

MADEIRA SCHOOLS PLANNING COMMISSION

SALARY SCHEDULE REVIEW FOR 2010-2011

January 2011

Committee

Richard Palmer, Chairman

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SALARY SCHEDULE REVIEW FOR 2010-2011

I. OBJECTIVE

- A. The committee's annual assignment is to review the salary schedules for our certified staff, compare them to other public schools in the surrounding area and make recommendations regarding an annual increase and adjustments to the salary schedules.
- B. This year the school board requested we solicit additional information for the comparison districts:
 - 1. Substitute Pay Rate
 - 2. Employer Contribution to Medical Benefits
 - 3. Pay for Performance
- C. A survey of the staff is also conducted to solicit feedback regarding the salary schedules

II. METHODOLOGY

- A. Madeira's certified salary schedule was compared against the schedules of 30 school districts for the 2010-2011 school year. Cincinnati Public Schools was added to the list this year.
- B. Total school budget impact was assessed based on the teachers' salary schedule adjustments recommended by this committee, the step increases built into that schedule, and changes in the number of teachers.
- C. Additional analysis was completed to compare Madeira to 'peer schools' (Indian Hill, Loveland, Mariemont, Sycamore & Wyoming) and to include State of Ohio rankings for each school.
- D. Additional information on the comparison districts' contracts, compensation and benefits policies was collected and summarized.
- E. Feedback on compensation policies and programs was solicited from the staff and summarized.

III. FINDINGS

A. Certified Staff Salary Analysis

Pages 7 - 13 detail the contract information, salary rankings, and averages for the salary schedules.

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

The average increase in salary schedules for 2010-2011 was 1.30%, continuing a downward trend from 1.62% last year and 1.95% two years ago. The range was 0% (ten districts) to 2.5% (three districts). Ten districts had a 0% increase this year, up from seven

districts last year. Of particular note, 22 of the 30 districts do not have a contract/salary schedule negotiated beyond 2011. Eight of the 22 districts have multi-year contracts expiring in 2011, with the remaining 14 districts on one year contracts.

Analysis of the salary rankings vs. the comparison districts indicates that Madeira remains in a strong competitive position. We have maintained our ranking vs. the other districts at a majority of key comparison points for education level / years of service. Madeira's starting salary for Bachelors Degree ranks 4th, starting salary for a Masters Degree ranks 3rd and Madeira's maximum salary ranks 5th out of 31 district. Details of Madeira's historical rankings for each comparison category are included on page 13.

For this year's study, we also looked how Madeira compares to schools ranked Excellent With Distinction by the State of Ohio and to "peer" schools of Indian Hill, Loveland, Mariemont, Sycamore & Wyoming. Excellent with Distinction schools had an increase of 1.34%, similar to the overall average of 1.30%. The identified five 'peer' schools have an average annual increase of 1.92%. While all five have increases greater than 1.5%, this average is influenced by Sycamore (2.5%) and Wyoming (2.25%) who are in year three and year two of three year contracts, respectively.

B. Budget Impact

Approximately 89% of teachers returning in 2011-2012 will receive a step increase as compared to 85% in the 2009-2010 study. Due to the replacement of retiring staff at lower salary levels and a slight reduction in the staffing total the cost of a salary step/movement/increase will be lower in 2012. Experience levels shifted from 84% to 79% with 6+ years or less and Educational levels shifted from 85% to 83% with MA and above.

Based on the expected certified staffing levels as indicated in the schedule, a 1% increase would cost the Board approximately \$70,500 for certified staff. Each .5% increase costs approximately \$35,000. Detailed schedule is provided on Page 16.

Recommendation – Due to the state of the economy in Ohio and nationally, a salary increase in the range of 1.0% - 1.5% maintains Madeira's competitive position in Hamilton County.

C. National Board Certification

There was no change to how districts rewarded National Board Certification. Approximately 1/3 of comparison districts provided some form of additional compensation or bonus for National Board Certification. There are various forms of compensation/bonus provided, which are summarized in the table on page 4. Of those districts that do provide additional compensation, it ranged from a one time payment of \$300 to yearly salary stipend of \$2,500.

Madeira sets aside into a designated account \$2,500 for each National Board Certified teacher. The funds can be used for professional development or materials for the benefit of their classroom, grade level, or department.

Regretfully, the State of Ohio no longer provides an annual stipend to National Board Certified teachers. This reduction in payment significantly reduces the incentive for pursuing National Board Certification, due to the cost and time required to complete the certification.

Teacher Survey Responses Regarding National Board Certification and Master Teacher

Will you try to get National Board Certification now that state funding has been cut?		
Answer Options	Response Percent	Response Count
Yes	6.3%	5
No	57.5%	46
Will try if funding returns	21.3%	17
Will try if I can find alternative funding	6.3%	5
Already have NBC	8.8%	7
<i>answered question</i>		80
<i>skipped question</i>		1

Should Master Teacher recipients be recognized or compensated for their accomplishment (currently can get 1 college credit hour)?		
Answer Options	Response Percent	Response Count
Yes, both recognized and compensated	59.3%	48
Only recognized	13.6%	11
Only compensated	2.5%	2
No	4.9%	4
Unsure	19.8%	16
<i>answered question</i>		81
<i>skipped question</i>		0

Recommendation – The board should consider some compensation to teachers if they want to encourage the staff to pursue National Board Certification due to the end of the State incentive.

D. Additional Steps beyond year 27 at Masters +45

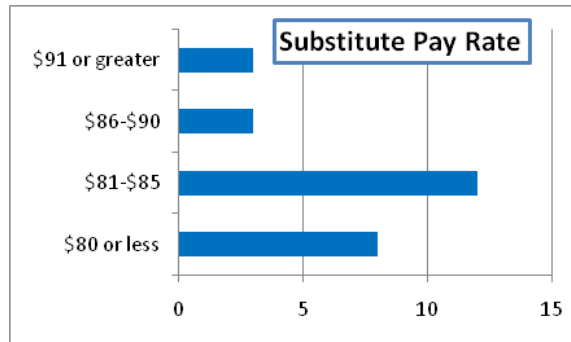
Again, there was no change from last year’s study. Feedback from the Madeira staff in previous studies has indicated that adding steps to the Masters +45 schedule is a benefit that would be appreciated by our most experienced certified staff members. The committee feels it is important to continue to evaluate trends in this area in future salary studies.

E. Additional Compensation and Benefit Information

The Board asked the committee to poll schools regarding their substitute pay rate, employer contribution to medical care and any pay for performance programs. The individual responses are included on Page 14.

Substitute Pay Rate

Of the 26 districts that responded to this question, 20 districts paid \$85 or less for a full day substitute, with 8 districts paying \$80 or less. Five districts paid \$86 or more for a full day substitute.



Substitute Pay Rate Recommendation - Based on the study results, the majority of districts are in the \$85 or less range. If the district is having difficulty obtaining substitutes during the year, this could be an area for future adjustment. However, Madeira’s current rate of \$80 is in line with the sample group.

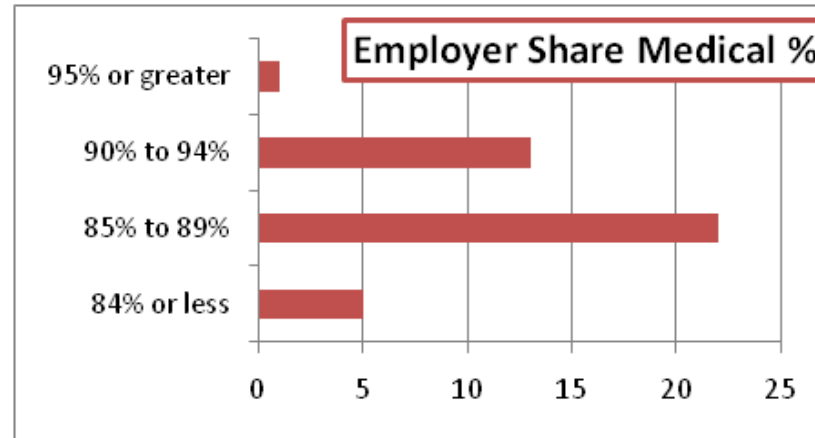
Employer Contribution to Medical Plan

Of the 31 respondent districts, eight (8) offered multiple medical plans and three (3) districts offered three medical plans. The prior year’s benefit study indicated three (3) districts offered multiple medical plans. The intention of the question was to determine if there was a shift in the employer’s contribution % to the medical premium. All of the plans, except Cincinnati Public, were included in the 2009-2010 study so for comparison purposes, Cincinnati Public was excluded from this summary (Cincinnati Public is self-funded for medical and dental. The employee pays for medical based on a % of their salary and not based upon a premium cost).

In 2009-2010 there were 17 plans contributing 89% or less to the medical premium. In 2010-2011 there were 27 plans contributing 89% or less. Four of the plans were contributing at 80%, which was the lowest contribution level. Two of those four plans were offered by districts with multiple plan options at a higher %.

In 2009-2010 there were approximately 16 plans contributing 90% or more to the medical premium. In 2010-2011 there were 14 plans contributing 90% or more.

Districts are trending toward a lower employer contribution and multiple plan offerings. We did not ask all districts for the reason multiple plans were offered, however some districts indicated that the multiple plans were available due to new spousal language and higher deductible options.



Employer Contribution To Medical Plan Recommendation - The district should consider offering multiple plans, which could include spousal language in a second plan. We should also continue to work with the consortium to reduce medical premium costs.

Pay For Performance

The 23 district that responded to this question indicated they did not have contract language that included “pay for performance”. Cincinnati Public Schools recently settled their teacher union contract that was represented in the media to include some “pay for performance” variables; however, the committee did not receive any detailed information on the new contract.

Pay For Performance Recommendation – The district should continue to monitor pay for performance trends and include this question in future salary studies.

F. Staff Feedback

The Salary and Wage Committee requested input from the district’s administrators and certified staff members via an electronic survey. This survey described the purpose of the study and encouraged thoughts, questions and/or comments pertaining to salary and wages in the Madeira City School District, as well as solicited comments/suggestions regarding the Master Teacher Program.

Feedback was received from over 80 participants. The majority of the feedback regarding the salary schedule was positive or neutral. Many teachers commented that the salary schedule is competitive and comparable to other districts in our area, though some feel that our compensation should rank higher than it currently does.

References to levels encouraging an acquisition of a PhD, compensation for National Board and compensation for high test results were mentioned more than once throughout the responses. Several suggestions were made for monetary and non-monetary ways that Master Teachers could be recognized or compensated.

A summary of the survey comments is included in Appendix A.

G. Previous Year Recommendations and Board Action

The 2009/2010 Salary Study committee made a single recommendation to increase all levels on the salary scale in the range of 1.0 – 2.0%. This recommendation was agreed by the Planning Commission, forwarded to the Board which agreed to a 1.5% increase for 10/11.

IV. RECOMMENDATION

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

Increase all levels on the salary scale in the range of 1.0 – 1.5%. We are recommending a range to allow the Board to balance the total compensation of certified staff taking into consideration the overall compensation package, including salary and benefits. This enables the Board to evaluate the overall budget impact of both compensation and benefits, once benefit costs are determined for next year. The Board should also consider offering additional medical plan options.

Finally, we are also supporting the recommendation from last year that the Board consider providing additional incentives to teachers who achieve National Board Certification due to the lack of stipend by the State of Ohio.

Comparison District Contract Information Summary

Base Certified Salary Schedules

District	% Increase 2010-2011	% Increase 2011-2012	Steps added past 27 on MA+45?	State Ranking	Contract Information:			
					Current Year:	Duration:	Start	End
Cincinnati Public	0.00%		No - 27 is last step					
Deer Park	1.75%		No - 27 is last step	Effective	3	3	7/1/2008	6/30/2011
Fairfield	1.89%		No - 24 is last step	Excellent With Distinction	2	2	7/1/2009	6/30/2011
Finneytown	2.50%		No - 27 is last step	Effective	3	3	8/1/2008	7/31/2011
Forest Hills	2.00%		No - 27 is last step	Excellent With Distinction	1	1	7/1/2010	6/30/2011
Hamilton City	1.50%		No - 27 is last step	Continuous Improvement	2	2	7/1/2009	6/30/2011
Indian Hill	1.75%		No - 23 is last step	Excellent	2	2	12/1/2009	11/30/2011
Kings Local	0.00%		Yes - 29 is last step	Excellent	1	1	8/1/2010	7/31/2011
Lakota Local	0.00%	0.00%	No - 25 is last step	Excellent With Distinction			7/31/2009	6/30/2011
Lebanon City	0.00%		No - 27 is last step	Excellent With Distinction				
Lockland	0.00%		No - 26 is last step	Effective				
Loveland	1.50%	1.50%	No - 20 is last step	Excellent With Distinction	1	2	7/1/2010	6/30/2012
Madeira	1.50%			Excellent	1	1	n/a	n/a
Mariemont	1.65%		No - 27 is last step	Excellent With Distinction	1	1	n/a	n/a
Mason Local	2.50%	2.50%	No - 27 is last step	Excellent	2	3	7/1/2009	6/30/2012
Milford Exempted	2.00%	1.00%	No - 25 is last step	Excellent With Distinction			7/1/2010	6/30/2013
Mt. Healthy	0.00%	0.00%	No - 16 is last step	Continuous Improvement				
New Richmond	2.25%		No - 22 is last step	Excellent	3	3	7/1/2008	6/30/2011
North College Hill	0.00%		No - 23 is last step	Continuous Improvement				
Northwest	0.00%		No - 27 is last step	Effective				
Norwood	0.00%		No - 22 is last step	Continuous Improvement	1	1	7/1/2010	6/30/2011
Oak Hills	2.00%	2.00%	No - 25 is last step	Excellent			7/1/2010	6/30/2013
Princeton	2.00%		No - 17 is last step	Excellent	3	3	7/1/2008	6/30/2011
Reading	1.75%	2.00%	No - 27 is last step	Effective	1	1	9/1/2010	8/31/2012
Ross Local	0.00%		No - 18 is last step	Excellent With Distinction				
Southwest	2.00%	2.00%	No - 26 is last step	Excellent	2	3	9/1/2009	8/31/2012
St. Bernard - Elmwr	2.00%		No - 25 is last step	Effective	2	3	8/1/2009	7/31/2012
Sycamore	2.50%		No - 25 is last step	Excellent With Distinction	3	3	8/1/2008	7/31/2011
Three Rivers	1.00%	2.00%	No - 25 is last step	Excellent With Distinction	2	3	8/1/2009	7/31/2012
Winton Woods	1.95%		No - 25 is last step	Continuous Improvement				
Wyoming	2.250%	2.375%	No - 25 is last step	Excellent With Distinction	2	3	7/1/2009	6/30/2012

Average: 1.30%

**Comparison District Contract Information
Excellent & Excellent With Distinction Schools
2010-2011 School Year**

District	% Increase 2010-2011	% Increase 2011-2012	Steps added past 27 on MA+45?	State Ranking	Contract Information:			
					Current Year:	Duration:	Start	End
Sycamore	2.50%		No - 25 is last step	Excellent With Distinction	3	3	8/1/2008	7/31/2011
Wyoming	2.25%	2.38%	No - 25 is last step	Excellent With Distinction	2	3	7/1/2009	6/30/2012
Forest Hills	2.00%		No - 27 is last step	Excellent With Distinction	1	1	7/1/2010	6/30/2011
Loveland	1.50%	1.50%	No - 20 is last step	Excellent With Distinction	1	2	7/1/2010	6/30/2012
Lakota Local	0.00%		No - 25 is last step	Excellent With Distinction	2	3	7/31/2009	6/30/2011
Mariemont	1.65%		No - 27 is last step	Excellent With Distinction	1	1	n/a	n/a
Milford Exempted	2.00%	1.00%	No - 25 is last step	Excellent With Distinction	1	3	7/1/2010	6/30/2013
Three Rivers	1.00%	2.00%	No - 25 is last step	Excellent With Distinction	2	3	8/1/2009	7/31/2012
Lebanon City	0.00%		No - 27 is last step	Excellent With Distinction				
Ross Local	0.00%		No - 18 is last step	Excellent With Distinction				
Fairfield	1.89%		No - 24 is last step	Excellent With Distinction	2	2	7/1/2009	6/30/2011
Average	1.34%							

District	% Increase 2010-2011	% Increase 2011-2012	Steps added past 27 on MA+45?	State Ranking	Contract Information:			
					Current Year:	Duration:	Start	End
Sycamore	2.50%		No - 25 is last step	Excellent With Distinction	3	3	8/1/2008	7/31/2011
Wyoming	2.25%	2.38%	No - 25 is last step	Excellent With Distinction	2	3	7/1/2009	6/30/2012
Loveland	1.50%	1.50%	No - 20 is last step	Excellent With Distinction	1	2	7/1/2010	6/30/2012
Mariemont	1.65%		No - 27 is last step	Excellent With Distinction	1	1	n/a	n/a
Indian Hill	1.75%		No - 23 is last step	Excellent	2	2	12/1/2009	11/30/2011
Average	1.93%							

Madeira	1.50%		No - 27 is last step	Excellent	1	1	n/a	n/a
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SALARY COMPARISONS - BACHELORS DEGREE
Teachers Salary Schedule
2010-2011 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		Princeton	\$61,528	1		Wyoming	\$77,189
2		Sycamore	\$39,979	2		Princeton	\$49,542	2		Indian Hill	\$61,176	2		Three Rivers	\$73,757
3		Princeton	\$39,953	3		Oak Hills	\$48,632	3		Oak Hills	\$60,324	3		Kings Local	\$73,300
4		Madeira	\$38,886	4		Finneytown	\$48,552	4		Kings Local	\$57,549	4		Sycamore	\$71,946
5		Finneytown	\$38,230	5		Sycamore	\$48,374	5		Sycamore	\$57,507	5		Oak Hills	\$71,634
6		Southwest	\$38,189	6		Kings Local	\$47,705	6		Loveland	\$57,061	6		Cincinnati Public	\$71,520
7		Forest Hills	\$38,019	7		Forest Hills	\$47,524	7		Forest Hills	\$57,029	7		Indian Hill	\$71,373
8		Kings Local	\$37,861	8		Loveland	\$47,425	8		Deer Park	\$56,948	8		Southwest	\$70,930
9		Loveland	\$37,789	9		Wyoming	\$47,067	9		Mariemont	\$56,602	9		Loveland	\$70,552
10		Deer Park	\$37,714	10		Mariemont	\$46,852	10		Finneytown	\$56,580	10		North College Hill	\$70,493
11		Oak Hills	\$37,702	11		Deer Park	\$46,388	11		Wyoming	\$56,480	11		Princeton	\$70,118
12		Wyoming	\$37,653	12		Reading	\$46,287	12		Reading	\$55,971	12		Reading	\$69,491
13		Lakota Local	\$37,492	13		Mason Local	\$46,278	13		Three Rivers	\$55,831	13		Mason Local	\$69,370
14		Mason Local	\$37,396	14		Southwest	\$45,841	14		Winton Woods	\$55,653	14		Forest Hills	\$67,932
15		Mariemont	\$37,069	15		Three Rivers	\$45,568	15		Southwest	\$55,489	15		Lockland	\$67,502
16		Cincinnati Public	\$36,905	16		Madeira	\$45,345	16		North College Hill	\$55,288	16		Winton Woods	\$66,832
17		Reading	\$36,823	17		North College Hill	\$45,141	17		Mason Local	\$55,159	17		Deer Park	\$66,753
18		St. Bernard - Elmwood	\$35,847	18		Winton Woods	\$44,659	18		Cincinnati Public	\$54,364	18		Northwest	\$66,061
19		Winton Woods	\$35,836	19		Lakota Local	\$44,016	19		Madeira	\$53,324	19		Lebanon City	\$65,262
20		New Richmond	\$35,736	20		New Richmond	\$43,848	20		Norwood	\$52,605	20		Finneytown	\$64,991
21		Lebanon City	\$35,656	21		Milford Exempted	\$43,667	21		New Richmond	\$52,246	21		Norwood	\$64,790
22		Norwood	\$35,484	22		Norwood	\$43,468	22		Lakota Local	\$52,170	22		Lakota Local	\$64,674
23		Milford Exempted	\$35,358	23		Northwest	\$43,059	23		St. Bernard - Elmwood	\$51,978	23		New Richmond	\$62,359
24		North College Hill	\$34,992	24		St. Bernard - Elmwood	\$43,016	24		Milford Exempted	\$51,976	24		Hamilton City	\$60,586
25		Hamilton City	\$34,470	25		Mt. Healthy	\$42,675	25		Mt. Healthy	\$51,969	25		Mariemont	\$60,533
26		Northwest	\$34,266	26		Cincinnati Public	\$42,619	26		Northwest	\$51,855	26		Milford Exempted	\$60,322
27		Three Rivers	\$34,210	27		Lebanon City	\$42,502	27		Lockland	\$51,154	27		Fairfield	\$58,796
28		Fairfield	\$33,791	28		Lockland	\$42,087	28		Lebanon City	\$49,615	28		St. Bernard - Elmwood	\$57,355
29		Ross Local	\$33,722	29		Ross Local	\$40,804	29		Ross Local	\$47,886	29		Ross Local	\$56,384
30		Mt. Healthy	\$33,384	30		Fairfield	\$40,549	30		Fairfield	\$47,307	30		Mt. Healthy	\$55,441
31		Lockland	\$33,009	31		Hamilton City	\$40,163	31		Hamilton City	\$42,279	31		Madeira	\$54,750
Salary Average			\$36,587	Salary Average			\$45,182	Salary Average			\$54,287	Salary Average			\$66,226
Salary for Madeira			\$38,886	Salary for Madeira			\$45,345	Salary for Madeira			\$53,324	Salary for Madeira			\$54,750
Madeira vs Average			\$2,299	Madeira vs Average			\$163	Madeira vs Average			(\$963)	Madeira vs Average			(\$11,476)

SALARY COMPARISONS - MASTERS DEGREE
Teachers Salary Schedule
2010-2011 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	\$44,863	1	Indian Hill	\$56,078	1	Indian Hill	\$67,294	1	Sycamore	\$88,804
2	Princeton	\$43,948	2	Princeton	\$54,336	2	Princeton	\$66,322	2	Indian Hill	\$87,890
3	Madeira	\$42,829	3	Forest Hills	\$53,930	3	Sycamore	\$65,578	3	Wyoming	\$87,356
4	Oak Hills	\$42,604	4	Sycamore	\$53,666	4	Forest Hills	\$65,569	4	Princeton	\$82,103
5	Reading	\$42,346	5	Mariemont	\$53,342	5	Finneytown	\$64,991	5	Kings Local	\$79,585
6	St. Bernard - Elmwood	\$42,299	6	Reading	\$53,209	6	Mariemont	\$64,760	6	Loveland	\$79,073
7	Deer Park	\$42,240	7	Loveland	\$52,999	7	Reading	\$64,330	7	Three Rivers	\$78,854
8	Forest Hills	\$42,201	8	Madeira	\$52,807	8	Deer Park	\$64,114	8	Mason Local	\$78,831
9	Loveland	\$42,135	9	Oak Hills	\$52,406	9	Oak Hills	\$64,094	9	Finneytown	\$78,753
10	Southwest	\$41,979	10	Finneytown	\$52,375	10	Madeira	\$64,043	10	Mariemont	\$78,399
11	Mariemont	\$41,922	11	Deer Park	\$52,045	11	Loveland	\$63,863	11	Madeira	\$78,398
12	Kings Local	\$41,799	12	Kings Local	\$51,643	12	Wyoming	\$62,505	12	Forest Hills	\$78,342
13	Sycamore	\$41,756	13	Southwest	\$51,631	13	Mason Local	\$62,077	13	Reading	\$77,960
14	Lakota Local	\$41,241	14	Mason Local	\$51,606	14	Kings Local	\$61,487	14	Winton Woods	\$77,730
15	Mason Local	\$41,136	15	Wyoming	\$51,209	15	Southwest	\$61,279	15	Cincinnati Public	\$77,377
16	Cincinnati Public	\$40,608	16	Three Rivers	\$49,605	16	Three Rivers	\$61,031	16	Oak Hills	\$77,290
17	Finneytown	\$40,524	17	St. Bernard - Elmwood	\$49,469	17	Winton Woods	\$60,774	17	Southwest	\$76,717
18	Wyoming	\$39,913	18	New Richmond	\$49,423	18	Milford Exempted	\$60,003	18	Deer Park	\$76,182
19	Lebanon City	\$39,553	19	North College Hill	\$49,199	19	New Richmond	\$59,965	19	Lebanon City	\$75,983
20	Winton Woods	\$39,133	20	Milford Exempted	\$49,042	20	Cincinnati Public	\$59,393	20	Lakota Local	\$75,546
21	Hamilton City	\$39,103	21	Winton Woods	\$48,769	21	North College Hill	\$59,347	21	St. Bernard - Elmwood	\$74,920
22	North College Hill	\$39,051	22	Lakota Local	\$48,365	22	Norwood	\$58,992	22	North College Hill	\$74,552
23	New Richmond	\$38,988	23	Lebanon City	\$48,227	23	St. Bernard - Elmwood	\$58,431	23	New Richmond	\$72,687
24	Three Rivers	\$38,863	24	Norwood	\$48,081	24	Lakota Local	\$57,269	24	Norwood	\$72,597
25	Norwood	\$38,678	25	Mt. Healthy	\$47,883	25	Mt. Healthy	\$57,177	25	Northwest	\$72,116
26	Mt. Healthy	\$38,592	26	Northwest	\$47,006	26	Lebanon City	\$56,901	26	Lockland	\$71,134
27	Milford Exempted	\$38,081	27	Cincinnati Public	\$46,640	27	Northwest	\$55,960	27	Milford Exempted	\$70,965
28	Northwest	\$38,056	28	Hamilton City	\$46,386	28	Hamilton City	\$55,448	28	Fairfield	\$69,272
29	Fairfield	\$37,170	29	Ross Local	\$45,930	29	Lockland	\$54,796	29	Hamilton City	\$69,225
30	Ross Local	\$37,162	30	Lockland	\$45,718	30	Ross Local	\$54,698	30	Ross Local	\$65,219
31	Lockland	\$36,640	31	Fairfield	\$45,618	31	Fairfield	\$54,066	31	Mt. Healthy	\$64,972
Salary Average		\$40,497	Salary Average		\$50,279	Salary Average		\$60,857	Salary Average		\$76,414
Salary for Madeira		\$42,829	Salary for Madeira		\$52,807	Salary for Madeira		\$64,043	Salary for Madeira		\$78,398
Madeira vs Average		\$2,332	Madeira vs Average		\$2,528	Madeira vs Average		\$3,186	Madeira vs Average		\$1,984

SALARY COMPARISONS - MASTERS+30
Teachers Salary Schedule
2010-2011 School Year

Rank	Years' Experience --->	Starting	Rank	Years' Experience --->	5 Years	Rank	Years' Experience --->	10 Years	Rank	Years' Experience --->	Max
Rank	District	\$\$\$\$	Rank	District	\$\$\$\$	Rank	District	\$\$\$\$	Rank	District	\$\$\$\$
1	Indian Hill	\$48,941	1	Indian Hill	\$60,157	1	Indian Hill	\$71,373	1	Indian Hill	\$91,969
2	Loveland	\$48,087	2	Lebanon City	\$59,570	2	Forest Hills	\$70,335	2	Sycamore	\$90,548
3	St. Bernard - Elmwood	\$46,601	3	Loveland	\$58,951	3	Loveland	\$69,815	3	Wyoming	\$90,368
4	Forest Hills	\$46,383	4	Forest Hills	\$58,359	4	Mariemont	\$69,465	4	Mason Local	\$87,432
5	Oak Hills	\$46,374	5	Mariemont	\$57,345	5	Finneytown	\$68,814	5	Loveland	\$85,025
6	Princeton	\$46,345	6	Princeton	\$56,733	6	Princeton	\$67,719	6	Oak Hills	\$84,830
7	Southwest	\$45,841	7	Madeira	\$56,730	7	Oak Hills	\$67,864	7	Princeton	\$84,501
8	Madeira	\$45,704	8	Oak Hills	\$56,176	8	Madeira	\$67,834	8	Mariemont	\$83,958
9	Mariemont	\$45,225	9	Reading	\$55,787	9	Mason Local	\$67,687	9	Madeira	\$83,901
10	Reading	\$44,887	10	Southwest	\$55,489	10	Sycamore	\$67,324	10	Finneytown	\$83,723
11	Kings Local	\$43,768	11	Finneytown	\$55,433	11	New Richmond	\$67,184	11	Forest Hills	\$83,216
12	Deer Park	\$43,748	12	Sycamore	\$55,416	12	Reading	\$66,944	12	New Richmond	\$81,764
13	Sycamore	\$43,505	13	Mason Local	\$55,346	13	Deer Park	\$65,622	13	Lakota Local	\$81,733
14	Lakota Local	\$43,116	14	New Richmond	\$55,033	14	Wyoming	\$65,517	14	Kings Local	\$81,554
15	Mason Local	\$43,005	15	Wyoming	\$54,221	15	Southwest	\$65,140	15	Southwest	\$80,575
16	Wyoming	\$42,925	16	St. Bernard - Elmwood	\$53,771	16	Milford Exempted	\$65,023	16	Reading	\$80,501
17	New Richmond	\$42,883	17	Kings Local	\$53,612	17	Norwood	\$63,516	17	Three Rivers	\$80,051
18	Cincinnati Public	\$42,803	18	Deer Park	\$53,554	18	Kings Local	\$63,456	18	Cincinnati Public	\$79,640
19	Mt. Healthy	\$42,064	19	Milford Exempted	\$52,825	19	Three Rivers	\$63,425	19	Deer Park	\$79,199
20	Finneytown	\$42,053	20	Three Rivers	\$52,341	20	St. Bernard - Elmwood	\$62,732	20	St. Bernard - Elmwood	\$78,863
21	Lebanon City	\$41,905	21	Lakota Local	\$51,739	21	Lakota Local	\$62,518	21	Winton Woods	\$78,687
22	Northwest	\$41,849	22	Mt. Healthy	\$51,358	22	Winton Woods	\$61,731	22	Lebanon City	\$78,336
23	Three Rivers	\$41,257	23	Norwood	\$51,274	23	Cincinnati Public	\$61,586	23	Norwood	\$78,185
24	North College Hill	\$41,081	24	North College Hill	\$51,228	24	North College Hill	\$61,377	24	Milford Exempted	\$77,271
25	Norwood	\$40,807	25	Northwest	\$50,799	25	Ross Local	\$60,835	25	North College Hill	\$76,585
26	Milford Exempted	\$40,626	26	Ross Local	\$50,718	26	Mt. Healthy	\$60,649	26	Northwest	\$74,001
27	Ross Local	\$40,602	27	Winton Woods	\$49,726	27	Northwest	\$59,753	27	Ross Local	\$72,975
28	Hamilton City	\$40,427	28	Lockland	\$49,349	28	Lebanon City	\$59,523	28	Lockland	\$72,949
29	Lockland	\$40,272	29	Cincinnati Public	\$48,835	29	Lockland	\$58,425	29	Fairfield	\$70,961
30	Winton Woods	\$40,089	30	Hamilton City	\$47,709	30	Hamilton City	\$56,813	30	Hamilton City	\$70,880
31	Fairfield	\$38,860	31	Fairfield	\$47,307	31	Fairfield	\$55,755	31	Mt. Healthy	\$70,394
	Salary Average	\$43,291		Salary Average	\$53,771		Salary Average	\$64,411		Salary Average	\$80,470
	Salary for Madeira	\$45,704		Salary for Madeira	\$56,730		Salary for Madeira	\$67,834		Salary for Madeira	\$83,901
	Madeira vs Average	\$2,413		Madeira vs Average	\$2,959		Madeira vs Average	\$3,423		Madeira vs Average	\$3,431

SALARY COMPARISONS - MAX
2010-2011 School Year

Rank	District	Max \$\$\$\$	Level	Peak Earning Year
1	Indian Hill	\$92,988	Doctorate	23
2	Sycamore	\$91,857	Masters+45	25
3	Wyoming	\$91,121	Masters+36	25
4	Mason Local	\$87,432	Masters+30	27
5	Madeira	\$86,909	Masters+45	27
6	Princeton	\$86,898	Doctorate	17
7	Forest Hills	\$85,307	Doctorate	27
8	Loveland	\$85,025	Masters+30	20
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	ES	27
13	Cincinnati Public	\$83,454	Doctorate	27
14	Reading	\$82,158	Masters+45	27
15	New Richmond	\$81,764	Masters+30	22
16	Kings Local	\$81,554	Masters+20	29
17	Milford Exempted	\$80,722	Masters+50	25
18	Southwest	\$80,575	Masters+30	26
19	Three Rivers	\$80,051	Masters+15	35
20	Deer Park	\$79,954	Masters+45	27
21	Winton Woods	\$79,005	Doctorate	25
22	St. Bernard - Elmwood	\$78,863	Masters+30	25
23	Lebanon City	\$78,336	Masters+20	27
24	Norwood	\$78,185	Masters+30	22
25	North College Hill	\$76,585	Masters+20	22
26	Northwest	\$75,896	Masters+45	27
27	Ross Local	\$72,975	Masters+30	18
28	Lockland	\$72,949	Masters+30	26
29	Fairfield	\$70,961	Master +30	27
30	Hamilton City	\$70,880	Masters+30	27
31	Mt. Healthy	\$70,394	Masters+30	16

Salary Average \$81,267

Salary for Madeira \$86,909

Madeira vs Average \$5,642

MADEIRA SALARY RANKING

<u>BACHELORS</u>	<u>Rank</u>	<u>Start</u>	<u>Rank</u>	<u>5 Years</u>	<u>Rank</u>	<u>10 Years</u>	<u>Rank</u>	<u>Max</u>	<u># of Districts</u>
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

<u>MASTERS</u>	<u>Rank</u>	<u>Start</u>	<u>Rank</u>	<u>5 Years</u>	<u>Rank</u>	<u>10 Years</u>	<u>Rank</u>	<u>Max</u>	<u># of Districts</u>
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

<u>MASTERS +30</u>	<u>Rank</u>	<u>Start</u>	<u>Rank</u>	<u>5 Years</u>	<u>Rank</u>	<u>10 Years</u>	<u>Rank</u>	<u>M+30 Max</u>	<u>Rank</u>	<u>Overall Max</u>	
2010 - 2011	8	\$45,704	7	\$56,730	8	\$67,834	9	\$83,901	5	\$69,009	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

Comparison District Additional Contract Information

Certified Salary Schedules Information:	*Pay for Perf. Y/N	Cert.Sub-pay rate	Medical Plans						Dental Plans			
			Plan 1		Plan 2		Plan 3		Plan 1		Plan 2	
			Board%	Employee%	Board%	Employee%	Board%	Employee%	Board %	Employee%	Board%	Employee%
District			Board%	Employee%	Board%	Employee%	Board%	Employee%	Board %	Employee%	Board%	Employee%
Cincinnati Public	No	\$115.93	Self funded	Self funded-% of salary								
Deer Park	No	\$75	90%	10%					75%	25%		
Fairfield	No	\$80	89% to 85%	11% to 15%	85%	15% + diff in Plan 1			100%			
Finneytown	No	\$85/\$42.50; LT 16-30 \$95, 31-45 \$100, 46-59 \$110; 60+ BS-0	85%	15%	80% with spouse	20%			85%	15%		
Forest Hills	No	\$82/\$41; LT 11-20 \$95, 21-35-\$120, 36-59 \$142, 60+ BS-1	87%	13%					100%	100%		
Hamilton City			80%	20%					80%	20%		
Indian Hill	No	\$82/\$53-reg ed; \$84/\$56-sped;LT BS-0 day 1	88%	12%	90%	10%			100%			Enhanced plan difference in premium
Kings Local	No	\$75;LT 21+ \$85, or 30+ \$100	85%	15%					100%	0%		
Lakota Local			90%	10%	89%	11%	88%	12%	100%	0%		
Lebanon City	No	\$82	80%	20%					90%	10%		
Lockland	No	\$85/\$42.50;LT 11-59 \$95; 60+Sal Sch per Ed/Exp	90%	10%					80%	20%		
Loveland	No	\$80	90% to 89%	10% to 11%	85%	15%			100%		100%	
Madeira	No	\$80/\$40-\$90, BS-0	85%	15%					100%	0%		
Marionmont	No	\$80/\$40-\$90 after 15 days	85%	15%								
Mason Local	No	\$90/\$60	84% to 87% H.S.A.	13% to 16% H.S.A.					100%			
Milford Exempted			88%	12%					90%	10%		
Mt. Healthy			90%	10%					100%	0%		
New Richmond			93%	7%								
North College Hill	No	\$85/\$42.50; 30+ @ Sal.Sch.	90%	10%					100%	0%		
Northwest	No	\$95; LT 20+ BS0 - MS15, 10 yrs	100% to 85%	0% to 15%					100%			
Norwood	No	\$90; LT 11-59 \$105,60+ BS-1	90%	10%					100%	0%		
Oak Hills	No	\$102/\$56	90% to 85%	10% to 15%					90% to 87%	10% to 13%		
Princeton	No	\$90/\$45;contract subs \$105	86%	14%					83%	17%		
Reading	No	\$84/\$42	85%	15%					100%	0%		
Ross Local	No	\$70; LT \$75 (11-20), \$90 (21-	80%	20%	90%	10%			100%			
Southwest	No	\$80	95%	5%	90%	10%	90%	10%	100%	0%		
St. Bernard - Elmwood	No	\$85; LT 11-60 \$97, 60+ BS-0	90%	10%					100%	0%		
Sycamore	No	\$84/\$50, \$216 (BA-0) after 11th day in same position	80%	20%	85%	15%	85%	15%	90%	10%		
Three Rivers	No	\$84/\$42	90%	10%								
Winton Woods	No	\$85	85%	15%					90%	10%		
Wyoming	No	\$85	85%	15%					85%	15%		

* Please provide a brief description if you offer "pay for performance".

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%	101.0000%	101.0000%	101.0000%	101.0000%	101.0000%	101.0000%	101.0000%	101.0000%	101.0000%	101.0000%	101.0000%	101.0000%	101.0000%	Enter Estimated %+	Total FTE	Total Amt.
Step	BS	Amount	BS+15	Amount	BS+30	Amount	MA	Amount	MA+15	Amount	MA+30	Amount	MA+45	Amount	Total FTE	Total Amt.
0	0	0	0	0	1	40,812	0	0	0	0	0	0	0	0	1.00	40,812
1	1	40,125	0	0	0	0	1	45,237	0	0	1	48,102	0	0	3.00	133,464
2	2	83,129	1	43,165	0	0	0	0	0	0	0	0	0	0	3.00	126,294
3	1	42,798	0	0	0	0	0	0	0	0	1	52,884	0	0	2.00	95,681
4	3	132,747	1	46,305	0	0	2	102,632	0	0	1.6	87,959	0	0	7.60	369,644
5	1	45,798	0	0	0	0	2.4	128,004	1	54,452	1	57,297	0	0	5.40	285,552
6	0	0	0	0	2	104,224	1.5	83,364	1	56,637	0	0	0	0	4.50	244,225
7	0	0	0	0	0	0	2,857	164,997	0	0	1	61,831	0	0	3.86	226,828
8	0	0	0	0	0	0	0	0	2	122,157	2	127,910	0	0	4.00	250,068
9	0	0	0	0	0	0	4.5	280,440	1	63,415	1	66,141	0	0	6.50	409,996
10	0	0	0.5	28,491	0	0	2	129,367	0	0	0	0	0	0	2.50	157,857
11	0	0	0	0	0	0	0	0	0	0	3	212,427	0	0	3.00	212,427
12	0	0	0	0	1	63,462	5	344,804	2	140,091	1	72,821	0	0	9.00	621,178
13	0	0	0	0	0	0	2	141,828	0	0	2.7	202,090	0	0	4.70	343,918
14	0	0	0	0	1	65,020	0	0	1	74,521	0	0	0	0	2.00	139,541
15	0	0	0	0	0	0	4	296,176	1	75,593	3	231,859	0	0	8.00	603,629
16	0	0	0	0	0	0	0	0	0	0	1.5	117,862	0	0	1.50	117,862
17	0	0	0	0	0	0	0.5	37,926	1	77,445	2.7	214,689	0	0	4.20	330,059
18	0	0	0	0	0	0	0	0	2	156,312	1	80,426	0	0	3.00	236,738
19	0	0	0	0	0	0	1	77,309	0.5	39,455	4	325,426	0	0	5.50	442,190
20	0	0	0	0	1	65,020	0	0	0	0	1	82,253	0	0	2.00	147,273
21	0	0	0	0	0	0	1	79,182	1	80,285	1	83,121	0	0	3.00	242,588
22	0	0	0	0	1	65,020	1	79,182	1	80,900	1	83,956	0	0	4.00	309,058
23	0	0	0	0	0	0	0	0	1	80,900	2	169,601	0	0	3.00	250,501
24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
25	0	0	0	0	0	0	0	0	1	80,900	1	84,801	0	0	2.00	165,701
26	0	0	0	0	0	0	1	79,182	0	0	0	0	0	0	1.00	79,182
27	0	0	0	0	0	0	2	158,364	1	80,900	1	84,801	3	263,334	7.00	587,399
1112	8.00	344,598	2.50	117,961	7.00	403,558	33.76	2,227,995	17.50	1,263,962	34.50	2,548,257	3.00	263,334	106.26	7,169,666
1011	6.00	257,646	3.14	157,965	7.00	415,142	33.69	2,238,617	19.00	1,345,116	33.80	2,517,608	4.50	390,793	107.13	7,322,887
0910	6.00	245,486	3.14	151,508	7.00	400,001	33.69	2,154,765	19.00	1,300,850	33.80	2,436,853	4.50	384,150	107.13	7,073,613
0809	6.50	259,203	5.14	243,584	9.00	487,441	31.90	2,007,628	16.65	1,142,437	29.80	2,088,657	6.00	501,974	104.99	6,730,924
0708	4.50	176,485	5.64	247,345	9.00	467,389	33.40	2,001,938	18.00	1,199,654	26.80	1,853,772	8.00	650,908	105.34	6,597,491
0607	6.14	242,120	4.00	179,502	9.00	434,717	30.00	1,768,749	24.00	1,525,524	20.77	1,383,784	9.50	754,581	103.41	6,288,976
0506	10.00	391,590	2.00	77,061	9.00	435,958	34.50	1,914,864	22.50	1,401,873	22.45	1,456,957	9.00	691,214	109.45	6,369,517

Avg. Salary	0506	0607	0708	0809	0910	1011	1112
	58,196	60,816	62,630	64,110	66,031	68,358	67,475

Increase Step Only

-1.29% Enter % above each "amount" column and increase represents step + % increase
 -2.26% Represents average increase with STEP ONLY/RETIREMENTS/REPLACEMENTS

Ret/Med.	
	-\$153,221
	-\$223,731
	-\$34,566

10.35% % Staff receiving salary only increase
 89.65% % Staff receiving step + salary increase
 26% % Staff with highest salary increment (4.5-6%)
 Highest increment 6%

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
FY07	3.50%	34,441
FY08	2.30%	35,646
FY09	3.00%	36,466
FY10	2.00%	38,311
FY11	1.50%	38,886
FY12		
5 YR Avg.	2.46%	

Experience YRS	%FTE	% Amt.	Level	%FTE	%Amt.
0-5	20.70%	14.67%	BA All	16.47%	12.08%
6-10	20.10%	17.98%	MA	31.77%	31.08%
11-15	25.13%	26.79%	MA+15	16.47%	17.63%
16-20	15.25%	17.77%	MA+30	32.47%	35.54%
21-25	11.29%	13.50%	MA+45	2.82%	3.67%
26+	7.53%	9.30%			
	100.00%	100.00%		100.00%	100.00%
6+ YRS	79.30%	85.33%	MA %	83.53%	87.92%

2011-2012					
Increase	STEP%	With Step	Avg. Sal.	Salary \$'s	
Step only	-2.26%			7,099,156	
1.00%	-2.26%	-1.29%	67,475	7,169,666	-\$153,221
1.25%	-2.26%	-1.05%	67,641	7,187,294	-\$135,593
1.50%	-2.26%	-0.81%	67,807	7,204,922	-\$117,965
1.75%	-2.26%	-0.56%	67,972	7,222,549	-\$100,338
2.00%	-2.26%	-0.32%	68,138	7,240,177	-\$82,710