

**MADEIRA SCHOOLS PLANNING COMMISSION**

**SALARY AND BENEFITS REVIEW FOR 2006-2007**

**February 8, 2007**

**Committee**

**Barb Schenck**

**Tom Buescher**

**Eric Frayer**

**David McPherson, Chairman**

**Susan Crabill, Resource**

**SALARY AND BENEFITS REVIEW FOR 2006-2007**

**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. We also solicit input from teachers and support staff so that we can bring concerns/issues/comments to the attention of the Board and the Administration.

**II. METHODOLOGY**

- A. We compared Madeira's certified salary schedule to the schedules of the 29 school districts in our annual base for the 2006-2007 school year.
- B. We analyzed the total school budget impact based on the teacher's salary schedule adjustments recommended by this committee, the step increases built into that schedule, and changes in the number of teachers.
- C. We invited the support staff and teachers to provide written feedback sharing any concerns/issues/comments regarding salary.

**III. FINDINGS**

**A. Madeira's Certified Staff Salary Analysis**

Increases for certified staff across the 29 districts varied based on level this year. The average increase for the BA levels was 3.44%, for the MA levels was 2.05%, and for the MA+30 and MA+45 levels was 2.23%. Pages 4-11 list the salaries, rankings, and averages for four of our seven salary schedules. Madeira's salary schedules are designed to provide incentives for teachers to continue their education.

Last year, this committee recommended different increases based on teachers' education levels to compensate for a notable drop in Madeira's ranking at the Masters and, to a lesser extent, the Masters +30 salary scales. Our recommendation was to increase the BS, BS+15, and BA+30 salary schedule by 1.5%; increase the MA and MA+15 salary schedule by 2.5%; and increase the

MA+30 and MA+45 salary schedule by 2.75%. Two events occurring after our recommendation, the initial failure and subsequent passage of the Operating Levy and some adjustment in the staff's share of health care costs, resulted in the Board increasing the salary scale by 3.5% for all salary levels. In hindsight, the Board's decision kept Madeira competitive with the other districts in our study. The larger increase for teachers at the Bachelor level was consistent with the increases offered by the other districts and the larger increase at the Masters level caused positive movement for Madeira in comparison with the other districts.

**B. Special Education Aide Analysis**

The Planning Commission also recommended the adoption of a salary scale for Special Education Aides last year. The scale recommended by the Planning Commission was adopted by the Board and is currently in place.

**C. Budget Impact**

Approximately 75% 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 approximate 2.5% increase to the total certified salary pool. See the recommendations below.

See page 12, showing the budget impact in dollars and FTE's from the 2006 – 2007 budget to the 2007 – 2008 budget with step and 2.5% salary scale increases. Assuming constant FTE's for next year plus steps and % salary increase results in a 4.5% increase from the 2006 – 2007 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.

**D. Bureau of Labor Statistics**

The Bureau of Labor statistics reports that, for all civilian workers nationally, wages and salaries increased about 2.9% in the first nine months of 2006 compared to the first nine months of 2005. For elementary and secondary school workers, the increase for the first nine months of 2006 was slightly higher at 3.37% compared to the first nine months of 2005. As reported last year, the Consumer Price Index rose 2.9% in Hamilton County between 2004 and 2005.

#### **IV. RECOMMENDATIONS**

A. Increase all levels on the salary scale in the range of 2 – 3%. We are recommending a range this year to allow the Board to balance the total compensation of certified staff taking into consideration the overall compensation package, including salary and benefits.

The following are recommendations from previous studies which the committee continues to recommend for further consideration:

- A. Consider adding steps on the salary schedule beyond year 27 for the Masters +45 level.
- B. Consider adding additional pay for National Board Certified teachers or for other certifications.
- C. Change job titles for support staff when appropriate to more accurately reflect the responsibilities of the position (“Assistant To The Administration” rather than “secretary”).

#### **V. STAFF FEEDBACK**

The committee solicited input from teachers. Comments this year:

- 1. the need to continue providing solid health benefits;
- 2. consider increasing sick leave accumulation to 250 days (from current 220 days);
- 3. consider beginning the Masters+45 step earlier than year 25; and
- 4. review supplemental salaries.

#### **VI. ESTIMATE OF FUTURE INCREASES**

Some of the districts providing information for this study are parties to multi-year contracts that include pay scales for future years. Last year, the committee prepared a summary of the planned increases for the nine districts providing information for the 2006-2007 school year. We have determined that the predictive information was not accurate and will discontinue the practice until it is able to gather information about future increases from more districts.

BACHELORS DEGREE  
TEACHERS SALARY SCHEDULE 2006-07 SCHOOL YEAR

Years' Experience ---->	Starting \$\$\$\$	5 Years \$\$\$\$	10 Years \$\$\$\$	Max \$\$\$\$	max yrs
District					
1 Deer Park	33,053	40,655	49,910	56,520	23 yrs
2 Fairfield	32,208	39,455	46,702	61,678	24 yrs
3 Finneytown	34,719	44,093	51,384	59,022	27 yrs
4 Forest Hills	35,219	44,024	52,829	63,172	27 yrs
5 Hamilton City	32,160	37,472	44,111	56,525	27 yrs
6 Indian Hill	36,672	45,841	55,009	64,177	23 yrs
7 Kings Local	35,261	44,429	53,597	68,265	29 yrs
8 Lakota Local	35,089	40,703	47,721	59,924	12 yrs
9 Lebanon City	32,800	39,086	45,627	60,017	27 yrs
10 Lockland	31,412	40,050	48,688	55,599	14 yrs
11 Loveland	35,431	44,466	53,501	66,150	20 yrs
12 Madeira	35,646	41,567	48,881	50,189	11 yrs
13 Mariemont	33,700	42,594	51,458	55,032	12 yrs
14 Mason Local	34,212	42,337	50,088	63,463	27 yrs
15 Milford Exempted	31,715	39,168	46,621	54,153	25 yrs
16 Mt. Healthy	\$32,009	\$40,917	\$49,828	\$53,157	12 yrs
17 New Richmond	\$32,774	\$40,214	\$47,916	\$57,191	22 yrs
18 North College Hill	\$32,416	\$41,817	\$51,217	\$59,738	23 yrs
19 Northwest	\$31,659	\$39,783	\$47,910	\$59,281	27 yrs
20 Norwood	\$33,940	\$41,576	\$50,316	\$61,971	22 yrs
21 Oak Hills	\$34,158	\$44,060	\$54,652	\$64,899	25 yrs
22 Princeton	\$35,968	\$44,600	\$55,391	\$63,125	14 yrs
23 Reading	\$34,447	\$43,300	\$52,359	\$65,071	27 yrs
24 Ross Local	\$30,860	\$37,341	\$43,821	\$51,598	18 yrs
25 Southwest	\$34,395	\$43,568	\$52,738	\$67,414	26 yrs
26 St. Bernard - Elmwood	\$33,946	\$40,735	\$49,222	\$54,314	25 yrs
27 Sycamore	\$37,027	\$44,803	\$53,261	\$66,634	25 yrs
28 Three Rivers	\$31,921	\$42,519	\$52,095	\$66,460	25 yrs
29 Winton Woods	\$33,719	\$42,021	\$52,366	\$62,884	25 yrs
30 Wyoming	\$34,796	\$43,495	\$52,194	\$71,332	25 yrs
Salary Average	\$33,778	\$41,890	\$50,380	\$60,632	
Salary for Madeira	\$35,646	\$41,567	\$48,881	\$50,189	
Madeira vs Average	\$1,868	(\$323)	(\$1,499)	(\$10,443)	
Average Salary Last Year	\$32,892	\$40,685	\$48,698	\$57,932	
Avg Saly Incr vs Last Yr	2.69%	2.96%	3.45%	4.66%	

Highlighting identifies CHL Schools

MASTERS DEGREE  
TEACHERS SALARY SCHEDULE 2006-07 SCHOOL YEAR

Years' Experience ---->	Starting	5 Years	10 Years	Max	max yrs
District	\$\$\$\$	\$\$\$\$	\$\$\$\$	\$\$\$\$	
1 Deer Park	\$37,019	\$45,613	\$56,190	\$64,783	23 yrs
2 Fairfield	\$33,818	\$41,870	\$49,922	\$65,704	24 yrs
3 Finneytown	\$36,802	\$47,565	\$59,022	\$71,521	27 yrs
4 Forest Hills	\$39,093	\$49,958	\$60,823	\$72,815	27 yrs
5 Hamilton City	\$36,482	\$43,277	\$51,790	\$64,586	27 yrs
6 Indian Hill	\$40,340	\$50,425	\$60,510	\$78,662	23 yrs
7 Kings Local	\$38,928	\$48,096	\$57,264	\$74,119	29 yrs
8 Lakota Local	\$35,264	\$42,282	\$51,054	\$68,599	25 yrs
9 Lebanon City	\$36,374	\$44,755	\$52,327	\$69,876	27 yrs
10 Lockland	\$34,867	\$43,506	\$52,144	\$65,965	26 yrs
11 Loveland	\$39,506	\$49,692	\$59,878	\$74,139	20 yrs
12 Madeira	\$39,261	\$48,407	\$58,706	\$71,866	21 yrs
13 Mariemont	\$38,112	\$48,494	\$58,874	\$71,274	27 yrs
14 Mason Local	\$37,633	\$47,213	\$56,972	\$72,119	27 yrs
15 Milford Exempted	\$34,157	\$43,989	\$53,820	\$63,710	25 yrs
16 Mt. Healthy	\$37,002	\$45,911	\$54,822	\$62,296	15 yrs
17 New Richmond	\$35,757	\$45,327	\$54,995	\$66,663	22 yrs
18 North College Hill	\$36,176	\$45,577	\$54,978	\$69,138	23 yrs
19 Northwest	\$35,160	\$43,430	\$51,702	\$64,876	27 yrs
20 Norwood	\$36,994	\$45,988	\$56,425	\$69,437	22 yrs
21 Oak Hills	\$38,598	\$47,479	\$58,068	\$70,023	25 yrs
22 Princeton	\$39,565	\$48,917	\$59,707	\$73,915	17 yrs
23 Reading	\$39,614	\$49,776	\$60,179	\$72,994	27 yrs
24 Ross Local	\$34,008	\$42,031	\$50,055	\$59,683	18 yrs
25 Southwest	\$39,898	\$49,071	\$58,241	\$72,914	26 yrs
26 St. Bernard - Elmwood	\$40,056	\$46,845	\$55,332	\$70,947	25 yrs
27 Sycamore	\$38,673	\$49,704	\$60,737	\$82,248	25 yrs
28 Three Rivers	\$36,262	\$46,605	\$56,947	\$72,461	25 yrs
29 Winton Woods	\$36,821	\$45,888	\$57,184	\$73,138	25 yrs
30 Wyoming	\$36,884	\$47,323	\$57,761	\$80,727	25 yrs
Salary Average	\$37,304	\$46,500	\$56,214	\$70,373	
Salary for Madeira	\$39,261	\$48,407	\$58,706	\$71,866	
Madeira vs Average	\$1,957	\$1,907	\$2,492	\$1,493	
Average Salary Last Year	\$36,607	\$45,556	\$55,094	\$68,868	
Avg Saly Incr vs Last Yr	1.90%	2.07%	2.03%	2.19%	

MASTERS + 30 Hrs DEGREE  
TEACHERS SALARY SCHEDULE 2006-07 SCHOOL YEAR

Years' Experience --->	Starting \$\$\$\$	5 Years \$\$\$\$	10 Years \$\$\$\$	Max \$\$\$\$	Peak Salary Max	Comments
District						
1 Deer Park	38,341	44,952	57,512	66,436	67,097	MA+45 23 yrs
2 Fairfield	38,650	46,702	54,754	70,536	70,536	MA+30 24 yrs
3 Finneytown	38,191	50,343	62,494	76,035	76,035	Ed Specialist
4 Forest Hills	42,967	54,061	65,155	77,330	79,267	PhD 27 yrs
5 Hamilton City	37,718	44,512	53,006	66,130	66,130	ME+30 27 yrs
6 Indian Hill	44,001	54,092	64,177	82,330	84,387	PhD 23 yrs
7 Kings Local	41,659	51,028	60,398	77,624	77,624	MA+20 29 yrs
8 Lakota Local	38,668	45,967	55,090	72,985	75,441	PhD 25 yrs
9 Lebanon City	38,537	46,514	54,491	72,040	72,040	MA+20 27 yrs
10 Lockland	38,323	46,961	55,599	69,421	69,421	MA+30 26 yrs
11 Loveland	45,086	55,272	65,459	79,720	79,720	MA+30 20 yrs
<b>12 Madeira</b>	<b>41,897</b>	<b>52,004</b>	<b>62,183</b>	<b>76,966</b>	<b>\$79,669</b>	<b>MA+45</b> 23 yrs/27 yrs
13 Mariemont	41,114	52,133	63,151	76,327	76,327	MA+30 27 yrs
14 Mason Local	39,344	50,634	61,924	79,988	79,988	MA+30 27 yrs
15 Milford Exempted	36,441	47,382	58,324	69,376	69,376	MA+30 25 yrs
16 Mt. Healthy	\$40,331	\$49,243	\$58,151	\$67,493	\$67,493	MA+30 16 yrs
17 New Richmond	\$39,329	\$50,473	\$61,616	\$74,988	\$74,988	MA+30 22 yrs
18 North College Hill	\$38,056	\$47,457	\$56,858	\$71,019	\$71,019	MA+20 23 yrs
19 Northwest	\$38,665	\$46,934	\$55,207	\$68,371	\$70,122	MA+45 27 yrs
20 Nonwood	\$39,031	\$49,043	\$60,752	\$74,783	\$74,783	MA+30 22 yrs
21 Oak Hills	\$42,014	\$50,895	\$61,484	\$76,854	\$76,854	MA+30 25 yrs
22 Princeton	\$41,723	\$51,075	\$61,865	\$76,073	\$78,232	PhD 17 yrs
23 Reading	\$41,991	\$52,187	\$62,625	\$75,371	\$76,921	MA+45 27 yrs
24 Ross Local	\$37,155	\$46,413	\$55,671	\$66,781	\$66,781	MA+30 18 yrs
25 Southwest	\$43,568	\$52,738	\$61,911	\$76,580	\$76,580	MA+30 26 yrs
26 St Bernard - Elmwood	\$44,130	\$50,919	\$59,406	\$74,681	\$74,681	MA+30 25 yrs
27 Sycamore	\$40,293	\$51,325	\$62,353	\$83,863	\$85,076	MA+45 25 yrs
28 Three Rivers	\$38,497	\$48,839	\$59,182	\$74,695	\$74,695	MA+30 25 yrs
29 Winton Woods	\$37,721	\$46,788	\$58,084	\$74,038	\$74,338	PhD 25 yrs
30 Wyoming	\$39,667	\$50,106	\$60,545	\$83,510	\$84,206	MA+36 25 yrs
Salary Average	\$40,104	\$49,566	\$59,648	\$74,411	\$74,994	
Salary for Madeira	\$41,897	\$52,004	\$62,183	\$76,966	\$79,669	
Madeira vs Average	\$1,793	\$2,438	\$2,535	\$2,555	\$4,675	
Average Salary Last Year	\$39,227	\$48,536	\$58,327	\$72,807	\$73,268	
Avg Salary Incr vs Last Yr	2.23%	2.12%	2.26%	2.20%	2.36%	

**SALARY COMPARISONS - BACHELORS DEGREE**  
**Teachers Salary Schedule**  
**2006-2007 School Year**

Years' Experience ---->	Starting \$\$\$\$	Rank	Years' Experience ---->	5 Years \$\$\$\$	Rank	Years' Experience ---->	10 Years \$\$\$\$	Rank	Years' Experience ---->	Max \$\$\$\$	Rank
Years' Experience ---->			District			District			District		
Sycamore	\$37,027	1	Indian Hill	45,841	1	Princeton	\$55,391	1	Wyoming	\$71,332	1
Indian Hill	36,672	2	Sycamore	\$44,803	2	Indian Hill	55,009	2	Kings Local	68,265	2
Princeton	\$35,968	3	Princeton	\$44,600	3	Oak Hills	\$54,652	3	Southwest	\$67,414	3
<b>Madeira</b>	<b>35,646</b>	<b>4</b>	Loveland	44,466	4	Kings Local	53,597	4	Sycamore	\$66,634	4
Loveland	35,431	5	Kings Local	44,429	5	Loveland	53,501	5	Three Rivers	\$66,460	5
Kings Local	35,261	6	Finneytown	44,093	6	Sycamore	\$53,261	6	Loveland	66,150	6
Forest Hills	35,219	7	Oak Hills	\$44,060	7	Forest Hills	52,829	7	Reading	\$65,071	7
Lakota Local	35,089	8	Forest Hills	44,024	8	Southwest	\$52,738	8	Oak Hills	\$64,899	8
Wyoming	\$34,796	9	Southwest	\$43,568	9	Winton Woods	\$52,366	9	Indian Hill	64,177	9
Finneytown	34,719	10	Wyoming	\$43,495	10	Reading	\$52,359	10	Mason Local	63,463	10
Reading	\$34,447	11	Reading	\$43,300	11	Wyoming	\$52,194	11	Forest Hills	63,172	11
Southwest	\$34,395	12	Marionet	42,594	12	Three Rivers	\$52,095	12	Princeton	\$63,125	12
Mason Local	34,212	13	Three Rivers	\$42,519	13	Marionet	51,458	13	Winton Woods	\$62,884	13
Oak Hills	\$34,158	14	Mason Local	42,337	14	Finneytown	51,384	14	Nonwood	\$61,971	14
St. Bernard - Elmwood	\$33,946	15	Winton Woods	\$42,021	15	North College Hill	\$51,217	15	Fairfield	61,678	15
Nonwood	\$33,940	16	North College Hill	\$41,817	16	Nonwood	\$50,316	16	Lebanon City	60,017	16
Winton Woods	\$33,719	17	Nonwood	\$41,576	17	Mason Local	50,088	17	Lakota Local	59,924	17
Marionet	33,700	18	<b>Madeira</b>	<b>41,567</b>	<b>18</b>	Deer Park	49,910	18	North College Hill	\$59,738	18
Deer Park	33,053	19	Mt. Healthy	\$40,917	19	Mt. Healthy	\$49,828	19	Northwest	\$59,281	19
Lebanon City	32,800	20	St. Bernard - Elmwood	\$40,735	20	St. Bernard - Elmwood	\$49,222	20	Finneytown	59,022	20
New Richmond	\$32,774	21	Lakota Local	40,703	21	<b>Madeira</b>	<b>48,881</b>	<b>21</b>	New Richmond	\$57,191	21
North College Hill	\$32,416	22	Deer Park	40,655	22	Lockland	48,688	22	Hamilton City	56,525	22
Fairfield	32,208	23	New Richmond	\$40,214	23	New Richmond	\$47,916	23	Deer Park	56,520	23
Hamilton City	32,160	24	Lockland	40,050	24	Northwest	\$47,910	24	Lockland	55,599	24
Mt. Healthy	\$32,009	25	Northwest	\$39,783	25	Lakota Local	47,721	25	Marionet	55,032	25
Three Rivers	\$31,921	26	Fairfield	39,455	26	Fairfield	46,702	26	St. Bernard - Elmwood	\$54,314	26
Milford Exempted	31,715	27	Milford Exempted	39,168	27	Milford Exempted	46,621	27	Milford Exempted	54,153	27
Northwest	\$31,659	28	Lebanon City	39,086	28	Lebanon City	45,627	28	Mt. Healthy	\$53,157	28
Lockland	31,412	29	Hamilton City	37,472	29	Hamilton City	44,111	29	Ross Local	\$51,598	29
Ross Local	\$30,860	30	Ross Local	\$37,341	30	Ross Local	\$43,821	30	<b>Madeira</b>	<b>50,189</b>	<b>30</b>
Salary Average	\$33,778		Salary Average	\$41,890		Salary Average	\$50,380		Salary Average	\$60,632	
Salary for Madeira	\$35,646		Salary for Madeira	\$41,567		Salary for Madeira	\$48,881		Salary for Madeira	(\$60,632)	
Madeira vs Average	\$1,868		Madeira vs Average	(\$323)		Madeira vs Average	(\$1,499)		Madeira vs Average		



**SALARY COMPARISONS - MASTERS DEGREE**  
**Teachers Salary Schedule**  
**2006-2007 School Year**

Years' Experience --->	Starting \$\$\$	Rank	District	Years' Experience --->	5 Years \$\$\$	Rank	District	Years' Experience --->	10 Years \$\$\$	Rank	District	Years' Experience --->	Max \$\$\$	Rank
Indian Hill	\$40,340	1	Indian Hill	Forest Hills	\$50,425	1	Forest Hills	Sycamore	\$60,823	1	Sycamore	Southwest	\$82,248	1
St. Bernard - Elmwood	\$40,056	2	Forest Hills	Sycamore	\$49,958	2	Sycamore	Indian Hill	\$60,737	2	Indian Hill	Reading	\$80,727	2
Southwest	\$39,898	3	Reading	Indian Hill	\$49,776	3	Indian Hill	Loveland	\$60,510	3	Loveland	Princeton	\$78,662	3
Reading	\$39,614	4	Sycamore	Reading	\$49,704	4	Reading	Kings Local	\$60,179	4	Kings Local	Loveland	\$74,139	4
Princeton	\$39,565	5	Loveland	Loveland	\$49,692	5	Loveland	Princeton	\$59,878	5	Princeton	Winton Woods	\$74,119	5
Loveland	\$39,506	6	Southwest	Princeton	\$49,071	6	Princeton	Finneytown	\$59,707	6	Finneytown	Reading	\$73,915	6
<b>Madeira</b>	<b>\$39,261</b>	<b>7</b>	Princeton	Finneytown	\$48,917	7	Finneytown	Winton Woods	\$59,022	7	Winton Woods	Reading	\$73,138	7
Forest Hills	\$39,093	8	Mariemont	Mariemont	\$48,494	8	Mariemont	Reading	\$58,874	8	Reading	Southwest	\$72,994	8
Kings Local	\$38,928	9	<b>Madeira</b>	<b>Madeira</b>	<b>\$48,407</b>	<b>9</b>	<b>Madeira</b>	Southwest	<b>\$58,706</b>	<b>9</b>	Southwest	Forest Hills	\$72,914	9
Sycamore	\$38,673	10	Kings Local	Southwest	\$48,096	10	Southwest	Forest Hills	\$58,241	10	Forest Hills	Three Rivers	\$72,815	10
Oak Hills	\$38,598	11	Finneytown	Oak Hills	\$47,565	11	Oak Hills	Three Rivers	\$58,068	11	Three Rivers	Mason Local	\$72,461	11
Mariemont	\$38,112	12	Oak Hills	Wyoming	\$47,479	12	Wyoming	Mason Local	\$57,761	12	Mason Local	Mason Local	\$72,119	12
Mason Local	\$37,633	13	Wyoming	Kings Local	\$47,323	13	Kings Local	Mason Local	\$57,264	13	Mason Local	<b>Madeira</b>	<b>\$71,866</b>	<b>13</b>
Deer Park	\$37,019	14	Mason Local	Winton Woods	\$47,213	14	Winton Woods	Winton Woods	\$57,184	14	Finneytown	Finneytown	\$71,521	14
Mt. Healthy	\$37,002	15	St. Bernard - Elmwood	Mason Local	\$46,845	15	Mason Local	Mariemont	\$56,972	15	Mariemont	Mariemont	\$71,274	15
Norwood	\$36,994	16	Three Rivers	Three Rivers	\$46,605	16	Three Rivers	Three Rivers	\$56,947	16	St. Bernard - Elmwood	St. Bernard - Elmwood	\$70,947	16
Wyoming	\$36,884	17	Norwood	Norwood	\$45,988	17	Norwood	Norwood	\$56,425	17	Oak Hills	Oak Hills	\$70,023	17
Winton Woods	\$36,821	18	Mt. Healthy	Deer Park	\$45,911	18	Deer Park	Lebanon City	\$56,190	18	Lebanon City	Lebanon City	\$69,876	18
Finneytown	\$36,802	19	Winton Woods	St. Bernard - Elmwood	\$45,888	19	St. Bernard - Elmwood	Norwood	\$55,332	19	Norwood	Norwood	\$69,437	19
Hamilton City	\$36,482	20	Deer Park	New Richmond	\$45,613	20	New Richmond	North College Hill	\$54,995	20	North College Hill	North College Hill	\$69,138	20
Lebanon City	\$36,374	21	North College Hill	North College Hill	\$45,577	21	North College Hill	Lakota Local	\$54,978	21	Lakota Local	Lakota Local	\$68,599	21
Three Rivers	\$36,262	22	New Richmond	Mt. Healthy	\$45,327	22	Mt. Healthy	New Richmond	\$54,822	22	New Richmond	New Richmond	\$66,663	22
North College Hill	\$36,176	23	Lebanon City	Milford Exempted	\$44,755	23	Milford Exempted	Lockland	\$53,820	23	Lockland	Lockland	\$65,965	23
New Richmond	\$35,757	24	Milford Exempted	Lebanon City	\$43,989	24	Lebanon City	Fairfield	\$52,327	24	Fairfield	Fairfield	\$65,704	24
Lakota Local	\$35,264	25	Lockland	Lockland	\$43,506	25	Lockland	Northwest	\$52,144	25	Northwest	Northwest	\$64,876	25
Northwest	\$35,160	26	Northwest	Hamilton City	\$43,430	26	Hamilton City	Deer Park	\$51,790	26	Deer Park	Deer Park	\$64,783	26
Lockland	\$34,867	27	Hamilton City	Northwest	\$43,277	27	Northwest	Hamilton City	\$51,702	27	Hamilton City	Hamilton City	\$64,586	27
Milford Exempted	\$34,157	28	Lakota Local	Lakota Local	\$42,282	28	Lakota Local	Milford Exempted	\$51,054	28	Milford Exempted	Milford Exempted	\$63,710	28
Ross Local	\$34,008	29	Ross Local	Ross Local	\$42,031	29	Ross Local	Mt. Healthy	\$50,055	29	Mt. Healthy	Mt. Healthy	\$62,296	29
Fairfield	\$33,818	30	Fairfield	Fairfield	\$41,870	30	Fairfield	Ross Local	\$49,922	30	Ross Local	Ross Local	\$59,683	30
Salary Average	\$37,304		Salary Average	Salary Average	\$46,500		Salary Average	Salary Average	\$56,214		Salary Average	Salary Average	\$70,373	
Salary for Madeira	\$39,261		Salary for Madeira	Salary for Madeira	\$48,407		Salary for Madeira	Salary for Madeira	\$58,706		Salary for Madeira	Salary for Madeira	\$71,866	
Madeira vs Average	\$1,957		Madeira vs Average	Madeira vs Average	\$1,907		Madeira vs Average	Madeira vs Average	\$2,492		Madeira vs Average	Madeira vs Average	\$1,493	

**SALARY COMPARISONS - MASTERS+30**  
**Teachers Salary Schedule**  
**2006-2007 School Year**

Years' Experience ---->	Starting \$\$\$	Rank	Years' Experience ---->	5 Years \$\$\$	Rank	Years' Experience ---->	10 Years \$\$\$	Rank	Years' Experience ---->	Max \$\$\$	Rank
Loveland	45,086	1	Loveland	55,272	1	Loveland	65,459	1	Sycamore	\$83,863	1
St. Bernard - Elmwood	\$44,130	2	Indian Hill	54,092	2	Forest Hills	65,155	2	Wyoming	\$83,510	2
Indian Hill	44,001	3	Forest Hills	54,061	3	Indian Hill	64,177	3	Indian Hill	82,330	3
Southwest	\$43,568	4	Southwest	\$52,738	4	Marionmont	63,151	4	Mason Local	79,988	4
Forest Hills	42,967	5	Reading	\$52,187	5	Reading	\$62,625	5	Loveland	79,720	5
Oak Hills	\$42,014	6	Marionmont	52,133	6	Finneytown	62,494	6	Kings Local	77,624	6
Reading	\$41,991	7	<b>Madeira</b>	<b>52,004</b>	<b>7</b>	Sycamore	\$62,353	7	Forest Hills	77,330	7
<b>Madeira</b>	<b>41,897</b>	<b>8</b>	Sycamore	\$51,325	8	<b>Madeira</b>	<b>62,183</b>	<b>8</b>	<b>Madeira</b>	<b>76,966</b>	<b>8</b>
Princeton	\$41,723	9	Princeton	\$51,075	9	Mason Local	61,924	9	Oak Hills	\$76,854	9
Kings Local	41,659	10	Kings Local	51,028	10	Southwest	\$61,911	10	Southwest	\$76,580	10
Marionmont	41,114	11	St. Bernard - Elmwood	\$50,919	11	Princeton	\$61,865	11	Marionmont	76,327	11
Mt. Healthy	\$40,331	12	Oak Hills	\$50,895	12	New Richmond	\$61,616	12	Princeton	\$76,073	12
Sycamore	\$40,293	13	Mason Local	\$50,634	13	Oak Hills	\$61,484	13	Finneytown	76,035	13
Wyoming	\$39,667	14	New Richmond	\$50,473	14	Norwood	\$60,752	14	Reading	\$75,371	14
Mason Local	39,344	15	Finneytown	50,343	15	Wyoming	\$60,545	15	New Richmond	\$74,988	15
New Richmond	\$39,329	16	Wyoming	\$50,106	16	Kings Local	60,398	16	Norwood	\$74,783	16
Norwood	\$39,031	17	Mt. Healthy	\$49,243	17	St. Bernard - Elmwood	\$59,406	17	Three Rivers	\$74,695	17
Lakota Local	38,668	18	Norwood	\$49,043	18	Three Rivers	\$59,182	18	St. Bernard - Elmwood	\$74,681	18
Northwest	\$38,665	19	Three Rivers	\$48,839	19	Milford Exempted	58,324	19	Winton Woods	\$74,038	19
Fairfield	38,650	20	North College Hill	\$47,457	20	Mt. Healthy	\$58,151	20	Lakota Local	72,985	20
Lebanon City	38,537	21	Milford Exempted	47,382	21	Winton Woods	\$58,084	21	Lebanon City	72,040	21
Three Rivers	\$38,497	22	Lockland	46,961	22	Deer Park	57,512	22	North College Hill	\$71,019	22
Deer Park	38,341	23	Northwest	\$46,934	23	North College Hill	\$56,858	23	Fairfield	70,536	23
Lockland	38,323	24	Winton Woods	\$46,788	24	Ross Local	\$55,671	24	Lockland	69,421	24
Finneytown	38,191	25	Fairfield	46,702	25	Lockland	55,599	25	Milford Exempted	69,376	25
North College Hill	\$38,056	26	Lebanon City	46,514	26	Northwest	\$55,207	26	Northwest	\$68,371	26
Winton Woods	\$37,721	27	Ross Local	\$46,413	27	Lakota Local	55,090	27	Mt. Healthy	\$67,493	27
Hamilton City	37,718	28	Lakota Local	45,967	28	Fairfield	54,754	28	Ross Local	\$66,781	28
Ross Local	\$37,155	29	Deer Park	44,952	29	Lebanon City	54,491	29	Deer Park	66,436	29
Milford Exempted	36,441	30	Hamilton City	44,512	30	Hamilton City	53,006	30	Hamilton City	66,130	30
Salary Average	\$40,104		Salary Average	\$49,566		Salary Average	\$59,648		Salary Average	\$74,411	
Salary for Madeira	\$41,897		Salary for Madeira	\$52,004		Salary for Madeira	\$62,183		Salary for Madeira	\$76,966	
Madeira vs Average	\$1,793		Madeira vs Average	\$2,438		Madeira vs Average	\$2,535		Madeira vs Average	\$2,555	

**SALARY COMPARISONS - MAX**  
**Teachers Salary Schedule**  
**2006-2007 School Year**

Years' Experience ---->	Max	Peak	Rank
District	\$\$\$	Earning Year	
Sycamore	\$85,076 MA+45	25 yrs	1
Indian Hill	\$84,387 PhD	23 yrs	2
Wyoming	\$84,206 MA+36	25 yrs	3
Mason Local	\$79,988 MA+30	27 yrs	4
Loveland	\$79,720 MA+30	20 yrs	5
<b>Madeira</b>	<b>\$79,669 MA+45</b>	<b>23 yrs/27 yrs</b>	<b>6</b>
Forest Hills	\$79,267 PhD	27 yrs	7
Princeton	\$78,232 PhD	17 yrs	8
Kings Local	\$77,624 MA+20	29 yrs	9
Reading	\$76,921 MA+45	27 yrs	10
Oak Hills	\$76,854 MA+30	25 yrs	11
Southwest	\$76,580 MA+30	26 yrs	12
Mariemont	\$76,327 MA+30	27 yrs	13
Finneytown	\$76,035 Ed Specialist		14
Lakota Local	\$75,441 PhD	25 yrs	15
New Richmond	\$74,988 MA+30	22 yrs	16
Norwood	\$74,783 MA+30	22 yrs	17
Three Rivers	\$74,695 MA+30	25 yrs	18
St. Bernard - Elmwood	\$74,681 MA+30	25 yrs	19
Winton Woods	\$74,338 PhD	25 yrs	20
Lebanon City	\$72,040 MA+20	27 yrs	21
North College Hill	\$71,019 MA+20	23 yrs	22
Fairfield	\$70,536 MA+30	24 yrs	23
Northwest	\$70,122 MA+45	27 yrs	24
Lockland	\$69,421 MA+30	26 yrs	25
Milford Exempted	\$69,376 MA+30	25 yrs	26
Mt. Healthy	\$67,493 MA+30	16 yrs	27
Deer Park	\$67,097 MA+45	23 yrs	28
Ross Local	\$66,781 MA+30	18 yrs	29
Hamilton City	\$66,130 ME+30	27 yrs	30
Salary Average	\$74,994		
Salary for Madeira	\$79,669		
Madeira vs Average	\$4,675		

**MADEIRA SALARY RANKING**

<u>BACHELORS DEGREE</u>	<u>Start</u>	<u>Ranking</u>	<u>5 Years</u>	<u>Ranking</u>	<u>10 Years</u>	<u>Ranking</u>	<u>Max</u>	<u>Ranking</u>	<u># of Districts</u>
2006 - 2007	\$ 35,646	4	\$ 41,567	18	\$ 48,881	21	\$ 50,189	30	(30 Districts)
2005 - 2006	\$ 34,441	5	\$ 40,161	19	\$ 47,228	23	\$ 48,492	29	(30 Districts)
2004 - 2005	\$ 33,519	5	\$ 39,086	21	\$ 45,964	22	\$ 47,194	30	(30 Districts)
2003 - 2004	\$ 32,307	6	\$ 37,673	22	\$ 44,303	24	\$ 45,488	30	(30 Districts)
2002 - 2003	\$ 31,139	5	\$ 36,311	22	\$ 42,702	25	\$ 43,844	30	(30 Districts)
2001 - 2002	\$ 30,232	3	\$ 35,253	21	\$ 41,458	25	\$ 42,567	30	(30 Districts)
2000 - 2001	\$ 29,351	3	\$ 34,226	19	\$ 40,250	22	\$ 41,327	30	(30 Districts)
1999 - 2000	\$ 28,205	4	\$ 32,890	19	\$ 38,679	25	\$ 39,714	30	(30 Districts)
1998 - 1999	\$ 27,186	6	\$ 31,701	20	\$ 37,281	28	\$ 38,279	36	(37 Districts)
1997 - 1998	\$ 26,267	6	\$ 30,629	24	\$ 36,020	28	\$ 36,985	36	(37 Districts)

**MASTERS DEGREE**

2006 - 2007	\$ 39,261	7	\$ 48,407	9	\$ 58,706	9	\$ 71,866	13	(30 Districts)
2005 - 2006	\$ 37,933	10	\$ 46,770	12	\$ 56,721	11	\$ 69,436	16	(30 Districts)
2004 - 2005	\$ 36,918	8	\$ 45,518	9	\$ 55,203	7	\$ 67,578	14	(30 Districts)
2003 - 2004	\$ 35,584	8	\$ 43,873	9	\$ 53,208	9	\$ 65,135	14	(30 Districts)
2002 - 2003	\$ 34,298	9	\$ 42,287	10	\$ 51,285	8	\$ 62,781	14	(30 Districts)
2001 - 2002	\$ 33,218	6	\$ 40,956	7	\$ 49,671	7	\$ 60,805	14	(30 Districts)
2000 - 2001	\$ 32,250	6	\$ 39,763	6	\$ 48,224	6	\$ 58,192	14	(30 Districts)
1999 - 2000	\$ 30,991	6	\$ 38,211	10	\$ 46,341	7	\$ 55,920	14	(30 Districts)
1998 - 1999	\$ 29,871	9	\$ 36,830	12	\$ 44,666	11	\$ 53,899	17	(37 Districts)
1997 - 1998	\$ 28,791	10	\$ 35,499	12	\$ 43,052	13	\$ 51,951	17	(37 Districts)

**MASTERS +30**

2006 - 2007	\$ 41,897	8	\$ 52,004	7	\$ 62,183	8	\$ 76,966	8	(30 Districts)
2005 - 2006	\$ 40,480	8	\$ 50,245	10	\$ 60,080	11	\$ 76,975	5	(30 Districts)
2004 - 2005	\$ 39,397	9	\$ 48,900	9	\$ 58,472	7	\$ 72,373	5	(30 Districts)
2003 - 2004	\$ 37,973	11	\$ 47,133	9	\$ 56,359	9	\$ 69,757	6	(30 Districts)
2002 - 2003	\$ 35,783	14	\$ 44,612	15	\$ 53,505	14	\$ 67,236	8	(30 Districts)
2001 - 2002	\$ 34,573	14	\$ 43,103	16	\$ 51,696	14	\$ 64,962	9	(30 Districts)
2000 - 2001	\$ 33,178	13	\$ 41,653	12	\$ 49,996	13	\$ 63,070	6	(30 Districts)
1999 - 2000	\$ 32,402	12	\$ 40,027	12	\$ 48,044	14	\$ 60,005	8	(30 Districts)
1998 - 1999	\$ 31,231	14	\$ 38,580	14	\$ 46,307	15	\$ 57,836	10	(37 Districts)
1997 - 1998	\$ 30,102	14	\$ 37,186	14	\$ 44,633	15	\$ 55,746	11	(37 Districts)

**MAX.**

2006 - 2007	\$ 79,669	6	(30 Districts)
2005 - 2006	\$ 76,975	6	(30 Districts)
2004 - 2005	\$ 74,915	5	(30 Districts)
2003 - 2004	\$ 72,207	5	(30 Districts)
2002 - 2003	\$ 69,597	6	(30 Districts)
2001 - 2002	\$ 66,950	6	(30 Districts)
2000 - 2001	\$ 65,000	4	(30 Districts)
1999 - 2000	\$ 62,040	5	(30 Districts)
1998 - 1999	\$ 59,798	6	(37 Districts)
1997 - 1998	\$ 57,637	8	(37 Districts)

0708 Teacher + Step/Movements + %Increase  
SalSch Spread

Planning Commission Schedule

% Step	102.5000%		102.5000%		102.5000%		102.5000%		102.5000%		102.5000%		102.5000%		102.5000%		102.5000%	
	BS	Amount	BS+15	Amount	BS+30	Amount	MA	Amount	MA+15	Amount	MA+30	Amount	MA+45	Amount	Total FTE	Enter Estimated %+	Total Amt.	
0	0.5	18,269	0	0	0	0	0	0	0	0	0	0	0	0	0.50	18,269		
1	0	0	1	37,731	1	40,024	1	42,082			1	45,197			4.00	165,035		
2	1	38,668	0	0	0	0	0	0			0	0	0	0	1.00	38,668		
3	1.5	59,721	0	0	2	86,557					0.6	29,519			4.10	175,797		
4	2	82,330	1	42,027			0	0	0	0	0	0	0	0	3.00	124,357		
5	0	0	0	0	0	0	2	99,234	1	50,657	1	53,304			4.00	203,195		
6	0	0	0	0	1	48,479	4	206,812	2	105,376					7.00	360,668		
7	0.5	22,776	0	0	1	50,328	1	53,727	0	0	0.1	5,752			2.60	132,583		
8	0	0	0	0	0	0	0	1	56,821	0	0	0	0	0	1.00	56,821		
9	0	0	1	50,053	1	54,059	4.5	260,892	3	176,985	0	0			9.50	541,968		
10	0	0	0	0	0	0	2	120,347	1	61,190	1	63,738			4.00	245,275		
11	0	0	0	0	1	57,449	0	120,347	0	63,323	0.87	57,310			2.87	178,063		
12	0	0	0	0	0	0	5	320,769	2	130,327	2	135,491			9.00	566,566		
13	0	0	0	0	0	0	0	0	0	0	1.5	104,445			1.50	104,445		
14	0	0	0	0	0.5	33,947	2	138,654	2	138,654	1.8	127,283			4.30	299,684		
15	0	0	0	0	1	68,884	1	70,325	1	71,900					3.00	211,109		
16	0	0	0	0	0	0	2	139,757	0	0	4	292,396			6.00	432,152		
17	0	0	0	0	0	0	0	1	72,046	0	0	0	0	0	2.00	126,566		
18	0	0	0	0	1	54,520	0	69,503	1	72,708	1	74,821			4.00	277,521		
19	0.64	32,924					1	71,241	1	73,409	0	0			2.64	177,574		
20								148,139	2	157,780					4.00	305,919		
21								0	0	0	0	0			0.00	0		
22								73,663	2	150,521					3.00	224,184		
23								73,663	1	75,261	0	0	0.5	39,445	2.50	188,368		
24								0	0	0	1	78,890			1.00	78,890		
25								60,488	2	147,325	2	150,521			6.00	437,225		
26															1.00	78,890		
27								73,663	1	73,663					9	734,947		
0708 Tot.	6.14	254,687	4.00	184,331	9.00	457,873	30.00	1,855,510	24.00	1,596,264	20.87	1,455,606	9.50	774,392	103.51	6,578,662		
0607 Tot.	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 Tot.	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		
0405 Tot.	12.50	497,478	6.00	271,078	10.00	489,986	34.90	2,004,808	18.50	1,178,029	18.70	1,269,847	10.00	773,347	110.60	6,484,573		

Note: Includes all positions federal and kindergarten tuition funded

Avg. Per Staff Increase Step Only	0405	0506	0607	0708
	58,631	58,196	60,816	63,556
	-0.74%	4.50%	4.51%	Enter % above each "amount" column and increase represents step + %increase
				2.05% Represents average increase with step only

% Increases	Starting		AVG
	FY	FTE	
FY96	3.00%	24,819	
FY97	3.00%	25,564	
FY98	2.75%	26,267	
FY99	3.50%	27,186	
FY00	3.75%	28,205	42,940
FY01	4.00%	29,351	
FY02	3.00%	30,232	
FY03	3.00%	31,139	
FY04	3.75%	32,307	
FY05	3.75%	33,519	58,631
FY06	2.75%	34,441	58,196
FY07	3.50%	35,646	60,816
FY08	0.00%		
5 YR Avg.	3.35%		

Experience YRS	%FTE	% Amt.	Level	%FTE	%Amt.
0-5	16.04%	11.03%	BA All	18.49%	13.63%
6-10	23.28%	20.33%	MA	28.98%	28.20%
11-15	19.97%	20.98%	MA+15	23.19%	24.26%
16-20	18.01%	20.06%	MA+30	20.16%	22.13%
21-25	12.08%	14.12%	MA+45	9.18%	11.77%
26+	10.63%	13.49%			
	100.00%	100.00%		100.00%	100.00%

2007-2008 Increase results			
2006-2007 Step only			
Avg. %	With Step	Avg. Sal.	Salary \$'s
+2.00%	1.97%	63,258	6,547,810
+2.25%	2.21%	63,407	6,563,236
+2.50%	2.46%	63,566	6,578,662
+2.75%	2.70%	63,705	6,594,089
+3.00%	2.95%	63,854	6,609,515