

**Madeira City Schools Planning Commission
Annual Salary and Benefit Study
March 2025**

Committee Members

Tim Hemler, Chairman

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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 2024-2025 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 3rd 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 3rd in the Master’s plus 30 across the board.
3. We saw an increase in base salary across 93%-100% of school districts over the last three years. For the 2024-2025 school year, 29 out of 30 schools had a base salary increase. In 2023-2024 all of the districts gave a base increase and in 2022-2023 two of the 30 districts did not give a base increase. Base increase averages and Madeira base are illustrated below (Part 1, Appendix 1).

Fiscal Year	2022-2023	2023-2024	2024-2025
Madeira Increase	2.00%	**2.25%	2.50%
Average Increase	1.88%	2.44%	2.61%

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

4. Nine (9) out of 28 negotiating districts contracts end in 2025. Madeira and Mariemont are not negotiating districts. (Part 1, Appendix 1)

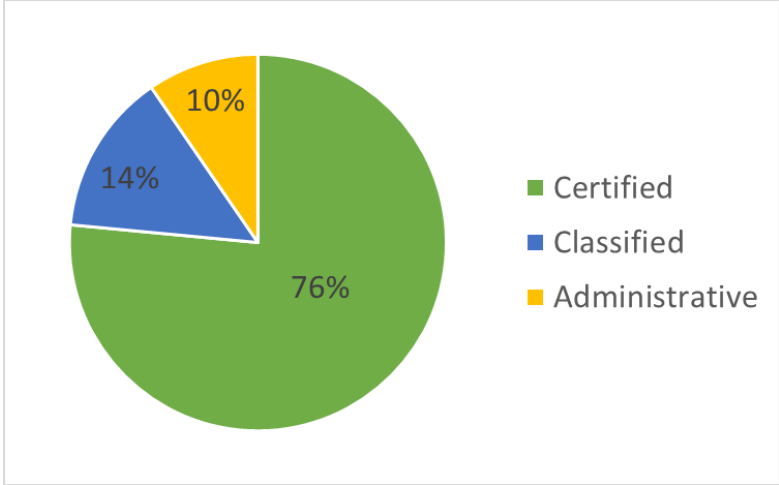
5. Twenty (20) of 28 negotiating districts have established salary schedules for 2025-2026 with a base average increase of 2.63%.
6. Ten (10) of 28 negotiating districts have established salary schedules for 2026-2027 with a base average increase of 2.8%.
7. Analysis of salary rankings vs. comparison districts indicates that Madeira maintains a competitive position in all benchmark data points.
8. Madeira's starting salary for a Bachelor's Degree ranks 7th (last year - 7th). (see part 1, appendix 2)
9. Madeira's salary benchmarks for Master's Degree – all remained in the top 3rd. Starting step ranks 9th (last year - 8th), at five year's ranks 7th (last year - 8th), at 10 years ranks 6th (last year 7th) and at the maximum ranks 10th (last year – 10th). (see part 1, appendix 3)
10. Madeira's salary benchmarks for Masters + 30 – all remained in the top 3rd. Starting step ranks 9th (last year – 10th), at five years ranks 5th (last year – 6th), at 10 years ranks 5th (last year- 5th) and maximum ranks 9th (last year – 6th). (see part 1, appendix 4)
11. Madeira's overall maximum salary remained in the top 3rd ranking 5th (last year – 4th). (see part 1, appendix 5)
- 12. All salary benchmark data points remained in the top 3rd 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 76% of the district's salary compensation cost.

CERTIFIED BUDGET IMPACT - CHANGES IN SALARY			
2024-2025 Certified Salary - current year	10,797,301		
2025-2026 Step Cost	\$221,944	2.06%	
2025-2026-1% base increase + step	\$335,362	3.11%	
2025-2026-2% base increase + step	\$448,780	4.16%	
2025-2026-2.5% base increase + step	\$505,489	4.68%	



Previous Year Recommendation and Board Action

Board Action on Salary for 2024-2025

- 2.5% increase in base salary schedule

Planning Commission Salary Recommendation for 2025-2026

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 **2025-2026**

- 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

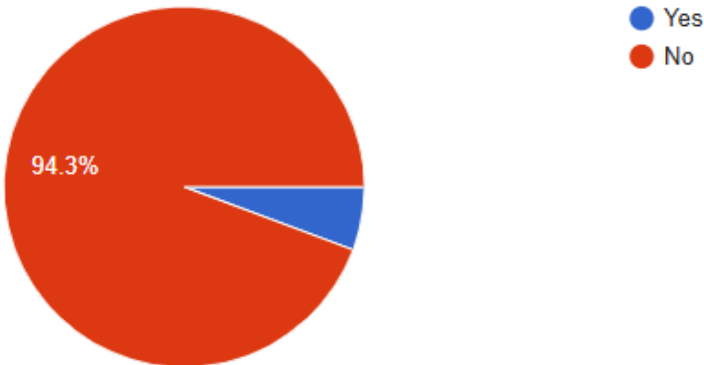
- 7 districts have multiple Health Plans; HDHP’s and/or PPO’s.
- 5 districts have one Health Plan that is a HDHP
- 12 districts have one Health Plan (not HDHP) of which 11 of those districts are members of GCIC.

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 of those districts (Princeton) has two plans; plan 1 is **85/15** and a **HDHP is 85/15** with a H.S.A. contribution
- 1 of those districts (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, Milford, Norwood, & Winton Woods) share health costs at **80% Board and 20% Employee**
- 1 district (Forest Hills) has two plans; plan 1 is a PPO and the share is **78.82/21.18**, plan 2 is a HDHP with HSA and the share is **83.99/16.01**.
- Average Health sharing of 24 districts Plan 1 is **85% Board and 15% Employee**

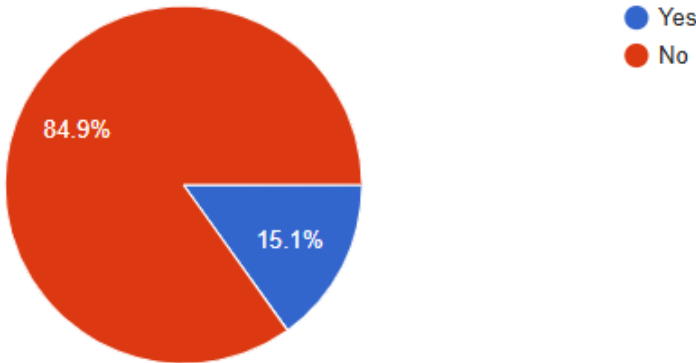
Do you have any questions or comments about current salary?

53 responses



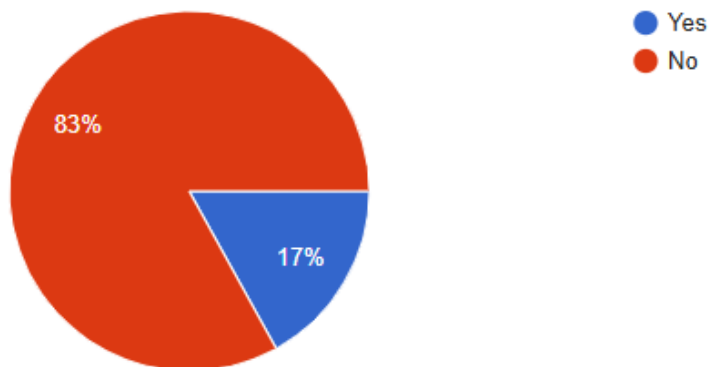
Do you have any questions or comments about current benefits?

53 responses



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

53 responses



Salary Schedule

- Why does the salary schedule stop after 28 steps (27 plus step 0)? If the incentive is to make teaching a rewarding career, then having enough steps until retirement would make sense (Example 33 steps plus 1 for 34 total steps).
- I believe that teacher salaries should fairly reflect their years of teaching experience. Educators should be compensated for all of their years of service, not just a portion. It's unclear to me why full credit wouldn't be given for the time and dedication we've invested in our profession.
- I would like to see more steps beyond Step 27.

Salary

- I love my job, but do feel that higher compensation would better reflect the physical, mental, and emotional load that goes into what we do every day.

Personal/ Sick Days

- Allowing staff to take two personal days in a row. Life happens outside of June and July and it is hard to make time for family activities. There are also discrepancies between who is allowed and who is not. Having this as a benefit would eliminate this.

- I believe the current restrictions on personal days are too limiting. It would be beneficial if personal days could be used interchangeably with holidays if situations arise and if staff had the flexibility to take personal days consecutively when needed. Greater flexibility in using personal days would better support work-life balance and overall well-being.
- I would like to be able to gift sick days to teachers that are in need because of unique circumstances.
- An increase to 4-personal days that can be taken at any time. Thanks for considering!
- Could there be a consideration to just have "PTO" - Personal Time Off in place of categorizing "sick days" and "personal days". Having 13 days to use however is needed is better than people using "sick days" when their childcare falls through, or their kid's school closes, or locking their keys in their cars, or an unexpected event occurs that is not medically related, and they had to use their "personal days" earlier in the year for a couple special occasions. The current system forces them to be less than forthcoming with regards to why they took the day off, when they are going to take the day off regardless, because they needed to. We could still request reasons and prior approval for days extending a holiday break or weekend. IDK, just a thought.
- I would like the Board to consider implementing a longer and fully paid maternity and paternity leave, flexible work scheduling options (job sharing), working with Anthem to provide better compensation to providers for mental health services, subsidizing wellness memberships (gym, coaching, therapy).
- Could you have an incentive for staff to cash out their personal days every year if they are not used.

Health/Benefits

- Have we looked into dental plans that cover more dentists in the area? I recently had to drop my dentist of 20 years.
- I know this is not a Madeira issue. This year my wife went upped her hours at work to qualify for full time. The health insurance contract then forces her to leave my policy. My policy doesn't go down at all since my children are on the policy. We now are paying another 2,500 per year on health insurance that is from the SAME COMPANY (Anthem). So she is now getting paid more but a lot of that is being eaten up in health care costs being paid to the same company.
- If my wife is covered by another school's insurance is there any way for her to unenroll and be added to Madeira's insurance? Or could I unenroll out of Madeira's insurance and be added to her insurance?
- Do our benefits include mental health counseling or therapy? I know that teachers at Mariemont have x-amount of free 1-hour sessions with a psychologist per year.
- I wish I could add my wife to the plan. The amount she has to spend every pay check is beyond expensive for her to have just a single account.
- Can the district give feedback to consortium about adding Walgreens back as a prescription provider? Their customer service was always top-notch and with CVS leaving Madeira it would be ideal to have another business in Madeira as an option.

- Include a working spouse within family coverage. Paying for coverage for my wife as an individual as well as paying for family coverage is not helpful for my family.
- Mental Health Services; Partnering with a local gym for a discount.
- HSA

Miscellaneous

- I am aware that the Board of Education does not provide an option for teachers to enroll their children to Madeira due to growing enrollment. However, I would be remiss not to mention that I would love for my children to attend school here.
- I appreciate all that you provide for us!

Planning Commission Benefits Recommendation for 2025-2026

Based on our findings we recommend:

We found 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 Three Years			Current Year	Future Two Years		Current Year	Duration	Start	End
	% Base Increase 2021 2022	% Base Increase 2022 2023	% Base Increase 2023 2024	% Base Increase 2024 2025	% Base Increase 2025 2026	% Base Increase 2026 2027				
Deer Park	2.25%	2.00%	3.00%	2.50%	2.00%		2	3	7/1/2023	6/30/2026
Fairfield	2.50%	2.50%	2.00%	2.00%			2	2	6/30/2023	6/29/2025
Finneytown	3.00%	2.75%	3.00%	3.00%			3	3	8/1/2022	7/31/2025
Forest Hills	2.00%	1.75%	2.00%	3.00%	2.00%	2.00%	1	3	7/1/2024	6/30/2027
Hamilton City	2.00%	1.00%	1.00%	1.00%			3	3	7/1/2022	6/30/2025
Indian Hill	0.00%	3.00%	2.00%	1.00%	3.00%	3.00%	3	3	7/1/2025	6/30/2028
Kings Local	1.00%	1.50%	3.00%	2.00%	1.00%		2	3	7/1/2023	6/30/2026
Lakota Local	2.00%	2.00%	2.00%	4.00%	3.50%		1	2	7/1/2021	6/30/2026
Lebanon City	1.50%	3.00%	2.25%	3.00%	3.00%	3.00%	1	3	9/1/2024	8/31/2027
Lockland	3.00%	3.00%	3.00%	4.00%	4.00%	3.00%	1	3	7/1/2024	6/30/2027
Loveland	0.00%	0.00%	3.00%	3.00%	3.00%		2	3	7/1/2023	6/30/2026
Madeira	2.00%	2.00%	2.25%	2.50%			Not Applicable			
Marionmont	1.00%	2.00%	2.50%	2.00%			Not Applicable			
Mason City	2.00%	2.00%	2.25%	3.00%	3.00%	2.75%	1	3	7/1/2024	6/30/2027
Milford Exempted	2.00%	2.00%	2.00%	2.00%	2.00%		1	2	7/1/2020	6/30/2026
Mt. Healthy	2.00%	1.50%	1.50%	0.00%			3	3	7/1/2022	6/30/2025
New Richmond	0.00%	0.00%	1.00%	2.00%	2.50%	3.00%	1	3	7/1/2024	6/30/2027
North College Hill	3.00%	1.00%	1.00%	1.00%			3	3	8/1/2022	7/31/2025
Northwest Local	2.00%	2.00%	2.00%	4.00%	2.50%	2.50%	1	3	7/1/2024	6/30/2027
Norwood	3.00%	2.25%	2.75%	3.00%			3	3	8/1/2022	7/31/2025
Oak Hills	2.00%	2.00%	2.50%	2.50%	2.50%		2	3	7/1/2023	6/30/2026
Princeton	1.50%	1.25%	4.00%	3.00%	2.00%		2	3	7/1/2023	6/30/2026
Reading	2.50%	2.00%	4.00%	3.00%	2.00%		2	3	7/1/2023	6/30/2026
Ross Local	2.00%	1.00%	4.00%	3.00%			2	2	9/1/2023	8/31/2025
Southwest Local	3.00%	2.00%	2.00%	3.00%	2.25%	2.00%	1	3	8/1/2024	7/31/2027
St. Bernard - Elmwood	2.00%	2.75%	3.00%	3.25%			3	3	8/1/2022	7/31/2025
Sycamore	2.00%	2.25%	2.50%	3.50%	3.00%	3.75%	1	3	8/1/2024	7/31/2027
Three Rivers	Complete Revamp of Schedule	2.25%	2.25%	3.00%	3.25%	3.00%	1	3	8/1/2024	7/1/2027
Winton Woods	1.00%	2.00%	2.50%	3.00%	3.00%		1	2	7/1/2024	6/30/2026
Wyoming	1.75%	1.75%	3.00%	3.00%	3.00%		2	3	7/1/2023	6/30/2026
Average:	1.86%	1.88%	2.44%	2.61%	2.63%	2.80%				

SALARY COMPARISONS - BACHELORS DEGREE
Teachers Salary Schedule
2024-2025 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	\$53,652	1 Forest Hills	\$63,639	1 Forest Hills	\$76,798	1 Wyoming	\$100,267
2 Finneytown	\$51,462	2 Princeton	\$61,825	2 Princeton	\$76,782	2 Southwest Local	\$97,657
3 Forest Hills	\$50,481	3 Oak Hills	\$61,824	3 Oak Hills	\$76,687	3 Kings Local	\$92,955
4 Princeton	\$49,859	4 Mason City	\$61,181	4 Deer Park	\$73,267	4 Forest Hills	\$91,825
5 Sycamore	\$49,471	5 Kings Local	\$60,498	5 Kings Local	\$72,981	5 Mason City	\$91,709
6 Mason City	\$49,439	6 Southwest Local	\$59,858	6 Mason City	\$72,923	6 Oak Hills	\$91,066
7 Madeira	\$48,951	7 Indian Hill	\$59,730	7 Indian Hill	\$72,746	7 Lebanon City	\$89,803
8 Deer Park	\$48,521	8 Wyoming	\$59,683	8 Southwest Local	\$72,456	8 Loveland	\$89,004
9 Kings Local	\$48,014	9 Deer Park	\$59,681	9 Wyoming	\$71,619	9 Princeton	\$87,502
10 Oak Hills	\$47,930	10 Sycamore	\$59,232	10 North College Hill	\$71,482	10 Winton Woods	\$87,266
11 Indian Hill	\$47,784	11 North College Hill	\$58,362	11 Winton Woods	\$70,772	11 Three Rivers	\$86,927
12 Wyoming	\$47,746	12 Norwood	\$58,139	12 Norwood	\$70,360	12 Norwood	\$86,658
13 Norwood	\$47,460	13 Lakota Local	\$58,007	13 Sycamore	\$69,851	13 Sycamore	\$86,638
14 Fairfield	\$47,452	14 Reading	\$57,231	14 Reading	\$69,206	14 Indian Hill	\$86,355
15 Southwest Local	\$47,255	15 Madeira	\$57,081	15 Lockland	\$67,733	15 Deer Park	\$85,882
16 Lebanon City	\$47,029	16 Fairfield	\$56,942	16 Mt. Healthy	\$67,185	16 Lakota Local	\$85,689
17 Hamilton City	\$46,974	17 Winton Woods	\$56,791	17 Madeira	\$67,126	17 Reading	\$85,686
18 Loveland	\$46,857	18 Milford Exempted	\$56,202	18 Milford Exempted	\$66,897	18 Fairfield	\$85,665
19 Three Rivers	\$46,305	19 Lebanon City	\$56,041	19 Mariemont	\$66,881	19 Northwest Local	\$85,577
20 St. Bernard - Elmwood	\$45,907	20 Lockland	\$55,716	20 Northwest Local	\$66,812	20 Mariemont	\$85,229
21 Northwest Local	\$45,702	21 Finneytown	\$55,579	21 St. Bernard - Elmwood	\$66,565	21 North College Hill	\$82,978
22 Winton Woods	\$45,571	22 Loveland	\$55,516	22 Fairfield	\$66,433	22 Hamilton City	\$79,900
23 Reading	\$45,530	23 Mariemont	\$55,184	23 Loveland	\$66,340	23 New Richmond	\$79,051
24 Milford Exempted	\$45,508	24 Mt. Healthy	\$55,169	24 Lebanon City	\$65,420	24 Mt. Healthy	\$78,405
25 North College Hill	\$45,242	25 St. Bernard - Elmwood	\$55,088	25 Lakota Local	\$63,950	25 Milford Exempted	\$77,509
26 Mariemont	\$43,991	26 Northwest Local	\$55,085	26 Hamilton City	\$63,124	26 Lockland	\$77,346
27 Lockland	\$43,699	27 Hamilton City	\$54,152	27 Finneytown	\$61,240	27 St. Bernard - Elmwood	\$73,451
28 Mt. Healthy	\$43,158	28 Ross Local	\$51,714	28 Ross Local	\$60,690	28 Ross Local	\$71,460
29 New Richmond	\$43,073	29 Three Rivers	\$50,913	29 Three Rivers	\$57,323	29 Madeira	\$68,922
30 Ross Local	\$42,740	30 New Richmond	\$46,976	30 New Richmond	\$53,969	30 Finneytown	\$61,240
Salary Average	\$47,092	Salary Average	\$57,101	Salary Average	\$68,187	Salary Average	\$84,321
Salary for Madeira	\$48,951	Salary for Madeira	\$57,081	Salary for Madeira	\$67,126	Salary for Madeira	\$68,922
Madeira vs Average	\$1,859	Madeira vs Average	(\$20)	Madeira vs Average	(\$1,061)	Madeira vs Average	(\$15,399)

SALARY COMPARISONS - MASTERS DEGREE
Teachers Salary Schedule
2024-2025 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	\$57,077	1 Mason City	\$68,226	1 Princeton	\$82,765	1 Wyoming	\$113,637
2 Finneytown	\$56,608	2 Forest Hills	\$67,874	2 Forest Hills	\$82,636	2 Indian Hill	\$110,572
3 Princeton	\$54,844	3 Princeton	\$67,808	3 Deer Park	\$82,486	3 Mariemont	\$108,255
4 Southwest Local	\$54,816	4 Southwest Local	\$67,419	4 Mason City	\$82,069	4 Sycamore	\$106,239
5 Mason City	\$54,383	5 Deer Park	\$66,959	5 Oak Hills	\$81,480	5 Southwest Local	\$105,213
6 Deer Park	\$54,343	6 Oak Hills	\$66,622	6 Madeira	\$80,619	6 Lebanon City	\$104,763
7 St. Bernard - Elmwood	\$54,170	7 Madeira	\$66,475	7 Indian Hill	\$80,024	7 Mason City	\$104,217
8 Oak Hills	\$54,160	8 Reading	\$65,791	8 Southwest Local	\$80,017	8 Finneytown	\$103,439
9 Madeira	\$53,915	9 Indian Hill	\$65,703	9 Reading	\$79,541	9 Princeton	\$102,459
10 Forest Hills	\$53,113	10 Kings Local	\$65,491	10 Wyoming	\$79,259	10 Madeira	\$101,457
11 Kings Local	\$53,007	11 Sycamore	\$65,385	11 Sycamore	\$79,234	11 Winton Woods	\$101,124
12 Hamilton City	\$52,815	12 Wyoming	\$64,935	12 Norwood	\$78,903	12 Kings Local	\$100,925
13 Fairfield	\$52,790	13 Fairfield	\$64,653	13 Kings Local	\$77,975	13 Lakota Local	\$100,440
14 Indian Hill	\$52,562	14 Norwood	\$64,309	14 Winton Woods	\$77,284	14 Loveland	\$99,688
15 Reading	\$52,360	15 North College Hill	\$63,610	15 Milford Exempted	\$77,227	15 Forest Hills	\$98,945
16 Loveland	\$52,245	16 Lebanon City	\$63,590	16 North College Hill	\$76,730	16 Oak Hills	\$98,256
17 Lebanon City	\$52,153	17 St. Bernard - Elmwood	\$63,352	17 Mariemont	\$76,442	17 Fairfield	\$98,131
18 Norwood	\$51,732	18 Finneytown	\$63,298	18 Lebanon City	\$75,027	18 Deer Park	\$98,012
19 Sycamore	\$51,537	19 Milford Exempted	\$63,120	19 St. Bernard - Elmwood	\$74,828	19 Norwood	\$97,099
20 Three Rivers	\$51,052	20 Mariemont	\$62,752	20 Fairfield	\$74,523	20 Reading	\$96,158
21 Northwest Local	\$50,757	21 Winton Woods	\$62,018	21 Loveland	\$74,174	21 North College Hill	\$96,099
22 Wyoming	\$50,612	22 Hamilton City	\$61,997	22 Mt. Healthy	\$73,917	22 St. Bernard - Elmwood	\$95,946
23 North College Hill	\$50,490	23 Loveland	\$61,991	23 Hamilton City	\$73,475	23 Three Rivers	\$95,837
24 Mt. Healthy	\$49,891	24 Mt. Healthy	\$61,902	24 Lockland	\$72,540	24 Northwest Local	\$93,653
25 Winton Woods	\$49,764	25 Lakota Local	\$61,704	25 Northwest Local	\$72,250	25 Lockland	\$91,767
26 Mariemont	\$49,679	26 Lockland	\$60,522	26 Finneytown	\$71,018	26 Milford Exempted	\$91,179
27 Milford Exempted	\$49,012	27 Northwest Local	\$60,313	27 Ross Local	\$69,324	27 Hamilton City	\$90,794
28 Lockland	\$48,505	28 Ross Local	\$58,211	28 Lakota Local	\$68,019	28 Mt. Healthy	\$90,727
29 New Richmond	\$47,379	29 Three Rivers	\$56,132	29 Three Rivers	\$63,199	29 New Richmond	\$86,954
30 Ross Local	\$47,099	30 New Richmond	\$51,672	30 New Richmond	\$59,365	30 Ross Local	\$82,658
Salary Average	\$52,096	Salary Average	\$63,461	Salary Average	\$75,878	Salary Average	\$98,821
Salary for Madeira	\$53,915	Salary for Madeira	\$66,475	Salary for Madeira	\$80,619	Salary for Madeira	\$101,457
Madeira vs Average	\$1,819	Madeira vs Average	\$3,014	Madeira vs Average	\$4,741	Madeira vs Average	\$2,636

SALARY COMPARISONS - MASTERS + 20 or 30
Teachers Salary Schedule
2024-2025 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	\$63,266	1 Forest Hills	\$73,449	1 Mason City	\$89,485	1 Wyoming	\$117,456
2 Finneytown	\$61,240	2 Mason City	\$73,170	2 Forest Hills	\$88,521	2 Mason City	\$115,588
3 Southwest Local	\$59,858	3 Southwest Local	\$72,456	3 Oak Hills	\$86,273	3 Indian Hill	\$115,532
4 St. Bernard - Elmwood	\$59,679	4 Oak Hills	\$71,415	4 Princeton	\$85,757	4 Lakota Local	\$111,337
5 Loveland	\$59,625	5 Madeira	\$71,414	5 Madeira	\$85,392	5 Southwest Local	\$110,251
6 Oak Hills	\$58,953	6 Princeton	\$70,799	6 Southwest Local	\$85,059	6 Finneytown	\$108,585
7 Forest Hills	\$58,376	7 Indian Hill	\$70,481	7 Norwood	\$84,954	7 Sycamore	\$108,266
8 Princeton	\$57,836	8 Loveland	\$69,371	8 Indian Hill	\$84,874	8 Mariemont	\$108,255
9 Madeira	\$57,534	9 Reading	\$68,978	9 Deer Park	\$84,426	9 Madeira	\$108,201
10 Indian Hill	\$57,341	10 Deer Park	\$68,900	10 Milford Exempted	\$83,689	10 Lebanon City	\$107,865
11 Mason City	\$56,855	11 St. Bernard - Elmwood	\$68,861	11 Wyoming	\$83,078	11 Oak Hills	\$107,841
12 Three Rivers	\$56,352	12 Wyoming	\$68,755	12 Reading	\$82,774	12 Loveland	\$107,068
13 Deer Park	\$56,284	13 Norwood	\$68,580	13 Loveland	\$81,554	13 Three Rivers	\$105,786
14 Northwest Local	\$55,816	14 Lakota Local	\$68,396	14 Sycamore	\$81,264	14 Princeton	\$105,451
15 Fairfield	\$55,519	15 Milford Exempted	\$67,989	15 Kings Local	\$80,471	15 Forest Hills	\$105,079
16 Kings Local	\$55,504	16 Kings Local	\$67,988	16 St. Bernard - Elmwood	\$80,337	16 Norwood	\$104,574
17 Reading	\$55,501	17 Sycamore	\$67,419	17 North College Hill	\$79,354	17 Kings Local	\$103,422
18 Lebanon City	\$55,254	18 Finneytown	\$67,415	18 Winton Woods	\$78,500	18 Winton Woods	\$102,341
19 Norwood	\$54,579	19 Lebanon City	\$66,691	19 Mt. Healthy	\$78,405	19 Deer Park	\$101,894
20 Hamilton City	\$54,486	20 Mt. Healthy	\$66,394	20 Lebanon City	\$78,128	20 Fairfield	\$101,234
21 Wyoming	\$54,431	21 North College Hill	\$66,234	21 Lockland	\$77,346	21 St. Bernard - Elmwood	\$100,995
22 Mt. Healthy	\$54,380	22 Northwest Local	\$65,368	22 Northwest Local	\$77,305	22 Reading	\$99,299
23 Sycamore	\$53,572	23 Lockland	\$65,329	23 Ross Local	\$77,101	23 Milford Exempted	\$99,266
24 Lockland	\$53,312	24 Fairfield	\$65,009	24 Mariemont	\$76,442	24 North College Hill	\$98,723
25 North College Hill	\$53,114	25 Ross Local	\$64,280	25 Finneytown	\$75,649	25 Northwest Local	\$98,698
26 Milford Exempted	\$52,289	26 Hamilton City	\$63,666	26 Lakota Local	\$75,397	26 Mt. Healthy	\$97,882
27 New Richmond	\$51,689	27 Winton Woods	\$63,234	27 Fairfield	\$75,259	27 Lockland	\$96,574
28 Ross Local	\$51,458	28 Mariemont	\$62,752	28 Hamilton City	\$75,144	28 New Richmond	\$94,865
29 Winton Woods	\$50,980	29 Three Rivers	\$61,959	29 Three Rivers	\$69,760	29 Hamilton City	\$92,880
30 Mariemont	\$49,679	30 New Richmond	\$56,373	30 New Richmond	\$64,766	30 Ross Local	\$92,488
Salary Average	\$55,825	Salary Average	\$67,437	Salary Average	\$80,215	Salary Average	\$104,257
Salary for Madeira	\$57,534	Salary for Madeira	\$71,414	Salary for Madeira	\$85,392	Salary for Madeira	\$108,201
Madeira vs Average	\$1,709	Madeira vs Average	\$3,977	Madeira vs Average	\$5,177	Madeira vs Average	\$3,944

SALARY COMPARISONS - MAX
2023-2024 School Year

Rank	District	Max \$\$\$\$		Peak Earning Year
1	Wyoming	\$118,411	Masters+36	30
2	Indian Hill	\$116,775	Doctorate	27
3	Mason City	\$115,588	Masters+30	27
4	Lakota Local	\$111,337	Masters+30	30
5	Madeira	\$110,971	Masters+45	27
6	Southwest Local	\$110,251	Masters+30	30
7	Sycamore	\$109,788	Masters+45	25
8	Finneytown	\$108,585	Masters+30	30
9	Princeton	\$108,442	Doctorate	17
10	Mariemont	\$108,255	Masters	32
11	Lebanon City	\$107,865	Masters+20	31
12	Oak Hills	\$107,841	Masters+30	25
13	Forest Hills	\$107,711	Doctorate	27
14	Loveland	\$107,068	Masters+30	27
15	Three Rivers	\$105,786	Masters+30	35
16	Norwood	\$104,574	Masters+30	22
17	Milford Exempted	\$103,694	Masters+50	25
18	Kings Local	\$103,422	Masters+20	29
19	Deer Park	\$102,864	Masters+45	27
20	Winton Woods	\$102,746	Doctorate	29
21	Reading	\$101,348	Masters+45	27
22	Fairfield	\$101,234	Master +30	27
23	Northwest Local	\$101,225	Masters+45	28
24	St. Bernard - Elmwood	\$100,995	Masters+30	25
25	North College Hill	\$98,723	Masters+20	23
26	Mt. Healthy	\$97,882	Masters+30	30
27	Lockland	\$96,574	Masters+30	26
28	New Richmond	\$94,865	Masters+30	25
29	Hamilton City	\$92,880	Masters+30	27
30	Ross Local	\$92,488	Masters+30	18
	Average			26.93

MADEIRA SALARY RANKING

BACHELORS	Rank	Start	Rank	5 Years	Rank	10 Years	Rank	Max	# of Districts
2024-2025	7	\$48,951	15	\$57,081	17	\$67,126	29	\$68,922	30 Districts
2023-2024	7	\$47,757	15	\$55,689	18	\$65,488	29	\$67,240	30 Districts
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

MASTERS	Rank	Start	Rank	5 Years	Rank	10 Years	Rank	Max	# of Districts
2024-2025	9	\$53,915	7	\$66,475	6	\$80,619	10	\$101,457	30 Districts
2023-2024	8	\$52,600	8	\$64,854	7	\$78,652	10	\$98,982	30 Districts
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

MASTERS +30	Rank	Start	Rank	5 Years	Rank	10 Years	Rank	M+30 Max	Rank	Overall Max	
2024-2025	9	\$57,534	5	\$71,414	5	\$85,392	9	\$108,201	5	\$110,971	30 Districts
2023-2024	10	\$56,131	6	\$69,672	5	\$83,309	6	\$105,562	4	\$108,265	30 Districts
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 2025-2026 School Year

Salary			
% Increases		Starting	AVG
FY06	3.75%	33,519	58,196
FY07	3.50%	34,441	60,816
FY08	2.30%	35,646	62,630
FY09	3.00%	36,466	64,110
FY10	2.00%	38,311	66,031
FY11	1.50%	38,886	68,358
FY12	0.00%	38,886	67,637
FY13	0.00%	38,886	68,575
FY14	1.00%	39,275	69,594
FY15	1.50%	39,864	73,124
FY16	2.00%	40,661	72,262
FY17	2.00%	41,474	73,665
FY18	2.00%	42,303	75,970
FY19	2.00%	43,149	79,118
FY20	2.00%	44,012	81,509
FY21	2.00%	44,892	83,710
FY22	2.00%	45,790	85,184
FY23	2.00%	46,706	87,450
FY24	2.25%	47,757	90,337
FY25	2.50%	48,951	92,584
5 YR Avg.	2.15%		

Experience			Academic Level		
YRS	%FTE	% Amt.	Level	%FTE	%Amt.
0-5	11.37%	7.42%	BA All	13.00%	9.31%
6-10	6.90%	5.21%	MA	26.40%	23.67%
11-15	24.78%	23.47%	MA+15	19.90%	20.82%
16-20	20.71%	22.11%	MA+30	21.12%	23.20%
21-25	11.78%	13.27%	MA+45	19.58%	22.99%
26+	24.45%	28.52%			
	100.00%	100.00%		100%	100%
6+ YRS	88.63%	92.58%	MA %	87.00%	90.69%

CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2024-2025 Certified Salary - current year	10,797,301	
2025-2026 Step Cost	\$221,944	2.06%
2025-2026-1% base increase + step	\$335,362	3.11%
2025-2026-2% base increase + step	\$448,780	4.16%
2025-2026-2.5% base increase + step	\$505,489	4.68%

Benefit Summary Comparison Chart

	Medical Plans				Dental Plan		Vision Plan	
	Plan 1-Full Time		Plan 2-Full Time		Plan 1-Full Time		Plan 1-Full time	
District	Board %	Employee%	Board %	Employee %	Board %	Employee %	Board %	Employee %
Deer Park	90%	10%			85%	15%	0%	100%
Fairfield	80%	20%	80%	20%	90%	10%	0%	100%
Finneytown	85%	15%			85%	15%	0%	100%
Forest Hills	79%	21%	83.99%/16.01%- 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/ \$180	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	85%	15%	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	85%	15%	85%	15%	85%	15%		
Reading	85%	15%			100%	0%	0%	100%
Southwest	85%	15%	80%-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%	80%-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	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 6th at step 5, 7th at step 10 and 5th 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 and again effective January, 2025.
- 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.
- Personal Leave: Personal leave was studied during the 2021-2022 salary study. Of the 24 districts studied, 1 district provides 2 personal days, 17 provide 3 personal days and 5 provide 4 personal days. We are in line with the majority of the districts.
- Spousal Coordination of Benefits: The GCIC implemented spousal coordination of benefits (requiring your spouse to accept the insurance of their employer, if it is offered) in 2014. This decision is made by the full consortium, not by Madeira. The reality of the situation is, that plan changes are implemented to help reduce the increased cost of

benefits. If spousal coordination of benefits was not implemented, premiums would be much higher.

- Mental Health Services: The GCIC offers an Employee Assistance Program (EAP) at no cost to employees. The EAP offers a range of resources to help employees with personal or work-related problems such as; counseling sessions, legal assistance, financial advice, concierge services and wellness resources. This resource is available to all employees and household members, regardless of if they are enrolled in benefits. You can refer [here](#) for more information.
- Maternity/Paternity Leave: Parental leave was studied during the 2023-2024 salary study. Of the 19 districts studied, only one district was found to provide more paid leave than the 6 or 8 weeks certified by a doctor.