

MADEIRA SCHOOLS PLANNING COMMISSION

SALARY SCHEDULE REVIEW FOR 2009-2010

January 2010

Committee

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SALARY SCHEDULE REVIEW FOR 2009-2010

I. OBJECTIVE

- A.** The committee's annual assignment is to review the salaries of our certified 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.
- B.** Last year the school board added additional objectives to report and summarize the following items for the comparison districts:
 - 1. Steps past 27 years of experience at Masters +45
 - 2. Additional compensation for National Board Certification
 - 3. Current contract year and contract duration

II. METHODOLOGY

- A.** Madeira's certified salary schedule was compared against the schedules of the 29 school districts for the 2009-2010 school 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 information on the comparison districts' contracts and compensation policies was collected and summarized.
- D.** Feedback on compensation policies and programs was solicited from the staff and summarized.

III. FINDINGS

A. Certified Staff Salary Analysis

Pages 4 - 8 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 the 09/10 school year was 1.62%, down from 1.95% last year. The range was 0% (7 districts) to 3% (2 districts). The median increase was 2.0%. Of particular note, there were nine districts this year who signed one year extensions/contracts. Four of these nine had 0% increase from 08/09.

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 vs. the other districts at a majority of key comparison points for education level / years of service. Madeira's starting salary for Masters Degree teachers ranks 3rd out of 30 districts, up 3 places from last year. Also,

Madeira's maximum salary ranks 4th up 1 from last year. Details of Madeira's historical rankings for each comparison category are included on page 9.

B. Budget Impact

Approximately 85% of the teachers who return next year will automatically receive a "step" salary increase based upon another year's experience. In addition, the committee is recommending an increase of 1.0% - 2.0% to the total certified salary pool. See the recommendations below.

Refer to page 10 and 11 which detail the impact in dollars and FTEs from the 2009 – 2010 budget to the 2010 – 2011 budget with step and salary scale increases in the range of recommended percentages noted in our recommendations. Assuming constant FTEs for next year, step increases and a 2% salary schedule increase results in an overall 4.03% increase from the 2009 – 2010 certified staff budget. Since we do not know which teachers will return, which will change educational level, and what level new teachers will be hired, the estimated change is based upon current information.

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.

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. Staff Feedback

The Salary and Wage Committee requested, via email, input from the district's administrators and certified staff members. This email 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 National Board Certification stipend.

We received feedback from over 30 teachers, which was largely positive regarding the salary schedule as well as the district's National Board Certification stipend. Many teachers commented the salary schedule is fair, particularly in these challenging economic times.

While staff supported the current stipend for National Board Certification, there was recognition of the need for further incentives with the state funding no longer available. Also, there were a number of comments suggesting some kind of payment for Master Teacher designation.

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

F. Previous Year Recommendations and Board Action

The 2008/2009 Salary Study committee made a single recommendation to increase all levels on the salary scale in the range of 1.5 – 2.5%. This recommendation was agreed by the Planning Commission, forwarded to the Board which agreed to a 2% increase for 09/10.

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 – 2.0%. 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.

We are also recommending the Board consider providing additional incentives to teachers who achieve National Board Certification. The elimination of the stipend by the State of Ohio significantly reduces the incentive to pursue certification. This is an expensive and time consuming process for teachers and the Board should consider what other payment is appropriate to offset this investment.

Comparison District Contract Information

District	% Increase from 08/09	Incremental for National Board Certification?	Steps added past 27 on MA+45?	Contracts:			
				Current Year:	Duration:	Start	End
Deer Park	3.00%	\$300 payment (in 08/09)	No - 27 is last step	2	3	7/1/2008	6/30/2011
Fairfield	2.00%	No	No - 24 is last step	2	2	9/1/2008	8/31/2010
Finneytown	2.50%	No (nothing indicated in contract)	No - 27 is last step	2	3	8/1/2008	7/31/2011
Forest Hills	0.00%	No (nothing indicated in contract)	No - 27 is last step	1	1	7/1/2009	6/30/2010
Hamilton City	1.50%	No (nothing indicated in contract)	No - 27 is last step	1	2	7/1/2009	6/30/2011
Indian Hill	1.25%		No - 23 is last step	1	2	9/1/2009	8/30/2011
Kings Local	2.50%	\$1500 per year for 5 yrs - \$7500 max	Yes - 29 is last step	2	2	8/1/2008	7/31/2010
Lakota Local	2.00%		No - 25 is last step	2	2	9/1/2008	6/30/2010
Lebanon City	2.89%		No - 27 is last step	2	2	9/1/2008	8/31/2010
Lockland	2.00%		No - 26 is last step	2	2	7/1/2008	6/30/2010
Loveland	2.00%	\$1000 per year additional stipend	No - 20 is last step	1	1		6/30/2010
Mariemont	2.00%	\$1000 per year for 10 years	No - 27 is last step	1	1	n/a	n/a
Mason Local	0.00%	\$2500 per year additional stipend	No - 27 is last step	1	3	7/1/2009	6/30/2012
Milford Exempted	2.00%	No	No - 25 is last step	1	1	7/1/2009	6/30/2010
Mt. Healthy	0.00%	One time payment of \$2000	No - 16 is last step	1	1	7/1/2009	6/30/2010
New Richmond	2.25%	No	No - 22 is last step	1	3	7/1/2008	6/30/2011
North College Hill	1.75%		No - 23 is last step	1	1	9/1/2009	8/31/2010
Northwest	2.00%		No - 27 is last step	1	1	9/1/2009	8/31/2010
Norwood	0.00%	Additional 2%	No - 22 is last step	1	1		
Oak Hills	3.00%		No - 25 is last step	3	3	7/1/2007	6/30/2010
Princeton	2.00%	No	No - 17 is last step	2	3	7/1/2008	6/30/2011
Reading	0.00%	No	No - 27 is last step	1	1	9/1/2009	8/31/2010
Ross Local	2.90%	No	No - 18 is last step	3	3		
Southwest	0.00%	No	No - 26 is last step	1	3	9/1/2009	8/31/2012
St. Bernard - Elmwood	0.00%	No	No - 25 is last step	1	3	8/1/2009	7/31/2012
Sycamore	2.25%	No	No - 25 is last step	2	3	8/1/2008	7/31/2011
Three Rivers	1.00%	No	No - 25 is last step	1	3	8/1/2009	7/31/2012
Winton Woods	2.00%	\$1500 one time payment	No - 25 is last step	1	1	8/1/2009	7/31/2010
Wyoming	2.125%	No	No - 25 is last step	1	3	7/1/2009	6/30/2012
Average:	1.62%						

Bold indicates one year extensions/contracts

SALARY COMPARISONS - BACHELORS DEGREE
Teachers Salary Schedule
2009-2010 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	\$40,083	1		Indian Hill	\$50,104	1		Princeton	\$60,322	1		Wyoming	\$75,487
2		Princeton	\$39,170	2		Princeton	\$48,571	2		Indian Hill	\$60,124	2		Kings Local	\$73,300
3		Sycamore	\$39,004	3		Kings Local	\$47,705	3		Oak Hills	\$59,141	3		Southwest	\$70,930
4		Madeira	\$38,311	4		Oak Hills	\$47,679	4		Kings Local	\$57,549	4		Three Rivers	\$70,519
5		Kings Local	\$37,861	5		Finneytown	\$47,368	5		Loveland	\$56,219	5		Oak Hills	\$70,230
6		Lakota Local	\$37,492	6		Sycamore	\$47,194	6		Sycamore	\$56,104	6		Sycamore	\$70,191
7		Finneytown	\$37,297	7		Loveland	\$46,725	7		Deer Park	\$55,968	7		Indian Hill	\$70,145
8		Forest Hills	\$37,274	8		Forest Hills	\$46,593	8		Forest Hills	\$55,911	8		Loveland	\$69,510
9		Loveland	\$37,231	9		Mariemont	\$46,091	9		Mariemont	\$55,683	9		Princeton	\$68,743
10		Deer Park	\$37,065	10		Wyoming	\$46,029	10		Southwest	\$55,489	10		Reading	\$68,313
11		Oak Hills	\$36,963	11		Southwest	\$45,841	11		North College Hill	\$55,288	11		Mason Local	\$67,678
12		Wyoming	\$36,823	12		Deer Park	\$45,590	12		Three Rivers	\$55,277	12		Forest Hills	\$66,666
13		Mason Local	\$36,484	13		Reading	\$45,491	13		Wyoming	\$55,235	13		Deer Park	\$65,605
14		Mariemont	\$36,468	14		Mason Local	\$45,149	14		Finneytown	\$55,200	14		Winton Woods	\$65,555
15		Reading	\$36,190	15		North College Hill	\$45,141	15		Reading	\$55,009	15		Lebanon City	\$65,262
16		Southwest	\$36,189	16		Three Rivers	\$45,116	16		Winton Woods	\$54,590	16		Norwood	\$64,790
17		Lebanon City	\$35,668	17		Madeira	\$44,674	17		Mason Local	\$53,814	17		Lakota Local	\$64,674
18		Norwood	\$35,484	18		Lakota Local	\$44,016	18		St. Bernard - Elmwood	\$52,716	18		Fairfield	\$64,329
19		Winton Woods	\$35,151	19		St. Bernard - Elmwood	\$43,930	19		Norwood	\$52,605	19		Northwest	\$64,163
20		St. Bernard - Elmwood	\$35,144	20		Winton Woods	\$43,805	20		Madeira	\$52,536	20		Finneytown	\$63,406
21		North College Hill	\$34,992	21		Norwood	\$43,468	21		Lakota Local	\$52,170	21		North College Hill	\$61,377
22		Milford Exempted	\$34,665	22		Northwest	\$43,059	22		Mt. Healthy	\$51,969	22		Hamilton City	\$59,691
23		Northwest	\$34,266	23		Milford Exempted	\$42,811	23		Northwest	\$51,855	23		New Richmond	\$59,646
24		New Richmond	\$34,181	24		Mt. Healthy	\$42,675	24		Lockland	\$51,164	24		Mariemont	\$59,551
25		Hamilton City	\$33,961	25		Lebanon City	\$42,502	25		Milford Exempted	\$50,958	25		Milford Exempted	\$59,148
26		Three Rivers	\$33,871	26		Lockland	\$42,087	26		New Richmond	\$49,973	26		Lockland	\$58,425
27		Ross Local	\$33,722	27		New Richmond	\$41,940	27		Lebanon City	\$49,615	27		Ross Local	\$56,384
28		Fairfield	\$33,592	28		Fairfield	\$41,150	28		Fairfield	\$48,708	28		St. Bernard - Elmwood	\$56,230
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	\$39,570	30		Hamilton City	\$46,581	30		Madeira	\$53,941
		Salary Average	\$36,033			Salary Average	\$44,763			Salary Average	\$53,855			Salary Average	\$64,644
		Salary for Madeira	\$38,311			Salary for Madeira	\$44,674			Salary for Madeira	\$52,536			Salary for Madeira	\$53,941
		Madeira vs Average	\$2,278			Madeira vs Average	(\$89)			Madeira vs Average	(\$1,319)			Madeira vs Average	(\$10,703)

SALARY COMPARISONS - MASTERS DEGREE
Teachers Salary Schedule
2009-2010 School Year

Rank	Years' Experience --->	Starting	Rank	Years' Experience --->	5 Years	Rank	Years' Experience --->	10 Years	Rank	Years' Experience --->	Max
	District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$
1	Indian Hill	\$44,091	1	Indian Hill	\$55,114	1	Indian Hill	\$66,137	1	Sycamore	\$86,638
2	Princeton	\$43,087	2	Princeton	\$53,271	2	Princeton	\$65,022	2	Indian Hill	\$86,379
3	Madeira	\$42,196	3	Forest Hills	\$52,873	3	Forest Hills	\$64,372	3	Wyoming	\$85,429
4	Southwest	\$41,979	4	Mariemont	\$52,476	4	Sycamore	\$63,979	4	Princeton	\$80,494
5	Kings Local	\$41,799	5	Sycamore	\$52,357	5	Mariemont	\$63,709	5	Kings Local	\$79,585
6	Oak Hills	\$41,768	6	Reading	\$52,295	6	Finneytown	\$63,406	6	Three Rivers	\$78,073
7	Reading	\$41,619	7	Loveland	\$52,216	7	Reading	\$63,224	7	Loveland	\$77,906
8	Deer Park	\$41,513	8	Madeira	\$52,026	8	Madeira	\$63,096	8	Madeira	\$77,238
9	Loveland	\$41,513	9	Kings Local	\$51,643	9	Deer Park	\$63,011	9	Mariemont	\$77,127
10	St. Bernard - Elmwood	\$41,470	10	Southwest	\$51,631	10	Loveland	\$62,920	10	Mason Local	\$76,908
11	Forest Hills	\$41,374	11	Oak Hills	\$51,379	11	Oak Hills	\$62,837	11	Forest Hills	\$76,871
12	Lakota Local	\$41,241	12	Deer Park	\$51,150	12	Kings Local	\$61,487	12	Finneytown	\$76,833
13	Mariemont	\$41,241	13	Finneytown	\$51,097	13	Southwest	\$61,279	13	Southwest	\$76,717
14	Sycamore	\$40,738	14	Mason Local	\$50,348	14	Wyoming	\$61,126	14	Reading	\$76,637
15	Mason Local	\$40,132	15	St. Bernard - Elmwood	\$50,256	15	Mason Local	\$60,563	15	Winton Woods	\$76,244
16	Lebanon City	\$39,553	16	Wyoming	\$50,079	16	Three Rivers	\$60,426	16	Lebanon City	\$75,983
17	Finneytown	\$39,535	17	Three Rivers	\$49,452	17	Winton Woods	\$59,613	17	Oak Hills	\$75,774
18	North College Hill	\$39,051	18	North College Hill	\$49,199	18	North College Hill	\$59,347	18	Lakota Local	\$75,546
19	Wyoming	\$39,032	19	Lakota Local	\$48,365	19	St. Bernard - Elmwood	\$59,042	19	Deer Park	\$74,871
20	Norwood	\$38,678	20	Lebanon City	\$48,227	20	Norwood	\$58,992	20	North College Hill	\$74,552
21	Mt. Healthy	\$38,592	21	Norwood	\$48,081	21	Milford Exempted	\$58,827	21	St. Bernard - Elmwood	\$73,451
22	Hamilton City	\$38,525	22	Milford Exempted	\$48,080	22	New Richmond	\$57,356	22	Norwood	\$72,597
23	Three Rivers	\$38,477	23	Mt. Healthy	\$47,883	23	Lakota Local	\$57,269	23	Fairfield	\$71,383
24	Winton Woods	\$38,385	24	Winton Woods	\$47,837	24	Mt. Healthy	\$57,177	24	Northwest	\$70,218
25	Fairfield	\$38,127	25	New Richmond	\$47,272	25	Lebanon City	\$56,901	25	Milford Exempted	\$69,585
26	Northwest	\$38,056	26	Northwest	\$47,006	26	Northwest	\$55,960	26	New Richmond	\$69,524
27	Milford Exempted	\$37,334	27	Fairfield	\$46,525	27	Fairfield	\$54,923	27	Lockland	\$69,319
28	New Richmond	\$37,291	28	Ross Local	\$45,930	28	Lockland	\$54,796	28	Hamilton City	\$68,203
29	Ross Local	\$37,162	29	Lockland	\$45,718	29	Ross Local	\$54,698	29	Ross Local	\$65,219
30	Lockland	\$36,640	30	Hamilton City	\$45,701	30	Hamilton City	\$54,669	30	Mt. Healthy	\$64,972
	Salary Average	\$40,007		Salary Average	\$49,850		Salary Average	\$60,205		Salary Average	\$75,343
	Salary for Madeira	\$42,196		Salary for Madeira	\$52,026		Salary for Madeira	\$63,096		Salary for Madeira	\$77,238
	Madeira vs Average	\$2,189		Madeira vs Average	\$2,176		Madeira vs Average	\$2,891		Madeira vs Average	\$1,895

SALARY COMPARISONS - MASTERS+30
Teachers Salary Schedule
2009-2010 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	\$48,099	1 Indian Hill	\$59,122	1 Indian Hill	\$70,145	1 Indian Hill	\$90,387
2 Loveland	\$47,376	2 Loveland	\$58,080	2 Forest Hills	\$68,957	2 Wyoming	\$88,375
3 Southwest	\$45,841	3 Forest Hills	\$57,216	3 Loveland	\$68,784	3 Sycamore	\$88,340
4 St. Bernard - Elmwood	\$45,687	4 Mariemont	\$56,414	4 Mariemont	\$68,337	4 Mason Local	\$85,300
5 Forest Hills	\$45,474	5 Madeira	\$55,891	5 Princeton	\$67,372	5 Loveland	\$83,770
6 Oak Hills	\$45,464	6 Princeton	\$55,621	6 Finneytown	\$67,135	6 Oak Hills	\$83,167
7 Princeton	\$45,437	7 Southwest	\$55,489	7 Madeira	\$66,831	7 Princeton	\$82,845
8 Madeira	\$45,028	8 Reading	\$54,828	8 Mason Local	\$66,036	8 Madeira	\$82,719
9 Mariemont	\$44,490	9 St. Bernard - Elmwood	\$54,473	9 Reading	\$65,793	9 Mariemont	\$82,595
10 Reading	\$44,116	10 Finneytown	\$54,081	10 Sycamore	\$65,682	10 Lakota Local	\$81,733
11 Kings Local	\$43,768	11 Sycamore	\$54,065	11 Southwest	\$65,140	11 Finneytown	\$81,681
12 Lakota Local	\$43,116	12 Mason Local	\$53,996	12 Oak Hills	\$64,685	12 Forest Hills	\$81,650
13 Deer Park	\$42,995	13 Kings Local	\$53,612	13 Deer Park	\$64,493	13 Kings Local	\$81,554
14 Sycamore	\$42,444	14 Oak Hills	\$53,227	14 New Richmond	\$64,260	14 Southwest	\$80,575
15 Mt. Healthy	\$42,064	15 Wyoming	\$53,025	15 Wyoming	\$64,072	15 Three Rivers	\$79,258
16 Wyoming	\$41,978	16 New Richmond	\$52,639	16 Milford Exempted	\$63,749	16 Reading	\$79,134
17 Mason Local	\$41,957	17 Deer Park	\$52,632	17 Norwood	\$63,516	17 Lebanon City	\$78,336
18 Lebanon City	\$41,905	18 Three Rivers	\$51,823	18 Kings Local	\$63,456	18 New Richmond	\$78,206
19 Northwest	\$41,849	19 Milford Exempted	\$51,790	19 St. Bernard - Elmwood	\$63,259	19 Norwood	\$78,185
20 North College Hill	\$41,081	20 Lakota Local	\$51,739	20 Three Rivers	\$62,797	20 Deer Park	\$77,837
21 Finneytown	\$41,027	21 Mt. Healthy	\$51,358	21 Lakota Local	\$62,518	21 St. Bernard - Elmwood	\$77,317
22 New Richmond	\$41,017	22 Norwood	\$51,274	22 North College Hill	\$61,377	22 Winton Woods	\$77,182
23 Three Rivers	\$40,848	23 North College Hill	\$51,228	23 Ross Local	\$60,835	23 North College Hill	\$76,585
24 Norwood	\$40,807	24 Northwest	\$50,799	24 Mt. Healthy	\$60,649	24 Milford Exempted	\$75,769
25 Ross Local	\$40,602	25 Ross Local	\$50,718	25 Winton Woods	\$60,551	25 Northwest	\$74,001
26 Fairfield	\$40,310	26 Lebanon City	\$50,579	26 Northwest	\$59,753	26 Fairfield	\$73,566
27 Lockland	\$40,272	27 Lockland	\$49,349	27 Lebanon City	\$59,253	27 Ross Local	\$72,975
28 Hamilton City	\$39,830	28 Winton Woods	\$48,775	28 Lockland	\$58,425	28 Lockland	\$72,949
29 Milford Exempted	\$39,830	29 Fairfield	\$48,708	29 Fairfield	\$57,106	29 Mt. Healthy	\$70,394
30 Winton Woods	\$39,323	30 Hamilton City	\$47,005	30 Hamilton City	\$55,974	30 Hamilton City	\$69,833
Salary Average	\$42,801	Salary Average	\$52,985	Salary Average	\$63,698	Salary Average	\$79,541
Salary for Madeira	\$45,028	Salary for Madeira	\$55,891	Salary for Madeira	\$66,831	Salary for Madeira	\$82,719
Madeira vs Average	\$2,227	Madeira vs Average	\$2,906	Madeira vs Average	\$3,133	Madeira vs Average	\$3,178

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>		
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>		
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>	
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

%		102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	Enter Estimated %+		
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	0	0	0	0	0	0	0	0	0	0	0.00	0
1	0	0	0	0	0	0	0	0	1	46,126	0	0			1.00	46,126
2	2	82,712	0	0	0	0	0	0	0	0	0	0			2.00	82,712
3	1	42,583	0	0	0	0	0	0	0	0	1	52,618			2.00	95,201
4	2	88,053	2	92,145	0	0	2	102,114	0	0	2	109,395			8.00	391,707
5	1	45,567	0	0	0	0	1	53,067	1	54,178	1	57,009			4.00	209,821
6	0	0	0	0	2	103,699	4.4	243,308	0	0	0	0			6.40	347,007
7	0	0	0	0	0	0	2.785	160,031	0	0	1	61,520			3.79	221,551
8	0	0	0	0	0	0	0	0	2	121,541	2	127,267			4.00	248,809
9	0	0	0	0	1	57,817	3	186,020	2	126,192	0	0			6.00	370,029
10	0	0	0.5	28,347	0	0	2	128,716	0	0	0	0			2.50	157,063
11	0	0	0	0	0	0	0	0	0	0	3	211,357			3.00	211,357
12	0	0	0	0	2	126,286	4	274,453	1	69,693	1	72,455			8.00	542,887
13	0	0	0	0	0	0	2	141,115	1	71,706	1.7	126,601			4.70	339,422
14	0	0	0	0	1	64,692	0	0	1	74,146	0	0			2.00	138,838
15	0	0	0	0	0	0	4	294,686	1	75,214	3	230,693			8.00	600,593
16	0	0	0	0	0	0	0	0	0	0	1.5	117,270			1.50	117,270
17	0	0	0	0	0	0	0.5	37,735	1	77,055	2.6	205,697			4.10	320,487
18	0	0	0	0	0	0	0	0	2	155,523	1	80,022			3.00	235,546
19	0	0	0	0	0	0	0	1	76,920	1	78,512	4	323,789		6.00	479,222
20	0	0	0	0	1	64,692	0	0	0	0	1	81,840			2.00	146,532
21	0	0	0	0	0	0	1	78,783	1	79,881	1	82,703			3.00	241,367
22	0	0	0.64	38,251	0	0	1	78,783	1	80,493	1	83,534			3.64	281,061
23	0	0	0	0	0	0	0	0	1	80,493	2	168,747			3.00	249,240
24	0	0	0	0	0	0	0	0	0	0	0	0			0.00	0
25	0	0	0	0	0	0	1	78,783	1	80,493	1	84,373	0	0	3.00	243,649
26	0	0	0	0	0	0	1	78,783	0	0	0	0	0.5	43,372	1.50	122,155
27	0	0	0	0	0	0	3	236,348	1	80,493	3	253,120	4	349,346	11.00	919,308
1011	6.00	258,915	3.14	158,744	7.00	417,187	33.69	2,249,645	19.00	1,351,742	33.80	2,530,010	4.50	392,718	107.13	7,358,960
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
	58,196	60,816	62,630	64,110	66,031	68,695

Increase Step Only

4.03%	Enter % above each "amount" column and increase represents step + %increase
1.99%	Represents average increase with STEP ONLY

Ret/Med.	
\$285,347	44,086
\$141,054	\$21,793

14.60%	% Staff receiving salary only increase	25%	% Staff with highest salary increment (4.5-6%)
85.40%	% Staff receiving step + salary increase		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		66,031
5 YR Avg.	2.91%	

Experience YRS	%FTE	% Amt.	Level	%FTE	%Amt.
0-5	15.87%	11.22%	BA All	15.07%	11.27%
6-10	21.18%	18.27%	MA	31.44%	30.46%
11-15	23.99%	24.91%	MA+15	17.74%	18.39%
16-20	15.50%	17.65%	MA+30	31.55%	34.45%
21-25	11.80%	13.80%	MA+45	4.20%	5.43%
26+	11.67%	14.15%			
	100.00%	100.00%		100.00%	100.00%
6+ YRS	84.13%	88.78%	MA %	84.93%	88.73%

2010-2011					15.450% Ret/Med.
Step only	1.99%	67,348	7,214,667		\$21,793
Increase	STEP%	With Step	Avg. Sal.	Salary \$'s	Incremental Benefits
1.00%	1.99%	3.01%	68,022	7,286,814	\$32,940
1.25%	1.99%	3.27%	68,190	7,304,850	\$35,726
1.50%	1.99%	3.52%	68,358	7,322,887	\$38,513
1.75%	1.99%	3.78%	68,527	7,340,924	\$41,300
2.00%	1.99%	4.03%	68,695	7,358,960	\$44,086

Planning Commission Salary Study – 2010-2011

Notes to Schedule:

Salary notes

- * Schedule includes data that is used to determine % and dollar average increases and total dollar increases for salary and medicare/retirement of the certified staff.
- * The schedule moves the current certified staff down the step schedule to calculate the minimal budget impact of a step only increase. 2010-2011 step only increase calculate to **1.99%**. (highlighted in green on the schedule). There is no horizontal movement estimated.
- * The bottom right box indicates the % and dollar increase for **incremental increases from 1% to 2%**. Each incremental increase includes the **1.99%** step only + the salary increase indicated in the % column. For example, a 2% salary increase equates to an average 4.03% increase with the 1.99% step. The certified average salary would be **\$68,695**. Certified salary impact to the budget would be **\$285,347**.

Salary Schedule notes

- * The purple highlighted section of the spreadsheet indicates the highest incremental increase section of the salary schedule. Movement from step to step is in the range of **4.5-6%**. Any board approved salary increase is added to the incremental step. Approximately **25%** of the certified staff is in the highest step to step ranges.
- * The gray highlighted section of the spreadsheet indicates the steps that have **no step increase**. The certified staff on those steps only receives the board approved salary increase. **14.6%** of the certified staff receives the board approved salary increase. **85.4%** of the certified staff receive board approved salary increase + incremental step increase.

Experience notes

- * The bottom middle box indicates the staff experience in years and educational levels both in FTE (full time equivalent) and dollars. For example; certified staff with **0 to 5 years experience** make up **15.87% of the certified staff and 11.22% of the certified salary dollars**; staff with a **bachelor's** only degree make up **15.07% of the certified staff and 11.27% of the certified salary dollars**.
- * Madeira certified staff with 6 or more years experience makes up **84.13% of the certified staff and 88.78% of the certified salary dollars**.
- * Madeira certified staff with **Masters/plus** educational level makes up **84.93% of the certified staff and 88.73% of the certified salary dollars**.

Historical Salary increases

- * The bottom left box provides historical data including the board approved salary increase, the starting bachelors salary, and the average certified teacher salary.

APPENDIX A

Salary Study: Summary of Survey Responses

The committee received over 30 comments, which are summarized below.

Current Salary Scale: Comments that were supportive of what is currently in place are counted under “satisfied.” Comments suggesting that we need to change our salary scale with regard to steps reflected therein are counted under “change.” Dissatisfied comments are counted as such.

Satisfied	Change (steps, etc.)	Dissatisfied
14	6	3

Pay for Educational Assistants: There were 4 comments asking the Planning Commission and/or Board to look into EA pay scales.

National Board Certification: Comments generally positive, in favor of ANY type of compensation/ stipend/etc. OR financial aid in pursuing National Boards are counted under “in favor,” and any negative comments against such are counted under “against.”

In favor	Against	Neutral
28	3	3

Master Teacher: There were four or more comments about Master Teacher certification, expressing the feelings that there should be some sort of compensation. Suggestions ranged from a small stipend to a full step up on the salary scale.

Supplementals: Four respondents mentioned concern with our supplemental salaries.

Benefits: There were a couple of responses referencing our district’s cap on sick days (suggesting it be raised to 240) and another suggestion regarding payment for a percentage of unused sick days over the cap.