

**Madeira City Schools Planning Commission  
Annual Salary and Benefit Study  
March 2024**

**Committee Members**

**Brian Kellett, Chairman**

**Ryan Dunlap**

**Christy Barton**

**Charlie Ritchie**

**Cara Dubay**

**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 2023-2024 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 saw an increase in base salary across 90%-100% of school districts over the last three years. For the 2023-2024 school year, 30 out of 30 schools had a base salary increase. In 2021-2022 three of the 30 districts did not give a base increase and in 2022-2023 only two of the 30 districts did not give a base increase. Base increase averages and Madeira base are illustrated below (Part 1, Appendix 1).

<b>Fiscal Year</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>
Madeira Increase	*2.00%	2.00%	**2.25%
Average Increase	1.86%	1.88%	2.44%

\*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.

\*\*The Board of Education also provided increment increases for the most educated and most experienced staff members.

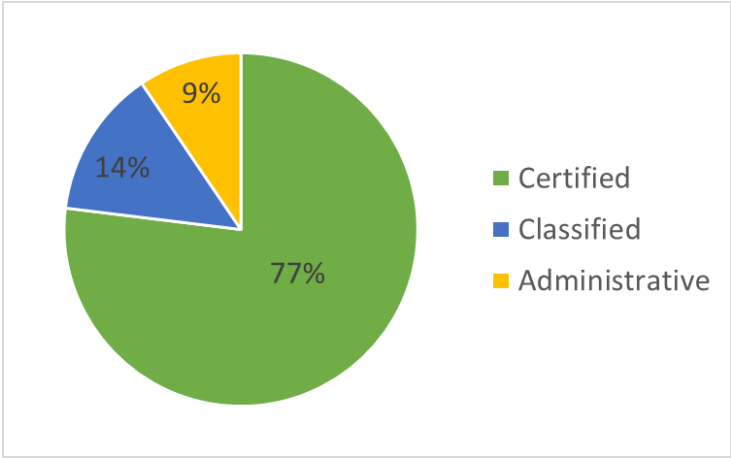
4. Twelve (12) out of 28 negotiating districts contracts end in 2024. Madeira and Mariemont are not negotiating districts. (Part 1, Appendix 1)
5. Sixteen (16) of 28 negotiating districts have established salary schedules for 2024-2025 with a base average increase of 2.39%.
6. Seven (7) of 28 negotiating districts have established salary schedules for 2025-2026 with a base average increase of 2.21%.
7. Analysis of salary rankings vs. comparison districts indicates that Madeira maintains a competitive position in all benchmark data points.
8. Madeira's starting salary for a Bachelor's Degree ranks 7<sup>th</sup> (last year - 5<sup>th</sup>). (see part 1, appendix 2)
9. Madeira's salary benchmarks for Master's Degree – all remained in the top 3<sup>rd</sup>. Starting step ranks 8<sup>th</sup> (last year - 8<sup>th</sup>), at five year's ranks 8<sup>th</sup> (last year - 5<sup>th</sup>), at 10 years ranks 7<sup>th</sup> (last year 7<sup>th</sup>) and at the maximum ranks 10<sup>th</sup> (last year – 9<sup>th</sup>). (see part 1, appendix 3)
10. Madeira's salary benchmarks for Masters + 30 – all remained in the top 3<sup>rd</sup>. Starting step ranks 10<sup>th</sup> (last year – 9<sup>th</sup>), at five years ranks 6<sup>th</sup> (last year – 5<sup>th</sup>), at 10 years ranks 5<sup>th</sup> (last year- 5<sup>th</sup>) and maximum ranks 6<sup>th</sup> (last year – 8<sup>th</sup>). (see part 1, appendix 4)
- 11. 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.

2024-2025 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2023-2024 Certified Salary - current year	10,273,584	
2024-2025 Step Cost	\$234,184	2.28%
2024-2025-1% base increase + step	\$342,394	3.33%
2024-2025-2% base increase + step	\$450,603	4.39%
2024-2025-2.5% base increase + step	\$504,708	4.91%



**Previous Year Recommendation and Board Action**

**Board Action on Salary for 2023-2024**

- 2.25% increase in base salary schedule

**Planning Commission Salary Recommendation for 2024-2025**

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 **2024-2025**

- 2.5% 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

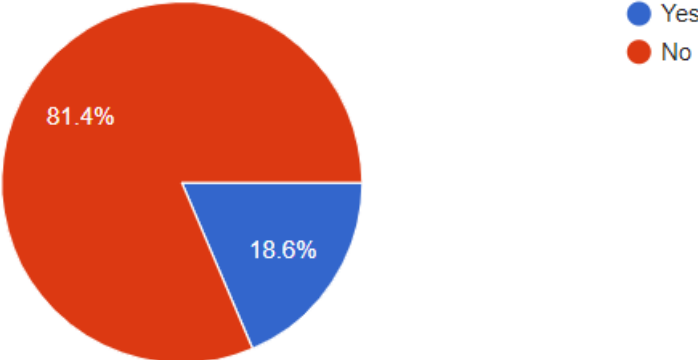
- 7 districts have multiple Health Plans; HDHP’s and/or PPO’s.
- 5 districts have one Health Plan that is a HDHP
- 12 districts have one Health Plan (not HDHP) of which 11 of those districts are members of GCIC.

### Health Sharing between Board and Employee

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

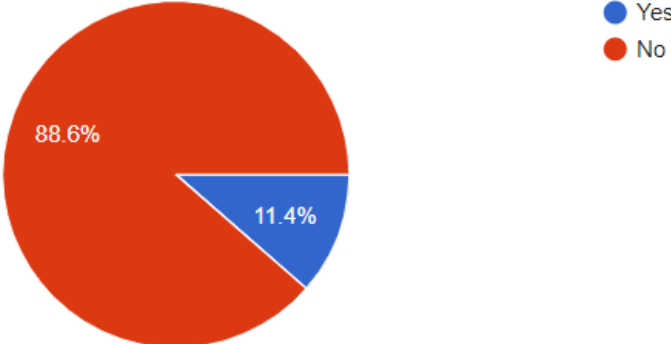
Do you have any questions or comments about current salary?

70 responses



Do you have any questions or comments about current benefits?

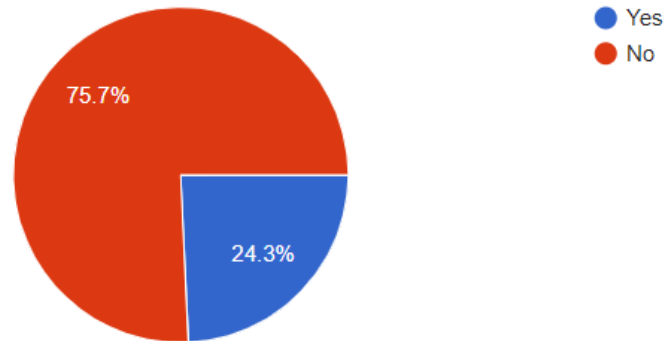
70 responses





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

70 responses



### Salary Schedule

- what happens when you reach your last step increase?
- MA +45 pay qualifications available sooner.
- Can there be a published salary schedule for coaching that can be view by the public/teachers as well. This might allow teachers to have more of an interest in doing extracurriculars.
- Just curious if there's any thought to increasing the salary scale to MA+60.
- Can there be a salary step for Masters +60? Also, is there talk of adding a pay increase after 27 years?
- very much appreciated adjusting the table for people with higher years and education

### Salary

- It would be nice to see the BOE take into consideration the considerable inflation rate over the past few years when they make adjustments to the schedule this year. 2-3% raises over the past few years, while appreciated, have not kept up with cost of living. Thank you.
- Are we aligned with the current/common supplemental pay for LPDC members in other districts?
- We need an increase in salary at the preschool
- Low rate per hour as far as minimum wage currently is.is.

### **Personal/ Sick Days**

- more paid sick days
- Many of us have more sick days than we'll ever use. Could it be possible to create a bank that employees could donate to in order to help other staff whose days run low due to self or family illnesses?
- Can religious holidays (other than Christian holidays) be made into sick days, instead of personal days?
- All funerals should be considered a "sick" day.
- As part of bereavement of a direct family member. Is it possible to have a specific number days after the person passes away to be able to use for estate issues. Might be a few months later but to be able to use days as part of bereavement of a loved one.
- 12 week paid maternity leave
- 6 weeks of paid maternity leave so teachers don't have to use their sick days or take unpaid time to be with their newborns!
- An additional personal day.
- Can there be a Sick Bank for people who need it, on a volunteer basis?
- I'd love the board to consider making some religious holidays that are very holy to some, a sick day instead of a personal day. Rosh Hashanah and Yom Kippur are the most holy days in the Jewish calendar, and when they fall on school days I feel I'm penalized that year. I then can't use my personal days the same way other people can.

### **Health/Benefits**

- Do we have these Virgin Pulse challenges with prizes in lieu of insurance coverage for gym/fitness center benefits? I don't clearly understand that from past years.
- By switching to the Butler Health Consortium (Butler Health Plan) we would have options for free health care visits at their facilities and no cost prescriptions filled at your appointments. They cover all costs for diabetic care such as insulin and supplies!
- Our specialist co-pays are very expensive - \$50. Is there any way to decrease this?
- I feel every time we get a percentage raise, our benefits go up as well.
- I know it's up to GCIC and not up to us, but I would love to see some sort of insurance benefit covering gym memberships.
- Bring back inclusive family coverage where a working spouse does not need to purchase their own coverage as well with respect to health insurance.
- Fitness center membership
- Mental health coverage -my husband's job has 12 free therapy sessions a year as part of their health and wellness plan

- Additional maternity leave and paternity leave, flexible scheduling/working options, changing Anthem benefits for mental health services (they pay at a much lower rate than other insurances and mental health providers are dropping their coverage),
- Exercise bonus
- Our new dental coverage continues to be dropped by area dentists. Are there other dental programs that better cover our dental needs?

### **Miscellaneous**

- We have more grades / more work at MES now so our salary should reflect that
- How does Madeira severance pay compare with the 30 districts?
- better laptops for educational aids
- Increase percentage for lump sum of sick days at retirement.
- (This may not be considered a benefit.) I know on the FAQ page it said that currently they are not considering allowing teachers to bring their students to Madeira due to the growing enrollment. However, would it ever be a possibility for teachers to bring their children if we paid a fee/tuition?
- I'm aware of the previous FAQs and the board's position on not allowing staff to bring their kids to school in Madeira who are out of district. However, I would be remiss not to mention that I would love to bring my children to school with me. Thank you!
- Thanks for all of the systematic and thoughtful planning!
- This may not be the place at all to post this, but there needs to be more discussion about the school calendar, specifically how much earlier each year we are starting and the number of days.
- Please see above. That being said, I'm grateful for all the benefits the Board does provide.
- There are some teachers who have one prep compared to other teachers who have three or more preps. Perhaps there could be a stipend for those who teach more than two preps.

### **Planning Commission Benefits Recommendation for 2024-2025**

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

We found that the staff generally has a good understanding of the benefits they receive and that Madeira is competitive with other local districts when it comes to employee benefits. We recommend continuing to monitor the ever-changing landscape of health care and continue to review benefits on an annual basis.

**COMPARISON DISTRICT CONTRACT SUMMARY CHART**

District	Prior 3 Years			Current Year	Future Two Years		Current Year	Duration	Start	End
	% Base Increase 2020-2021	% Base Increase 2021-2022	% Base Increase 2022-2023	% Base Increase 2023-2024	% Base Increase 2024-2025	% Base Increase 2025-2026				
Deer Park	3.00%	2.25%	2.00%	3.00%	2.50%	2.00%	1	3	7/1/2023	6/30/2026
Fairfield	2.50%	2.50%	2.50%	2.00%	2.00%		1	2	6/30/2023	6/29/2025
Finneytown	3.00%	3.00%	2.75%	3.00%	3.00%		2	3	8/1/2022	7/31/2025
Forest Hills	2.25%	2.00%	1.75%	2.00%			1	1	7/1/2023	6/30/2024
Hamilton City	2.00%	2.00%	1.00%	1.00%	1.00%		2	3	7/1/2022	6/30/2025
Indian Hill	Varies based on step - see comment	0.00%	3.00%	2.00%	1.00%		2	3	7/1/2022	6/30/2025
Kings Local	0% July-Feb, 1% March-June	1.00%	1.50%	3.00%	2.00%	1.00%	1	3	7/1/2023	6/30/2026
Lakota Local	3.25%	2.00%	2.00%	2.00%			3	3	7/1/2021	6/30/2024
Lebanon City	1.75%	1.50%	3.00%	2.25%			2	2	9/1/2022	8/31/2024
Lockland	3.00%	3.00%	3.00%	3.00%			3	3	7/1/2021	6/30/2024
Loveland	2.00%	0.00%	0.00%	3.00%	3.00%	3.00%	1	3	7/1/2023	6/30/2026
Madeira	2.00%	2.00%	2.00%	2.25%			Not Applicable			
Mariemont	1.00%	1.00%	2.00%	2.50%			Not Applicable			
Mason City	2.50%	2.00%	2.00%	2.25%			3	3	7/1/2021	6/30/2024
Milford Exempted	2.00%	2.00%	2.00%	2.00%	2.00%		4	4	7/1/2020	6/30/2024
Mt. Healthy	3.00%	2.00%	1.50%	1.50%	Reopener for wages		2	3	7/1/2022	6/30/2025
New Richmond	0.00%	0.00%	0.00%	1.00%			3	3	7/1/2021	6/30/2024
North College Hill	3.00%	3.00%	1.00%	1.00%	1.00%		2	3	8/1/2022	7/31/2025
Northwest Local	0.00%	2.00%	2.00%	2.00%			3	3	7/1/2021	6/30/2024
Norwood	3.00%	3.00%	2.25%	2.75%	3.00%		2	3	8/1/2022	7/31/2025
Oak Hills	2.00%	2.00%	2.00%	2.50%	2.50%	2.50%	1	3	7/1/2023	6/30/2026
Princeton	1.25%	1.50%	1.25%	4.00%	3.00%	2.00%	1	3	7/1/2023	6/30/2026
Reading	0.00%	2.50%	2.00%	4.00%	3.00%	2.00%	1	3	7/1/2023	6/30/2026
Ross Local	0.00%	2.00%	1.00%	4.00%	3.00%		1	2	9/1/2023	8/31/2025
Southwest Local	0.00%	3.00%	2.00%	2.00%			3	3	8/1/2021	7/31/2024
St. Bernard - Elmwood	2.00%	2.00%	2.75%	3.00%	3.25%		2	3	8/1/2022	7/31/2025
Sycamore	1.00%	2.00%	2.25%	2.50%			3	3	8/1/2021	7/31/2024
Three Rivers	1.00%	Complete Revamp of Schedule	2.25%	2.25%			3	3	8/1/2021	7/1/2024
Winton Woods	0.00%	1.00%	2.00%	2.50%			1	1	7/1/2023	6/30/2024
Wyoming	1.50%	1.75%	1.75%	3.00%	3.00%	3.00%	1	3	7/1/2023	6/30/2026
<b>Average:</b>	<b>1.71%</b>	<b>1.86%</b>	<b>1.88%</b>	<b>2.44%</b>	<b>2.39%</b>	<b>2.21%</b>				

**SALARY COMPARISONS - BACHELORS DEGREE**  
**Teachers Salary Schedule**  
**2023-2024 School Year**

Rank	Years' Experience ---->	District	Starting \$\$\$\$	Rank	Years' Experience ---->	District	Step 5 \$\$\$\$	Rank	Years' Experience ---->	District	Step 10 \$\$\$\$	Rank	Years' Experience ---->	District	Max \$\$\$\$
1		Lakota Local	\$51,589	1		Forest Hills	\$61,786	1		Oak Hills	\$74,817	1		Wyoming	\$97,347
2		Finneytown	\$49,963	2		Oak Hills	\$60,316	2		Forest Hills	\$74,562	2		Southwest Local	\$92,368
3		Forest Hills	\$49,011	3		Princeton	\$60,023	3		Princeton	\$74,545	3		Kings Local	\$91,133
4		Princeton	\$48,406	4		Mason City	\$59,399	4		Indian Hill	\$72,026	4		Mason City	\$89,038
5		Mason City	\$47,999	5		Kings Local	\$59,312	5		Kings Local	\$71,551	5		Oak Hills	\$88,845
6		Sycamore	\$47,798	6		Indian Hill	\$59,139	6		Deer Park	\$71,480	6		Forest Hills	\$88,082
<b>7</b>		<b>Madeira</b>	<b>\$47,757</b>	7		Deer Park	\$58,225	7		Mason City	\$70,799	7		Lebanon City	\$87,189
8		Deer Park	\$47,338	8		Southwest Local	\$58,115	8		North College Hill	\$70,774	8		Loveland	\$86,412
9		Indian Hill	\$47,311	9		Wyoming	\$57,945	9		Southwest Local	\$70,346	9		Indian Hill	\$85,500
10		Kings Local	\$47,073	10		North College Hill	\$57,784	10		Wyoming	\$69,533	10		Princeton	\$84,952
11		Oak Hills	\$46,761	11		Sycamore	\$57,229	11		Winton Woods	\$68,711	11		Three Rivers	\$84,395
12		Fairfield	\$46,522	12		Norwood	\$56,446	12		Norwood	\$68,311	12		Norwood	\$84,134
13		Hamilton City	\$46,508	13		Fairfield	\$55,826	13		Sycamore	\$67,489	13		Fairfield	\$83,986
14		Wyoming	\$46,356	14		Lakota Local	\$55,776	14		Reading	\$67,190	14		Deer Park	\$83,787
15		Norwood	\$46,078	<b>15</b>		<b>Madeira</b>	<b>\$55,689</b>	15		Mt. Healthy	\$67,185	15		Sycamore	\$83,708
16		Southwest Local	\$45,879	16		Reading	\$55,564	16		Milford Exempted	\$65,586	16		Winton Woods	\$83,619
17		Lebanon City	\$45,660	17		Mt. Healthy	\$55,169	17		Mariemont	\$65,569	17		Mariemont	\$83,558
18		Loveland	\$45,492	18		Winton Woods	\$55,137	<b>18</b>		<b>Madeira</b>	<b>\$65,488</b>	18		Reading	\$83,219
19		Three Rivers	\$44,957	19		Milford Exempted	\$55,101	19		Fairfield	\$65,131	19		Lakota Local	\$82,394
20		North College Hill	\$44,794	20		Lebanon City	\$54,410	20		Lockland	\$65,128	20		Northwest Local	\$82,285
21		Milford Exempted	\$44,616	21		Mariemont	\$54,102	21		St. Bernard - Elmwood	\$64,470	21		North College Hill	\$82,166
22		St. Bernard - Elmwood	\$44,462	22		Finneytown	\$53,960	22		Loveland	\$64,408	22		Hamilton City	\$79,109
23		Winton Woods	\$44,244	23		Loveland	\$53,899	23		Northwest Local	\$64,242	23		Mt. Healthy	\$78,405
24		Reading	\$44,204	24		Hamilton City	\$53,615	24		Lebanon City	\$63,515	24		New Richmond	\$77,500
25		Northwest Local	\$43,944	25		Lockland	\$53,573	25		Hamilton City	\$62,499	25		Milford Exempted	\$75,998
26		Mt. Healthy	\$43,158	26		St. Bernard - Elmwood	\$53,354	26		Lakota Local	\$61,491	26		Lockland	\$74,372
27		Mariemont	\$43,129	27		Northwest Local	\$52,966	27		Finneytown	\$59,456	27		St. Bernard - Elmwood	\$71,139
28		New Richmond	\$42,228	28		Ross Local	\$50,208	28		Ross Local	\$58,922	28		Ross Local	\$69,379
29		Lockland	\$42,018	29		Three Rivers	\$49,430	29		Three Rivers	\$55,654	<b>29</b>		<b>Madeira</b>	<b>\$67,240</b>
30		Ross Local	\$41,495	30		New Richmond	\$46,055	30		New Richmond	\$50,228	30		Finneytown	\$59,456
		Salary Average	\$45,892			Salary Average	\$55,652			Salary Average	\$66,370			Salary Average	\$82,024
		<b>Salary for Madeira</b>	<b>\$47,757</b>			<b>Salary for Madeira</b>	<b>\$55,689</b>			<b>Salary for Madeira</b>	<b>\$65,488</b>			<b>Salary for Madeira</b>	<b>\$67,240</b>
		Madeira vs Average	\$1,865			Madeira vs Average	\$37			Madeira vs Average	(\$882)			Madeira vs Average	(\$14,784)

**SALARY COMPARISONS - MASTERS DEGREE  
Teachers Salary Schedule  
2023-2024 School Year**

Rank	Years' Experience ---> District	Starting \$\$\$	Rank	Years' Experience ----> District	Step 5 \$\$\$	Rank	Years' Experience ----> District	Step 10 \$\$\$	Rank	Years' Experience ----> District	Max \$\$\$
1	Finneytown	\$54,959	1	Mason City	\$66,239	1	Deer Park	\$80,474	1	Wyoming	\$110,327
2	Lakota Local	\$54,882	2	Forest Hills	\$65,898	2	Princeton	\$80,353	2	Indian Hill	\$109,478
3	Princeton	\$53,246	3	Princeton	\$65,832	3	Forest Hills	\$80,229	3	Mariemont	\$106,133
4	Southwest Local	\$53,220	4	Southwest Local	\$65,456	4	Mason City	\$79,678	4	Sycamore	\$102,646
5	Deer Park	\$53,018	5	Deer Park	\$65,326	5	Oak Hills	\$79,493	5	Lebanon City	\$101,713
6	Oak Hills	\$52,839	6	Indian Hill	\$65,053	6	Indian Hill	\$79,232	6	Mason City	\$101,182
7	Mason City	\$52,799	7	Oak Hills	\$64,997	7	<b>Madeira</b>	<b>\$78,652</b>	7	Finneytown	\$100,426
<b>8</b>	<b>Madeira</b>	<b>\$52,600</b>	<b>8</b>	<b>Madeira</b>	<b>\$64,854</b>	8	Southwest Local	\$77,687	8	Southwest Local	\$99,704
9	St. Bernard - Elmwood	\$52,465	9	Kings Local	\$64,208	9	Reading	\$77,224	9	Princeton	\$99,474
10	Hamilton City	\$52,292	10	Reading	\$63,875	10	Wyoming	\$76,950	<b>10</b>	<b>Madeira</b>	<b>\$98,982</b>
11	Indian Hill	\$52,042	11	Fairfield	\$63,386	11	Norwood	\$76,605	11	Kings Local	\$98,947
12	Kings Local	\$51,969	12	Sycamore	\$63,174	12	Sycamore	\$76,555	12	Winton Woods	\$97,073
13	Fairfield	\$51,756	13	Wyoming	\$63,044	13	Kings Local	\$76,447	13	Loveland	\$96,784
14	Forest Hills	\$51,566	14	North College Hill	\$62,980	14	North College Hill	\$75,970	14	Lakota Local	\$96,577
15	Reading	\$50,835	15	Norwood	\$62,436	15	Milford Exempted	\$75,713	15	Fairfield	\$96,207
16	Loveland	\$50,724	16	Mt. Healthy	\$61,902	16	Winton Woods	\$75,033	16	Oak Hills	\$95,859
17	Lebanon City	\$50,634	17	Milford Exempted	\$61,882	17	Mariemont	\$74,943	17	Deer Park	\$95,622
18	Norwood	\$50,225	18	Lebanon City	\$61,738	18	Fairfield	\$73,063	18	North College Hill	\$95,156
19	North College Hill	\$49,990	19	Mariemont	\$61,522	19	Lebanon City	\$72,842	19	Forest Hills	\$94,995
20	Mt. Healthy	\$49,891	20	Finneytown	\$61,454	20	Hamilton City	\$72,747	20	Norwood	\$94,271
21	Sycamore	\$49,794	21	Hamilton City	\$61,383	21	St. Bernard - Elmwood	\$72,473	21	Reading	\$93,386
22	Three Rivers	\$49,565	22	St. Bernard - Elmwood	\$61,358	22	Loveland	\$72,014	22	Three Rivers	\$93,045
23	Wyoming	\$49,137	23	Winton Woods	\$60,212	23	Lockland	\$69,750	23	St. Bernard - Elmwood	\$92,926
24	Northwest Local	\$48,804	24	Loveland	\$60,186	24	Northwest Local	\$69,471	24	Northwest Local	\$90,050
25	Mariemont	\$48,705	25	Lakota Local	\$59,331	25	Finneytown	\$68,949	25	Milford Exempted	\$89,403
26	Winton Woods	\$48,314	26	Lockland	\$58,195	26	Ross Local	\$67,304	26	Lockland	\$88,237
27	Milford Exempted	\$48,051	27	Northwest Local	\$57,993	27	Mt. Healthy	\$67,185	27	New Richmond	\$85,251
28	Lockland	\$46,640	28	Ross Local	\$56,516	28	Lakota Local	\$65,404	28	Ross Local	\$80,251
29	New Richmond	\$46,451	29	Three Rivers	\$54,497	29	Three Rivers	\$61,358	29	Mt. Healthy	\$78,405
30	Ross Local	\$45,727	30	New Richmond	\$50,661	30	New Richmond	\$55,251	30	Hamilton City	\$59,594
Salary Average		\$50,771	Salary Average		\$61,853	Salary Average		\$73,635	Salary Average		\$94,737
<b>Salary for Madeira</b>		<b>\$52,600</b>	<b>Salary for Madeira</b>		<b>\$64,854</b>	<b>Salary for Madeira</b>		<b>\$78,652</b>	<b>Salary for Madeira</b>		<b>\$98,982</b>
Madeira vs Average		\$1,829	Madeira vs Average		\$3,001	Madeira vs Average		\$5,017	Madeira vs Average		\$4,245

**SALARY COMPARISONS - MASTERS + 20 or 30**  
**Teachers Salary Schedule**  
**2023-2024 School Year**

Years' Experience ---->	Starting	Years' Experience ---->	Step 5	Years' Experience ---->	Step 10	Years' Experience ---->	Max
Rank District	\$\$\$\$	Rank District	\$\$\$\$	Rank District	\$\$\$\$	Rank District	\$\$\$\$
1 Lakota Local	\$60,836	1 Forest Hills	\$71,310	1 Mason City	\$86,878	1 Indian Hill	\$114,389
2 Finneytown	\$59,456	2 Mason City	\$71,039	2 Forest Hills	\$85,943	2 Wyoming	\$114,035
3 Southwest Local	\$58,115	3 Southwest Local	\$70,346	3 Oak Hills	\$84,169	3 Mason City	\$112,222
4 Loveland	\$57,889	4 Indian Hill	\$69,784	4 Indian Hill	\$84,034	4 Lakota Local	\$107,055
5 St. Bernard - Elmwood	\$57,801	5 Oak Hills	\$69,673	<b>5 Madeira</b>	<b>\$83,309</b>	5 Mariemont	\$106,133
6 Oak Hills	\$57,515	<b>6 Madeira</b>	<b>\$69,672</b>	6 Princeton	\$83,258	<b>6 Madeira</b>	<b>\$105,562</b>
7 Indian Hill	\$56,773	7 Princeton	\$68,736	7 Southwest Local	\$82,582	7 Finneytown	\$105,422
8 Forest Hills	\$56,676	8 Loveland	\$67,351	8 Norwood	\$82,480	8 Oak Hills	\$105,211
9 Princeton	\$56,151	9 Deer Park	\$67,219	9 Deer Park	\$82,367	9 Lebanon City	\$104,724
<b>10 Madeira</b>	<b>\$56,131</b>	10 Reading	\$66,969	10 Milford Exempted	\$82,049	10 Sycamore	\$104,605
11 Mason City	\$55,199	11 Wyoming	\$66,753	11 Wyoming	\$80,658	11 Southwest Local	\$104,595
12 Deer Park	\$54,912	12 St. Bernard - Elmwood	\$66,693	12 Reading	\$80,363	12 Loveland	\$103,949
13 Three Rivers	\$54,710	13 Milford Exempted	\$66,656	13 Loveland	\$79,179	13 Three Rivers	\$102,704
14 Fairfield	\$54,431	14 Kings Local	\$66,655	14 Kings Local	\$78,894	14 Princeton	\$102,378
15 Kings Local	\$54,416	15 Norwood	\$66,583	15 North College Hill	\$78,568	15 Norwood	\$101,529
16 Mt. Healthy	\$54,380	16 Mt. Healthy	\$66,394	16 Sycamore	\$78,516	16 Kings Local	\$101,395
17 Hamilton City	\$53,946	17 Lakota Local	\$65,768	17 Mt. Healthy	\$78,405	17 Forest Hills	\$100,950
18 Reading	\$53,885	18 North College Hill	\$65,578	18 St. Bernard - Elmwood	\$77,809	18 Deer Park	\$99,409
19 Northwest Local	\$53,669	19 Finneytown	\$65,452	19 Winton Woods	\$76,214	19 Fairfield	\$99,250
20 Lebanon City	\$53,646	20 Sycamore	\$65,139	20 Lebanon City	\$75,854	20 Winton Woods	\$98,254
21 Norwood	\$52,990	21 Lebanon City	\$64,750	21 Mariemont	\$74,943	21 Mt. Healthy	\$97,882
22 Wyoming	\$52,845	22 Fairfield	\$63,735	22 Ross Local	\$74,856	22 St. Bernard - Elmwood	\$97,816
23 North College Hill	\$52,588	23 Hamilton City	\$63,035	23 Hamilton City	\$74,399	23 North College Hill	\$97,754
24 Sycamore	\$51,760	24 Northwest Local	\$62,853	24 Lockland	\$74,372	24 Milford Exempted	\$97,333
25 Milford Exempted	\$51,264	25 Lockland	\$62,817	25 Northwest Local	\$74,331	25 Reading	\$96,436
26 Lockland	\$51,262	26 Ross Local	\$62,407	26 Fairfield	\$73,784	26 Northwest Local	\$94,901
27 New Richmond	\$50,674	27 Mariemont	\$61,522	27 Finneytown	\$73,446	27 New Richmond	\$93,001
28 Ross Local	\$49,959	28 Winton Woods	\$61,393	28 Lakota Local	\$72,499	28 Lockland	\$92,859
29 Winton Woods	\$49,495	29 Three Rivers	\$60,155	29 Three Rivers	\$67,728	29 Hamilton City	\$91,959
30 Mariemont	\$48,705	30 New Richmond	\$55,265	30 New Richmond	\$60,274	30 Ross Local	\$89,794
Salary Average	\$54,403	Salary Average	\$65,723	Salary Average	\$78,072	Salary Average	\$101,450
<b>Salary for Madeira</b>	<b>\$56,131</b>	<b>Salary for Madeira</b>	<b>\$69,672</b>	<b>Salary for Madeira</b>	<b>\$83,309</b>	<b>Salary for Madeira</b>	<b>\$105,562</b>
Madeira vs Average	\$1,728	Madeira vs Average	\$3,949	Madeira vs Average	\$5,237	Madeira vs Average	\$4,112

**SALARY COMPARISONS - MAX**  
**2023-2024 School Year**

<b>Rank</b>	<b>District</b>	<b>Max \$\$\$\$</b>	<b>Peak Earning Year</b>
1	Indian Hill	\$115,619	Doctorate 27
2	Wyoming	\$114,962	Masters+36 30
3	Mason City	\$112,222	Masters+30 27
<b>4</b>	<b>Madeira</b>	<b>\$108,265</b>	<b>Masters+45 27</b>
5	Lakota Local	\$107,055	Masters+30 30
6	Mariemont	\$106,133	Masters 32
7	Sycamore	\$106,075	Masters+45 25
8	Finneytown	\$105,422	Masters+30 30
9	Princeton	\$105,282	Doctorate 17
10	Oak Hills	\$105,211	Masters+30 25
11	Lebanon City	\$104,724	Masters+20 31
12	Southwest Local	\$104,595	Masters+30 28
13	Loveland	\$103,949	Masters+30 27
14	Forest Hills	\$103,505	Doctorate 27
15	Three Rivers	\$102,704	Masters+30 35
16	Milford Exempted	\$101,675	Masters+50 25
17	Norwood	\$101,529	Masters+30 22
18	Kings Local	\$101,395	Masters+20 29
19	Deer Park	\$100,356	Masters+45 27
20	Fairfield	\$99,250	Master +30 27
21	Winton Woods	\$98,648	Doctorate 27
22	Reading	\$98,426	Masters+45 27
23	Mt. Healthy	\$97,882	Masters+30 30
24	St. Bernard - Elmwood	\$97,816	Masters+30 25
25	North College Hill	\$97,754	Masters+20 23
26	Northwest Local	\$97,332	Masters+45 28
27	New Richmond	\$93,001	Masters+30 35
28	Lockland	\$92,859	Masters+30 26
29	Hamilton City	\$91,959	Masters+30 27
30	Ross Local	\$89,794	Masters+30 18
	Average		27.13



**MADEIRA SALARY RANKING**

<b>BACHELORS</b>	<b>Rank</b>	<b>Start</b>	<b>Rank</b>	<b>5 Years</b>	<b>Rank</b>	<b>10 Years</b>	<b>Rank</b>	<b>Max</b>	<b># of Districts</b>
<b>2023-2024</b>	<b>7</b>	<b>\$47,757</b>	<b>15</b>	<b>\$55,689</b>	<b>18</b>	<b>\$65,488</b>	<b>29</b>	<b>\$67,240</b>	<b>30 Districts</b>
2022-2023	5	\$46,706	15	\$54,463	17	\$64,047	29	\$65,761	30 Districts
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

<b>MASTERS</b>	<b>Rank</b>	<b>Start</b>	<b>Rank</b>	<b>5 Years</b>	<b>Rank</b>	<b>10 Years</b>	<b>Rank</b>	<b>Max</b>	<b># of Districts</b>
<b>2023-2024</b>	<b>8</b>	<b>\$52,600</b>	<b>8</b>	<b>\$64,854</b>	<b>7</b>	<b>\$78,652</b>	<b>10</b>	<b>\$98,982</b>	<b>30 Districts</b>
2022-2023	8	\$51,442	5	\$63,426	7	\$76,922	9	\$96,337	30 Districts
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

<b>MASTERS +30</b>	<b>Rank</b>	<b>Start</b>	<b>Rank</b>	<b>5 Years</b>	<b>Rank</b>	<b>10 Years</b>	<b>Rank</b>	<b>M+30 Max</b>	<b>Rank</b>	<b>Overall Max</b>	
<b>2023-2024</b>	<b>10</b>	<b>\$56,131</b>	<b>6</b>	<b>\$69,672</b>	<b>5</b>	<b>\$83,309</b>	<b>6</b>	<b>\$105,562</b>	<b>4</b>	<b>\$108,265</b>	<b>30 Districts</b>
2022-2023	9	\$54,895	5	\$68,138	5	\$81,476	8	\$102,398	5	\$104,714	30 Districts
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

Salary			
% Increases		Starting	AVG
<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>FY24</b>	2.25%	47,757	90,337
<b>5 YR Avg.</b>	<b>2.05%</b>		

Experience			Academic Level		
YRS	%FTE	% Amt.	Level	%FTE	%Amt.
<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>	<u>16.42%</u>	<u>19.03%</u>
<b><u>26+</u></b>	<u>21.15%</u>	<u>24.16%</u>			
	100.00%	100.00%		100%	100%
<b><u>6+ YRS</u></b>	93.12%	95.72%	<b><u>MA %</u></b>	89.68%	92.49%

2024-2025 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2023-2024 Certified Salary - current year	10,273,584	
2024-2025 Step Cost	\$234,184	2.28%
2024-2025-1% base increase + step	\$342,394	3.33%
2024-2025-2% base increase + step	\$450,603	4.39%
2024-2025-2.5% base increase + step	\$504,708	4.91%

Benefit Summary Comparison Chart

District	Medical Plans				Dental Plan		Vision Plan		Parental Leave		
	Plan 1-Full Time		Plan 2-Full Time		Plan 1-Full Time		Plan 1-Full time		**If blank, the CBA is silent to it - typically meaning they follow the 6 weeks/ 8 weeks of sick leave		
	Board %	Employee%	Board %	Employee %	Board %	Employee %	Board %	Employee %	Maternity Leave	Paternity Leave	Adoption Leave
Deer Park	90%	10%			85%	15%	0%	100%			6 weeks sick leave
Fairfield	80%	20%	80%	20%	90%	10%	0%	100%	56 days sick leave	20 days sick leave	30 sick days (age 5 and under)/10 paid sick days (age 6 and over)
Finneytown	85%	15%			85%	15%	0%	100%	6 wks (maternity/cesarean) Paid Parental Leave within 3 months. Can be combined with paid sick leave (requires medical incapacitation verification) for up to 12 to 14 weeks if sick used first	6 wks Paid Parental Leave within 3 months. Can be combined with paid sick leave (requires medical incapacitation verification) if sick leave used first	6 wks Paid Parental Leave within 3 months under age 6 and not in KDG; 1 week Paid Parental Leave if compulsory school age.
Forest Hills	80%	20%	85%/15%-HDHP/H.S.A. contr. \$750/\$1500		100%	0%	0%	100%	6 weeks sick leave/ 8 week cesarean	6 weeks sick leave	6 weeks sick leave
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/ \$180	balance	6 weeks sick leave/ 8 week cesarean	10 days sick leave	
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	6 weeks sick leave/ 8 week cesarean	unclear	
Loveland	85%	15%			100%	0%			6 weeks sick leave/ 8 week cesarean	15 days sick leave	6 weeks sick leave (age 5 and under)/ 2 weeks sick leave (over 5)
Madeira	85%	15%			100%	0%	0%	100%	6 weeks sick leave/ 8 week cesarean		Doctor certifies amount of time
Mariemont	85%	15%			85%	15%			6 weeks sick leave/ 8 week cesarean	5 days sick leave	
Mason City	85%	15%	Plan 1 - HDHP, H.S.A. \$1000 or \$2000		100%	0%	100%	0%	6 weeks sick leave/ 8 week cesarean	2 weeks sick leave	2 weeks sick leave
Milford Exempted	80%	20%	Plan 1 - HDHP; 80%/20%. H.S.A. single \$1272, family \$3600		90%	10%	0%	100%			8 weeks sick leave
Mt. Healthy	90%	10%			95%	5%	0%	100%	6 weeks sick leave/ 8 week cesarean		6 weeks sick leave
Northwest	85%	15%	Plan 1 is HDHP		100%	0%		100%	"Based on doctors certification unpaid - can be supplemented with leave if they have it."		6 weeks sick leave
Norwood	80%	20%			100%	0%	0%	100%	6 weeks sick leave/ 8 week cesarean		10 days sick leave
Oak Hills	85%	15%	71%-PPO	29%	90%	10%					
Princeton	85%	15%	85%	15%	85%	15%			6 weeks sick leave/ 8 week cesarean		
Reading	85%	15%			100%	0%	0%	100%		10 days sick leave	unpaid
Southwest	85%	15%	85%-HDHP plus H.S.A. Family \$3000, Single+1 \$2000, individual \$1500		100%	0%	0%	100%		10 days sick leave	15 days sick leave
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%					6 weeks sick leave
Wyoming	85%	15%			85%	15%	0%	100%	6 weeks sick leave	10 days sick leave - "bonding leave"	10 days sick leave
Average	85%	15%			93%	7%		93%			

## Answers to Frequently Asked Questions from Past Madeira Salary Study Surveys:

- Request for an increased number of steps: The competitiveness of the number of steps was studied in the 2022-2023 salary and benefits study. The average amount of certified schedule steps per district was 26.77. Instead of increasing the amount of steps, the Board made incremental adjustments to both the certified and classified salary schedules for the highest experienced staff in 2023-2024. This allows staff members to reach higher pay sooner than adding more steps.
- Request for the MA+45 column starting at an earlier step: The MA+45 column increased pay previously began at step 25. The Board adjusted this to begin receiving increased pay starting on step 20 on the 2023-2024 salary schedule.
- Request for increased columns beyond MA+45: This was studied in the 2022-2023 salary and benefits study. Only 10 of the 30 districts studied have columns more than MA+30 (including Madeira). Only 4 of the 30 districts studied have columns beyond MA+45. The Board did make incremental adjustments on the MA+45 column on the 2023-2024 salary schedule. The highest column compensation was studied in the 2022-2023 salary and benefits study and the results were of the 30 districts, Madeira ranks 6<sup>th</sup> at step 5, 7<sup>th</sup> at step 10 and 5<sup>th</sup> for the maximum possible pay. Based on the benchmarking, the district remains highly competitive.
- Request for increased sub pay rates: The Board increased both certified and classified sub rates in 2021-2022.
- Dental insurance concerns: Madeira is a part of a 14 school district insurance consortium. The consortium changed dental insurance providers due to member concerns effective 7/1/2023.
- Sick leave bank: This was studied as part of the 2021-2022 salary study. The results presented by the planning commission were as follows: We agree that the intentions of a sick leave bank are purposeful. However, based on the logistics, tracking, and restrictions associated with creating and managing a sick leave bank, we are not recommending this for Madeira. We feel that the value received does not outweigh the challenges associated with its formation.
- Allow staff who live outside of Madeira to bring their kids to school at Madeira: The Board has looked at this but is not planning to allow staff members to bring kids given our growing enrollment.