

Madeira City Schools Planning Commission

Salary and Benefits Study for 2012-2013

January 2013

Committee Members

Ryan Lex, Chairman
David Eberly
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Susan Crabill, Resource

Part 1

Salary Study

Salary Schedule Study for 2012-2013

I. Objective

- a. The committee's annual assignment is to review the salaries of our teaching/non-teaching staff and compare them to other public schools in the surrounding area. We recommend changes or additions to these schedules that, if approved by the Board, become effective for the following school year.

II. Methodology

- a. Madeira's certified salary schedule was compared against the schedules of 29 other school districts for the 2012-2013 school year.
- b. Additional information on the comparison of districts' contracts and compensation policies was collected and summarized.

III. Findings

a. Certified Teaching Staff Salary Analysis

Pages A1. – A7. of the Appendix detail the contract information, salary rankings, and averages for the salary schedules.

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

The average salary base increase was 0.12%, down from 0.26% last year. The range was from 0% (26 districts) to 1.0% (3 districts).

When comparing districts giving step increases to staff, 6 districts maintained step increases and 24 districts did away with step increases for the current school year. Five (5) districts provided a one time % increase instead of an increase to the base salary schedule.

Analysis of the salary rankings vs. the comparison districts indicates that Madeira remains in a strong, competitive position. We have maintained or improved our ranking versus the other districts at a majority of key comparison points for education level/years of service. Madeira's starting salary for a Bachelors Degree ranks 5th (last year – 5th), starting salary for a Masters Degree ranks 4th (last year – 5th), and Madeira's maximum salary ranks 5th (last year 5th), out of 30 total districts.

Details of Madeira's historical rankings for each comparison category are included on Appendix p. A7.

b. Budget Impact

CERTIFIED STAFF

one time 1% on base, no step movement, no change in base

Current Certified Salary	\$7,183,669
1% one time on base cost	\$71,837

<u>Step only increase for eligible staff, no change in base, no one time 1% cost</u>	\$126,650
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Step increase for eligible staff, one time 1% on base for non-step eligible staff

step cost	\$126,650
1% one time on base cost	\$ 15,903
total cost	\$142,553

c. Previous Year Recommendations and Board Action

The 2011-2012 Salary Study committee made the recommendation to maintain step movement as part of the overall compensation package for certified staff and provide an increase of 0.5 – 1.0% across the board. The Board of Education has the flexibility to determine if any across the board increase should be provided alternatively (one time payment, etc.) as differing methods are being pursued in other districts.

The 2011-2012 Salary Study committee also recommended that its study be posted on the district website, and that the Board of Education send an e-mail to the staff containing a link to the study and any relevant information/recommendations.

The Board decided to maintain the step increases for certified staff eligible for a step increase and give a one time 1.0% of base salary to those staff members who were not eligible for the step increase.

Past studies are posted on the Madeira City Schools website, which is accessible to all staff members. Staff members were also sent an e-mail with the information regarding each study.

IV. Recommendation

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

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

1. Maintain step movement for certified teachers that are eligible. Teachers not eligible for the step increase will receive a one time 1.0% on their base. The base salary schedule will remain unchanged for 2013-2014 school year.

APPENDICES

A1. COMPARISON DISTRICT CONTRACT SUMMARY CHART

A2. COMPARISON DISTRICT CONTRACT SUMMARY – TOP-RANKED AND BENCHMARK DISTRICTS

A3 – A6. SALARY COMPARISON

A7. HISTORICAL SALARY RANKINGS

A8. BUDGET IMPACT

A9. BENEFIT SUMMARY COMPARISON CHART

Comparison District Contract Summary Chart

	Prior 3 Years				Current Yr.		Future Years									Contract Information			
District	% Increase 2009-10	% Increase 2010-11	% 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	State Ranking 2011-2012	RTT District	Evaluation based Comp	Current Year	Duration	Start	End
Deer Park	3.00%	1.75%	0.00%	No	0.00%	No							Effective	Yes	No	2	3	7/1/2011	6/30/2014
Fairfield	2.00%	0.00%	0.00%	No	0.00%	No	0.00%	No					Excellent	Yes	No	2	3	6/30/2011	6/30/2014
Finneytown	2.50%	2.50%	0.00%	No	0.00%	No							Excellent	Yes	No	2	2	8/1/2011	7/31/2013
Forest Hills	0.00%	2.00%	0.00%	No	0.00%	No							Distinction	No	No	2	3	7/1/2011	6/30/2014
Hamilton City	1.50%	1.50%	0.00%	No	0.00%	No	0.00%	No					Cont. Improvement	Yes	No	2	3	7/1/2011	6/30/2014
3-Indian Hill	1.25%	1.75%	0.00%	No	0.00%	No							Excellent	No	No	2	2	12/1/2011	11/30/2013
1-Kings Local	2.50%	0.00%	0.00%	No	1.00%	No	1.75%	1-	1.75%	*Maybe			Excellent	No	No	2	4	8/1/2011	6/30/2015
Lakota Local	2.00%	0.00%	0.00%	No	0.00%	No	0.00%	No					Distinction			2	3	7/1/2011	6/30/2014
Lebanon City	2.89%	0.00%	0.00%	No	0.00%	No	0.00%	No					Distinction	No	No	2	3	9/1/2011	8/31/2014
Lockland	2.00%	1.00%	0.00%	No	0.00%	No	1% bonus or \$1500	No		1 step only			Cont. Improvement	Yes	No	2	3	6/30/2011	6/30/2014
2-Loveland	2.00%	1.50%	0.00%	No	0.00%	No	1.90%	Yes					Excellent	No	No	3	3	7/1/2010	6/30/2013
4-Madeira	2.00%	1.50%	0.00%	Yes	0.00%	Yes							Excellent	No	No	Not Applicable			
6-Mariemont	2.00%	1.65%	0.00%	Yes	0.00%	Yes							Excellent	No	No	Not Applicable			
Mason City	0.00%	2.50%	2.50%	Yes	0.00%	No	0.00%	No	open				Excellent	No	No	1	3	7/1/2012	6/30/2015
Milford Exempted	2.00%	2.00%	1.00%	Yes	1.00%	Yes	0.00%	No	open				Excellent	Yes	No	3	4	7/1/2010	6/30/2014
Mt. Healthy	0.00%	0.00%	0.00%	No	0.00%	No	0.00%	Yes	0%				Effective	Yes	No	2	2	7/1/2011	6/30/2013
New Richmond	2.25%	2.25%	0.00%	Yes	0.00%	Yes	0.00%	Yes					Excellent	No	No	2	3	7/1/2011	6/30/2014
North College Hill	1.75%	0.00%	0.00%	No	1.00%	No	1.00%	No					Cont. Improvement	Yes	No	2	3	7/1/2011	6/30/2014
Northwest	2.00%	0.00%	0.00%	No	0.00%	No	0.00%	No					Cont. Improvement	Yes	No	4	5	7/1/2009	6/30/2014
5-Norwood	0.00%	0.00%	0.00%	Yes	0.50%	Yes	0.00%	No					Excellent	Yes	Yes	1	3	7/1/2011	6/30/2014
Oak Hills	3.00%	2.00%	0.00%	Yes	0.00%	No	2.00%	No					Excellent	Yes	No	3	4	7/1/2010	6/30/2014
Princeton	2.00%	2.00%	0.00%	No	0.00%	No	0.00%	No		no makeup placement			Effective	Yes	No	2	3	7/1/2011	6/30/2014
Reading	0.00%	1.75%	0.00%	No	0.00%	No	0.00%	Yes					Distinction	Yes	No	3	4	9/1/2010	8/31/2014
Ross Local	2.90%	0.00%	0.00%	No	0.00%	No							Distinction	Yes	No	2	2	9/1/2011	8/31/2013
Southwest	0.00%	2.00%	0.00%	Yes	0.00%	No							Distinction	No	No	3	3	6/1/2011	8/31/2013
St. Bernard - Elmwood	0.00%	2.00%	2.00%	Yes	0.00%	No							Cont. Improvement	Yes	No	1	1	8/1/2012	7/31/2013
Sycamore	2.25%	2.50%	0.00%	No	0.00%	Yes	0.00%	Yes					Distinction	No	No	1	2	8/1/2012	7/31/2014
Three Rivers	1.00%	1.00%	0.00%	No	0.00%	No	0.00%	No					Distinction	No	No	4	5	8/1/2009	7/31/2014
Winton Woods	2.00%	1.95%	0.00%	No	0.00%	No	0.00%	No					Watch	Yes	No	2	3	6/30/2011	7/31/2014
Wyoming	2.13%	2.250%	2.375%	Yes	0.00%	No	0.00%	Yes					Distinction	No	No	3	5	7/1/2009	6/30/2014
Average:	1.63%	1.31%	0.26%		0.12%		0.32%												

¹ Kings-Steps frozen in 2014 & 2015 unless State holds TPPT Reimb to save level as 2013

² Loveland - 1.5% stipend, Horizontal movement frozen in 2013

³ Indian Hill - 2012 received .75% on base with no step or schedule change; 2013 received 1% on base with no step or schedule change.

⁴ Madeira - 2013 personnel not receiving step or academic movement received a one time 1%>, no change in base

⁵ Norwood-merit pay \$500/employee for Excellent bldg rating, \$500/employee for Excellent district rating

Comparison District Contract Summary

Top Ranked Districts - Distinction and Excellent

	Past 2 Years		Current Year		Future Years						
District	% Increase 2009-10	% Increase 2010-11	% Increase 2011-12	Steps 11-12	% Increase 2012-13	Steps 12-13	% Increase 2013-14	Steps 13-14	% Increase 2014-15	Steps 14-15	State Ranking 2011-2012
Fairfield	2.00%	0.00%	0.00%	No	0.00%	No	0.00%	No			Excellent
Finneytown	2.50%	2.50%	0.00%	No	0.00%	No					Excellent
3-Indian Hill	1.25%	1.75%	0.00%	No	0.00%	No					Excellent
1-Kings Local	2.50%	0.00%	0.00%	No	1.00%	No	1.75%	*No	1.75%	*No	Excellent
2-Loveland	2.00%	1.50%	1.50%	Yes	0.00%	No					Excellent
4-Madeira	2.00%	1.50%	0.00%	Yes	0.00%	Yes					Excellent
6-Mariemont	2.00%	1.65%	0.00%	Yes	0.00%	Yes					Excellent
Mason City	0.00%	2.50%	2.50%	Yes	0.00%	No	0.00%	No	open		Excellent
Milford Exempted	2.00%	2.00%	1.00%	Yes	1.00%	Yes	0.00%	No			Excellent
New Richmond	2.25%	2.25%	0.00%	Yes	0.00%	Yes	0.00%	Yes			Excellent
5-Norwood	0.00%	0.00%	0.00%	Yes	0.50%	No	0.00%	No			Excellent
Oak Hills	3.00%	2.00%	0.00%	Yes	0.00%	Yes					Excellent
Forest Hills	0.00%	2.00%	0.00%	No	0.00%	No					Distinction
Lakota Local	2.00%	0.00%	0.00%	No	0.00%	No	0.00%	No			Distinction
Lebanon City	2.89%	0.00%	0.00%	No	0.00%	No	0.00%	No			Distinction
Reading	0.00%	1.75%	0.00%	No	0.00%	No	0.00%	No			Distinction
Ross Local	2.90%	0.00%	0.00%	No	0.00%	No					Distinction
Southwest	0.00%	2.00%	0.00%	Yes	0.00%	No					Distinction
Sycamore	2.25%	2.50%	0.00%	No							Distinction
Three Rivers	1.00%	1.00%	0.00%	No	0.00%	No	0.00%	No			Distinction
Wyoming	2.13%	2.250%	2.375%	Yes	0.00%	No	0.00%	Yes			Distinction
Average All:	1.65%	1.39%	0.35%		0.13%		0.16%				
Average Distinction:	1.46%	1.28%	0.26%		0.00%		0.00%				
Average Excellent:	1.79%	1.47%	0.42%		0.21%		0.29%				

Benchmark Districts

3-Indian Hill	1.25%	1.75%	0.00%	No	0.00%	No					Excellent
Sycamore	2.25%	2.50%	0.00%	No							Distinction
2-Loveland	2.00%	1.50%	1.50%	Yes	0.00%	No					Excellent
4-Madeira	2.00%	1.50%	0.00%	Yes	0.00%	Yes					Excellent
Mariemont	2.00%	1.65%	0.00%	Yes	0.00%	Yes					Excellent
Wyoming	2.13%	2.250%	2.375%	Yes	0.00%	No	0.00%	Yes			Distinction
Average:	1.94%	1.858%	0.646%		0.00%		0.00%				

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

2-Loveland - Horizontal steps frozen in 2013

SALARY COMPARISONS - BACHELORS DEGREE
Teachers Salary Schedule
2012-2013 School Year

Rank	Years' Experience ---> District	Starting \$\$\$\$	Rank	Years' Experience ---> District	5 Years \$\$\$\$	Rank	Years' Experience ---> District	10 Years \$\$\$\$	Rank	Years' Experience ---> District	Max \$\$\$\$
1	Indian Hill	\$40,784	1	Indian Hill	\$50,980	1	Indian Hill	\$61,176	1	Wyoming	\$79,720
2	Sycamore	\$39,979	2	Princeton	\$49,015	2	Princeton	\$60,873	2	Kings Local	\$74,033
3	Princeton	\$39,528	3	Oak Hills	\$48,632	3	Oak Hills	\$60,324	3	Southwest	\$72,349
4	Wyoming	\$38,888	4	Wyoming	\$48,610	4	Wyoming	\$58,332	4	Sycamore	\$71,946
5	Madeira	\$38,886	5	Finneytown	\$48,552	5	Kings Local	\$58,125	5	Oak Hills	\$71,634
6	Loveland	\$38,356	6	Sycamore	\$48,374	6	Loveland	\$57,917	6	Loveland	\$71,610
7	Mason City	\$38,331	7	Kings Local	\$48,182	7	Sycamore	\$57,507	7	Indian Hill	\$71,373
8	Kings Local	\$38,240	8	Loveland	\$48,137	8	Forest Hills	\$57,029	8	Three Rivers	\$71,222
9	Finneytown	\$38,230	9	Forest Hills	\$47,524	9	Deer Park	\$56,948	9	Mason City	\$71,104
10	Forest Hills	\$38,019	10	Mason City	\$47,435	10	Mariemont	\$56,602	10	Reading	\$69,491
11	Deer Park	\$37,714	11	Mariemont	\$46,852	11	Southwest	\$56,599	11	Princeton	\$69,372
12	Oak Hills	\$37,702	12	Southwest	\$46,758	12	Finneytown	\$56,580	12	Forest Hills	\$67,932
13	Lakota Local	\$37,492	13	Deer Park	\$46,388	13	Mason City	\$56,538	13	Winton Woods	\$66,832
14	Mariemont	\$37,069	14	Reading	\$46,287	14	Reading	\$55,971	14	Deer Park	\$66,753
15	Southwest	\$36,913	15	North College Hill	\$45,592	15	North College Hill	\$55,841	15	Lebanon City	\$65,262
16	Reading	\$36,823	16	Three Rivers	\$45,566	16	Three Rivers	\$55,829	16	Norwood	\$65,113
17	St. Bernard - Elmwood	\$36,564	17	Madeira	\$45,345	17	Winton Woods	\$55,653	17	North College Hill	\$65,039
18	Milford Exempted	\$36,069	18	Winton Woods	\$44,659	18	Madeira	\$53,324	18	Finneytown	\$64,991
19	Winton Woods	\$35,836	19	Milford Exempted	\$44,545	19	Milford Exempted	\$53,021	19	Lakota Local	\$64,674
20	New Richmond	\$35,736	20	Lakota Local	\$44,016	20	St. Bernard - Elmwood	\$53,018	20	Fairfield	\$64,329
21	Lebanon City	\$35,668	21	St. Bernard - Elmwood	\$43,877	21	Norwood	\$52,867	21	Northwest	\$64,163
22	Norwood	\$35,661	22	New Richmond	\$43,848	22	New Richmond	\$52,246	22	New Richmond	\$62,359
23	North College Hill	\$35,342	23	Norwood	\$43,685	23	Lakota Local	\$52,170	23	Milford Exempted	\$61,526
24	Hamilton City	\$34,470	24	Northwest	\$43,059	24	Mt. Healthy	\$51,969	24	Hamilton City	\$60,586
25	Northwest	\$34,266	25	Mt. Healthy	\$42,675	25	Northwest	\$51,855	25	Mariemont	\$60,533
26	Three Rivers	\$34,209	26	Lebanon City	\$42,502	26	Lockland	\$51,164	26	St. Bernard - Elmwood	\$58,502
27	Ross Local	\$33,722	27	Lockland	\$42,087	27	Lebanon City	\$49,615	27	Lockland	\$58,425
28	Fairfield	\$33,592	28	Fairfield	\$41,150	28	Fairfield	\$48,708	28	Ross Local	\$56,384
29	Mt. Healthy	\$33,384	29	Ross Local	\$40,804	29	Ross Local	\$47,886	29	Mt. Healthy	\$55,441
30	Lockland	\$33,009	30	Hamilton City	\$40,163	30	Hamilton City	\$42,279	30	Madeira	\$54,750
Salary Average		\$36,683	Salary Average		\$45,510	Salary Average		\$54,599	Salary Average		\$65,915
Salary for Madeira		\$38,886	Salary for Madeira		\$45,345	Salary for Madeira		\$53,324	Salary for Madeira		\$54,750
Madeira vs Average		\$2,203	Madeira vs Average		(\$165)	Madeira vs Average		(\$1,275)	Madeira vs Average		(\$11,165)

SALARY COMPARISONS - MASTERS DEGREE
Teachers Salary Schedule
2012-2013 School Year

Rank	Years' Experience --->	Starting \$\$\$\$	Rank	Years' Experience --->	5 Years \$\$\$\$	Rank	Years' Experience --->	10 Years \$\$\$\$	Rank	Years' Experience --->	Max \$\$\$\$
1	Indian Hill	\$44,863	1	Indian Hill	\$56,078	1	Indian Hill	\$67,294	1	Wyoming	\$90,220
2	Princeton	\$43,481	2	Forest Hills	\$53,930	2	Forest Hills	\$65,659	2	Sycamore	\$88,804
3	St. Bernard - Elmwood	\$43,146	3	Loveland	\$53,794	3	Princeton	\$65,616	3	Indian Hill	\$87,890
4	Madeira	\$42,829	4	Princeton	\$53,758	4	Sycamore	\$65,578	4	Princeton	\$81,230
5	Southwest	\$42,819	5	Sycamore	\$53,666	5	Finneytown	\$64,991	5	Mason City	\$80,802
6	Loveland	\$42,767	6	Mariemont	\$53,342	6	Loveland	\$64,821	6	Kings Local	\$80,380
7	Oak Hills	\$42,604	7	Reading	\$53,209	7	Mariemont	\$64,760	7	Loveland	\$80,260
8	Reading	\$42,346	8	Mason City	\$52,897	8	Wyoming	\$64,554	8	Finneytown	\$78,753
9	Deer Park	\$42,240	9	Wyoming	\$52,888	9	Reading	\$64,330	9	Mariemont	\$78,399
10	Kings Local	\$42,217	10	Madeira	\$52,807	10	Deer Park	\$64,114	10	Madeira	\$78,398
11	Forest Hills	\$42,201	11	Southwest	\$52,664	11	Oak Hills	\$64,094	11	Forest Hills	\$78,342
12	Mason City	\$42,164	12	Oak Hills	\$52,406	12	Madeira	\$64,043	12	Southwest	\$78,252
13	Mariemont	\$41,922	13	Finneytown	\$52,375	13	Mason City	\$63,629	13	Reading	\$77,960
14	Sycamore	\$41,756	14	Kings Local	\$52,159	14	Southwest	\$62,505	14	Winton Woods	\$77,730
15	Lakota Local	\$41,241	15	Deer Park	\$52,045	15	Kings Local	\$62,102	15	Three Rivers	\$77,654
16	Wyoming	\$41,221	16	St. Bernard - Elmwood	\$50,458	16	Milford Exempted	\$61,209	16	Oak Hills	\$77,290
17	Finneytown	\$40,524	17	Milford Exempted	\$50,028	17	Three Rivers	\$61,028	17	St. Bernard - Elmwood	\$76,419
18	Lebanon City	\$39,553	18	Three Rivers	\$49,945	18	Winton Woods	\$60,774	18	Deer Park	\$76,182
19	North College Hill	\$39,442	19	North College Hill	\$49,691	19	New Richmond	\$59,965	19	Lebanon City	\$75,983
20	Winton Woods	\$39,133	20	New Richmond	\$49,423	20	North College Hill	\$59,941	20	Lakota Local	\$75,546
21	Hamilton City	\$39,103	21	Winton Woods	\$48,769	21	St. Bernard - Elmwood	\$59,599	21	North College Hill	\$75,288
22	New Richmond	\$38,988	22	Lakota Local	\$48,365	22	Norwood	\$59,286	22	Norwood	\$72,959
23	Norwood	\$38,871	23	Norwood	\$48,321	23	Lakota Local	\$57,269	23	New Richmond	\$72,687
24	Three Rivers	\$38,861	24	Lebanon City	\$48,227	24	Mt. Healthy	\$57,177	24	Milford Exempted	\$72,381
25	Milford Exempted	\$38,846	25	Mt. Healthy	\$47,883	25	Lebanon City	\$56,901	25	Fairfield	\$71,383
26	Mt. Healthy	\$38,592	26	Northwest	\$47,006	26	Northwest	\$55,960	26	Northwest	\$70,218
27	Fairfield	\$38,127	27	Fairfield	\$46,525	27	Hamilton City	\$55,448	27	Lockland	\$69,319
28	Northwest	\$38,056	28	Hamilton City	\$46,386	28	Fairfield	\$54,923	28	Hamilton City	\$69,225
29	Ross Local	\$37,162	29	Ross Local	\$45,930	29	Lockland	\$54,796	29	Ross Local	\$65,219
30	Lockland	\$36,640	30	Lockland	\$45,718	30	Ross Local	\$54,698	30	Mt. Healthy	\$64,972
Salary Average		\$40,724	Salary Average		\$50,690	Salary Average		\$61,235	Salary Average		\$76,672
Salary for Madeira		\$42,829	Salary for Madeira		\$52,807	Salary for Madeira		\$64,043	Salary for Madeira		\$78,398
Madeira vs Average		\$2,105	Madeira vs Average		\$2,117	Madeira vs Average		\$2,808	Madeira vs Average		\$1,727

SALARY COMPARISONS - MASTERS+30
Teachers Salary Schedule
2012-2013 School Year

Years' Experience --->	Starting	Years' Experience --->	5 Years	Years' Experience --->	10 Years	Years' Experience --->	Max
Rank District	\$\$\$\$	Rank District	\$\$\$\$	Rank District	\$\$\$\$	Rank District	\$\$\$\$
1 Indian Hill	\$48,941	1 Indian Hill	\$60,157	1 Indian Hill	\$71,373	1 Wyoming	\$93,331
2 Loveland	\$48,808	2 Loveland	\$59,835	2 Loveland	\$70,862	2 Indian Hill	\$91,969
3 St. Bernard - Elmwood	\$47,533	3 Forest Hills	\$58,359	3 Forest Hills	\$70,335	3 Sycamore	\$90,548
4 Southwest	\$46,758	4 Mariemont	\$57,345	4 Mariemont	\$69,465	4 Mason City	\$89,618
5 Forest Hills	\$46,383	5 Madeira	\$56,730	5 Mason City	\$69,379	5 Loveland	\$86,301
6 Oak Hills	\$46,374	6 Mason City	\$56,730	6 Finneytown	\$68,814	6 Oak Hills	\$84,830
7 Princeton	\$45,852	7 Southwest	\$56,599	7 Princeton	\$67,988	7 Madeira	\$83,961
8 Madeira	\$45,704	8 Oak Hills	\$56,176	8 Oak Hills	\$67,864	8 Mariemont	\$83,958
9 Mariemont	\$45,225	9 Princeton	\$56,130	9 Madeira	\$67,834	9 Finneytown	\$83,723
10 Reading	\$44,887	10 Wyoming	\$55,999	10 Wyoming	\$67,665	10 Princeton	\$83,602
11 Wyoming	\$44,332	11 Reading	\$55,787	11 Sycamore	\$67,324	11 Forest Hills	\$83,216
12 Kings Local	\$44,205	12 Finneytown	\$55,433	12 New Richmond	\$67,184	12 Kings Local	\$82,369
13 Mason City	\$44,081	13 Sycamore	\$55,416	13 Reading	\$66,944	13 Southwest	\$82,187
14 Deer Park	\$43,748	14 New Richmond	\$55,033	14 Southwest	\$66,443	14 New Richmond	\$81,764
15 Sycamore	\$43,505	15 St. Bernard - Elmwood	\$54,846	15 Milford Exempted	\$66,331	15 Lakota Local	\$81,733
16 Lakota Local	\$43,116	16 Kings Local	\$54,148	16 Deer Park	\$65,622	16 Reading	\$80,501
17 New Richmond	\$42,883	17 Milford Exempted	\$53,887	17 Kings Local	\$64,090	17 St. Bernard - Elmwood	\$80,441
18 Mt. Healthy	\$42,064	18 Deer Park	\$53,554	18 St. Bernard - Elmwood	\$63,987	18 Three Rivers	\$80,049
19 Finneytown	\$42,053	19 Three Rivers	\$52,339	19 Norwood	\$63,833	19 Deer Park	\$79,199
20 Lebanon City	\$41,905	20 North College Hill	\$51,741	20 Three Rivers	\$63,423	20 Milford Exempted	\$78,812
21 Northwest	\$41,849	21 Lakota Local	\$51,739	21 Lakota Local	\$62,518	21 Winton Woods	\$78,687
22 North College Hill	\$41,492	22 Norwood	\$51,530	22 North College Hill	\$61,991	22 Norwood	\$78,575
23 Milford Exempted	\$41,443	23 Mt. Healthy	\$51,358	23 Winton Woods	\$61,731	23 Lebanon City	\$78,336
24 Three Rivers	\$41,255	24 Northwest	\$50,799	24 Ross Local	\$60,835	24 North College Hill	\$77,341
25 Norwood	\$41,010	25 Ross Local	\$50,718	25 Mt. Healthy	\$60,649	25 Northwest	\$74,001
26 Ross Local	\$40,602	26 Lebanon City	\$50,579	26 Northwest	\$59,753	26 Fairfield	\$73,566
27 Hamilton City	\$40,427	27 Winton Woods	\$49,726	27 Lebanon City	\$59,253	27 Ross Local	\$72,975
28 Fairfield	\$40,310	28 Lockland	\$49,349	28 Lockland	\$58,425	28 Lockland	\$72,949
29 Lockland	\$40,272	29 Fairfield	\$48,708	29 Fairfield	\$57,106	29 Hamilton City	\$70,880
30 Winton Woods	\$40,089	30 Hamilton City	\$47,709	30 Hamilton City	\$56,813	30 Mt. Healthy	\$70,394
Salary Average	\$43,570	Salary Average	\$53,949	Salary Average	\$64,861	Salary Average	\$80,994
Salary for Madeira	\$45,704	Salary for Madeira	\$56,599	Salary for Madeira	\$67,864	Salary for Madeira	\$83,958
Madeira vs Average	\$2,134	Madeira vs Average	\$2,650	Madeira vs Average	\$3,003	Madeira vs Average	\$2,964

SALARY COMPARISONS - MAX
2012-2013 School Year

Rank	District	Max \$\$\$\$		Peak Earning Year
1	Wyoming	\$94,109	Masters+36	25
2	Indian Hill	\$92,988	Doctorate	23
3	Sycamore	\$91,857	Masters+45	25
4	Mason City	\$89,618	Masters+30	27
5	Madeira	\$86,909	Masters+45	27
6	Loveland	\$86,301	Masters+30	20
7	Princeton	\$85,973	Doctorate	17
8	Forest Hills	\$85,307	Doctorate	27
9	Oak Hills	\$84,830	Masters+30	25
10	Lakota Local	\$83,982	Doctorate	25
11	Mariemont	\$83,958	Masters+30	27
12	Finneytown	\$83,723	Educat.Spec.	27
13	Kings Local	\$82,369	Masters+20	29
14	Milford Exempted	\$82,331	Masters+50	25
15	Southwest	\$82,187	Masters+30	26
16	Reading	\$82,158	Masters+45	27
17	New Richmond	\$81,764	Masters+30	22
18	St. Bernard - Elmwood	\$80,441	Masters+30	25
19	Three Rivers	\$80,049	Masters+30	25
20	Deer Park	\$79,954	Masters+45	27
21	Winton Woods	\$79,005	Doctorate	25
22	Norwood	\$78,575	Masters+30	22
23	Lebanon City	\$78,336	Masters+20	27
24	North College Hill	\$77,341	Masters+20	23
25	Northwest	\$75,896	Masters+45	27
26	Fairfield	\$73,566	Master +30	24
27	Ross Local	\$72,975	Masters+30	18
28	Lockland	\$72,949	Masters+30	26
29	Hamilton City	\$70,880	Masters+30	27
30	Mt. Healthy	\$70,394	Masters+30	16

Salary Average	\$81,691
Salary for Madeira	\$86,909
Madeira vs Average	\$5,218

MADEIRA SALARY RANKING

BACHELORS	Rank	Start	Rank	5 Years	Rank	10 Years	Rank	Max	# of 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
1998 - 1999	6	\$27,186	20	\$31,701	28	\$37,281	36	\$38,279	37 Districts
1997 - 1998	6	\$26,267	24	\$30,629	28	\$36,020	36	\$36,985	37 Districts

MASTERS	Rank	Start	Rank	5 Years	Rank	10 Years	Rank	Max	# of 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
1998 - 1999	9	\$29,871	12	\$36,830	11	\$44,666	17	\$53,899	37 Districts
1997 - 1998	10	\$28,791	12	\$35,499	13	\$43,052	17	\$51,951	37 Districts

MASTERS +30	Rank	Start	Rank	5 Years	Rank	10 Years	Rank	M+30 Max	Rank	Overall Max	
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
1998 - 1999	14	\$31,231	14	\$38,580	15	\$46,307	10	\$57,836	6	\$59,798	37 Districts
1997 - 1998	14	\$30,102	14	\$37,186	15	\$44,633	11	\$55,746	8	\$57,637	37 Districts

BUDGET IMPACT 2012-2013 School Year

Salary			
% Increases		Starting	AVG
FY00	3.50%	27,186	
FY01	3.75%	28,205	
FY02	4.00%	29,351	
FY03	3.00%	30,232	
FY04	3.00%	31,139	
FY05	3.75%	32,307	
FY06	3.75%	33,519	58,196
FY07	3.50%	34,441	60,816
FY08	2.30%	35,646	62,630
FY09	3.00%	36,466	64,110
FY10	2.00%	38,311	66,031
FY11	1.50%	38,886	68,358
FY12	0%	38,886	67,637
FY13	0%	38,886	68,575
5 YR Avg.	1.30%		

Experience					
YRS	%FTE	% Amt.	Level	%FTE	%Amt.
0-5	9.55%	6.71%	BA All	16.04%	11.70%
6-10	23.44%	20.05%	MA	29.17%	29.72%
11-15	22.43%	23.39%	MA+15	18.14%	20.69%
16-20	17.56%	19.96%	MA+30	33.79%	35.40%
21-25	15.56%	18.32%	MA+45	2.86%	2.48%
26+	11.45%	13.84%			
	100.00%	102.27%		100.00%	100.00%
6+ YRS	90.45%	95.56%	MA %	83.96%	88.30%

BUDGET IMPACT - CHANGES IN SALARY

2012-2013 Certified Salary - current year	\$7,183,669
.5% base increase, no step movement	\$35,919
Step only increase, no change in base	\$126,650
.5% base increase, step increase	\$163,201
Step increase, 1% one time for non step eligible	\$142,553

Classified Salary	\$1,239,563
.5% base, no step	\$6,198
Step only increase	\$23,717
.5% base >, step increase	\$29,915
Step increase, 1% non step	\$28,781

Part 2

Benefits Study

I. Objective

This study was conducted in order to provide data to the Madeira City Schools Board of Education regarding employment benefits offered by surrounding school districts to their respective staffs. The committee investigated comparator districts' teacher/staff contracts to determine if and how each of several benefit "areas" are addressed in surrounding public districts. We recommend changes or additions to these benefit "areas" that, if approved by the Board, become effective for the following school year.

II. Methodology

Madeira's benefit "areas" were compared to 10 surrounding public schools. The committee was not able to undertake a "benefit" analysis for every local district because many districts do not make this information available; the information we have was obtained from publicly available union contracts. Once it became clear that we could not compare every district, we chose to review districts which we subjectively believed to be comparable to Madeira (size, geographic, quality). In addition, an online survey on the utilization and staff perception of the benefit areas was conducted among Madeira teaching staff in an effort to understand better which benefit areas are of most concern to district employees.

III. Background

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

IV. Findings and Recommendation

a. Benefits of Comparator Districts:

We reviewed teaching contracts for the following districts: **Deer Park, Finneytown, Indian Hill, Loveland, Mariemont, Mason, Milford, Reading, Sycamore, and Wyoming.** We investigated comparator district's teacher/staff contracts to determine if and how each addresses the following 9 benefit "areas":

- 1) Health, Dental, and Vision Insurance contributions by employer/employee (as %)
- 2) Whether a part-time employee is eligible for benefits and, if so, at a reduced level
- 3) Does the district's benefit language include "spousal language" and any additional cost to cover a spouse that has access to health insurance by another plan?
- 4) (related to Issue 3) Whether the district has an "opt-out" clause or provision relating to insurance for eligible employees?
- 5) How the district deals with unused sick days upon cessation of employment (roll to severance, etc.?)
- 6) Whether the district pays for unused personal days, if any
- 7) Whether the district employs a unique leave of absence policy, and if so, what it is
- 8) Whether the district reimburses staff for tuition, and if so, when, generally
- 9) Whether children of staff may attend district (for non-open enrollment districts)

Appendix 9 provides a complete summary of all districts where data was gathered.

Issue 1 – What is the district’s Health, Dental, and Vision Insurance contribution by employer percentage?

District	Health/Dental/Vision%	District	Health/Dental/Vision%
Deer Park	90/85/none	Milford	85/90/none*
Finneytown	85/85/none	Reading	85/100/none
Indian Hill	85/85/none	Sycamore	85/90/none
Loveland	85/100/none	Wyoming	85/90/none
Mason	100/100/yes**	MADEIRA	85/100/none***
Mariemont	85/85/none		

* If insurance costs increase by a certain percentage during the life of the union contract, Milford and its staff are to share in the costs of the increase.

**Mason offers a HDHP and Health Savings Account (HSA) to its employees. The 100/100 is not comparable to the plans of the other districts that do not offer A HDHP or HSA.

***Madeira offers a plan that is paid 100% by the employee.

Issue 2 – Whether a part-time employee is eligible for benefits? What is the minimum hrs/wk that are eligible for benefits and associated cost?

District	Part-Time employee’s eligible for Benefits	Minimum hrs/week eligible for Benefits	Cost for Benefits for part time
Deer Park	Yes	All part time eligible	Benefit cost prorated
Finneytown	Yes	< 30 hrs per week	Employee pays 100%
Indian Hill	Yes	>20 hrs per week	Employee pays 15%
Loveland	Yes	All part time eligible	Benefit cost prorated
Mason	Yes	All part time eligible	Benefit/Plan change
Mariemont	Yes	>20 hrs per week	Benefit cost prorated
Milford	Yes	>20 hrs per week	Employee pays 40%
Reading	Yes	All part time eligible	Benefit cost prorated
Sycamore	Yes	All part time eligible	Benefit cost prorated
Wyoming	Yes	>28 hrs per week	Benefit cost prorated
Madeira	Yes	>20 hrs per week	Employee pays 50%

* Minimum 18 hours worked/week, and if less than 18 hours worked, then employee is eligible for lesser plan

** 70% time employees are eligible, but only for a “single” (not family) plan. Under 70% time employees not eligible.

Issue 3 – Does the district’s benefit language include “spousal language” and any additional cost to cover a spouse that has access to health insurance by another plan?

District	Spousal insurance?	District	Spousal insurance?
Deer Park	No	Milford	Yes
Finneytown	Yes, 2 spouse limited to one plan of coverage*	Reading	No
Indian Hill	Yes	Sycamore	Yes
Loveland	Yes	Wyoming	No
Mason	Yes, 2 spouse limited to one plan of coverage*	MADEIRA	No
Mariemont	No		

* Typically meaning that if both spouses are employees, only one is eligible for coverage.

Issue 4 – (related to Issue 3) Whether the district has an “opt-out” clause or provision relating to insurance for eligible employees
Does the district make available an “opt out” payment?

District	Opt-out available?	District	Opt-out available?
Deer Park	No.	Milford	Yes, \$300/mo.
Finneytown	No.	Reading	No.
Indian Hill	Yes, \$1000 if family coverage declined	Sycamore	Yes, \$1000 for FT, prorated for PT
Loveland	Yes, \$1000	Wyoming	No.
Mason	Yes, \$1000 one time payment	MADEIRA	No.
Mariemont	No		

Issue 5 – How district deals with unused sick days upon retirement (roll to severance, etc.)?

District	Total Maximum Sick Days	Max Paid As Severance
Deer Park	270	67
Finneytown	240	60
Indian Hill	315*	79
Loveland	250	88
Mason	240	60**
Mariemont	200	54
Milford	260	57.5***
Reading	300	74
Sycamore	325	97.5
Wyoming	190	Formula unrelated to sick days
Madeira	220	60***

* “Sick Leave Bank” also available

** But NO severance if employee worked less than 5 years, and reduced if worked 5-10

*** Also, “super severance” offered to encourage retirement during first eligible STRS year

Issue 6 – Whether the district pays for unused personal days, if any?

District	Unused personal days. . .	District	Unused personal days. . .
Deer Park	yearly convert to sick days	Milford	not specified
Finneytown	yearly convert to sick days	Reading	yearly convert to sick days
Indian Hill	yearly convert to sick days	Sycamore	lost at year end
Loveland	yearly convert to sick days*	Wyoming	not specified
Mason	yearly convert or paid at year-end at subst. rate	MADEIRA	no, lost at year end
Mariemont	no, lost at year end		

* min. 5 years employment with district (and other detailed restrictions)

Issue 7 – Whether the district has a unique leave of policy, and if so, what it is. . .

Most districts have professional leave policies for seminars, etc. All have policies to ensure compliance with FMLA, which would apply to adoption, child care, maternity, surgery, and other medical leaves. Assault leave is unique to some district contracts. Jury duty is required by law, so districts just allow it. Madeira, Mariemont, and others have a “leave of absence” policy or “catch-all” policies that would take care of “exchange teaching” or “sabbatical” requests.

All of this is difficult to relay in chart form, but relatively unique policies are listed below:

District	leave policies. . .	District	leave policies. . .
Deer Park	Sabbatical offered	Mariemont	general Leave of Absence policy
Finneytown	“Exchange Teaching,” and Sabbatical offered	Milford	no unique language
Indian Hill	Prof. development and “Association” (conferences) leave	Reading	“Professional growth”
Loveland	Reduced pay “sabbatical” offered	Sycamore	no unique language
Mason	Sabbatical offered	Wyoming	“Professional Improvement”
		MADEIRA	general Leave of Absence policy

Issue 8 – Whether the district reimburses staff for tuition, and if so, when, generally. . .

All have a tuition reimbursement policy with varying details:

District	Tuition reimbursement	District	Tuition reimbursement
Deer Park	via a fund, \$100/hr., max 6 hours	Milford	via a \$60k fund, max 6 hours/year
Finneytown	yes, via a \$20k fund, \$200/hr., max 9 hours, must maintain “B” and reimburse if leave dist. w/in 5 yrs.	Reading	via \$18k fund, max \$1,500/person
Indian Hill	up to 4 hrs year, \$ per hour capped at Xavier’s tuition	Sycamore	via a \$80k annual fund, \$175/hr., max 6 hours, must maintain “B”
Loveland	3 hrs max, \$60,000 max for dist. per year and must have a “B”	Wyoming	\$25,000 district cap, no more than 12 hrs per year, first come, first serve. Limited to employees on the salary schedule lower than MA-12.
Mason	9 hrs max, \$75,000 max for dist. per year and must have a “C”	MADEIRA	Annually capped fund, must maintain “B” 6 hrs/yr. max., must have 2 years service
Mariemont	\$200 per semester hr, 8 hr cap, no budget cap		

Issue 9 – Whether children of staff may attend district (for non-open enrollment districts)

District	Staff children attend?	District	Staff children attend?
Deer Park	Yes, no tuition	Milford	No, unless grandfathered prior to 2007
Finneytown	Yes, no tuition	Reading	No or not addressed
Indian Hill	No or not addressed	Sycamore	No or not addressed
Loveland	No, unless grandfathered (eliminated benefit in 2004)	Wyoming	Yes, at 50% of cost
Mason	Yes, first 2 years are free, then tuition	MADEIRA	No, unless grandfathered prior to Feb. 2000
Mariemont	Yes, no tuition		

Staff Survey Results

An online survey among Madeira staff was conducted using google forms. Using a scale of 1 to 5, with 5= strongly agree, 1=strongly disagree, and 3=neutral, 80 respondents answered the following 9 statements:

1. I believe that 220 Sick days is an appropriate amount of days to be able to accrue during the course of my career at Madeira.
Average response= 3.5
2. Currently, Retirement Severance is 30% of accumulated sick leave, capped at 60 days. I believe that 60 days is an appropriate amount for Retirement Severance.
Average response= 2.7
3. I would like to have a Board provided Vision Plan instead of a salary increase.
Average response= 1.9
4. I am satisfied with the Dental Plan that the Board provides to me.
Average response= 4.1
5. The ability to add a spouse, who may be covered under his/her employer, to my plan is important to me.
Average response= 3.8
6. I am satisfied with the group term insurance plan that is provided by the Board.
Average response= 3.8
7. I would be willing to pay more for my benefits if it was offset with an increase in compensation.
Average response= 3.1
8. I agree with the school district's position on not allowing children of staff outside of the district to attend Madeira.
Average response= 2
9. I am satisfied with Madeira's tuition reimbursement policy.
Average response= 3.5

Recommendations

We feel it is important, as a Planning Commission Committee, to continue to support our teaching staff as they continue to deliver an outstanding educational experience to our students, while remaining fiscally responsible to our community. Based on the survey results and responses, as well as our review of “like” district’s benefit plans, we make the following recommendations to the board:

- 1) *Enrollment of Staff Children* seems to be an important issue to some, but not most, of the staff. Most districts do not allow such enrollment. Madeira, like Loveland, eliminated this benefit some time ago. However, if the Board is looking to revisit this issue, we would recommend looking at Mason or Wyoming’s policies, under which some or most of the expenses associated with the same are born by the participating employee.
- 2) *Payment for Sick days upon retirement* – Most districts link unused sick days to severance (Wyoming being the only exception in our limited survey). Such a policy encourages teacher attendance. Madeira credits retiring employees with a higher percentage per sick day accumulated than the vast majority of districts, and we recommend no change, here.
- 3) *Personal Day Policy* – Most districts allow staff to convert unused personal days to sick days annually. To the extent Madeira lacks a policy in this area, we recommend the Board implement an identical policy.

Benefit Summary Comparison Chart

District	Medical Plans						Dental Plan		Vision Plan		Benefit Eligible Employees Hrs. & %			
	Plan 1		Plan 2		Plan 3		Plan 1		Plan 1		Full Time		Part Time	
	Board %	Employee %	Board %	Employee %	Board %	Employee %	Board %	Employee %	Board %	Employee %	Full Time hrs	Employee %	Part Time hrs	Employee %
Deer Park	90%	10%					85%	15%				prorated on hrs/week		
Fairfield	85%	15%					90%	10%				prorated on hrs/week		
Finneytown	85%	15%	80% with spousal lang.	20%			85%	15%		100%	30>	< 30 hrs/wk		100%
Forest Hills	87%	13%					100%	0%					<30 hrs	100%
Indian Hill	85%	15%					85%	15%	0%	100%			20 hrs/wk	15%
Kings Local	85%	15%					100%	0%	\$180	balance			18.75/wk	prorated
Lakota Local	85%	15%					85%	15%					20 hrs/wk	\$ cap
Loveland	85%	15%					100%	0%				prorated on hrs/week		
Madeira	85%	15%					100%	0%	0%	100%	>34.99	15%	20+	50%
Mariemont	85%	15%					85%	15%			>34.99	15%	20+	prorated
Mason City	100% HDHP, Health Savings						100%	0%	100%		18+hr/wk	0%	<18 hrs/wk	
Milford Exempted	85%	15%	HDHP/Health Savings				90%	10%					20 hrs/wk	40%
Mt. Healthy	90%	10%					100%	0%						
Northwest	85%	15%	HDHP/Health Savings				100%	0%						
Oak Hills	87%	13%					87%	13%						
Princeton	85%	15%	HDHP/Health Savings				85%	15%					20 hrs/wk	15%
Reading	85%	15%					100%	0%				prorated on hrs/week		
Sycamore	85%	15%	HDHP/Health Savings				90%	10%				prorated on hrs/week		
Three Rivers	90%	10%					90%	10%					20 hrs/wk	prorated
Wyoming	85%	15%					85%	15%					28 hrs/wk	prorated

Benefit Summary Comparison Chart

	Spousal Language	Opt Out of Benefits	Sick Days/Severance		Personal Days		Open Enrollment	Non-resident staff	Tuition Reimbursement		Leave of Absence Policy
District	Yes/No	Yes/No	Max Sick Days	Max Severance Days	Max per year PAID	Max per year UNPAID	Yes/No	Yes/No	Yes/No	How much per employee per year	Outside of FMLA
Deer Park	No	No	270	67	3 paid	Supt approval	No	Yes	Yes	lesser of cost or \$100	OEA agreement
Fairfield	No	Yes	330	107.5	3 paid	2	Yes		Yes	6 hrs @ \$275/hr or c	OEA agreement
Finneytown	Yes	No	230	60	4 paid	Supt approval	No	Yes	Yes	9 hrs @ \$200/hr;prorat	OEA agreement
Forest Hills	No	No	275	70	4 paid	Supt approval	No	No	Yes	6 hrs @ \$250/hr	OEA agreement
Indian Hill	No	Yes	315	79	3 paid	Supt approval	No		Yes	4 hrs; < of Actual vs Xavier	OEA agreement
Kings Local	No	No	247	74	3 paid	Supt approval	Yes	only non-resident staff allowed	Yes	6 hrs @ Actual or prorated	OEA agreement
Lakota Local	Yes	No	300	50	3 paid	HR approval	No		Yes	6 hrs @ 1/2 actual; prorated	OEA agreement
Loveland	Yes	Yes	250	88	3 to 5	Supt approval	No	Yes, prior to 7/1/2004	Yes	3 hrs @ actual cost; proration	OEA agreement
Madeira	No	No	220	60	max of 3 pd or unpaid		No		Yes	6 hrs; Avg cost; UC,X,Mi;prorated	Policy
Mariemont	No	No	200	54	max of 3 pd	Supt approval	No	Yes	Yes	8 hrs; \$200/hr	Policy
Mason City	Yes	Yes	240	60	max of 3 days, no language about pd/unpd		Yes	Yes	Yes	9 hrs @ Actual cost	OEA Agreement
Milford Exempted	Yes	Yes	260	57.5	3 paid	Supt approval	Yes	Yes, prior to FYC	Yes	6hrs @ actual; prorated	OEA Agreement
Mt. Healthy	No	No	265	25	max of 4 pd days, untaken added to sick leave		No				OEA Agreement
Northwest	No	No	250	62.5 or 125 @ 1st eligibility	3 paid	Personnel Adm.	No		Yes	6 hrs @ \$135; prorated	OEA Agreement
Oak Hills	No	No	252	63	3 paid	HR approval	No	No	No		OEA Agreement
Princeton	Yes	Yes	260	65	3 paid	BOE approval	No		Yes	6 hrs @ 50% of cost	OEA Agreement
Reading	No	No	300	74	3 paid	Supt approval	Yes		Yes	max \$1500/tch;prorated	OEA Agreement
Sycamore	No	Yes	325	97.5	4 paid	Supt approval	No	No	Yes	6 hrs @ \$175;	OEA Agreement
Three Rivers	No	No	281	70	2 paid	Supt approval	Yes	Yes			OEA Agreement
Wyoming	No	No	190	Wy service yrs *	2 paid	BOE approval	No	0% tuition waiver	Yes	Up to MA+12; 6 hrs p	OEA Agreement