

**MADEIRA SCHOOLS PLANNING COMMISSION**

**SALARY SCHEDULE REVIEW FOR 2007-2008**

**February 21, 2008**

**Committee**

**Tom Buescher, Chairman**

**Dave Denecke**

**Jill Fanning**

**Shelly Korengel**

**Susan Crabill, Resource**

## **SALARY AND BENEFITS REVIEW FOR 2007-2008**

### **I. OBJECTIVE**

A. The committee's annual assignment is to review the salaries of our certified staff and compare them to other public schools in the surrounding area. We recommend changes or additions to these schedules that, if approved by the Board, become effective for the following school year. We also solicit input from teachers and support staff so that we can bring concerns, issues and comments to the attention of the Board and the Administration.

### **II. METHODOLOGY**

A. We compared Madeira's certified salary schedule to the schedules of the 29 school districts for the 2007-2008 school year.

B. We analyzed the total school budget impact based on the teacher's salary schedule adjustments recommended by this committee, the step increases built into that schedule, and changes in the number of teachers.

C. We invited the support staff and teachers to provide written feedback sharing any concerns, issues and comments regarding salary.

### **III. FINDINGS**

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

**Pages 4-11** list the salaries, rankings, and averages for four of our seven salary schedules.

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

Analysis of the salary rankings vs. the comparison districts indicates that Madeira has maintained a strong competitive position. We have maintained or improved our ranking vs. the other districts at nearly all comparison points for education level / years of service. Of particular note, Madeira's starting salary for Bachelor Degree teachers, ranks 4<sup>th</sup> out of 30 districts.

Madeira's salary at the Masters+30 category with 10 years of service ranks 7<sup>th</sup> and our maximum salary ranks 6<sup>th</sup>. Details of Madeira's historical rankings for each comparison category are included on page 8.

Increases for certified staff across the 30 districts varied based on level this year. The average increase for the BA levels was 2.23%, for the MA levels was 2.56%, and for the MA+30 level was 2.31%.

## **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 approximate 3.0% increase to the total certified salary pool. See the recommendations below.

Refer to page 12 which details the budget impact in dollars and FTE's from the 2007 – 2008 budget to the 2008 – 2009 budget with step and 3.0% salary scale increases. Assuming constant FTE's for next year, step increases and a 3% salary schedule increase results in an overall 4.95% increase from the 2007 – 2008 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. Labor Statistics and Inflation Data**

The Bureau of Labor statistics reports that Hamilton County's average unemployment rate in 2006 was 5.0%, a drop of 0.7% from 2005 and lower than the state rate of 5.5%. Education and Health Services is considered one of the fastest growing industries and projected to grow from 109,400 in 2004 to 134,200 in 2014 which results in a 22.7% change/2.1% growth rate.

The Consumer Price Index was reported at 4.1% for the calendar year 2007 up from a 2.5% increase in 2006. Wages failed to keep up with inflation in 2007, as average weekly earnings, after adjusting for inflation, dropped by .9% during the year.

## **D. Staff Feedback**

The committee solicited input from teachers from each of the three schools. Less than ten comments were received from the teachers. Comments this year include:

1. provide teacher's children the ability to attend Madeira Schools without a fee
2. provide employees a stipend to NOT take the medical benefits within the district

#### **E. Previous Year Recommendations and Board Action**

The 2006/2007 Salary Study committee made 4 recommendations which were agreed by the Planning Commission and forwarded to the Board:

- Increase all levels on the salary scale in the range of 2 – 3%
- Consider adding steps on the salary schedule beyond year 27 for the Masters +45 level
- Consider adding additional pay for National Board Certified teachers or for other certifications
- Change job titles for support staff when appropriate to more accurately reflect the responsibilities of the position

The board approved a salary schedule increase of 2.3% for the 07/08 School Year. They also adopted ‘Administrative Assistant’ titles replacing ‘Secretary’.

#### **IV. RECOMMENDATIONS**

Based on the findings noted above the committee is making a singular recommendation, to increase all levels on the salary scale in the range of 2.5 – 3.5%. 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.

**SALARY COMPARISONS - BACHELORS DEGREE**  
**Teachers Salary Schedule**  
**2007-2008 School Year**

Years' Experience --->	Starting	Rank	Years' Experience --->	5 Years	Rank	Years' Experience --->	10 Years	Rank	Years' Experience --->	Max
District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$
Indian Hill	\$38,622	1	Indian Hill	\$48,278	1	Indian Hill	\$57,934	1	Wyoming	\$74,007
Sycamore	\$37,768	2	Princeton	\$45,715	2	Princeton	\$56,775	2	Kings Local	\$69,768
Princeton	\$36,867	3	Sycamore	\$45,699	3	Oak Hills	\$56,292	3	Southwest	\$69,100
<b>Madeira</b>	<b>\$36,466</b>	4	Kings Local	\$45,407	4	Kings Local	\$54,776	4	Sycamore	\$67,967
Forest Hills	\$36,276	5	Oak Hills	\$45,382	5	Loveland	\$54,571	5	Three Rivers	\$67,888
Loveland	\$36,140	6	Loveland	\$45,355	6	Forest Hills	\$54,414	6	Indian Hill	\$67,589
Wyoming	\$36,101	7	Forest Hills	\$45,345	7	Sycamore	\$54,326	7	Loveland	\$67,473
Kings Local	\$36,037	8	Wyoming	\$45,126	8	Wyoming	\$54,152	8	Reading	\$66,993
Lakota Local	\$36,036	9	Southwest	\$44,658	9	Southwest	\$54,056	9	Oak Hills	\$66,847
Mason Local	\$35,681	10	Reading	\$44,598	10	Reading	\$53,930	10	Mason Local	\$66,188
Reading	\$35,480	11	Mason Local	\$44,155	11	Winton Woods	\$53,518	11	Forest Hills	\$64,969
Southwest	\$35,255	12	Finneytown	\$44,093	12	Three Rivers	\$53,136	12	Princeton	\$64,702
Oak Hills	\$35,183	13	Mariemont	\$43,871	13	Mariemont	\$53,001	13	Winton Woods	\$64,268
Deer Park	\$34,937	14	Three Rivers	\$43,369	14	Deer Park	\$52,755	14	Norwood	\$63,210
Finneytown	\$34,719	15	North College Hill	\$43,072	15	North College Hill	\$52,754	15	Lebanon City	\$61,818
Mariemont	\$34,711	16	Deer Park	\$42,973	16	Mason Local	\$52,629	16	Fairfield	\$61,678
Norwood	\$34,619	17	Winton Woods	\$42,945	17	Finneytown	\$51,384	17	North College Hill	\$61,499
Winton Woods	\$34,461	<b>18</b>	<b>Madeira</b>	<b>\$42,523</b>	18	Norwood	\$51,322	18	Deer Park	\$60,441
St. Bernard - Elmwood	\$34,455	19	Norwood	\$42,408	19	Mt. Healthy	\$51,075	19	Northwest	\$59,281
Lebanon City	\$33,874	20	Mt. Healthy	\$41,941	<b>20</b>	<b>Madeira</b>	<b>\$50,006</b>	20	Finneytown	\$59,022
New Richmond	\$33,429	21	Lakota Local	\$41,802	21	Lockland	\$49,664	21	New Richmond	\$58,334
North College Hill	\$33,388	22	New Richmond	\$41,018	22	St. Bernard - Elmwood	\$49,222	22	Lockland	\$56,713
Mt. Healthy	\$32,810	23	Lockland	\$40,853	23	Lakota Local	\$49,009	23	Mariemont	\$56,683
Milford Exempted	\$32,666	24	St. Bernard - Elmwood	\$40,735	24	New Richmond	\$48,874	24	Hamilton City	\$56,525
Three Rivers	\$32,559	25	Milford Exempted	\$40,343	25	Milford Exempted	\$48,019	25	Milford Exempted	\$55,763
Fairfield	\$32,208	26	Lebanon City	\$40,259	26	Northwest	\$47,910	26	Mt. Healthy	\$54,488
Hamilton City	\$32,160	27	Northwest	\$39,783	27	Lebanon City	\$46,996	27	St. Bernard - Elmwood	\$54,314
Lockland	\$32,041	28	Fairfield	\$39,455	28	Fairfield	\$46,702	28	Lakota Local	\$51,892
Northwest	\$31,659	29	Hamilton City	\$37,472	29	Hamilton City	\$44,111	29	Ross Local	\$51,598
Ross Local	\$30,860	30	Ross Local	\$37,341	30	Ross Local	\$43,821	<b>30</b>	<b>Madeira</b>	<b>\$51,344</b>
Salary Average	\$34,582		Salary Average	\$42,866		Salary Average	\$51,571		Salary Average	\$61,745
<b>Salary for Madeira</b>	<b>\$36,466</b>		<b>Salary for Madeira</b>	<b>\$42,523</b>		<b>Salary for Madeira</b>	<b>\$50,006</b>		<b>Salary for Madeira</b>	<b>\$51,344</b>
Madeira vs Average	\$1,884		Madeira vs Average	(\$343)		Madeira vs Average	(\$1,565)		Madeira vs Average	(\$10,401)

**SALARY COMPARISONS - MASTERS DEGREE**  
**Teachers Salary Schedule**  
**2007-2008 School Year**

Years' Experience ---->	Starting		Years' Experience ---->	5 Years		Years' Experience ---->	10 Years		Years' Experience ---->	Max
District	\$\$\$\$	Rank	District	\$\$\$\$	Rank	District	\$\$\$\$	Rank	District	\$\$\$\$
Indian Hill	\$42,485	1	Indian Hill	\$53,106	1	Indian Hill	\$63,727	1	Sycamore	\$83,893
Southwest	\$40,896	2	Forest Hills	\$51,458	2	Forest Hills	\$62,649	2	Wyoming	\$83,754
Reading	\$40,802	3	Reading	\$51,269	3	Reading	\$61,984	3	Indian Hill	\$83,135
St. Bernard - Elmwood	\$40,657	4	Sycamore	\$50,698	4	Sycamore	\$61,951	4	Princeton	\$75,762
Princeton	\$40,554	5	Loveland	\$50,686	5	Princeton	\$61,199	5	Kings Local	\$75,750
Loveland	\$40,296	6	Southwest	\$50,298	6	Loveland	\$61,076	6	Loveland	\$75,622
Forest Hills	\$40,266	7	Princeton	\$50,139	7	Mariemont	\$60,640	7	Mason Local	\$75,216
<b>Madeira</b>	<b>\$40,164</b>	<b>8</b>	Mariemont	\$49,948	<b>8</b>	<b>Madeira</b>	<b>\$60,057</b>	<b>8</b>	Reading	\$75,153
Kings Local	\$39,785	<b>9</b>	<b>Madeira</b>	<b>\$49,521</b>	9	Wyoming	\$59,928	9	Forest Hills	\$74,902
Oak Hills	\$39,756	10	Mason Local	\$49,240	10	Oak Hills	\$59,811	10	Winton Woods	\$74,747
Sycamore	\$39,447	11	Kings Local	\$49,154	11	Southwest	\$59,697	11	Southwest	\$74,737
Mariemont	\$39,255	12	Wyoming	\$49,097	12	Deer Park	\$59,393	12	Three Rivers	\$73,909
Mason Local	\$39,249	13	Oak Hills	\$48,904	13	Mason Local	\$59,230	<b>13</b>	<b>Madeira</b>	<b>\$73,519</b>
Deer Park	\$39,129	14	Deer Park	\$48,213	14	Finneytown	\$59,022	14	Mariemont	\$73,412
Wyoming	\$38,267	15	Finneytown	\$47,565	15	Kings Local	\$58,524	15	Oak Hills	\$72,125
Mt. Healthy	\$37,928	16	St. Bernard - Elmwood	\$47,548	16	Winton Woods	\$58,442	16	St. Bernard - Elmwood	\$72,011
Norwood	\$37,735	17	Three Rivers	\$47,536	17	Three Rivers	\$58,085	17	Lebanon City	\$71,973
Winton Woods	\$37,631	18	Mt. Healthy	\$47,059	18	Norwood	\$57,553	18	Finneytown	\$71,521
Lebanon City	\$37,465	19	North College Hill	\$46,944	19	North College Hill	\$56,627	19	North College Hill	\$71,182
North College Hill	\$37,261	20	Norwood	\$46,908	20	Mt. Healthy	\$56,194	20	Norwood	\$70,826
Three Rivers	\$36,987	21	Winton Woods	\$46,898	21	St. Bernard - Elmwood	\$56,162	21	Lakota Local	\$70,451
Finneytown	\$36,802	22	New Richmond	\$46,233	22	New Richmond	\$56,094	22	Deer Park	\$68,477
Fairfield	\$36,556	23	Lebanon City	\$45,681	23	Milford Exempted	\$55,434	23	Fairfield	\$68,442
Hamilton City	\$36,482	24	Milford Exempted	\$45,308	24	Lebanon City	\$53,897	24	New Richmond	\$67,995
New Richmond	\$36,472	25	Fairfield	\$44,608	25	Lockland	\$53,189	25	Lockland	\$67,287
Lakota Local	\$36,217	26	Lockland	\$44,377	26	Fairfield	\$52,660	26	Milford Exempted	\$65,604
Lockland	\$35,566	27	Northwest	\$43,430	27	Lakota Local	\$52,433	27	Northwest	\$64,876
Milford Exempted	\$35,181	28	Lakota Local	\$43,424	28	Hamilton City	\$51,770	28	Hamilton City	\$64,586
Northwest	\$35,160	29	Hamilton City	\$43,277	29	Northwest	\$51,702	29	Mt. Healthy	\$63,855
Ross Local	\$34,008	30	Ross Local	\$42,031	30	Ross Local	\$50,055	30	Ross Local	\$59,683
Salary Average	\$38,282		Salary Average	\$47,685		Salary Average	\$57,639		Salary Average	\$72,147
<b>Salary for Madeira</b>	<b>\$39,261</b>		<b>Salary for Madeira</b>	<b>\$48,407</b>		<b>Salary for Madeira</b>	<b>\$58,706</b>		<b>Salary for Madeira</b>	<b>\$71,866</b>
Madeira vs Average	\$979		Madeira vs Average	\$722		Madeira vs Average	\$1,067		Madeira vs Average	(\$281)

**SALARY COMPARISONS - MASTERS+30**  
**Teachers Salary Schedule**  
**2007-2008 School Year**

Years' Experience --->	Starting	Rank	Years' Experience --->	5 Years	Rank	Years' Experience --->	10 Years	Rank	Years' Experience --->	Max
District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$		District	\$\$\$\$
Indian Hill	\$46,347	1	Indian Hill	\$56,968	1	Indian Hill	\$67,589	1	Indian Hill	\$86,997
Loveland	\$45,988	2	Loveland	\$56,377	2	Forest Hills	\$67,111	2	Wyoming	\$86,642
St. Bernard - Elmwood	\$44,791	3	Forest Hills	\$55,684	3	Loveland	\$66,768	3	Sycamore	\$85,541
Southwest	\$44,658	4	Southwest	\$54,056	4	Mariemont	\$65,046	4	Mason Local	\$83,422
Forest Hills	\$44,257	5	Reading	\$53,752	5	Mason Local	\$64,583	5	Loveland	\$81,314
Oak Hills	\$43,275	6	Mariemont	\$53,697	6	Reading	\$64,503	6	Forest Hills	\$79,552
Reading	\$43,250	7	Madeira	\$53,200	7	Madeira	\$63,613	7	Oak Hills	\$79,161
<b>Madeira</b>	<b>\$42,860</b>	8	Mason Local	\$52,808	8	Sycamore	\$63,600	8	<b>Madeira</b>	<b>\$78,736</b>
Princeton	\$42,766	9	Oak Hills	\$52,422	9	Southwest	\$63,459	9	Mariemont	\$78,617
Mariemont	\$42,348	10	Sycamore	\$52,352	10	Princeton	\$63,411	10	Princeton	\$77,974
Kings Local (MA + 20)	\$41,659	11	Princeton	\$52,351	11	Oak Hills	\$63,329	11	Kings Local (MA + 20)	\$77,624
Mt. Healthy	\$41,341	12	Wyoming	\$51,985	12	New Richmond	\$62,847	12	Reading	\$77,601
Wyoming	\$41,155	13	St. Bernard - Elmwood	\$51,682	13	Wyoming	\$62,816	13	Southwest	\$76,495
Sycamore	\$41,099	14	New Richmond	\$51,481	14	Finneytown	\$62,494	14	New Richmond	\$76,486
Mason Local	\$41,033	15	Kings Local (MA + 20)	\$51,028	15	Norwood	\$61,967	15	Norwood	\$76,278
Deer Park	\$40,527	16	Mt. Healthy	\$50,475	16	Deer Park	\$60,790	16	Three Rivers	\$76,188
New Richmond	\$40,115	17	Finneytown	\$50,343	17	Kings Local (MA + 20)	\$60,398	17	Finneytown	\$76,035
Norwood	\$39,811	18	Norwood	\$50,024	18	Three Rivers	\$60,364	18	St. Bernard - Elmwood	\$75,801
Lakota Local	\$39,712	19	Three Rivers	\$49,815	19	St. Bernard - Elmwood	\$60,296	19	Winton Woods	\$75,667
Lebanon City (MA+20)	\$39,693	20	Deer Park	\$49,611	20	Milford Exempted	\$60,073	20	Lakota Local	\$74,956
Three Rivers	\$39,266	21	North College Hill (MA+20)	\$48,881	21	Mt. Healthy	\$59,606	21	Lebanon City (MA+20)	\$74,201
North College Hill (MA+20)	\$39,198	22	Milford Exempted	\$48,803	22	Winton Woods	\$59,362	22	North College Hill (MA+20)	\$73,120
Lockland	\$39,091	23	Lebanon City (MA+20)	\$47,909	23	North College Hill (MA+20)	\$58,564	23	Milford Exempted	\$71,437
Northwest	\$38,665	24	Lockland	\$47,902	24	Lockland	\$56,713	24	Lockland	\$70,811
Fairfield	\$38,650	25	Winton Woods	\$47,818	25	Lakota Local	\$56,577	25	Fairfield	\$70,536
Winton Woods	\$38,551	26	Lakota Local	\$47,208	26	Lebanon City (MA+20)	\$56,125	26	Deer Park	\$70,223
Finneytown	\$38,191	27	Northwest	\$46,934	27	Ross Local	\$55,671	27	Mt. Healthy	\$69,183
Hamilton City	\$37,718	28	Fairfield	\$46,702	28	Northwest	\$55,207	28	Northwest	\$68,371
Milford Exempted	\$37,533	29	Ross Local	\$46,413	29	Fairfield	\$54,754	29	Ross Local	\$66,781
Ross Local	\$37,155	30	Hamilton City	\$44,512	30	Hamilton City	\$53,006	30	Hamilton City	\$66,130
Salary Average	\$41,023		Salary Average	\$50,773		Salary Average	\$61,021		Salary Average	\$76,063
<b>Salary for Madeira</b>	<b>\$41,897</b>		<b>Salary for Madeira</b>	<b>\$52,004</b>		<b>Salary for Madeira</b>	<b>\$62,183</b>		<b>Salary for Madeira</b>	<b>\$76,966</b>
Madeira vs Average	\$874		Madeira vs Average	\$1,231		Madeira vs Average	\$1,162		Madeira vs Average	\$903

**SALARY COMPARISONS - MAX  
2007-2008 School Year**

<b>Rank</b>	<b>District</b>	<b>Max \$\$\$\$</b>		<b>Peak Earning Year</b>
1	Indian Hill	\$87,963	PhD	23 yrs
2	Wyoming	\$87,364	MA+36	25 yrs
3	Sycamore	\$86,777	MA+45	25 yrs
4	Mason Local	\$83,422	MA+30	27 yrs
5	Forest Hills	\$81,547	PhD	27 yrs
<b>6</b>	<b>Madeira</b>	<b>\$81,501</b>	<b>MA+45</b>	<b>27 yrs</b>
7	Loveland	\$81,314	MA+30	20 yrs
8	Princeton	\$80,186	PhD	17 yrs
9	Reading	\$79,188	MA+45	27 yrs
10	Oak Hills	\$79,161	MA+30	25 yrs
11	Mariemont	\$78,617	MA+30	27 yrs
12	Kings Local (MA + 20)	\$77,624	MA+20	29 yrs
13	Lakota Local	\$77,478	PhD	25 yrs
14	Southwest	\$76,495	MA+30	26 yrs
15	New Richmond	\$76,486	MA+30	22 yrs
16	Norwood	\$76,278	MA+30	22 yrs
17	Three Rivers	\$76,188	MA+30	25 yrs
18	Finneytown	\$76,035	Ed Specialist	27 yrs
19	Winton Woods	\$75,974	PhD	25 yrs
20	St. Bernard - Elmwood	\$75,801	MA+30	25 yrs
21	Milford Exempted	\$74,630	PhD	25 yrs
22	Lebanon City (MA+20)	\$74,201	MA+20	27 yrs
23	North College Hill (MA+20)	\$73,120	MA+20	23 yrs
24	Deer Park	\$70,922	MA+45	23 yrs
25	Lockland	\$70,811	MA+30	26 yrs
26	Fairfield	\$70,536	MA+30	24 yrs
27	Northwest	\$70,122	MA+45	27 yrs
28	Mt. Healthy	\$69,183	MA+30	16 yrs
29	Ross Local	\$66,781	MA+30	18 yrs
30	Hamilton City	\$66,130	ME+30	27 yrs

Salary Average	\$76,728
<b>Salary for Madeira</b>	<b>\$79,669</b>
Madeira vs Average	\$2,941



## 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>	
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>	
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>
2007 - 2008	8	\$42,860	7	\$53,200	7	\$63,613	8	\$78,736	6	\$81,501
2006 - 2007	8	\$41,897	7	\$52,004	8	\$62,183	8	\$76,966	6	\$79,669
2005 - 2006	8	\$40,480	10	\$50,245	11	\$60,080	5	\$76,975	6	\$76,975
2004 - 2005	9	\$39,397	9	\$48,900	7	\$58,472	5	\$72,373	5	\$74,915
2003 - 2004	11	\$37,973	9	\$47,133	9	\$56,359	6	\$69,757	5	\$72,207
2002 - 2003	14	\$35,783	15	\$44,612	14	\$53,505	8	\$67,236	6	\$69,597
2001 - 2002	14	\$34,573	16	\$43,103	14	\$51,696	9	\$64,962	6	\$66,950
2000 - 2001	13	\$33,178	12	\$41,653	13	\$49,996	6	\$63,070	4	\$65,000
1999 - 2000	12	\$32,402	12	\$40,027	14	\$48,044	8	\$60,005	5	\$62,040
1998 - 1999	14	\$31,231	14	\$38,580	15	\$46,307	10	\$57,836	6	\$59,798
1997 - 1998	14	\$30,102	14	\$37,186	15	\$44,633	11	\$55,746	8	\$57,637

**BACHELORS DEGREE  
TEACHERS SALARY SCHEDULE 2007-08 SCHOOL YEAR**

<b>Years' Experience ---&gt;</b>	<b>Starting</b>	<b>5 Years</b>	<b>10 Years</b>	<b>Max</b>	<b>max yrs</b>
<b>District</b>	<b>\$\$\$\$</b>	<b>\$\$\$\$</b>	<b>\$\$\$\$</b>	<b>\$\$\$\$</b>	
Deer Park	\$34,937	\$42,973	\$52,755	\$60,441	23 yrs
Fairfield	\$32,208	\$39,455	\$46,702	\$61,678	24 yrs
Finneytown	\$34,719	\$44,093	\$51,384	\$59,022	27 yrs
Forest Hills	\$36,276	\$45,345	\$54,414	\$64,969	27 yrs
Hamilton City	\$32,160	\$37,472	\$44,111	\$56,525	27 yrs
Indian Hill	\$38,622	\$48,278	\$57,934	\$67,589	23 yrs
Kings Local	\$36,037	\$45,407	\$54,776	\$69,768	29 yrs
Lakota Local	\$36,036	\$41,802	\$49,009	\$51,892	12 yrs
Lebanon City	\$33,874	\$40,259	\$46,996	\$61,818	27 yrs
Lockland	\$32,041	\$40,853	\$49,664	\$56,713	14 yrs
Loveland	\$36,140	\$45,355	\$54,571	\$67,473	20 yrs
<b>Madeira</b>	<b>\$36,466</b>	<b>\$42,523</b>	<b>\$50,006</b>	<b>\$51,344</b>	<b>11 yrs</b>
Mariemont	\$34,711	\$43,871	\$53,001	\$56,683	12 yrs
Mason Local	\$35,681	\$44,155	\$52,629	\$66,188	27 yrs
Milford Exempted	\$32,666	\$40,343	\$48,019	\$55,763	25 yrs
Mt. Healthy	\$32,810	\$41,941	\$51,075	\$54,488	12 yrs
New Richmond	\$33,429	\$41,018	\$48,874	\$58,334	22 yrs
North College Hill	\$33,388	\$43,072	\$52,754	\$61,499	23 yrs
Northwest	\$31,659	\$39,783	\$47,910	\$59,281	27 yrs
Norwood	\$34,619	\$42,408	\$51,322	\$63,210	22 yrs
Oak Hills	\$35,183	\$45,382	\$56,292	\$66,847	25 yrs
Princeton	\$36,867	\$45,715	\$56,775	\$64,702	14 yrs
Reading	\$35,480	\$44,598	\$53,930	\$66,993	27 yrs
Ross Local	\$30,860	\$37,341	\$43,821	\$51,598	18 yrs
Southwest	\$35,255	\$44,658	\$54,056	\$69,100	26 yrs
St. Bernard - Elmwood	\$34,455	\$40,735	\$49,222	\$54,314	25 yrs
Sycamore	\$37,768	\$45,699	\$54,326	\$67,967	25 yrs
Three Rivers	\$32,559	\$43,369	\$53,136	\$67,888	25 yrs
Winton Woods	\$34,461	\$42,945	\$53,518	\$64,268	25 yrs
Wyoming	\$36,101	\$45,126	\$54,152	\$74,007	25 yrs
Salary Average	\$34,582	\$42,866	\$51,571	\$61,745	
Salary for Madeira	\$36,466	\$42,523	\$50,006	\$51,344	
Madeira vs Average	\$1,884	-\$343	-\$1,565	-\$10,401	
Average Salary Last Year	\$33,778	\$41,890	\$50,380	\$60,632	
Avg Saly Incr vs Last Yr	2.38%	2.33%	2.36%	1.84%	

Highlighting identifies CHL Schools

**MASTERS DEGREE  
TEACHERS SALARY SCHEDULE 2007-08 SCHOOL YEAR**

<b>Years' Experience ---&gt;</b>	<b>Starting</b>	<b>5 Years</b>	<b>10 Years</b>	<b>Max</b>	<b>max yrs</b>
<b>District</b>	<b>\$\$\$\$</b>	<b>\$\$\$\$</b>	<b>\$\$\$\$</b>	<b>\$\$\$\$</b>	
Deer Park	\$39,129	\$48,213	\$59,393	\$68,477	23 yrs
Fairfield	\$36,556	\$44,608	\$52,660	\$68,442	24 yrs
Finneytown	\$36,802	\$47,565	\$59,022	\$71,521	27 yrs
Forest Hills	\$40,266	\$51,458	\$62,649	\$74,902	27 yrs
Hamilton City	\$36,482	\$43,277	\$51,770	\$64,586	27 yrs
Indian Hill	\$42,485	\$53,106	\$63,727	\$83,135	23 yrs
Kings Local	\$39,785	\$49,154	\$58,524	\$75,750	29 yrs
Lakota Local	\$36,217	\$43,424	\$52,433	\$70,451	25 yrs
Lebanon City	\$37,465	\$45,681	\$53,897	\$71,973	27 yrs
Lockland	\$35,566	\$44,377	\$53,189	\$67,287	26 yrs
Loveland	\$40,296	\$50,686	\$61,076	\$75,622	20 yrs
<b>Madeira</b>	<b>\$40,164</b>	<b>\$49,521</b>	<b>\$60,057</b>	<b>\$73,519</b>	<b>21 yrs</b>
Mariemont	\$39,255	\$49,948	\$60,640	\$73,412	27 yrs
Mason Local	\$39,249	\$49,240	\$59,230	\$75,216	27 yrs
Milford Exempted	\$35,181	\$45,308	\$55,434	\$65,604	25 yrs
Mt. Healthy	\$37,928	\$47,059	\$56,194	\$63,855	15 yrs
New Richmond	\$36,472	\$46,233	\$56,094	\$67,995	22 yrs
North College Hill	\$37,261	\$46,944	\$56,627	\$71,182	23 yrs
Northwest	\$35,160	\$43,430	\$51,702	\$64,876	27 yrs
Norwood	\$37,735	\$46,908	\$57,553	\$70,826	22 yrs
Oak Hills	\$39,756	\$48,904	\$59,811	\$72,125	25 yrs
Princeton	\$40,554	\$50,139	\$61,199	\$75,762	17 yrs
Reading	\$40,802	\$51,269	\$61,984	\$75,153	27 yrs
Ross Local	\$34,008	\$42,031	\$50,055	\$59,683	18 yrs
Southwest	\$40,896	\$50,298	\$59,697	\$74,737	26 yrs
St. Bernard - Elmwood	\$40,657	\$47,548	\$56,162	\$72,011	25 yrs
Sycamore	\$39,447	\$50,698	\$61,951	\$83,893	25 yrs
Three Rivers	\$36,987	\$47,536	\$58,085	\$73,909	25 yrs
Winton Woods	\$37,631	\$46,898	\$58,442	\$74,747	25 yrs
Wyoming	\$38,267	\$49,097	\$59,928	\$83,754	25 yrs
Salary Average	\$38,282	\$47,685	\$57,639	\$72,147	
Salary for Madeira	\$40,164	\$49,521	\$60,057	\$73,519	
Madeira vs Average	\$1,882	\$1,836	\$2,418	\$1,372	
Average Salary Last Year	\$37,304	\$46,500	\$56,214	\$70,373	
Avg Saly Incr vs Last Yr	2.62%	2.55%	2.54%	2.52%	

**MASTERS + 30 Hrs DEGREE  
TEACHERS SALARY SCHEDULE 2007-08 SCHOOL YEAR**

<b>Years' Experience ---&gt;</b>	<b>Starting</b>	<b>5 Years</b>	<b>10 Years</b>	<b>Max</b>	<b>Peak Salary</b>		
<b>District</b>	<b>\$\$\$</b>	<b>\$\$\$</b>	<b>\$\$\$</b>	<b>\$\$\$</b>	<b>Max</b>	<b>Comments</b>	
Deer Park	\$40,527	\$49,611	\$60,790	\$70,223	\$70,922	MA+45	23 yrs
Fairfield	\$38,650	\$46,702	\$54,754	\$70,536	\$70,536	MA+30	24 yrs
Finneytown	\$38,191	\$50,343	\$62,494	\$76,035	\$76,035	Ed Specialist	27 yrs
Forest Hills	\$44,257	\$55,684	\$67,111	\$79,552	\$81,547	PhD	27 yrs
Hamilton City	\$37,718	\$44,512	\$53,006	\$66,130	\$66,130	ME+30	27 yrs
Indian Hill	\$46,347	\$56,968	\$67,589	\$86,997	\$87,963	PhD	23 yrs
Kings Local (MA + 20)	\$41,659	\$51,028	\$60,398	\$77,624	\$77,624	MA+20	29 yrs
Lakota Local	\$39,712	\$47,208	\$56,577	\$74,956	\$77,478	PhD	25 yrs
Lebanon City (MA+20)	\$39,693	\$47,909	\$56,125	\$74,201	\$74,201	MA+20	27 yrs
Lockland	\$39,091	\$47,902	\$56,713	\$70,811	\$70,811	MA+30	26 yrs
Loveland	\$45,988	\$56,377	\$66,768	\$81,314	\$81,314	MA+30	20 yrs
<b>Madeira</b>	<b>\$42,860</b>	<b>\$53,200</b>	<b>\$63,613</b>	<b>\$78,736</b>	<b>\$81,501</b>	<b>MA+45</b>	<b>27 yrs</b>
Mariemont	\$42,348	\$53,697	\$65,046	\$78,617	\$78,617	MA+30	27 yrs
Mason Local	\$41,033	\$52,808	\$64,583	\$83,422	\$83,422	MA+30	27 yrs
Milford Exempted	\$37,533	\$48,803	\$60,073	\$71,437	\$74,630	PhD	25 yrs
Mt. Healthy	\$41,341	\$50,475	\$59,606	\$69,183	\$69,183	MA+30	16 yrs
New Richmond	\$40,115	\$51,481	\$62,847	\$76,486	\$76,486	MA+30	22 yrs
North College Hill (MA+20)	\$39,198	\$48,881	\$58,564	\$73,120	\$73,120	MA+20	23 yrs
Northwest	\$38,665	\$46,934	\$55,207	\$68,371	\$70,122	MA+45	27 yrs
Norwood	\$39,811	\$50,024	\$61,967	\$76,278	\$76,278	MA+30	22 yrs
Oak Hills	\$43,275	\$52,422	\$63,329	\$79,161	\$79,161	MA+30	25 yrs
Princeton	\$42,766	\$52,351	\$63,411	\$77,974	\$80,186	PhD	17 yrs
Reading	\$43,250	\$53,752	\$64,503	\$77,601	\$79,188	MA+45	27 yrs
Ross Local	\$37,155	\$46,413	\$55,671	\$66,781	\$66,781	MA+30	18 yrs
Southwest	\$44,658	\$54,056	\$63,459	\$76,495	\$76,495	MA+30	26 yrs
St. Bernard - Elmwood	\$44,791	\$51,682	\$60,296	\$75,801	\$75,801	MA+30	25 yrs
Sycamore	\$41,099	\$52,352	\$63,600	\$85,541	\$86,777	MA+45	25 yrs
Three Rivers	\$39,266	\$49,815	\$60,364	\$76,188	\$76,188	MA+30	25 yrs
Winton Woods	\$38,551	\$47,818	\$59,362	\$75,667	\$75,974	PhD	25 yrs
Wyoming	\$41,155	\$51,985	\$62,816	\$86,642	\$87,364	MA+36	25 yrs
Salary Average	\$41,023	\$50,773	\$61,021	\$76,063	\$76,728		
Salary for Madeira	\$42,860	\$53,200	\$63,613	\$78,736	\$81,501		
Madeira vs Average	\$1,837	\$2,427	\$2,592	\$2,673	\$4,773		
Average Salary Last Year	\$40,104	\$49,566	\$59,648	\$74,411	\$74,994		
Avg Saly Incr vs Last Yr	2.29%	2.43%	2.30%	2.22%	2.31%		

%		103.0000%	103.0000%	103.0000%	103.0000%	103.0000%	103.0000%	103.0000%	103.0000%	103.0000%	103.0000%	103.0000%	103.0000%	103.0000%	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	0.00	0
1	2	76,747		0		0		0		0		0		0	2.00	76,747
2		0	3	123,844		0	1	45,212			1	48,462			5.00	217,517
3		0	1	42,702		0	1	47,131				0			2.00	89,832
4	1	42,318		0	2	92,447	2.4	117,781		0	0.6	31,545			6.00	284,090
5	1	43,799			0.5	23,999	1	51,007		0		0			2.50	118,804
6		0				0	1	53,150	1	54,164	1.5	85,519			3.50	192,832
7		0			1.5	77,605	4	220,923	2	112,614		0			7.50	411,142
8	0.5	24,209		0		0	2	114,688		0		0			2.50	138,897
9				0	0	0		0	1	60,646	0.1	6,325			1.10	66,972
10					2	114,960	3.5	216,505		0	1	65,521			6.50	396,987
11						0	2	128,021	1	65,096	1.7	115,119			4.70	308,236
12					1	60,692		0	2	133,974	0.6	41,785			3.60	236,451
13							5	339,091	1	68,922	3.45	246,950			9.45	654,964
14								0		0	1	72,692			1.00	72,692
15							0.5	35,406	1	72,294	2.8	206,953			4.30	314,652
16		0		0			1	71,834	1	73,354	1	75,145			3.00	220,332
17				0			2	145,080		0	4	304,171			6.00	449,251
18		0	1	57,447				0		0	1	76,915			2.00	134,362
19		0			1	62,181	1	73,933	1	75,464	1	77,804			4.00	289,383
20			0.64	36,766			1	74,894	1	76,143		0			2.64	187,803
21								0	1	76,779	2	158,985			3.00	235,764
22								0		0		0		0	0.00	0
23							1	75,725	2	154,735		0		0	3.00	230,459
24						0	1	75,725	1	77,367	1	81,098			3.00	234,190
25						0		0	1	77,367	1	81,098			2.00	158,466
26					1	62,181	2	151,449	1	77,367		0	1	83,377	5.00	374,375
27							1	75,725			2	162,196	7	587,622	10.00	825,543
0809	4.50	187,072	5.64	260,759	9.00	494,065	33.40	2,113,279	18.00	1,256,287	26.75	1,938,284	8.00	671,000	105.29	6,920,747
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
0405	12.50	497,478	6.00	271,078	10.00	489,986	34.90	2,004,808	18.50	1,178,029	18.70	1,269,847	10.00	773,347	110.60	6,484,573

Note: Includes all positions-federal and kindergarten tuition funded

Avg. Per Staff Increase Step Only	0405	0506	0607	0708	0809		Ret/Med.
	58,631	58,196	60,816	62,630	65,730	4.95% Enter % above each "amount" column and increase represents step + %increase	\$323,256
						1.89% Represents average increase with step only	\$121,680 \$18,800

% Increase: 3.00%

Salary % Increases	Starting	AVG
FY96	3.00%	24,819
FY97	3.00%	25,564
FY98	2.75%	26,267
FY99	3.50%	27,186
FY00	3.75%	28,205
FY01	4.00%	29,351
FY02	3.00%	30,232
FY03	3.00%	31,139
FY04	3.75%	32,307
FY05	3.75%	33,519
FY06	2.75%	34,441
FY07	3.50%	35,646
FY08	2.30%	36,466
5 YR Avg.	3.35%	42,940

Experience			Level		
YRS	%FTE	% Amt.	Level	%FTE	%Amt.
0-5	16.62%	11.37%	BA All	18.18%	13.61%
6-10	20.04%	17.44%	MA	31.72%	30.54%
11-15	21.89%	22.93%	MA+15	17.10%	18.15%
16-20	16.75%	18.51%	MA+30	25.41%	28.01%
21-25	10.45%	12.41%	MA+45	7.60%	9.70%
26+	14.25%	17.34%			
	100.00%	100.00%		100.00%	100.00%

2008-2009 Step only				Ret/Med.
STEP%	With Step	Avg. Sal.	Salary \$'s	Incremental Benefits
	1.89%	63,816	6,920,747	15.4500%
			6,719,171	
+2.50%	1.89%	4.44%	65,092	\$289,660
+2.75%	1.89%	4.69%	65,252	\$306,458
+3.00%	1.89%	4.95%	65,411	\$323,256
+3.25%	1.89%	5.20%	65,571	\$340,053
+3.50%	1.89%	5.46%	65,730	\$356,851