

**Madeira City Schools Planning Commission  
Annual Salary and Benefit Study  
March 2023**

**Committee Members**

**Brad Cunningham, Chairman**

**Brian Kellett**

**Ryan Dunlap**

**Christy Barton**

**Kara Foley**

**Emily Hauser, Resource**

**Part 1**  
**Salary Study**

**Objective**

The Madeira Planning Commission Salary Study Committee was asked to examine how the Madeira teacher salary schedule and benefits compares to other area school districts. The committee was also asked to make a recommendation based on the findings to the Board of Education.

**Methodology**

Madeira’s certified salary schedule was compared against 29 other school districts in the surrounding area for the 2022-2023 school year and future years that have negotiated settled contracts by other districts.

Budget data is provided for various options pertaining to salary increases.

Additional information on the comparison of districts’ contracts and compensation was collected and summarized in Part 2 Benefit Study.

**Findings**

**Certified Teaching Staff Salary Analysis**

1. Contract information, salary schedules, salary rankings, and averages for the salary schedules are located in **Appendix 1-7**.
2. Madeira’s goal in certified teaching staff salary administration is to consistently have salary schedules that place Madeira in the top 3<sup>rd</sup> of comparison districts. Madeira has designed the salary schedule to put a major emphasis on certified teachers to continue their education as Madeira ranks in the top 3<sup>rd</sup> in the Master’s plus 30 across the board.
3. We continue to see an increase in base salary across 80%-93% of school districts over the last three years. For the 2022-2023 school year, 28 out of 30 schools had a base salary increase. In 2020-2021 six of the 30 districts did not give a base increase and in 2022-2023 that number is back down to only two of the 30 districts. Base increase averages and Madeira base are illustrated below (Part 1, Appendix 1).

<b>Fiscal Year</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>
Madeira Increase	2.00%	**2.00%	2.00%
Average Increase	1.71%	1.86%	1.88%

\*\*The Board of Education also provided a COVID stipend of \$650 (part-time) or \$1,300 (full-time) outside of the scope of the salary study.

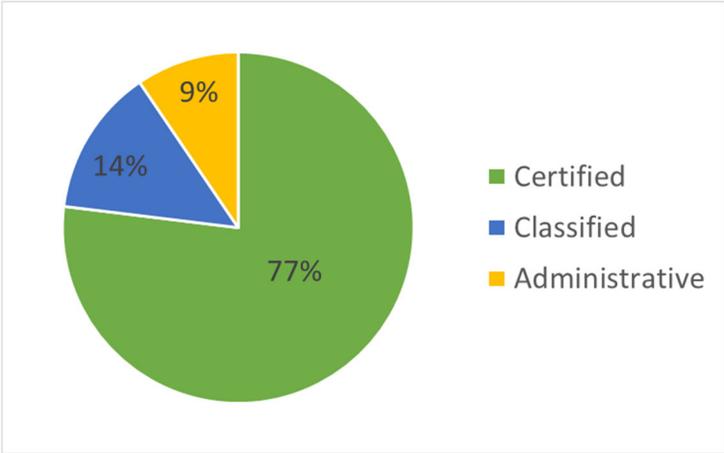
4. Two (2) of the 30 districts, New Richmond and Loveland, had a 0% base increase in 2022-2023.
5. Eleven (11) out of 28 negotiating districts contracts end in 2023. Madeira and Mariemont are not negotiating districts. (Part 1, Appendix 1)
6. Seventeen (17) of 28 negotiating districts have established salary schedules for 2023-2024 with a base average increase of 2.09%.
7. Seven (7) of 28 negotiating districts have established salary schedules for 2024-2025 with a base average increase of 2.04%.
8. Analysis of salary rankings vs. comparison districts indicates that Madeira maintains a competitive position in most benchmark data points.
9. Madeira's starting salary for a Bachelor's Degree ranks 5<sup>th</sup> (last year - 6<sup>th</sup>). (see part 1, appendix 2)
10. Madeira's salary benchmarks for Master's Degree-starting step ranks 8<sup>th</sup> (last year - 9<sup>th</sup>), at five year's ranks 5<sup>th</sup> (last year - 4<sup>th</sup>), at 10 years ranks 7<sup>th</sup> (last year 7<sup>th</sup>) and at the maximum ranks 9<sup>th</sup> (last year – 11<sup>th</sup>). (see part 1, appendix 3)
11. Madeira's salary benchmarks for Masters + 30 – all remained in the top 3<sup>rd</sup>. Starting step ranks 9<sup>th</sup> (last year – 9<sup>th</sup>), at five years ranks 5<sup>th</sup> (last year – 4<sup>th</sup>), at 10 years ranks 5<sup>th</sup> (last year- 5<sup>th</sup>) and maximum ranks 8<sup>th</sup> (last year – 8<sup>th</sup>). (see part 1, appendix 4)
12. Due to previous survey comments, we studied all district's highest column compensation this year. All remained in the top 3<sup>rd</sup> with the exception of the starting step. The starting compensation is less relevant since typically, teachers do not start in education with a MA+45. Madeira's salary benchmarks for the highest column - starting step ranks 11<sup>th</sup>, at five years ranks 6<sup>th</sup>, at 10 years ranks 7<sup>th</sup> and maximum ranks 5<sup>th</sup>. Based on our benchmarking, the district remains competitive (bottom of the top 3<sup>rd</sup>). (see part 1, appendix 5)
- 13. All salary benchmark data points remained in the top 3<sup>rd</sup> with the exception of Bachelors 5 years and beyond.**

**Budget Impact – (Part 1, Appendix 8)**

**Certified Staff** – the budget impact of salary changes are listed below the current year certified salary budget. The average salary calculation is based on actual current year staffing. Any resignations or retirements replaced by different salary will impacts the resulting final average salary.

The Pie Chart illustrates the breakdown between the 3 categories of district salaries. The Salary Study data is pertinent to 77% of the district’s salary compensation cost.

2023-2024 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2022-2023 Certified Salary - current year	9,600,542	
2023-2024 Step Cost	\$228,535	2.38%
2023-2024-1% base increase + step	\$331,293	3.45%
2023-2024-2% base increase + step	\$434,052	4.52%



**Previous Year Recommendation and Board Action**

**Board Action on Salary for 2022-2023**  
 > 2% increase in base salary schedule

**Planning Commission Salary Recommendation for 2023-2024**

It is very important to continue to support our teachers and non-teachers in Madeira. We want to continue to help our students by providing them with quality and top educated staff. Therefore, the committee recommends for **2023-2024**

> 2.25% increase in base salary schedule

## **Part 2**

### **Benefits Study, Staff Survey**

**Objective**

The Madeira Planning Commission Salary Study committee is asked “what are the comparable data in regards to employee benefits?”

**Methodology**

Part 2, Appendix 9 is a comparison of 24 districts benefits including; health, dental, and vision plan Board/Employee % costs. An online survey of staff was conducted asking them three questions regarding their benefits and how they feel about the benefits provided.

**Background** – It is the intention of the Board of Education to provide competitive benefits for Madeira staff as this is considered a prerequisite to attract and retain best talent. Knowledge of surrounding school districts’ benefit packages is helpful to determine Madeira’s competitive position, while maintaining fiscal responsibility to the community.

**Findings**

**Benefits** of 24 Comparative Districts are below. Health benefit results were relatively the same as in the previous year. Plan 1 comparison summarized below. See the Benefit Summary chart for additional plans offered.

**Health Plans**

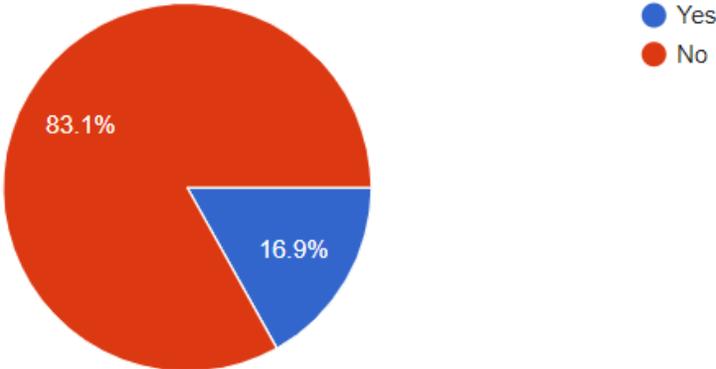
- 6 districts have multiple Health Plans; HDHP’s and/or PPO’s.
- 5 districts have one Health Plan that is a HDHP
- 13 districts have one Health Plan (not HDHP) of which 11 of those districts are members of GCIC.

**Health Sharing between Board and Employee**

- 4 districts (Deer Park, Mason, Mt. Healthy and St. Bernard) share health care costs at **90% Board and 10% Employee**
- 13 districts share health costs **at 85%-Board and 15% Employee** (Finneytown, Indian Hill, Kings, Lakota, Loveland, Madeira, Mariemont, Northwest, Reading, Southwest, Sycamore, Three Rivers, and Wyoming).
- 1 district (Princeton) has two plans; plan 1 is **82/18 and a HDHP is 84/16** with a H.S.A. contribution
- 1 district (Oak Hills) has two plans; plan 1 is HDHP at **85/15** with H.S.A. contribution, plan 2 is PPO at **71/29**.
- 4 districts (Fairfield, Norwood, Milford & Winton Woods) share health costs at **80% Board and 20% Employee**
- 1 district (Forest Hills) share health costs at **74.5% Board and 25.5% Employee**
- Average Health sharing of 23 districts Plan 1 is **84% Board and 16% Employee**

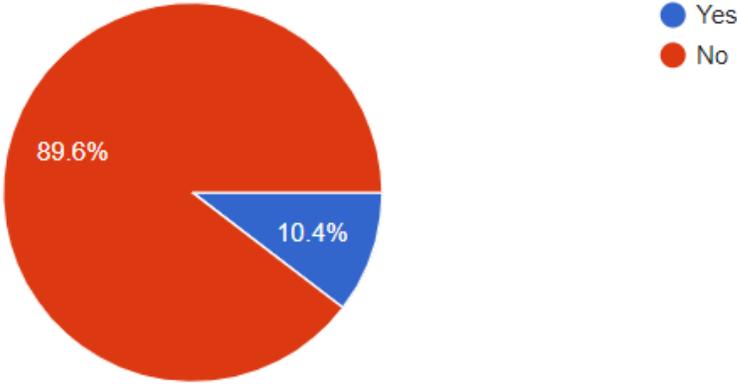
Do you have any questions or comments about current salary?

77 responses



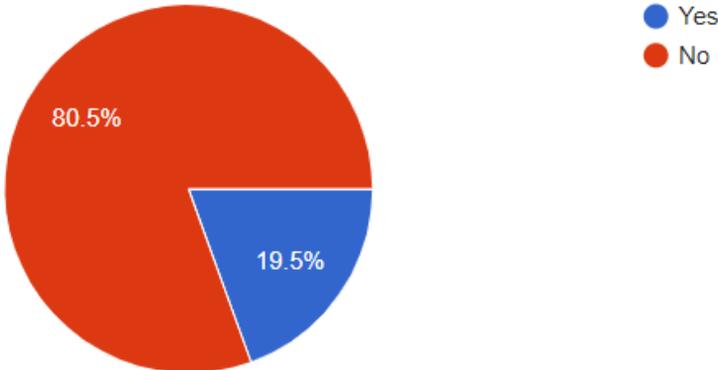
Do you have any questions or comments about current benefits?

77 responses



Are there additional benefits you would like the Board of Education to consider adding?

77 responses



**Salary Schedule**

- Why does the schedule only go up to 27 years? What is the rationale?
- Do the salary steps end at the same place in other districts? I wish the steps could continue a little longer.
- Is it possible to add a Master's + 60 column?
- My concern is, I have worked at MHS for sixteen years. I reached the top of my salary schedule four years ago. I would like to see more steps added to reflect my continued years of service.
- Why does the pay scale stop increasing by steps after 25 years of service? This seems like it was last made when the retirement system allowed people to retire after 25 years with benefits. Now its 35 years.
- It would be nice if there was an increase to the number of steps since the salary schedule was created back when a teacher could work 30 years and retire. Since that is no longer the case, it would be great if the salary schedule was updated to reflect that change.
- I would like the BOE to consider extending the salary schedule. Now that teachers have to work longer in order to qualify for retirement through STRS, teachers are basically penalized by the salary schedule after maxing out the steps by not

getting salary increases near the end of their career that are in line with the rest of the staff. It is basically causes staff with lots of years of service to be "caught" - they have not worked long enough to retire, but they have worked too long to earn steps for their years. Especially given the recent rate of inflation, this seems like poor optics at best.

- I would like the Board of Education to consider additional steps in the salary scale. Stopping at 27 years seems a bit outdated considering teachers generally teach much longer than 30 years, which was the norm 20 years ago. Many of us are now teaching 35-40 years before retirement. That is a significant amount of time to go without step increases. This also has ramifications on our pensions as well. Thank you for your consideration.
- since teachers have to work longer in order to retire with full benefits, consideration for more step increases for teachers past the 25 year mark

### **Salary**

- With more responsibility/work at the elementary school this coming year, will our salaries reflect the increase in work?
- Many employees have been here for 20+ (EA's) and have stepped out. But we get no incentive for our years.
- Salaries aren't keeping up with inflation.
- Considering inflation rates recently, even the relatively generous raises that have been awarded by the BOE have basically amounted to pay cuts. I would like to see the Board consider the larger picture of increasing expenses this year when they arrive at a salary adjustment.
- I think it was last year that we got a little COVID bonus that was so nice, but will we ever get more than a 2% increase in salaries?
- The stipends are so low to make a teacher that might have an interest in investing time to build in to other areas.
- What is Madeira's ranking in Cincinnati's highest paying school districts?

### **Personal/ Sick Days**

- It does not seem fair that I need to use personal days to observe religious holidays.
- more sick days
- 12 weeks maternity leave paid or extending the 6 week policy.
- If staff members are sick or have sick family members, it would be nice to have a sick day bank. Staff members could choose to donate days to the bank, and others could draw from it. Having a sick family member or being sick could quickly deplete sick days.

- "(1) The ability to give other teachers who have fallen in on hard times some sick days if they need them because of unusual health concerns or other unique situations.
- Flexible scheduling, more extensive maternity and paternity leave, additional supports for employees when they return from FMLA leave, an HR person that is not your manager.

### **Dental Insurance**

- Our Dental insurance is not accepted at most places. According to the offices I talked to they do not pay their bills. I had to join my husband's plan to get dental coverage. I know this is through the consortium we are in. However, If you look into the Butler Advantage program what they offer is twice as good on health, dental and vision. They offer free doctors visits, medication through their Care Here facilities and the doctors are wonderful there. Medications are on hand there and filled right at your appt. for the most part. Medication like insulin and all the supplies are no charge. It is still Anthem but just a different plan.
- I really want us to get a better dental plan. Thanks
- Not a question, but I do not the new dental coverage.
- I would like a better dental plan that include more providers.

### **Health/Benefits**

- Is there a way to talk to GCIC about gym or fitness club membership being included in our health insurance plans? I'm sure we're not the only school with employees who would be interested in that.
- I would like the Board to pay for more of our health insurance premium and vision benefits.
- Adding a spouse for no additional charge. My wife works part time and our health insurance is very expensive. Doesn't seem fair I can't add her.
- Fitness benefits to pay for a gym, fitness classes, etc.
- We like more benefits for EA's
- Counseling/Therapy Benefits

### **Miscellaneous**

- Having the benefits discussed at yearly meetings or having the option to get educated on all the benefit options.
- Some sort of benefit to those that don't take the school's insurance plan.

- I would like to see the Board consider allowing teachers who live outside of the district to bring their kids to school here. This would not directly benefit me, as I live in the district. But it makes balancing a family and career much more manageable to have children in the district where you teach - this is a quality of life and mental health issue. I was able to choose to move here 10 years ago, but with current house prices, I would not be able to afford to do that now. This would be a very helpful thing for our newer hires.
- Thank you for taking care of us!
- The last school I was in offered a Personal Health & Technology benefit. They gave \$1,600 a year for employees to use for updated technology they may need or to help cover health related items like gym membership, equipment etc. In the beginning it was a reimbursement then it changed to just being divided up and paid into each paycheck.
- (2) To understand the ""WHY"" there is a tradeoff day that teachers do not have to come into the building after the last Teacher in Service day after the last day of school. Having 4 nights out as a teacher for parent conferences is really hard on teachers and families. Getting a tradeoff day during the school year would make more sense.
- (3) Take a full week off of Thanksgiving by starting the school year two days earlier. This would not benefit me in any way but a few people talk about other districts having that option.
- Flexible hours, work from home at appropriate times, possible summer reduced hours/work from home.

### **Planning Commission Benefits Recommendation for 2023-2024**

#### **Based on our findings we recommend:**

We found that the staff generally has a good understanding of the benefits they receive. There were several responses this year related to the salary steps with Madeira. This is consistent with last year's survey results. It is our understanding that this was reviewed since last year's study, identifying what other districts are doing related to steps. Currently the average step cap is just below Madeira's step (26.77), found in part 1, appendix 6. We believe it is important to communicate to the staff that this has been reviewed and where we stand compared to other area school systems.

In addition, each year the topic of sick days/maternity leave/paternity leave comes up among survey responses. It is our observation that in corporate America, many companies are starting to look at or change their policy in this area. We believe Madeira is consistent with other districts in their current policy, however, we would like to see some potential brainstorming conducted for 'outside the box' ideas with this policy.

**COMPARISON DISTRICT CONTRACT SUMMARY CHART**

District	Prior 3 Years			Current Year	Future Two Years					
	% Base Increase 2019-2020	% Base Increase 2020-2021	% Base Increase 2021-2022	% Base Increase 2022-2023	% Base Increase 2023-2024	% Base Increase 2024-2025	Current Year	Duration	Start	End
Deer Park	2.00%	3.00%	2.25%	2.00%			3	3	7/1/2020	6/30/2023
Fairfield	2.90%	2.50%	2.50%	2.50%			3	3	6/30/2020	6/29/2023
Finneytown	Revamped entire salary schedule	3.00%	3.00%	2.75%	3.00%	3.00%	1	3	8/1/2022	7/31/2025
Forest Hills	2.50%	2.25%	2.00%	1.75%			3	3	7/1/2020	6/30/2023
Hamilton City	3.00%	2.00%	2.00%	1.00%	1.00%	1.00%	1	3	7/1/2022	6/30/2025
Indian Hill	Varies based on step - see comment	Varies based on step - see comment	0.00%	3.00%	2.00%	1.00%	1	3	7/1/2022	6/30/2025
Kings Local	2.50%	0% July-Feb, 1% March-June	1.00%	1.50%			1	1	7/1/2022	6/30/2023
Lakota Local	3.25%	3.25%	2.00%	2.00%	2.00%		2	3	7/1/2021	6/30/2024
Lebanon City	2.25%	1.50%	1.50%	3.00%	2.25%		1	2	9/1/2022	8/31/2024
Lockland	3.00%	3.00%	3.00%	3.00%	3.00%		2	3	7/1/2021	6/30/2024
Loveland	2.00%	2.00%	0.00%	0.00%			2	2	7/1/2021	6/30/2023
Madeira	2.00%	2.00%	2.00%	2.00%			Not Applicable			
Mariemont	1.50%	1.00%	1.00%	2.00%			Not Applicable			
Mason City	2.50%	2.50%	2.00%	2.00%	2.25%		2	3	7/1/2021	6/30/2024
Milford Exempted	2.50%	2.00%	2.00%	2.00%	2.00%	2.00%	3	4	7/1/2020	6/30/2024
Mt. Healthy	3.00%	3.00%	2.00%	1.50%	1.50%		1	3	7/1/2022	6/30/2025
New Richmond	0.00%	0.00%	0.00%	0.00%	1.00%		2	3	7/1/2021	6/30/2024
North College Hill	3.00%	3.00%	3.00%	1.00%	1.00%	1.00%	1	3	8/1/2022	7/31/2025
Northwest Local	4.00%	0.00%	2.00%	2.00%	2.00%		2	3	7/1/2021	6/30/2024
Norwood	3.00%	3.00%	3.00%	2.25%	2.75%	3.00%	1	3	8/1/2022	7/31/2025
Oak Hills	2.25%	2.00%	2.00%	2.00%			3	3	7/1/2020	6/30/2023
Princeton	1.25%	1.25%	1.50%	1.25%			2	2	7/1/2021	6/30/2023
Reading	0.00%	0.00%	2.50%	2.00%			2	2	7/1/2021	6/30/2023
Ross Local	2.00%	0.00%	2.00%	1.00%			1	1	9/1/2022	8/31/2023
Southwest Local	2.50%	0.00%	3.00%	2.00%	2.00%		1	3	8/1/2021	7/31/2024
St. Bernard - Elmwood	2.00%	2.00%	2.00%	2.75%	3.00%	3.25%	1	3	8/1/2022	7/31/2025
Sycamore	Each step increased by \$1,375. Percent varies based on step.	1.00%	2.00%	2.25%	2.50%		2	3	8/1/2021	7/31/2024
Three Rivers	2.50%	1.00%	Complete Revamp of Schedule	2.25%	2.25%		2	3	8/1/2021	7/1/2024
Winton Woods	2.00%	0.00%	1.00%	2.00%			1	1	7/1/2022	6/30/2023
Wyoming	1.00%	1.50%	1.75%	1.75%			3	3	7/1/2020	6/30/2023
<b>Average:</b>	<b>2.24%</b>	<b>1.71%</b>	<b>1.86%</b>	<b>1.88%</b>	<b>2.09%</b>	<b>2.04%</b>				

**SALARY COMPARISONS - BACHELORS DEGREE**  
**Teachers Salary Schedule**  
**2022-2023 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		Lakota Local	\$50,575	1		Forest Hills	\$60,574	1		Forest Hills	\$73,099	1		Wyoming	\$92,261
2		Finneytown	\$48,508	2		Oak Hills	\$58,845	2		Oak Hills	\$72,992	2		Southwest Local	\$90,556
3		Forest Hills	\$48,050	3		Mason City	\$58,092	3		Princeton	\$71,676	3		Kings Local	\$88,479
4		Mason City	\$46,943	4		Indian Hill	\$57,979	4		Indian Hill	\$70,613	4		Mason City	\$87,079
<b>5</b>		<b>Madeira</b>	<b>\$46,706</b>	5		Princeton	\$57,714	5		North College Hill	\$70,073	5		Oak Hills	\$86,678
6		Sycamore	\$46,632	6		Kings Local	\$57,585	6		Kings Local	\$69,467	6		Forest Hills	\$86,419
7		Princeton	\$46,543	7		North College Hill	\$57,212	7		Deer Park	\$69,398	7		Lebanon City	\$85,271
8		Indian Hill	\$46,383	8		Southwest Local	\$56,975	8		Mason City	\$69,241	8		Loveland	\$83,895
9		Hamilton City	\$46,048	9		Deer Park	\$56,529	9		Southwest Local	\$68,966	9		Indian Hill	\$83,823
10		Deer Park	\$45,959	10		Wyoming	\$56,257	10		Wyoming	\$67,508	10		Three Rivers	\$82,538
11		Kings Local	\$45,702	11		Sycamore	\$55,833	11		Winton Woods	\$67,035	11		Fairfield	\$82,340
12		Oak Hills	\$45,620	12		Norwood	\$54,935	12		Norwood	\$66,482	12		Norwood	\$81,882
13		Fairfield	\$45,610	13		Fairfield	\$54,732	13		Mt. Healthy	\$66,192	13		Princeton	\$81,683
14		Wyoming	\$45,005	14		Lakota Local	\$54,679	14		Sycamore	\$65,842	14		Sycamore	\$81,666
15		Southwest Local	\$44,979	<b>15</b>		<b>Madeira</b>	<b>\$54,463</b>	15		Reading	\$64,606	15		North College Hill	\$81,362
16		Norwood	\$44,845	16		Mt. Healthy	\$54,353	16		Milford Exempted	\$64,299	16		Deer Park	\$81,347
17		Lebanon City	\$44,655	17		Milford Exempted	\$54,020	<b>17</b>		<b>Madeira</b>	<b>\$64,047</b>	17		Lakota Local	\$80,772
18		North College Hill	\$44,350	18		Winton Woods	\$53,792	18		Mariemont	\$63,970	18		Northwest Local	\$80,671
19		Loveland	\$44,167	19		Reading	\$53,428	19		Fairfield	\$63,854	19		Winton Woods	\$80,500
20		Three Rivers	\$43,968	20		Lebanon City	\$53,213	20		Lockland	\$63,231	20		Reading	\$80,057
21		Milford Exempted	\$43,741	21		Hamilton City	\$53,084	21		Northwest Local	\$62,982	21		Mariemont	\$79,128
22		St. Bernard - Elmwood	\$43,167	22		Mariemont	\$52,783	22		St. Bernard - Elmwood	\$62,592	22		Hamilton City	\$78,325
23		Winton Woods	\$43,165	23		Finneytown	\$52,389	23		Loveland	\$62,532	23		Mt. Healthy	\$77,246
24		Northwest Local	\$43,082	24		Loveland	\$52,329	24		Lebanon City	\$62,118	24		New Richmond	\$76,733
25		Mt. Healthy	\$42,520	25		Lockland	\$52,012	25		Hamilton City	\$61,880	25		Milford Exempted	\$74,517
26		Reading	\$42,504	26		Northwest Local	\$51,927	26		Lakota Local	\$60,281	26		Lockland	\$72,205
27		Mariemont	\$42,077	27		St. Bernard - Elmwood	\$51,800	27		Finneytown	\$57,725	27		St. Bernard - Elmwood	\$69,067
28		New Richmond	\$41,810	28		Three Rivers	\$48,343	28		Ross Local	\$56,656	28		Ross Local	\$66,711
29		Lockland	\$40,794	29		Ross Local	\$48,277	29		Three Rivers	\$54,429	<b>29</b>		<b>Madeira</b>	<b>\$65,761</b>
30		Ross Local	\$39,899	30		New Richmond	\$45,599	30		New Richmond	\$49,731	30		Finneytown	\$57,725
		Salary Average	\$44,800			Salary Average	\$54,325			Salary Average	\$64,784			Salary Average	\$79,890
		<b>Salary for Madeira</b>	<b>\$46,706</b>			<b>Salary for Madeira</b>	<b>\$54,463</b>			<b>Salary for Madeira</b>	<b>\$64,047</b>			<b>Salary for Madeira</b>	<b>\$65,761</b>
		Madeira vs Average	\$1,906			Madeira vs Average	\$138			Madeira vs Average	(\$737)			Madeira vs Average	(\$14,129)

**SALARY COMPARISONS - MASTERS DEGREE  
Teachers Salary Schedule  
2022-2023 School Year**

Rank	Years' Experience --->	Starting District \$\$\$\$	Rank	Years' Experience --->	5 Years District \$\$\$\$	Rank	Years' Experience --->	10 Years District \$\$\$\$	Rank	Years' Experience --->	Max District \$\$\$\$
1	Lakota Local	\$53,803	1	Mason City	\$64,781	1	Forest Hills	\$78,656	1	Indian Hill	\$107,331
2	Finneytown	\$53,359	2	Forest Hills	\$64,605	2	Deer Park	\$78,130	2	Wyoming	\$104,413
3	Southwest Local	\$52,176	3	Southwest Local	\$64,172	3	Mason City	\$77,925	3	Mariemont	\$100,506
4	Hamilton City	\$51,774	4	Indian Hill	\$63,777	4	Indian Hill	\$77,676	4	Sycamore	\$100,142
5	Mason City	\$51,637	<b>5</b>	<b>Madeira</b>	<b>\$63,426</b>	5	Oak Hills	\$77,554	5	Lebanon City	\$99,475
6	Oak Hills	\$51,551	6	Deer Park	\$63,423	6	Princeton	\$77,262	6	Mason City	\$98,956
7	Deer Park	\$51,474	7	Oak Hills	\$63,412	<b>7</b>	<b>Madeira</b>	<b>\$76,922</b>	7	Southwest Local	\$97,748
<b>8</b>	<b>Madeira</b>	<b>\$51,442</b>	8	Princeton	\$63,299	8	Southwest Local	\$76,163	8	Finneytown	\$97,501
9	Princeton	\$51,197	9	North College Hill	\$62,356	9	North College Hill	\$75,218	<b>9</b>	<b>Madeira</b>	<b>\$96,337</b>
10	Indian Hill	\$51,022	10	Kings Local	\$62,338	10	Wyoming	\$74,709	10	Kings Local	\$96,066
11	St. Bernard - Elmwood	\$50,937	11	Fairfield	\$62,144	11	Sycamore	\$74,688	11	Princeton	\$95,646
12	Fairfield	\$50,741	12	Sycamore	\$61,633	12	Norwood	\$74,554	12	Lakota Local	\$94,683
13	Forest Hills	\$50,555	13	Reading	\$61,418	13	Reading	\$74,254	13	Fairfield	\$94,321
14	Kings Local	\$50,455	14	Wyoming	\$61,207	14	Milford Exempted	\$74,228	14	North College Hill	\$94,224
15	Lebanon City	\$49,520	15	Mt. Healthy	\$60,986	15	Kings Local	\$74,220	15	Loveland	\$93,965
16	North College Hill	\$49,495	16	Hamilton City	\$60,775	16	Winton Woods	\$73,204	16	Winton Woods	\$93,627
17	Loveland	\$49,246	17	Norwood	\$60,765	17	Mariemont	\$73,115	17	Oak Hills	\$93,521
18	Mt. Healthy	\$49,153	18	Milford Exempted	\$60,669	18	Mt. Healthy	\$72,825	18	Forest Hills	\$93,196
19	Norwood	\$48,881	19	Lebanon City	\$60,380	19	Hamilton City	\$72,026	19	Deer Park	\$92,837
20	Reading	\$48,880	20	Mariemont	\$60,021	20	Fairfield	\$71,631	20	Norwood	\$91,748
21	Sycamore	\$48,580	21	Finneytown	\$59,665	21	Lebanon City	\$71,240	21	Three Rivers	\$90,998
22	Three Rivers	\$48,474	22	St. Bernard - Elmwood	\$59,570	22	St. Bernard - Elmwood	\$70,362	22	St. Bernard - Elmwood	\$90,219
23	Northwest Local	\$47,847	23	Northwest Local	\$59,238	23	Loveland	\$69,916	23	Reading	\$89,833
24	Wyoming	\$47,706	24	Winton Woods	\$58,743	24	Northwest Local	\$68,108	24	Mt. Healthy	\$89,386
25	Mariemont	\$47,517	25	Loveland	\$58,433	25	Lockland	\$67,718	25	Hamilton City	\$89,004
26	Winton Woods	\$47,136	26	Lakota Local	\$58,166	26	Finneytown	\$66,941	26	Northwest Local	\$88,284
27	Milford Exempted	\$47,109	27	Lockland	\$56,500	27	Ross Local	\$64,716	27	Milford Exempted	\$87,660
28	New Richmond	\$45,991	28	Ross Local	\$54,342	28	Lakota Local	\$64,120	28	Lockland	\$85,667
29	Lockland	\$45,281	29	Three Rivers	\$53,298	29	Three Rivers	\$60,008	29	New Richmond	\$84,407
30	Ross Local	\$43,968	30	New Richmond	\$50,159	30	New Richmond	\$54,704	30	Ross Local	\$77,164
Salary Average		\$49,564	Salary Average		\$60,457	Salary Average		\$72,093	Salary Average		\$93,629
<b>Salary for Madeira</b>		<b>\$51,442</b>	<b>Salary for Madeira</b>		<b>\$63,426</b>	<b>Salary for Madeira</b>		<b>\$76,922</b>	<b>Salary for Madeira</b>		<b>\$96,337</b>
Madeira vs Average		\$1,878	Madeira vs Average		\$2,969	Madeira vs Average		\$4,829	Madeira vs Average		\$2,708

**SALARY COMPARISONS - MASTERS + 20 or 30**  
**Teachers Salary Schedule**  
**2022-2023 School Year**

Years' Experience ---->	Starting	Years' Experience ---->	5 Years	Years' Experience ---->	10 Years	Years' Experience ---->	Max
Rank District	\$\$\$\$						
1 Lakota Local	\$59,643	1 Forest Hills	\$69,911	1 Mason City	\$84,967	1 Indian Hill	\$112,145
2 Finneytown	\$57,725	2 Mason City	\$69,476	2 Forest Hills	\$84,258	2 Mason City	\$109,753
3 Southwest Local	\$56,975	3 Southwest Local	\$68,966	3 Indian Hill	\$82,385	3 Wyoming	\$108,013
4 Loveland	\$56,203	4 Indian Hill	\$68,415	4 Oak Hills	\$82,116	4 Lakota Local	\$104,956
5 St. Bernard - Elmwood	\$56,117	<b>5 Madeira</b>	<b>\$68,138</b>	<b>5 Madeira</b>	<b>\$81,476</b>	5 Oak Hills	\$102,645
6 Oak Hills	\$56,113	6 Oak Hills	\$67,974	6 Southwest Local	\$80,962	6 Southwest Local	\$102,543
7 Indian Hill	\$55,660	7 Princeton	\$66,091	7 Milford Exempted	\$80,440	7 Lebanon City	\$102,420
8 Forest Hills	\$55,564	8 Mt. Healthy	\$65,413	8 Norwood	\$80,272	<b>8 Madeira</b>	<b>\$102,398</b>
<b>9 Madeira</b>	<b>\$54,895</b>	9 Loveland	\$65,389	9 Princeton	\$80,054	9 Finneytown	\$102,352
10 Princeton	\$53,990	10 Milford Exempted	\$65,349	10 Deer Park	\$79,968	10 Sycamore	\$102,054
11 Mason City	\$53,984	11 Deer Park	\$65,261	11 Wyoming	\$78,309	11 Loveland	\$100,922
12 Mt. Healthy	\$53,576	12 North College Hill	\$64,929	12 North College Hill	\$77,790	12 Mariemont	\$100,506
13 Three Rivers	\$53,506	13 Wyoming	\$64,808	13 Reading	\$77,272	13 Three Rivers	\$100,444
14 Hamilton City	\$53,412	14 Norwood	\$64,801	14 Mt. Healthy	\$77,246	14 Forest Hills	\$99,035
15 Fairfield	\$53,364	15 St. Bernard - Elmwood	\$64,751	15 Loveland	\$76,873	15 Norwood	\$98,811
16 Deer Park	\$53,312	16 Kings Local	\$64,714	16 Sycamore	\$76,601	16 Princeton	\$98,439
17 Kings Local	\$52,832	17 Lakota Local	\$64,478	17 Kings Local	\$76,597	17 Fairfield	\$97,304
18 Northwest Local	\$52,616	18 Reading	\$64,394	18 St. Bernard - Elmwood	\$75,542	18 North College Hill	\$96,796
19 Lebanon City	\$52,466	19 Sycamore	\$63,550	19 Winton Woods	\$74,356	19 Deer Park	\$96,513
20 North College Hill	\$52,067	20 Finneytown	\$63,545	20 Lebanon City	\$74,185	20 Kings Local	\$96,442
21 Reading	\$51,812	21 Lebanon City	\$63,325	21 Hamilton City	\$73,663	21 Mt. Healthy	\$96,435
22 Norwood	\$51,572	22 Fairfield	\$62,486	22 Mariemont	\$73,115	22 Milford Exempted	\$95,437
23 Wyoming	\$51,306	23 Hamilton City	\$62,411	23 Northwest Local	\$72,873	23 St. Bernard - Elmwood	\$94,967
24 Sycamore	\$50,498	24 Northwest Local	\$61,620	24 Fairfield	\$72,337	24 Winton Woods	\$94,779
25 Milford Exempted	\$50,258	25 Lockland	\$60,987	25 Lockland	\$72,205	25 Northwest Local	\$93,040
26 New Richmond	\$50,172	26 Mariemont	\$60,021	26 Ross Local	\$71,977	26 Reading	\$92,766
27 Lockland	\$49,769	27 Ross Local	\$60,007	27 Finneytown	\$71,307	27 New Richmond	\$92,080
28 Winton Woods	\$48,288	28 Winton Woods	\$59,895	28 Lakota Local	\$71,077	28 Hamilton City	\$91,049
29 Ross Local	\$48,038	29 Three Rivers	\$58,831	29 Three Rivers	\$66,238	29 Lockland	\$90,155
30 Mariemont	\$47,517	30 New Richmond	\$54,718	30 New Richmond	\$59,677	30 Ross Local	\$86,341
Salary Average	\$53,108	Salary Average	\$64,155	Salary Average	\$76,205	Salary Average	\$98,718
<b>Salary for Madeira</b>	<b>\$54,895</b>	<b>Salary for Madeira</b>	<b>\$68,138</b>	<b>Salary for Madeira</b>	<b>\$81,476</b>	<b>Salary for Madeira</b>	<b>\$102,398</b>
Madeira vs Average	\$1,787	Madeira vs Average	\$3,983	Madeira vs Average	\$5,271	Madeira vs Average	\$3,680

**SALARY COMPARISONS - HIGHEST COLUMN**  
**Teachers Salary Schedule**  
**2022-2023 School Year**

Years' Experience ---->		Starting	Max	Years' Experience ---->		5 Years	Years' Experience ---->		10 Years	Years' Experience ---->		Max
Rank	District	\$\$\$\$	column	Rank	District	\$\$\$\$	Rank	District	\$\$\$\$	Rank	District	\$\$\$\$
1	Lakota Local	\$59,643	30	1	Forest Hills	\$72,416	1	Forest Hills	\$86,763	1	Indian Hill	\$113,351
2	Forest Hills	\$58,069	D	2	Indian Hill	\$69,575	2	Mason City	\$84,967	2	Mason City	\$109,753
3	Finneytown	\$57,725	30	3	Mason City	\$69,476	3	Milford Exempted	\$83,808	3	Wyoming	\$108,913
4	Southwest Local	\$56,975	30	4	Southwest Local	\$68,966	4	Indian Hill	\$83,559	4	Lakota Local	\$104,956
5	Indian Hill	\$56,819	D	5	Princeton	\$68,884	5	Princeton	\$82,847	<b>5</b>	<b>Madeira</b>	<b>\$104,714</b>
6	Loveland	\$56,203	30	<b>6</b>	<b>Madeira</b>	<b>\$68,138</b>	6	Oak Hills	\$82,116	6	Sycamore	\$103,488
7	St. Bernard - Elmwood	\$56,117	30	7	Oak Hills	\$67,974	<b>7</b>	<b>Madeira</b>	<b>\$81,476</b>	7	Oak Hills	\$102,645
8	Oak Hills	\$56,113	30	8	Milford Exempted	\$67,842	8	Southwest Local	\$80,962	8	Southwest Local	\$102,543
9	Princeton	\$55,852	D	9	Deer Park	\$66,181	9	Deer Park	\$80,887	9	Lebanon City	\$102,420
10	Northwest Local	\$54,998	45	10	Reading	\$65,924	10	Norwood	\$80,272	10	Finneytown	\$102,352
<b>11</b>	<b>Madeira</b>	<b>\$54,895</b>	45	11	Wyoming	\$65,708	11	Wyoming	\$79,210	11	Forest Hills	\$101,540
12	Deer Park	\$54,231	45	12	Mt. Healthy	\$65,413	12	Reading	\$78,760	12	Princeton	\$101,231
13	Mason City	\$53,984	30	13	Loveland	\$65,389	13	Sycamore	\$78,031	13	Loveland	\$100,922
14	Mt. Healthy	\$53,576	30	14	Sycamore	\$64,979	14	North College Hill	\$77,790	14	Mariemont	\$100,506
15	Three Rivers	\$53,506	30	15	North College Hill	\$64,929	15	Mt. Healthy	\$77,246	15	Three Rivers	\$100,444
16	Hamilton City	\$53,412	30	16	Norwood	\$64,801	16	Loveland	\$76,873	16	Milford Exempted	\$99,695
17	Fairfield	\$53,364	30	17	St. Bernard - Elmwood	\$64,751	17	Kings Local	\$76,597	17	Norwood	\$98,811
18	Reading	\$53,258	45	18	Kings Local	\$64,714	18	St. Bernard - Elmwood	\$75,542	18	Kings Local	\$98,442
19	Kings Local	\$52,832	20	19	Lakota Local	\$64,478	19	Northwest Local	\$75,256	19	Deer Park	\$97,433
20	Lebanon City	\$52,466	20	20	Northwest Local	\$64,003	20	Winton Woods	\$74,740	20	Fairfield	\$97,304
21	Wyoming	\$52,206	36	21	Finneytown	\$63,545	21	Lebanon City	\$74,185	21	North College Hill	\$96,798
22	North College Hill	\$52,067	20	22	Lebanon City	\$63,325	22	Hamilton City	\$73,663	22	Mt. Healthy	\$96,435
23	Sycamore	\$51,925	45	23	Fairfield	\$62,486	23	Mariemont	\$73,115	23	Northwest Local	\$95,422
24	Milford Exempted	\$51,877	50	24	Hamilton City	\$62,411	24	Fairfield	\$72,337	24	Winton Woods	\$95,163
25	Norwood	\$51,572	30	25	Lockland	\$60,987	25	Lockland	\$72,205	25	St. Bernard - Elmwood	\$94,967
26	New Richmond	\$50,172	30	26	Winton Woods	\$60,279	26	Ross Local	\$71,977	26	Reading	\$94,679
27	Lockland	\$49,769	30	27	Mariemont	\$60,021	27	Finneytown	\$71,307	27	New Richmond	\$92,080
28	Winton Woods	\$48,672	D	28	Ross Local	\$60,007	28	Lakota Local	\$71,077	28	Hamilton City	\$91,049
29	Ross Local	\$48,038	30	29	Three Rivers	\$58,831	29	Three Rivers	\$66,238	29	Lockland	\$90,155
30	Mariemont	\$47,517	M	30	New Richmond	\$54,718	30	New Richmond	\$59,677	30	Ross Local	\$86,341
Salary Average		\$53,595		Salary Average		\$64,705	Salary Average		\$76,783	Salary Average		\$99,485
<b>Salary for Madeira</b>		<b>\$54,895</b>		<b>Salary for Madeira</b>		<b>\$68,138</b>	<b>Salary for Madeira</b>		<b>\$81,476</b>	<b>Salary for Madeira</b>		<b>\$104,714</b>
Madeira vs Average		\$1,300		Madeira vs Average		\$3,433	Madeira vs Average		\$4,693	Madeira vs Average		\$5,229

**SALARY COMPARISONS - MAX**  
**2022-2023 School Year**

<b>Rank</b>	<b>District</b>	<b>Max \$\$\$\$</b>		<b>Peak Earning Year</b>
1	Indian Hill	\$113,351	Doctorate	27
2	Mason City	\$109,753	Masters+30	27
3	Wyoming	\$108,913	Masters+36	25
4	Lakota Local	\$104,956	Masters+30	30
<b>5</b>	<b>Madeira</b>	<b>\$104,714</b>	<b>Masters+45</b>	<b>27</b>
6	Sycamore	\$103,488	Masters+45	25
7	Oak Hills	\$102,645	Masters+30	25
8	Southwest Local	\$102,543	Masters+30	28
9	Lebanon City	\$102,420	Masters+20	31
10	Finneytown	\$102,352	Masters+30	30
11	Forest Hills	\$101,540	Doctorate	27
12	Princeton	\$101,231	Doctorate	17
13	Loveland	\$100,922	Masters+30	27
14	Mariemont	\$100,506	Masters	28
15	Three Rivers	\$100,444	Masters+30	35
16	Milford Exempted	\$99,695	Masters+50	25
17	Norwood	\$98,811	Masters+30	22
18	Deer Park	\$97,433	Masters+45	27
19	Fairfield	\$97,304	Master +30	27
20	North College Hill	\$96,796	Masters+20	23
21	Kings Local	\$96,442	Masters+20	29
22	Mt. Healthy	\$96,435	Masters+30	30
23	Northwest Local	\$95,422	Masters+45	28
24	Winton Woods	\$95,163	Doctorate	25
25	St. Bernard - Elmwood	\$94,967	Masters+30	25
26	Reading	\$94,679	Masters+45	27
27	New Richmond	\$92,080	Masters+30	35
28	Hamilton City	\$91,049	Masters+30	27
29	Lockland	\$90,155	Masters+30	26
30	Ross Local	\$86,341	Masters+30	18
	Average			26.77

### 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>
<b>2022-2023</b>	<b>5</b>	<b>\$46,706</b>	<b>15</b>	<b>\$54,463</b>	<b>17</b>	<b>\$64,047</b>	<b>29</b>	<b>\$65,761</b>	<b>30 Districts</b>
2021-2022	6	\$45,790	16	\$53,395	17	\$62,791	29	\$64,479	30 Districts
2020-2021	6	\$44,892	16	\$52,348	20	\$61,560	29	\$63,207	30 Districts
2019-2020	9	\$44,012	15	\$51,322	21	\$60,353	29	\$61,968	30 Districts
2018-2019	5	\$43,149	16	\$50,316	20	\$59,169	30	\$60,752	30 Districts
2017-2018	5	\$42,303	17	\$49,329	19	\$58,009	30	\$59,561	30 Districts
2016 - 2017	5	\$41,474	16	\$48,362	18	\$56,872	24	\$58,394	30 Districts
2015 - 2016	5	\$40,661	16	\$47,414	19	\$55,758	30	\$57,249	30 Districts
2014 - 2015	5	\$39,864	16	\$46,485	20	\$54,665	30	\$56,127	30 Districts
2013 - 2014	4	\$39,275	16	\$45,798	18	\$53,857	30	\$55,298	30 Districts
2012 - 2013	5	\$38,886	17	\$45,345	18	\$53,324	30	\$54,750	31 Districts
2011 - 2012	5	\$38,886	16	\$45,345	19	\$53,324	31	\$54,750	31 Districts
2010 - 2011	4	\$38,886	16	\$45,345	19	\$53,324	31	\$54,750	30 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

<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>
<b>2022-2023</b>	<b>8</b>	<b>\$51,442</b>	<b>5</b>	<b>\$63,426</b>	<b>7</b>	<b>\$76,922</b>	<b>9</b>	<b>\$96,337</b>	<b>30 Districts</b>
2021-2022	9	\$50,433	4	\$62,182	7	\$75,413	11	\$94,447	30 Districts
2020-2021	9	\$49,444	7	\$60,963	8	\$73,934	9	\$92,595	30 Districts
2019-2020	9	\$48,475	8	\$59,768	9	\$72,485	9	\$90,780	30 Districts
2018-2019	7	\$47,524	9	\$58,596	8	\$71,063	12	\$86,992	30 Districts
2017-2018	5	\$46,593	8	\$57,447	8	\$69,670	13	\$85,287	30 Districts
2016 - 2017	4	\$45,679	7	\$56,321	7	\$68,305	10	\$83,615	30 Districts
2015 - 2016	4	\$44,784	7	\$55,217	6	\$66,966	9	\$81,976	30 Districts
2014 - 2015	6	\$43,906	10	\$54,135	8	\$65,653	9	\$80,369	30 Districts
2013 - 2014	5	\$43,257	9	\$53,335	9	\$64,683	9	\$79,182	30 Districts
2012 - 2013	4	\$42,829	10	\$52,807	12	\$64,043	10	\$78,398	31 Districts
2011 - 2012	5	\$42,829	9	\$52,807	12	\$64,043	10	\$78,398	31 Districts
2010 - 2011	3	\$42,829	8	\$52,807	10	\$64,043	11	\$78,398	30 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

<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>	
<b>2022-2023</b>	<b>9</b>	<b>\$54,895</b>	<b>5</b>	<b>\$68,138</b>	<b>5</b>	<b>\$81,476</b>	<b>8</b>	<b>\$102,398</b>	<b>5</b>	<b>\$104,714</b>	<b>30 Districts</b>
2021-2022	9	\$53,819	4	\$66,802	5	\$79,878	8	\$100,390	5	\$102,661	30 Districts
2020-2021	9	\$52,763	6	\$65,492	6	\$78,311	5	\$98,421	5	\$100,647	30 Districts
2019-2020	10	\$51,729	6	\$64,208	8	\$76,776	9	\$96,492	4	\$98,674	30 Districts
2018-2019	9	\$50,715	6	\$62,549	7	\$75,271	10	\$93,165	5	\$96,437	30 Districts
2017-2018	9	\$49,720	7	\$61,715	8	\$73,795	10	\$91,339	6	\$94,546	30 Districts
2016 - 2017	9	\$48,746	4	\$60,506	9	\$72,349	9	\$89,549	5	\$92,694	30 Districts
2015 - 2016	8	\$47,790	4	\$59,320	9	\$70,931	9	\$87,793	5	\$90,877	30 Districts
2014 - 2015	8	\$46,854	7	\$58,157	8	\$69,540	7	\$86,072	5	\$89,095	30 Districts
2013 - 2014	7	\$46,161	7	\$57,298	8	\$68,513	7	\$84,801	5	\$87,779	30 Districts
2012 - 2013	8	\$45,704	5	\$56,730	9	\$67,834	7	\$83,961	5	\$86,909	30 Districts
2011 - 2012	8	\$45,704	6	\$56,730	9	\$67,834	8	\$83,961	5	\$86,909	31 Districts
2010 - 2011	8	\$45,704	7	\$56,730	8	\$67,834	9	\$83,961	5	\$86,909	31 Districts
2009 - 2010	8	\$45,028	5	\$55,891	7	\$66,831	8	\$82,719	4	\$85,624	30 Districts
2008 - 2009	7	\$44,146	7	\$54,796	8	\$65,521	8	\$81,098	5	\$83,946	30 Districts
2007 - 2008	8	\$42,860	7	\$53,200	7	\$63,613	8	\$78,736	6	\$81,501	30 Districts
2006 - 2007	8	\$41,897	7	\$52,004	8	\$62,183	8	\$76,966	6	\$79,669	30 Districts
2005 - 2006	8	\$40,480	10	\$50,245	11	\$60,080	5	\$76,975	6	\$76,975	30 Districts
2004 - 2005	9	\$39,397	9	\$48,900	7	\$58,472	5	\$72,373	5	\$74,915	30 Districts

## MADEIRA BUDGET IMPACT For 2023-2024 School Year

<b>Salary</b>			
<b>% Increases</b>		<b>Starting</b>	<b>AVG</b>
<b>FY06</b>	3.75%	33,519	58,196
<b>FY07</b>	3.50%	34,441	60,816
<b>FY08</b>	2.30%	35,646	62,630
<b>FY09</b>	3.00%	36,466	64,110
<b>FY10</b>	2.00%	38,311	66,031
<b>FY11</b>	1.50%	38,886	68,358
<b>FY12</b>	0.00%	38,886	67,637
<b>FY13</b>	0.00%	38,886	68,575
<b>FY14</b>	1.00%	39,275	69,594
<b>FY15</b>	1.50%	39,864	73,124
<b>FY16</b>	2.00%	40,661	72,262
<b>FY17</b>	2.00%	41,474	73,665
<b>FY18</b>	2.00%	42,303	75,970
<b>FY19</b>	2.00%	43,149	79,118
<b>FY20</b>	2.00%	44,012	81,509
<b>FY21</b>	2.00%	44,892	83,710
<b>FY22</b>	2.00%	45,790	85,184
<b>FY23</b>	2.00%	46,706	87,450
<b>5 YR Avg.</b>	<b>2.00%</b>		

<b>Experience</b>			<b>Academic Level</b>		
<b>YRS</b>	<b>%FTE</b>	<b>% Amt.</b>	<b>Level</b>	<b>%FTE</b>	<b>%Amt.</b>
<b>0-5</b>	6.88%	4.28%	<b>BA All</b>	10.32%	7.51%
<b>6-10</b>	12.04%	9.79%	<b>MA</b>	30.09%	27.50%
<b>11-15</b>	19.96%	18.78%	<b>MA+15</b>	19.10%	19.86%
<b>16-20</b>	24.50%	25.67%	<b>MA+30</b>	24.07%	26.11%
<b>21-25</b>	15.48%	17.32%	<b>MA+45</b>	16.42%	19.03%
<b>26+</b>	21.15%	24.16%			
	100.00%	100.00%		100%	100%
<b>6+ YRS</b>	93.12%	95.72%	<b>MA %</b>	89.68%	92.49%

<b>2022-2023 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY</b>		
<b>2021-2022 Certified Salary - current year</b>	<b>9,600,542</b>	
<b>2022-2023 Step Cost</b>	<b>\$228,535</b>	<b>2.38%</b>
<b>2022-2023-1% base increase + step</b>	<b>\$331,293</b>	<b>3.45%</b>
<b>2022-2023-2% base increase + step</b>	<b>\$434,052</b>	<b>4.52%</b>

**Benefit Summary Comparison Chart**

District	Medical Plans				Dental Plan		Vision Plan	
	Plan 1-Full Time		Plan 2-Full Time		Plan 1-Full Time		Plan 1-Full time	
	Board %	Employee%	Board %	Employee %	Board %	Employee %	Board %	Employee %
Deer Park	90%	10%			85%	15%	0%	100%
Fairfield	80%	20%			90%	10%	0%	100%
Finneytown	85%	15%			85%	15%	0%	100%
Forest Hills	74.5%	25.5%	81%/19%-HDHP/H.S.A. contr \$750/\$1500		100%	0%	0%	100%
Indian Hill	85%	15%	Plan 1-85%/15% HDHP/H.S.A \$1000/\$2000		85%	15%	0%	100%
Kings Local	85%	15%	Plan 1-HDHP with H.S.A. Bd will fund 50% deductible		100%	0%	Single portion	balance
Lakota Local	85%	15%	85%/15% HDHP with H.S.A. No contribution to H.S.A. by BOE.		85%	15%	n/a	n/a
Loveland	85%	15%			100%	0%		
Madeira	85%	15%			100%	0%	0%	100%
Marionmont	85%	15%			85%	15%		
Mason City	90%	10%	Plan 1 - HDHP, H.S.A. \$1000 or \$2000		100%	0%	100%	0%
Milford Exempted	80%	20%	Plan 1 - HDHP; 80%/20%. H.S.A. single \$1272, family \$3600		90%	10%	0%	100%
Mt. Healthy	90%	10%			95%	5%	0%	100%
Northwest	85%	15%	Plan 1 is HDHP		100%	0%		100%
Norwood	80%	20%			100%	0%	0%	100%
Oak Hills	85%	15%	71%-PPO	29%	90%	10%		
Princeton	82%	18%	84% PLUS \$2700 H.S.A. FAMILY AND \$1350 SINGLE		85%	15%		
Reading	85%	15%			100%	0%	0%	100%
Southwest	85%	15%	85%-HDHP plus H.S.A. Family \$3000, Single+1 \$2000, individual \$1500		100%	0%	0%	100%
St. Bernard-Elmwood	90%	10%			95%	5%		
Sycamore	85%	15%	85%-HDHP+H.S.A. contribution \$1000/Single Cert, \$2000 Fam Cert,		90%	10%		
Three Rivers	85%	15%			90%	10%		
Winton Woods	80%	20%			90%	10%		
Wyoming	85%	15%			85%	15%	0%	100%
Average	84%	16%			93%	7%		93%