,612	\$2,300	\$1,230	\$1,961	\$2,937	\$1,025	\$1,787	\$2,619
	LPDC	MES	\$530	\$530	\$530	3	\$410	\$1,475	\$2,300	\$615	\$1,756	\$2,937	\$513	\$1,616	\$2,619
	LPDC	MMS	\$530	\$530	\$530	3	\$410	\$1,475	\$2,300	\$615	\$1,756	\$2,937	\$513	\$1,616	\$2,619
	LPDC	MHS	\$530	\$530	\$530	3	\$410	\$1,475	\$2,300	\$615	\$1,756	\$2,937	\$513	\$1,616	\$2,619
	LPDC	MES	\$530	\$530	\$530	3	\$410	\$1,475	\$2,300	\$615	\$1,756	\$2,937	\$513	\$1,616	\$2,619
	STUDENT GOVT	MHS	\$732	\$732	\$732	6	\$844	\$1,742	\$3,407	\$1,331	\$2,476	\$4,543	\$1,125	\$2,109	\$3,975
	MENTOR	MENTOR COOR.	\$1,100	\$1,100	\$1,100	2	\$1,500	\$1,570	\$1,640	\$2,050	\$2,050	\$2,050	\$750	\$1,298	\$1,845
	MENTOR	MENTOR	\$500	\$500	\$500	2	\$718	\$734	\$750	\$1,127	\$1,127	\$1,127	\$375	\$649	\$923
	MENTOR	MENTOR	\$500	\$500	\$500	2	\$718	\$734	\$750	\$1,127	\$1,127	\$1,127	\$375	\$649	\$923
	MENTOR	MENTOR	\$500	\$500	\$500	2	\$718	\$734	\$750	\$1,127	\$1,127	\$1,127	\$375	\$649	\$923
	MENTOR	MENTOR	\$500	\$500	\$500	2	\$718	\$734	\$750	\$1,127	\$1,127	\$1,127	\$375	\$649	\$923
	MENTOR	MENTOR	\$500	\$500	\$500	2	\$718	\$734	\$750	\$1,127	\$1,127	\$1,127	\$375	\$649	\$923
CLUBS	U4U				1	\$708	\$708	\$708	\$920	\$920	\$920	\$708	\$814	\$920	
COMMUNITY SERVICE	COMMUNITY SERVICE				2	\$2,272	\$4,636	\$7,000	\$3,313	\$5,157	\$7,000	\$2,793	\$4,896	\$7,000	
CLUBS	FRENCH CLUB				2	\$708	\$922	\$1,136	\$920	\$1,501	\$2,082	\$814	\$1,212	\$1,609	
CLUBS	SPANISH CLUB				3	\$381	\$742	\$1,136	\$760	\$1,254	\$2,082	\$571	\$998	\$1,609	
CLUBS	LATIN CLUB				2	\$570	\$639	\$708	\$920	\$935	\$950	\$760	\$1,205	\$2,528	
CLUBS	CHESS CLUB/TEAM	\$627	\$627	\$627	1	\$570	\$570	\$570	\$950	\$950	\$950	\$760	\$760	\$760	
CLUBS	POWER OF PEN				4	\$381	\$917	\$1,514	\$760	\$1,538	\$2,556	\$571	\$1,227	\$2,035	
CLUBS	ART CLUB	\$303	\$303	\$303	3	\$381	\$742	\$1,136	\$760	\$1,254	\$2,082	\$571	\$998	\$1,609	
CLUBS	KEY CLUB	\$418	\$418	\$418	3	\$381	\$742	\$1,136	\$760	\$1,254	\$2,082	\$571	\$998	\$1,609	

Madeira Planning Commission
Supplemental Study
February, 2014
Non-Athletic Supplemental Comparison

Type	Subtype	Title	Comparison B: Schools w/o Ranges					Comparisons											
			# of Comp	Low	Avg	Madeira vs..Ave w/o	High	Madeira Low vs...				Madeira High vs...				Madeira Average vs...			
								Lowest Low		vs Average Low		Lowest High		Average High		Lowest Average		Average Average	
NON - ATHLETICS	THEATER	DRAMA DIRECTOR	4	\$778	\$3,722	51%	\$5,770	\$6,865	91%	\$5,342	71%	\$6,297	83%	\$4,186	55%	\$6,581	87%	\$4,764	63%
	THEATER	DRAMA MUSIC DRECTOR	2	\$778	\$2,193	-83%	\$3,607	(\$219)	-18%	(\$1,118)	-93%	(\$1,354)	-113%	(\$2,264)	-189%	(\$787)	-66%	(\$1,691)	-141%
	THEATER	VOCAL DIRECTOR SPRING	1	\$778	\$778	38%	\$778	\$168	13%	\$103	8%	(\$334)	-27%	(\$670)	-53%	(\$158)	-13%	(\$283)	-23%
	THEATER	ASST 1 PRODUCER	1	\$2,561	\$2,561	-113%	\$2,561	\$250	21%	(\$317)	-26%	(\$882)	-74%	(\$1,293)	-108%	(\$322)	-27%	(\$805)	-67%
	THEATER	ASSIT 2 PRODUCER						\$492	41%	\$446	37%	\$280	23%	(\$1)	0%	\$386	32%	\$222	19%
	MUSIC	BAND DIRECTOR	4	\$1,556	\$5,352	31%	\$7,241	\$4,413	57%	\$3,706	48%	\$3,148	41%	\$1,850	24%	\$3,567	46%	\$2,778	36%
	MUSIC	ASST. BAND DIRECTOR 1	4	\$1,556	\$2,438	-22%	\$3,421	\$1,042	52%	\$2	0%	\$77	4%	(\$1,038)	-52%	\$503	25%	(\$518)	-26%
	MUSIC	FLAG CHOREOGRAPHER	3	\$1,628	\$2,044	-64%	\$2,561	\$406	32%	(\$1,741)	-139%	(\$156)	-12%	(\$2,982)	-239%	(\$844)	-67%	(\$1,158)	-93%
	MUSIC	COLOR GUARD INSTRUCTOR	2	\$1,509	\$2,383	-94%	\$3,256	\$384	31%	(\$1,091)	-89%	(\$178)	-14%	(\$2,174)	-177%	\$103	8%	(\$1,632)	-133%
	MUSIC	CHOIR DIRECTOR ELEM.	2	\$1,056	\$1,610	-179%	\$2,164	(\$503)	-87%	(\$964)	-167%	(\$1,404)	-243%	(\$2,198)	-380%	(\$954)	-165%	(\$1,581)	-274%
	MISC	YEARBOOK CHAIR MHS	3	\$778	\$2,241	39%	\$3,549	\$2,723	74%	\$1,379	38%	\$2,342	64%	\$589	16%	\$2,533	69%	\$984	27%
	MISC	YEARBOOK MMS	2	\$1,056	\$1,610	-431%	\$2,164	(\$78)	-26%	(\$933)	-308%	(\$457)	-151%	(\$1,629)	-538%	(\$268)	-88%	(\$1,281)	-423%
	MISC	NEWSPAPER	2	\$1,302	\$1,837	-38%	\$2,372	(\$320)	-38%	(\$1,268)	-95%	(\$134)	-7%	(\$1,534)	-84%	\$1,336	100%	(\$945)	-71%
	MISC	NATIONAL HONOR SOCIETY	3	\$1,056	\$1,403	-222%	\$1,710	\$54	12%	(\$679)	-156%	(\$325)	-75%	(\$1,345)	-309%	(\$136)	-31%	(\$1,012)	-233%
	MISC	NATIONAL HONOR SOCIETY						MADEIRA (2) POSITIONS FOR NATIONAL HONOR SOCIETY, ALL OTHER SCHOOLS HAVE 1 POSITION											
	CLASS SPONSOR	12TH GRADE	4	\$1,710	\$2,394	-137%	\$3,607	\$60	6%	(\$492)	-49%	(\$321)	-32%	(\$1,430)	-142%	\$478	47%	(\$758)	-75%
	CLASS SPONSOR	11TH GRADE	4	\$1,710	\$2,394	-179%	\$3,607	(\$91)	-11%	(\$537)	-62%	(\$472)	-55%	(\$1,414)	-165%	\$327	38%	(\$786)	-92%
	CLASS SPONSOR	10TH GRADE	4	\$1,056	\$1,719	-234%	\$2,164	(\$55)	-11%	(\$394)	-76%	(\$405)	-79%	(\$1,056)	-205%	\$160	31%	(\$568)	-110%
	CLASS SPONSOR	9TH GRADE	4	\$1,056	\$1,719	-247%	\$2,164	(\$75)	-15%	(\$414)	-84%	(\$425)	-86%	(\$1,076)	-217%	\$140	28%	(\$588)	-119%
	CURR COORD	K-4 LANGUAGE ARTS	2	\$1,667	\$1,704	19%	\$1,741	\$1,390	66%	\$289	14%	\$822	39%	(\$176)	-8%	\$1,106	53%	\$56	3%
	CURR COORD	5-8 LANGUAGE ARTS	2	\$1,667	\$1,704	19%	\$1,741	\$1,390	66%	\$505	24%	\$1,350	64%	\$40	2%	\$1,350	64%	\$272	13%
	CURR COORD	9-12 SCIENCE	3	\$1,667	\$2,276	-8%	\$3,421	\$1,390	66%	\$625	30%	\$822	39%	\$344	16%	\$1,106	53%	\$485	23%
	CURR COORD	8-12 FOREIGN LANGUAGE	2	\$1,667	\$1,704	19%	\$1,741	\$1,390	66%	\$657	31%	\$822	39%	\$376	18%	\$1,106	53%	\$516	25%
	CURR COORD	9-12 MATH	3	\$1,667	\$2,276	-8%	\$3,421	\$1,390	66%	\$491	23%	\$822	39%	\$210	10%	\$1,106	53%	\$350	17%
	CURR COORD	K-4 SOCIAL STUDIES	2	\$1,667	\$1,704	19%	\$1,741	\$1,390	66%	\$289	14%	\$822	39%	(\$176)	-8%	\$1,106	53%	\$56	3%
	CURR COORD	9-12 SOCIAL STUDIES	3	\$1,667	\$2,276	-8%	\$3,421	\$1,390	66%	\$625	30%	\$822	39%	\$344	16%	\$1,106	53%	\$485	23%
	CURR COORD	PK-4 MATH	2	\$1,667	\$1,704	19%	\$1,741	\$1,390	66%	\$289	14%	\$822	39%	(\$176)	-8%	\$1,106	53%	\$56	3%
	CURR COORD	9-12 LANGUAGE ARTS	3	\$1,667	\$2,276	-8%	\$3,421	\$1,390	66%	\$491	23%	\$822	39%	\$210	10%	\$1,106	53%	\$350	17%
	CURR COORD	5-8 SCIENCE	2	\$1,667	\$1,704	19%	\$1,741	\$1,390	66%	\$505	24%	\$1,350	64%	\$40	2%	\$1,350	64%	\$272	13%
	CURR COORD	5-8 SOCIAL STUDIES	2	\$1,667	\$1,704	19%	\$1,741	\$1,390	66%	\$505	24%	\$1,350	64%	\$40	2%	\$1,350	64%	\$272	13%
	CURR COORD	5-8 MATH	2	\$1,667	\$1,704	19%	\$1,741	\$1,390	66%	\$505	24%	\$1,350	64%	\$40	2%	\$1,350	64%	\$272	13%
	CURR COORD	K-4 SCIENCE	2	\$1,667	\$1,704	19%	\$1,741	\$1,390	66%	\$289	14%	\$822	39%	(\$176)	-8%	\$1,106	53%	\$56	3%
	CURR COORD	CHAIR	1	\$908	\$908	-82%	\$908												
	LPDC	AT LARGE	1	\$1,509	\$1,509	-202%	\$1,509	(\$320)	-64%	(\$1,112)	-222%	(\$730)	-146%	(\$1,461)	-292%	(\$525)	-105%	(\$1,287)	-257%
	LPDC	MES	1	\$1,509	\$1,509	-185%	\$1,509	\$120	23%	(\$945)	-178%	(\$85)	-16%	(\$1,226)	-231%	\$18	3%	(\$1,086)	-205%
	LPDC	MMS	1	\$1,509	\$1,509	-185%	\$1,509	\$120	23%	(\$945)	-178%	(\$85)	-16%	(\$1,226)	-231%	\$18	3%	(\$1,086)	-205%
	LPDC	MHS	1	\$1,509	\$1,509	-185%	\$1,509	\$120	23%	(\$945)	-178%	(\$85)	-16%	(\$1,226)	-231%	\$18	3%	(\$1,086)	-205%
	LPDC	MES	1	\$1,509	\$1,509	-185%	\$1,509	\$120	23%	(\$945)	-178%	(\$85)	-16%	(\$1,226)	-231%	\$18	3%	(\$1,086)	-205%
	STUDENT GOVT	MHS	4	\$1,056	\$2,079	-184%	\$3,607	(\$112)	-15%	(\$1,010)	-138%	(\$599)	-82%	(\$1,744)	-238%	(\$393)	-54%	(\$1,377)	-188%
	MENTOR	MENTOR COOR.	2	\$981	\$1,324	-20%	\$1,667	(\$400)	-36%	(\$470)	-43%	(\$950)	-86%	(\$950)	-86%	\$350	32%	(\$198)	-18%
MENTOR	MENTOR	2	\$981	\$1,324	-165%	\$1,667	(\$218)	-44%	(\$234)	-47%	(\$627)	-125%	(\$627)	-125%	\$125	25%	(\$149)	-30%	
MENTOR	MENTOR	2	\$981	\$1,324	-165%	\$1,667	(\$218)	-44%	(\$234)	-47%	(\$627)	-125%	(\$627)	-125%	\$125	25%	(\$149)	-30%	
MENTOR	MENTOR	2	\$981	\$1,324	-165%	\$1,667	(\$218)	-44%	(\$234)	-47%	(\$627)	-125%	(\$627)	-125%	\$125	25%	(\$149)	-30%	
MENTOR	MENTOR	2	\$981	\$1,324	-165%	\$1,667	(\$218)	-44%	(\$234)	-47%	(\$627)	-125%	(\$627)	-125%	\$125	25%	(\$149)	-30%	
MENTOR	MENTOR	2	\$981	\$1,324	-165%	\$1,667	(\$218)	-44%	(\$234)	-47%	(\$627)	-125%	(\$627)	-125%	\$125	25%	(\$149)	-30%	
CLUBS	UAU						MADEIRA UNPAID POSITION												
COMMUNITY SERVICE	COMMUNITY SERVICE	1	\$2,561	\$2,561		\$2,561													
CLUBS	FRENCH CLUB						MADEIRA UNPAID POSITION												
CLUBS	SPANISH CLUB	1	\$1,142	\$1,142		\$1,142													
CLUBS	LATIN CLUB	1	\$1,556	\$1,556		\$1,556													
CLUBS	CHESS CLUB/TEAM	2	\$1,142	\$1,326	-111%	\$1,509	\$57	9%	\$57	9%	(\$323)	-52%	(\$323)	-52%	(\$133)	-21%	(\$133)	-21%	
CLUBS	POWER OF PEN	2	\$1,142	\$1,349		\$1,556													
CLUBS	ART CLUB	3	\$684	\$936	-209%	\$1,142	(\$78)	-26%	(\$439)	-145%	(\$457)	-151%	(\$951)	-314%	(\$268)	-88%	(\$695)	-229%	
CLUBS	KEY CLUB	3	\$684	\$936	-124%	\$1,142	\$37	9%	(\$324)	-77%	(\$342)	-82%	(\$836)	-200%	(\$153)	-36%	(\$580)	-139%	