

MADEIRA SCHOOLS PLANNING COMMISSION

SALARY SCHEDULE REVIEW FOR 2008-2009

January 8, 2009

Committee

**Tom Buescher, Chairman
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SALARY SCHEDULE REVIEW FOR 2008-2009

I. OBJECTIVE

A. The committee's annual assignment is to review the salaries of our certified staff and compare them to other public schools in the surrounding area. We recommend changes or additions to these schedules that, if approved by the Board, become effective for the following school year.

B. This year the school board has added as additional objectives to report and summarize the following items for the comparison districts:

1. Steps past 27 years of experience at Masters +45
2. Additional compensation for National Board Certification
3. Current contract year and contract duration

II. METHODOLOGY

A. Madeira's certified salary schedule was compared against the schedules of the 29 school districts for the 2008-2009 school year.

B. Total school budget impact was assessed based on the teachers' salary schedule adjustments recommended by this committee, the step increases built into that schedule, and changes in the number of teachers.

C. Additional information on the comparison districts' contracts and compensation policies was collected and summarized.

D. Feedback on compensation policies and programs was solicited from the staff and summarized.

III. FINDINGS

A. Certified Staff Salary Analysis

Pages 4 - 8 detail the contract information, salary rankings, and averages for the salary schedules.

Madeira's goal in salary administration is to consistently have salary schedules which place Madeira in the bottom of the top 3rd of our comparison districts. Additionally, the salary schedules are designed to provide incentives for teachers to continue their education.

The median increase in salary schedules for the 08/09 school year was 2.25%. The range was 0% (6 districts) to 3% (6 districts). The average increase was 1.95%. The average increase excluding those districts which are still in negotiation for the 08/09 school year is 2.09%.

Analysis of the salary rankings vs. the comparison districts indicates that Madeira remains in a strong competitive position. We have maintained or improved our ranking vs. the other districts at nearly all key comparison points for education level / years of service. Of particular note, Madeira's starting salary for Bachelor Degree teachers, ranks 3rd out of 30 districts, up 1 from last year. Madeira's salary at the Masters+30 category with 10 years of service ranks 8th (down 1 from last year) and our maximum salary ranks 5th (up 1 from last year) Details of Madeira's historical rankings for each comparison category are included on page 9.

B. Budget Impact

Approximately 79% of the teachers who return next year will automatically receive a "step" salary increase based upon another year's experience. In addition, the committee is recommending an increase of about 2.0% to the total certified salary pool. See the recommendations below.

Refer to page 10 which details the impact in dollars and FTEs from the 2008 – 2009 budget to the 2009 – 2010 budget with step and salary scale increases in the range of recommended percentages noted in our recommendations. Assuming constant FTEs for next year, step increases and a 2% salary schedule increase results in an overall 3.98% increase from the 2008 – 2009 certified staff budget. Since we do not know which teachers will return, which will change educational level, and what level new teachers will be hired, the estimated change is based upon current information.

C. Staff Feedback

The Salary and Wage Committee requested, via email, input from the district's administrators and certified staff members. This email described the purpose of the study and encouraged thoughts, questions, and/or comments pertaining to salary and wages in the Madeira City School District.

The committee received two responses, one from a staff member of Madeira Elementary School and another from a staff member of Madeira Middle School. The first response requested that the district re-explore a benefit that was extended to staff in the past. Specifically, this staff member hoped to see the Early Bird and/or the After School program made available, at no cost, to the children of certified staff members. She explained that this benefit was originally implemented to allow teachers to spend more time at school engaged in professional work such as conferencing, planning, collaborating.

The other staff member suggested that the district consider allowing staff to accumulate more than 220 sick days and, upon retirement, pay only on the percentage of the 220 days. She explained that being allowed to earn extra days beyond what would be the basis for the retirement stipend would be a security in case of getting ill or injured.

D. National Board Certification

Among the comparison districts approximately 1/3 provided some form of additional compensation or bonus for National Board Certification. There are various forms of compensation/bonus provided which are summarized in the table on page 4. Of those districts that do provide additional compensation, it ranged from one time payment of \$300 to yearly salary stipend of \$2500.

Madeira sets aside into a designated account \$2,500 for each National Board Certified teacher. The funds can be used for professional development or materials for the benefit of their classroom, grade level, or department. The State of Ohio provides an annual stipend to National Board Certified teachers for 10 years that has historically been \$1,000/year.

E. Additional Steps beyond year 27 at Masters +45

Only 1 district has added additional steps beyond year 27. Feedback from the Madeira staff in previous studies has indicated that adding steps to the Masters +45 schedule, is a benefit that would be appreciated by our most experienced certified staff members. The committee feels it is important to continue to evaluate trends in this area in future salary studies.

F. Previous Year Recommendations and Board Action

The 2007/2008 Salary Study committee made a single recommendation to increase all levels on the salary scale in the range of 2.5 – 3.5%. This recommendation was agreed by the Planning Commission, forwarded to the Board which agreed to a 3% increase for 08/09.

IV. RECOMMENDATION

Based on the findings noted above, the committee is making a single recommendation:

Increase all levels on the salary scale in the range of 1.5 – 2.5%. We are recommending a range to allow the Board to balance the total compensation of certified staff taking into consideration the overall compensation package, including salary and benefits.

Comparison District Contract Information

District	% Increase from 07/08	Incremental for National Board Certification?	Steps added past 27 on MA+45?	Contracts:			
				Current Year:	Duration:	Start	End
Deer Park	3.00%	\$300 payment (in 08/09)	No - 27 is last step	n/a	n/a		6/30/2008
Fairfield*	0.00%	No	No - 24 is last step	n/a	n/a		8/31/2008
Finneytown	2.25%	No (nothing indicated in contract)	No - 27 is last step	1	3	8/1/2008	7/31/2011
Forest Hills	2.75%	No (nothing indicated in contract)	No - 27 is last step	3	3	7/1/2006	6/30/2009
Hamilton City	2.00%	No (nothing indicated in contract)	No - 27 is last step	2	2	7/1/2007	6/30/2009
Indian Hill	2.50%	No	No - 23 is last step	3	3	12/1/2006	11/30/2009
Kings Local	2.50%	\$1500 per year for 5 yrs - \$7500 max	Yes - 29 is last step	1	2	8/1/2008	7/31/2010
Lakota Local	2.00%	No	No - 25 is last step				
Lebanon City	2.89%	No	No - 27 is last step	1	2	9/1/2008	8/31/2010
Lockland	2.00%		No - 26 is last step	1	2	7/1/2008	6/30/2010
Loveland	1.00%	\$1000 per year additional stipend	No - 20 is last step	1	1	7/1/2008	6/30/2009
Mariemont	3.00%	\$1000 per year for 10 years	No - 27 is last step			n/a	n/a
Mason Local	2.25%	\$2500 per year additional stipend	No - 27 is last step	3	3	7/1/2006	6/30/2009
Milford Exempted	0.00%	No	No - 25 is last step	3	3	7/1/2006	6/30/2009
Mt. Healthy	0.00%	One time payment of \$2000	No - 16 is last step	2	3	7/1/2007	6/30/2010
New Richmond	2.25%	No	No - 22 is last step	1	3	7/1/2008	6/30/2011
North College Hill	3.00%		No - 23 is last step	3	3	9/1/2006	8/31/2009
Northwest	2.00%		No - 27 is last step	3	3	7/1/2006	8/31/2009
Norwood	2.50%	Additional 2%	No - 22 is last step	1	1		
Oak Hills	3.00%		No - 25 is last step	2	3	7/1/2007	6/30/2010
Princeton*	0.00%	No	No - 17 is last step	1.5	1.5		12/31/2008
Reading	2.00%	No	No - 27 is last step	1	2	9/1/2008	8/31/2010
Ross Local	3.00%	No	No - 18 is last step	2	3		
Southwest	2.65%	No	No - 26 is last step	2	2		
St. Bernard - Elmwood	2.00%	No	No - 25 is last step	3	3	8/1/2006	7/31/2009
Sycamore	1.00%	No	No - 25 is last step	n/a	n/a		7/31/2008
Three Rivers	3.00%	No	No - 25 is last step	3	3	8/1/2006	7/31/2009
Winton Woods	2.00%	\$1500 one time payment	No - 25 is last step	2	2	8/1/2007	7/31/2009
Wyoming	0.00%	No	No - 25 is last step	5	5	7/1/2004	6/30/2009

Averages: => **1.95%**

2.2 **2.6**

2.09% **<== Average omitting districts negotiating new contracts (designated with *)**

SALARY COMPARISONS - BACHELORS DEGREE
Teachers Salary Schedule
2008-2009 School Year

Rank	Years Experience --->	District	Starting \$\$\$\$	Rank	Years Experience --->	District	5 Years \$\$\$\$	Rank	Years Experience --->	District	10 Years \$\$\$\$	Rank	Years Experience --->	District	Max \$\$\$\$
1		Indian Hill	\$39,588	1		Indian Hill	\$49,485	1		Indian Hill	\$59,382	1		Wyoming	\$74,007
2		Sycamore	\$37,768	2		Oak Hills	\$46,744	2		Oak Hills	\$57,981	2		Kings Local	\$71,512
3		Madeira	\$37,560	3		Forest Hills	\$46,593	3		Princeton	\$56,775	3		Southwest	\$70,930
4		Forest Hills	\$37,274	4		Kings Local	\$46,542	4		Kings Local	\$56,146	4		Three Rivers	\$69,822
5		Kings Local	\$36,938	5		Finneytown	\$46,212	5		Forest Hills	\$55,911	5		Indian Hill	\$69,279
6		Princeton	\$36,867	6		Southwest	\$45,841	6		Southwest	\$55,489	6		Oak Hills	\$68,853
7		Lakota Local	\$36,757	7		Loveland	\$45,809	7		Loveland	\$55,117	7		Reading	\$68,313
8		Loveland	\$36,501	8		Princeton	\$45,715	8		Reading	\$55,009	8		Loveland	\$68,147
9		Mason Local	\$36,484	9		Sycamore	\$45,699	9		Three Rivers	\$54,731	9		Sycamore	\$67,967
10		Finneytown	\$36,388	10		Reading	\$45,491	10		Mariemont	\$54,591	10		Mason Local	\$67,678
11		Oak Hills	\$36,238	11		Norwood	\$45,243	11		Winton Woods	\$54,590	11		Forest Hills	\$66,666
12		Reading	\$36,190	12		Mariemont	\$45,188	12		Norwood	\$54,469	12		Winton Woods	\$65,555
13		Southwest	\$36,189	13		Mason Local	\$45,149	13		North College Hill	\$54,337	13		Norwood	\$64,791
14		Wyoming	\$36,101	14		Wyoming	\$45,126	14		Deer Park	\$54,337	14		Princeton	\$64,702
15		Deer Park	\$35,985	15		Three Rivers	\$44,670	15		Sycamore	\$54,326	15		Deer Park	\$63,693
16		Mariemont	\$35,753	16		North College Hill	\$44,364	16		Wyoming	\$54,152	16		Lebanon City	\$63,604
17		Norwood	\$35,484	17		Deer Park	\$44,262	17		Finneytown	\$53,854	17		North College Hill	\$63,314
18		Winton Woods	\$35,151	18		St. Bernard - Elmwood	\$43,930	18		Mason Local	\$53,814	18		Northwest	\$62,281
19		St. Bernard - Elmwood	\$35,144	19		Winton Woods	\$43,805	19		St. Bernard - Elmwood	\$52,716	19		Finneytown	\$61,859
20		Lebanon City	\$34,760	20		Madeira	\$43,798	20		Madeira	\$51,506	20		Fairfield	\$61,678
21		North College Hill	\$34,390	21		Lakota Local	\$42,638	21		Mt. Healthy	\$51,075	21		New Richmond	\$59,646
22		New Richmond	\$34,181	22		Mt. Healthy	\$41,941	22		Lockland	\$50,657	22		Mariemont	\$58,383
23		Three Rivers	\$33,536	23		New Richmond	\$41,940	23		Northwest	\$50,334	23		Lockland	\$57,847
24		Northwest	\$33,261	24		Northwest	\$41,796	24		Lakota Local	\$49,989	24		Hamilton City	\$57,656
25		Mt. Healthy	\$32,810	25		Lockland	\$41,670	25		New Richmond	\$49,973	25		St. Bernard - Elmwood	\$56,230
26		Hamilton City	\$32,803	26		Lebanon City	\$41,422	26		Lebanon City	\$48,354	26		Milford Exempted	\$55,763
27		Ross Local	\$32,772	27		Milford Exempted	\$40,343	27		Milford Exempted	\$48,019	27		Ross Local	\$54,794
28		Lockland	\$32,682	28		Ross Local	\$39,654	28		Fairfield	\$46,702	28		Mt. Healthy	\$54,488
29		Milford Exempted	\$32,666	29		Fairfield	\$39,455	29		Ross Local	\$46,536	29		Lakota Local	\$52,930
30		Fairfield	\$32,208	30		Hamilton City	\$38,221	30		Hamilton City	\$44,993	30		Madeira	\$52,884
		Salary Average	\$35,348			Salary Average	\$43,958			Salary Average	\$52,862			Salary Average	\$63,176
		Salary for Madeira	\$37,560			Salary for Madeira	\$43,798			Salary for Madeira	\$51,506			Salary for Madeira	\$52,884
		Madeira vs Average	\$2,212			Madeira vs Average	(\$160)			Madeira vs Average	(\$1,356)			Madeira vs Average	(\$10,292)

SALARY COMPARISONS - MASTERS DEGREE
Teachers Salary Schedule
2008-2009 School Year

Rank	Years Experience --->	Starting	Rank	Years Experience --->	5 Years	Rank	Years Experience --->	10 Years	Rank	Years Experience --->	Max
1	Indian Hill	\$43,547	1	Indian Hill	\$54,434	1	Indian Hill	\$65,320	1	Indian Hill	\$85,312
2	Southwest	\$41,979	2	Forest Hills	\$52,873	2	Forest Hills	\$64,372	2	Sycamore	\$83,893
3	Reading	\$41,619	3	Reading	\$52,295	3	Reading	\$63,224	3	Wyoming	\$83,754
4	St. Bernard - Elmwood	\$41,470	4	Southwest	\$51,631	4	Mariemont	\$62,460	4	Kings Local	\$77,644
5	Forest Hills	\$41,374	5	Mariemont	\$51,447	5	Sycamore	\$61,951	5	Mason Local	\$76,908
6	Madeira	\$41,369	6	Loveland	\$51,193	6	Madeira	\$61,859	6	Forest Hills	\$76,871
7	Oak Hills	\$40,949	7	Madeira	\$51,006	7	Finneytown	\$61,859	7	Southwest	\$76,717
8	Kings Local	\$40,779	8	Sycamore	\$50,698	8	Loveland	\$61,687	8	Reading	\$76,637
9	Loveland	\$40,699	9	Kings Local	\$50,383	9	Oak Hills	\$61,605	9	Mariemont	\$76,614
10	Princeton	\$40,554	10	Oak Hills	\$50,371	10	Southwest	\$61,279	10	Loveland	\$76,378
11	Mariemont	\$40,433	11	Mason Local	\$50,348	11	Norwood	\$61,211	11	Winton Woods	\$76,244
12	Deer Park	\$40,303	12	St. Bernard - Elmwood	\$50,256	12	Princeton	\$61,199	12	Three Rivers	\$76,127
13	Mason Local	\$40,132	13	Norwood	\$50,211	13	Deer Park	\$61,175	13	Princeton	\$75,762
14	Sycamore	\$39,447	14	Princeton	\$50,139	14	Mason Local	\$60,563	14	Madeira	\$75,724
15	Norwood	\$38,678	15	Finneytown	\$49,851	15	Kings Local	\$59,987	15	Finneytown	\$74,959
16	Finneytown	\$38,571	16	Deer Park	\$49,659	16	Wyoming	\$59,928	16	Oak Hills	\$74,288
17	Lebanon City	\$38,548	17	Wyoming	\$49,097	17	Three Rivers	\$59,828	17	Lebanon City	\$74,053
18	Winton Woods	\$38,385	18	Three Rivers	\$48,963	18	Winton Woods	\$59,613	18	St. Bernard - Elmwood	\$73,451
19	North College Hill	\$38,379	19	North College Hill	\$48,352	19	St. Bernard - Elmwood	\$59,042	19	North College Hill	\$73,287
20	Wyoming	\$38,267	20	Winton Woods	\$47,837	20	North College Hill	\$58,326	20	Deer Park	\$72,690
21	Three Rivers	\$38,097	21	New Richmond	\$47,272	21	New Richmond	\$57,356	21	Norwood	\$72,598
22	Mt. Healthy	\$37,928	22	Mt. Healthy	\$47,059	22	Mt. Healthy	\$56,194	22	Lakota Local	\$71,860
23	New Richmond	\$37,291	23	Lebanon City	\$47,001	23	Lebanon City	\$55,455	23	New Richmond	\$69,524
24	Hamilton City	\$37,212	24	Northwest	\$45,627	24	Milford Exempted	\$55,434	24	Lockland	\$68,633
25	Lakota Local	\$36,941	25	Milford Exempted	\$45,308	25	Northwest	\$54,318	25	Fairfield	\$68,442
26	Northwest	\$36,940	26	Lockland	\$45,265	26	Lockland	\$54,253	26	Northwest	\$68,158
27	Fairfield	\$36,556	27	Ross Local	\$44,635	27	Lakota Local	\$53,482	27	Hamilton City	\$65,877
28	Lockland	\$36,277	28	Fairfield	\$44,608	28	Ross Local	\$53,155	28	Milford Exempted	\$65,604
29	Ross Local	\$36,114	29	Lakota Local	\$44,292	29	Hamilton City	\$52,805	29	Mt. Healthy	\$63,855
30	Milford Exempted	\$35,181	30	Hamilton City	\$44,143	30	Fairfield	\$52,660	30	Ross Local	\$63,380
	Salary Average	\$39,134		Salary Average	\$48,875		Salary Average	\$59,053		Salary Average	\$73,841
	Salary for Madeira	\$41,369		Salary for Madeira	\$51,006		Salary for Madeira	\$61,859		Salary for Madeira	\$75,724
	Madeira vs Average	\$2,235		Madeira vs Average	\$2,131		Madeira vs Average	\$2,806		Madeira vs Average	\$1,883

SALARY COMPARISONS - MASTERS+30
Teachers Salary Schedule
2008-2009 School Year

Rank	Years Experience --->	Starting	Rank	Years Experience --->	5 Years	Rank	Years Experience --->	10 Years	Rank	Years Experience --->	Max
	District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$
1	Indian Hill	\$47,506	1	Indian Hill	\$58,392	1	Indian Hill	\$69,279	1	Indian Hill	\$89,271
2	Loveland	\$46,448	2	Forest Hills	\$57,216	2	Forest Hills	\$68,957	2	Wyoming	\$86,642
3	Southwest	\$45,841	3	Loveland	\$56,942	3	Loveland	\$67,436	3	Sycamore	\$85,541
4	St. Bernard - Elmwood	\$45,687	4	Southwest	\$55,489	4	Mariemont	\$66,997	4	Mason Local	\$85,300
5	Forest Hills	\$45,474	5	Mariemont	\$55,308	5	Mason Local	\$66,035	5	Loveland	\$82,127
6	Oak Hills	\$44,573	6	Reading	\$54,828	6	Norwood	\$66,001	6	Forest Hills	\$81,650
7	Madeira	\$44,146	7	Madeira	\$54,796	7	Reading	\$65,793	7	Oak Hills	\$81,536
8	Reading	\$44,116	8	St. Bernard - Elmwood	\$54,473	8	Madeira	\$65,521	8	Madeira	\$81,098
9	Mariemont	\$43,618	9	Mason Local	\$53,996	9	Finneytown	\$65,498	9	Mariemont	\$80,975
10	Princeton	\$42,766	10	Oak Hills	\$53,995	10	Oak Hills	\$65,229	10	Southwest	\$80,575
11	Kings Local (MA + 20)	\$42,700	11	Norwood	\$53,670	11	Southwest	\$65,140	11	Finneytown	\$79,689
12	Mason Local	\$41,957	12	Finneytown	\$52,762	12	New Richmond	\$64,260	12	Kings Local (MA + 20)	\$79,564
13	Deer Park	\$41,743	13	New Richmond	\$52,639	13	Sycamore	\$63,600	13	Reading	\$79,134
14	Mt. Healthy	\$41,341	14	Sycamore	\$52,352	14	Princeton	\$63,411	14	Three Rivers	\$78,474
15	Wyoming	\$41,155	15	Princeton	\$52,351	15	St. Bernard - Elmwood	\$63,259	15	New Richmond	\$78,206
16	Sycamore	\$41,099	16	Kings Local (MA + 20)	\$52,304	16	Wyoming	\$62,816	16	Norwood	\$78,186
17	New Richmond	\$41,017	17	Wyoming	\$51,985	17	Deer Park	\$62,614	17	Princeton	\$77,974
18	Lebanon City (MA+20)	\$40,841	18	Three Rivers	\$51,310	18	Three Rivers	\$62,176	18	St. Bernard - Elmwood	\$77,317
19	Norwood	\$40,807	19	Deer Park	\$51,099	19	Kings Local (MA + 20)	\$61,908	19	Winton Woods	\$77,182
20	Northwest	\$40,622	20	Mt. Healthy	\$50,475	20	Winton Woods	\$60,551	20	Lakota Local	\$76,455
21	Lakota Local	\$40,506	21	North College Hill (MA+20)	\$50,347	21	North College Hill (MA+20)	\$60,321	21	Lebanon City (MA+20)	\$76,345
22	Three Rivers	\$40,444	22	Northwest	\$49,309	22	Milford Exempted	\$60,073	22	Deer Park	\$75,569
23	North College Hill (MA+20)	\$40,374	23	Lebanon City (MA+20)	\$49,294	23	Mt. Healthy	\$59,606	23	North College Hill (MA+20)	\$75,284
24	Finneytown	\$40,026	24	Ross Local	\$49,288	24	Ross Local	\$59,120	24	Lockland	\$72,227
25	Lockland	\$39,873	25	Lockland	\$48,860	25	Northwest	\$58,000	25	Northwest	\$71,830
26	Ross Local	\$39,457	26	Milford Exempted	\$48,803	26	Lockland	\$57,847	26	Milford Exempted	\$71,437
27	Winton Woods	\$39,323	27	Winton Woods	\$48,775	27	Lebanon City (MA+20)	\$57,748	27	Ross Local	\$70,918
28	Fairfield	\$38,650	28	Lakota Local	\$48,152	28	Lakota Local	\$57,709	28	Fairfield	\$70,536
29	Hamilton City	\$38,472	29	Fairfield	\$46,702	29	Fairfield	\$54,754	29	Mt. Healthy	\$69,183
30	Milford Exempted	\$37,533	30	Hamilton City	\$45,402	30	Hamilton City	\$54,066	30	Hamilton City	\$67,452
	Salary Average	\$41,937		Salary Average	\$52,044		Salary Average	\$62,524		Salary Average	\$77,923
	Salary for Madeira	\$44,146		Salary for Madeira	\$54,796		Salary for Madeira	\$65,521		Salary for Madeira	\$81,098
	Madeira vs Average	\$2,209		Madeira vs Average	\$2,752		Madeira vs Average	\$2,997		Madeira vs Average	\$3,175

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>		
2008 - 2009	3	\$37,560	20	\$43,798	20	\$51,506	30	\$52,884	30 Districts		
2007 - 2008	4	\$36,466	18	\$42,523	20	\$50,006	30	\$51,344	30 Districts		
2006 - 2007	4	\$35,646	18	\$41,567	21	\$48,881	30	\$50,189	30 Districts		
2005 - 2006	5	\$34,441	19	\$40,161	23	\$47,228	29	\$48,492	30 Districts		
2004 - 2005	5	\$33,519	21	\$39,086	22	\$45,964	30	\$47,194	30 Districts		
2003 - 2004	6	\$32,307	22	\$37,673	24	\$44,303	30	\$45,488	30 Districts		
2002 - 2003	5	\$31,139	22	\$36,311	25	\$42,702	30	\$43,844	30 Districts		
2001 - 2002	3	\$30,232	21	\$35,253	25	\$41,458	30	\$42,567	30 Districts		
2000 - 2001	3	\$29,351	19	\$34,226	22	\$40,250	30	\$41,327	30 Districts		
1999 - 2000	4	\$28,205	19	\$32,890	25	\$38,679	30	\$39,714	30 Districts		
1998 - 1999	6	\$27,186	20	\$31,701	28	\$37,281	36	\$38,279	37 Districts		
1997 - 1998	6	\$26,267	24	\$30,629	28	\$36,020	36	\$36,985	37 Districts		
<u>MASTERS</u>	<u>Rank</u>	<u>Start</u>	<u>Rank</u>	<u>5 Years</u>	<u>Rank</u>	<u>10 Years</u>	<u>Rank</u>	<u>Max</u>	<u># of Districts</u>		
2008 - 2009	6	\$41,369	7	\$51,006	6	\$61,859	14	\$75,724	30 Districts		
2007 - 2008	8	\$40,164	9	\$49,521	8	\$60,057	13	\$73,519	30 Districts		
2006 - 2007	7	\$39,261	9	\$48,407	9	\$58,706	13	\$71,866	30 Districts		
2005 - 2006	10	\$37,933	12	\$46,770	11	\$56,721	16	\$69,436	30 Districts		
2004 - 2005	8	\$36,918	9	\$45,518	7	\$55,203	14	\$67,578	30 Districts		
2003 - 2004	8	\$35,584	9	\$43,873	9	\$53,208	14	\$65,135	30 Districts		
2002 - 2003	9	\$34,298	10	\$42,287	8	\$51,285	14	\$62,781	30 Districts		
2001 - 2002	6	\$33,218	7	\$40,956	7	\$49,671	14	\$60,805	30 Districts		
2000 - 2001	6	\$32,250	6	\$39,763	6	\$48,224	14	\$58,192	30 Districts		
1999 - 2000	6	\$30,991	10	\$38,211	7	\$46,341	14	\$55,920	30 Districts		
1998 - 1999	9	\$29,871	12	\$36,830	11	\$44,666	17	\$53,899	37 Districts		
1997 - 1998	10	\$28,791	12	\$35,499	13	\$43,052	17	\$51,951	37 Districts		
<u>MASTERS +30</u>	<u>Rank</u>	<u>Start</u>	<u>Rank</u>	<u>5 Years</u>	<u>Rank</u>	<u>10 Years</u>	<u>Rank</u>	<u>M+30 Max</u>	<u>Rank</u>	<u>Overall Max</u>	
2008 - 2009	7	\$44,146	7	\$54,796	8	\$65,521	8	\$81,098	5	\$83,946	30 Districts
2007 - 2008	8	\$42,860	7	\$53,200	7	\$63,613	8	\$78,736	6	\$81,501	30 Districts
2006 - 2007	8	\$41,897	7	\$52,004	8	\$62,183	8	\$76,966	6	\$79,669	30 Districts
2005 - 2006	8	\$40,480	10	\$50,245	11	\$60,080	5	\$76,975	6	\$76,975	30 Districts
2004 - 2005	9	\$39,397	9	\$48,900	7	\$58,472	5	\$72,373	5	\$74,915	30 Districts
2003 - 2004	11	\$37,973	9	\$47,133	9	\$56,359	6	\$69,757	5	\$72,207	30 Districts
2002 - 2003	14	\$35,783	15	\$44,612	14	\$53,505	8	\$67,236	6	\$69,597	30 Districts
2001 - 2002	14	\$34,573	16	\$43,103	14	\$51,696	9	\$64,962	6	\$66,950	30 Districts
2000 - 2001	13	\$33,178	12	\$41,653	13	\$49,996	6	\$63,070	4	\$65,000	30 Districts
1999 - 2000	12	\$32,402	12	\$40,027	14	\$48,044	8	\$60,005	5	\$62,040	30 Districts
1998 - 1999	14	\$31,231	14	\$38,580	15	\$46,307	10	\$57,836	6	\$59,798	37 Districts
1997 - 1998	14	\$30,102	14	\$37,186	15	\$44,633	11	\$55,746	8	\$57,637	37 Districts

Planning Commission Salary Study Schedule
for 2009-2010

%		102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	102.0000%	Enter Estimated %+	
Step	BS	Amount	BS+15	Amount	BS+30	Amount	MA	Amount	MA+15	Amount	MA+30	Amount	MA+45	Amount	Total FTE	Total Amt.
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
1	1	39,141	0	0	0	0	0	0	0	0	0	0	0	0	1.00	39,141
2	2	81,090	0	0	0	0	0	0	0	0	1	49,430		0	3.00	130,520
3	1	41,748	3	130,668	0	0	1	48,074	0	0	1	51,587		0	6.00	272,076
4	1	43,163	0	0	0	0	2	100,113	0	0	0	0		0	3.00	143,276
5	1	44,674	0	0	2	97,916	2.4	124,863	0	0	0.6	33,535		0	6.00	300,988
6	0.5	23,090	0	0	1	50,833	1.5	81,320	0	0	1.4	81,413		0	4.40	236,655
7	0	0	0	0	0	0	1	56,335	1	57,433	1.5	90,472		0	3.50	204,240
8	0	0	0	0	2	109,524	2	116,982	2	119,158	0	0		0	6.00	345,664
9	0	0	0.5	26,897	0	0	2	121,582	0	0	0	0		0	2.50	148,479
10	0	0	0	0	0	0	0	0	1	64,161	2	133,663		0	3.00	197,824
11	0	0	0	0	2	120,478	3.5	228,519	0.65	43,159	1	69,071		0	7.15	461,228
12	0	0	0	0	0	0	2	134,538	1	68,327	1.7	120,757		0	4.70	323,622
13	0	0	0	0	1	63,425	0	0	2	140,601	0	0		0	3.00	204,026
14	0	0	0	0	0	0	4	284,764	1	72,692	3	222,438		0	8.00	579,893
15	0	0	0	0	0	0	0	0	0	0	1.5	113,085		0	1.50	113,085
16	0	0	0	0	0	0	0.5	36,635	1	74,820	2.6	199,282		0	4.10	310,737
17	0	0	0	0	0	0	1	73,991	1	75,544	1	77,564		0	3.00	227,099
18	0	0	0	0	0	0	2	149,399	0	0	4	313,813		0	6.00	463,213
19	0	0	1	58,596	0	0	0	0	0	0	1	79,360		0	2.00	137,956
20	0	0	0	0	0	0	1	76,392	1	77,665	1	80,235		0	3.00	234,292
21	0	0	0.64	37,501	0	0	1	77,238	1	78,315	0	0		0	2.64	193,054
22	0	0	0	0	0	0	0	0	1	78,915	2	163,794		0	3.00	242,709
23	0	0	0	0	0	0	0	0	0	0	0	0		0	0.00	0
24	0	0	0	0	0	0	1	77,238	2	157,831	0	0		0	3.00	235,069
25	0	0	0	0	0	0	1	77,238	0	0	0.5	41,360	0	0	1.50	118,598
26	0	0	0	0	0	0	0	0	1	78,915	0	0	1	85,045	2.00	163,960
27	0	0	0	0	1	63,425	3	231,715	0	0	3	248,160	5	428,125	12.00	971,425
0910	6.50	272,906	5.14	253,663	9.00	505,600	31.90	2,096,936	16.65	1,187,536	29.80	2,169,019	6.00	513,169	104.99	6,998,830
0809	6.50	259,203	5.14	243,584	9.00	487,441	31.90	2,007,628	16.65	1,142,437	29.80	2,088,657	6.00	501,974	104.99	6,730,924
0708	4.50	176,485	5.64	247,345	9.00	467,389	33.40	2,001,938	18.00	1,199,654	26.80	1,853,772	8.00	650,908	105.34	6,597,491
0607	6.14	242,120	4.00	179,502	9.00	434,717	30.00	1,768,749	24.00	1,525,524	20.77	1,383,784	9.50	754,581	103.41	6,288,976
0506	10.00	391,590	2.00	77,061	9.00	435,958	34.50	1,914,864	22.50	1,401,873	22.45	1,456,957	9.00	691,214	109.45	6,369,517

Avg. Per Staff Increase Step Only	0506	0607	0708	0809	0910
	58,196	60,816	62,630	64,110	66,662

3.98%	Enter % above each "amount" column and increase represents step + %increase
1.91%	Represents average increase with step only
21.09%	Represents % of Staff that have reached last step across the salary schedules

Ret/Med.	
\$267,906	41,391
\$128,516	\$19,856

Salary % Increases	Starting	AVG
FY97	3.00%	24,819
FY98	3.00%	25,564
FY99	2.75%	26,267
FY00	3.50%	27,186
FY01	3.75%	28,205
FY02	4.00%	29,351
FY03	3.00%	30,232
FY04	3.00%	31,139
FY05	3.75%	32,307
FY06	3.75%	33,519
FY07	2.75%	34,441
FY08	2.30%	35,646
FY09	3.00%	36,466
5 YR Avg.	3.11%	64,110

Experience			Level		
YRS	%FTE	% Amt.		%FTE	%Amt.
0-5	18.10%	12.66%	BA All	19.66%	14.75%
6-10	18.48%	16.19%	MA	30.38%	29.96%
11-15	23.19%	24.03%	MA+15	15.86%	16.97%
16-20	17.24%	19.62%	MA+30	28.38%	30.99%
21-25	9.66%	11.28%	MA+45	5.71%	7.33%
26+	13.33%	16.22%			
	100.00%	100.00%		100.00%	100.00%

2009-2010					6,998,830	Ret/Med.		
Step only					1.91%	65,405	6,866,904	15.4500%
Increase	STEP%	With Step	Avg. Sal.	Salary \$'s	Incremental Benefits			
1.50%	1.91%	3.47%	66,335	6,964,522	\$233,598		\$36,091	
1.75%	1.91%	3.73%	66,498	6,981,676	\$250,752		\$38,741	
2.00%	1.91%	3.98%	66,662	6,998,830	\$267,906		\$41,391	
2.25%	1.91%	4.24%	66,825	7,015,984	\$285,060		\$44,042	
2.50%	1.91%	4.49%	66,989	7,033,138	\$302,214		\$46,692	