

**Madeira City Schools Planning Commission  
Annual Salary and Benefit Study  
March 2021**

**Committee Members**

**Brad Cunningham, Chairman**

**Aaron Pfeffenberger**

**Brett Starr**

**Katie Maney**

**Emily Hauser, Resource**

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

**Objective**

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

**Methodology**

Madeira’s certified salary schedule was compared against 29 other school districts in the surrounding area for the 2019-2020 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 1-6**.
2. Madeira’s goal in certified teaching staff salary administration is to consistently have salary schedules that place Madeira in the top 3<sup>rd</sup> of comparison districts. Madeira has designed the salary schedule to put a major emphasis on certified teachers to continue their education as Madeira ranks in the top 3<sup>rd</sup> in the Master’s plus 30 across the board.
3. We continue to see an increase in base salary across 90% of school districts over the last three years. For the 2020-2021 school year, 24 out of 30 schools had a base salary increase or a revamp of the salary schedule as a whole. Base increase average and Madeira base are illustrated below (Part 1, Appendix 1).

<b>Fiscal Year</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>2020-2021</b>
Madeira Increase	2.00%	2.00%	2.00%
Average Increase	2.77%	2.24%	1.71%

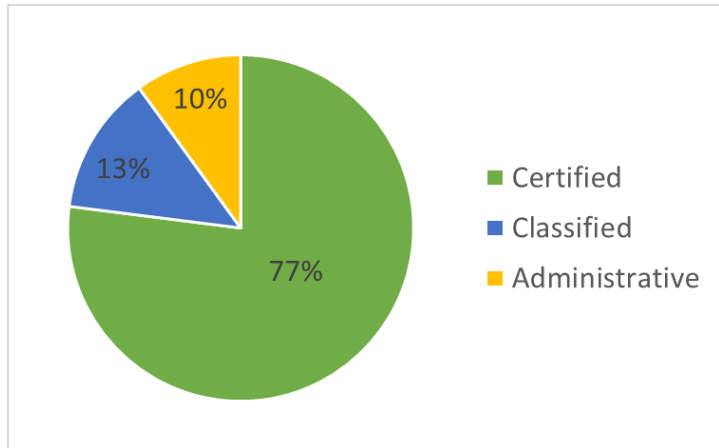
4. Six of the 30 districts, New Richmond, Northwest, Reading, Ross, Southwest, and Winton Woods had a 0% base increase in 2020-2021.
5. Fifteen (15) out of 28 negotiating districts contracts end in 2021. Several districts delayed negotiations or approved a one year contract extension due to COVID. Madeira and Mariemont are not negotiating districts. (Part 1, Appendix 1)
6. Thirteen (13) of 28 negotiating districts have established salary schedules for 2021-2022 with a base average increase of 2.19%.
7. Five (5) of 28 negotiating districts have established salary schedules for 2022-2023 with a base average increase of 2.06%.
8. Analysis of salary rankings vs. comparison districts indicates that Madeira maintains a competitive position in most benchmark data points.
9. Madeira's starting salary for a Bachelor's Degree ranks 6<sup>th</sup> (last year - 9<sup>th</sup>).
10. Madeira's salary benchmarks for Master's Degree-starting ranks 9<sup>th</sup> (last year - 9<sup>th</sup>), at five year's ranks 7<sup>th</sup> (last year - 8<sup>th</sup>), at 10 years ranks 8<sup>th</sup> (last year 9<sup>th</sup>) and at the maximum ranks 9<sup>th</sup> (last year – 9<sup>th</sup>)
11. Madeira's salary benchmarks for Masters + 30 – all remained in the top 3<sup>rd</sup>. Starting ranks 9<sup>th</sup> (last year – 10<sup>th</sup>), at five years ranks 6<sup>th</sup> (last year – 6<sup>th</sup>), at 10 years ranks 6<sup>th</sup> (last year- 9<sup>th</sup>) and maximum ranks 5<sup>th</sup>.
- 12. All salary benchmark data points remained in the top 3<sup>rd</sup> with the exception of Bachelors 5 years and beyond.**

**Budget Impact – (Part 1, Appendix 7)**

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

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

2021-2022 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2020-2021 Certified Salary - current year	9,073,331	
2021-2022 Step Cost	\$238,218	2.63%
2021-2022-1% base increase + step	\$334,136	3.68%
2021-2022-2% base increase + step	\$430,054	4.74%



**Previous Year Recommendation and Board Action**

**Board Action on Salary for 2020-2021**

- 2% increase in base salary schedule

**Planning Commission Salary Recommendation for 2021-2022**

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 **2021-2022**

- 1.75% - 2.25% range 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 8 is a comparison of 24 districts benefits including; health, dental, and vision plan Board/Employee % costs, sick leave/severance, and personal leave.

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.

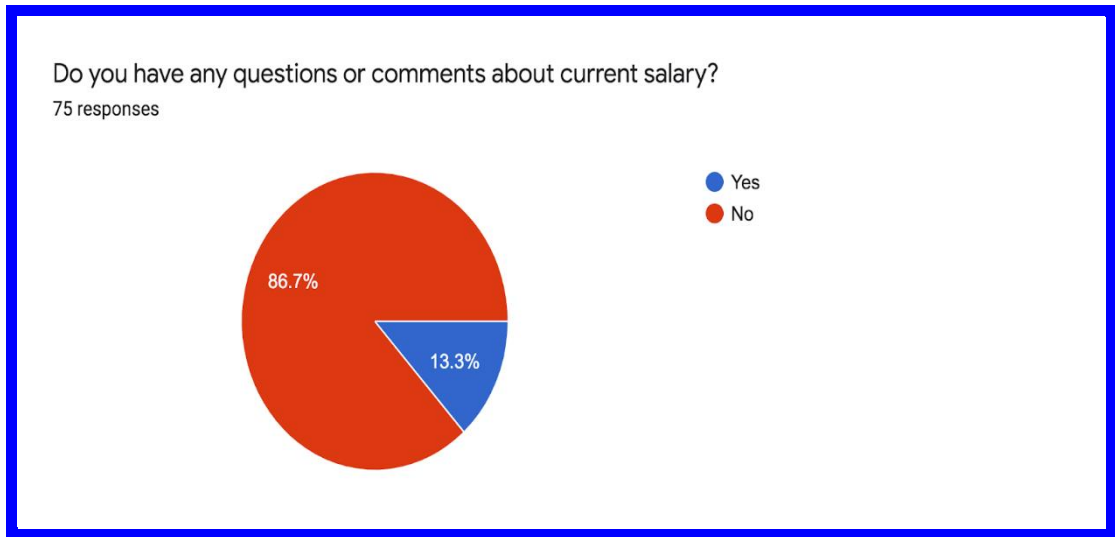
### Health Plans

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

### Health Sharing between Board and Employee

- ✚ 4 districts (Deer Park, Mason, Mt. Healthy and St. Bernard) share health care costs at **90% Board and 10% Employee**
- ✚ 13 districts share health costs at **85%-Board and 15% Employee** (Finneytown, Indian Hill, Kings, Lakota, Loveland, Madeira, Mariemont, Northwest, Reading, Southwest, Sycamore, Three Rivers, and Wyoming).
- ✚ 1 district (Princeton) has two plans; plan 1 is **82/18** and a **HDHP is 84/16** with a H.S.A. contribution
- ✚ 1 district (Oak Hills) has two plans; plan 1 is HDHP at **85/15** with H.S.A. contribution, plan 2 is PPO at **73/27**.
- ✚ 4 districts (Fairfield, Norwood, Milford & Winton Woods) share health costs at **80% Board and 20% Employee**
- ✚ 1 district (Forest Hills) share health costs at **75% Board and 26% Employee**
- ✚ Average Health sharing of 23 districts Plan 1 is **85% Board and 15% Employee**

## Salary and Benefits Survey 2021



### Salary Schedule

- I'm wondering what the reasoning is behind not being able to earn the Masters+45 until after having 25 years.
- I'm hesitant to bring this up because I have for several years and have never received a response. I believe that it would be more reasonable for the MA+45 to be available to those with 20 years, rather than 25. Those who have taught 20+ years with 45+ hours should have that acknowledgement.
- I would like staff to be compensated for hours over Masters +45
- I was wondering if adding a step at the end of the pay scale is ever considered. However, I would like the planning commission to know that I've always felt that the board and the administration takes good care of the teachers. I appreciate how hard you work for the staff and of course all of our wonderful students.

### Salary

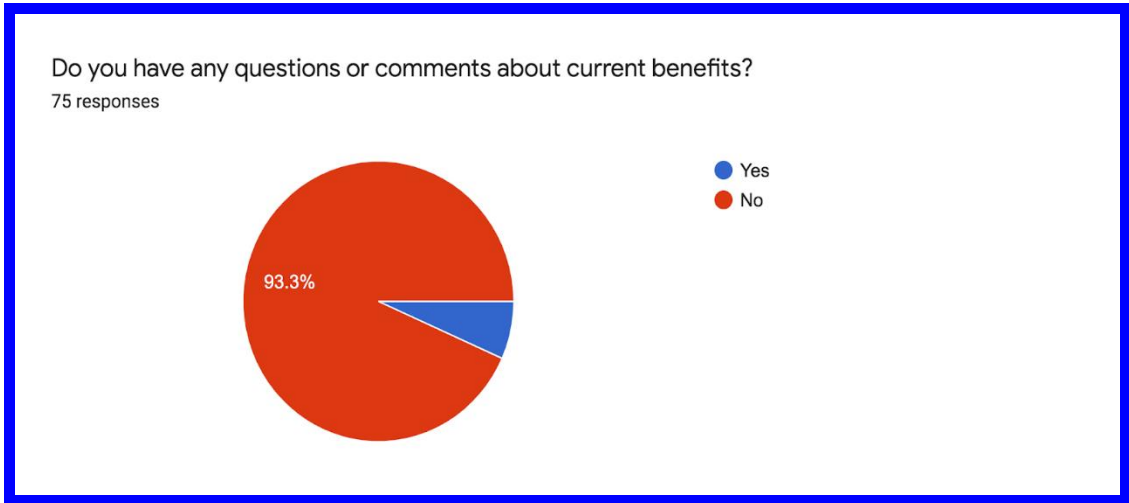
- The current starting salary for an educational aide is just simply not livable. Luckily, I am living with my mom right now and can pay for my bills and not worry to much about month-to-month bills. However, if I were to have to pay those month-to-month expenses I would have to get another job. I also just graduated in May of 2020, and am in 65,000 of student loan debt that I can barely pay off with this salary.
- I wish my salary was enough to actually cover my expenses after my benefits were taken out of my pay.
- Could EA's receive a raise due to wearing more and more hats and constantly changing schedules?
- Intervention Tutor positions - Will the range change this year? Does the pay match the responsibilities?

### Miscellaneous

- My response was too long for this space - I included my question under the benefits.
- Nothing specific



- Thank you for continuing to keep Madeira's salary and benefits competitive with comparable neighborhood schools. Please consider maintaining class sizes (at least at the state recommended level or average ) as a way to keep Madeira competitive as well. Class size has a large impact on staff well-being and work-life balance.



**Personal or Sick Days**

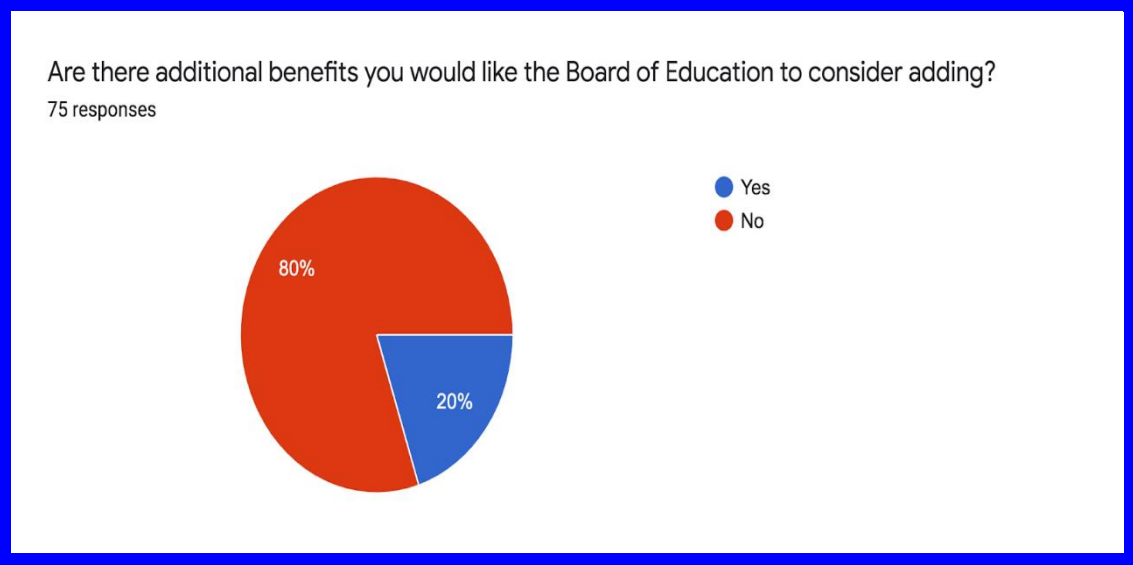
- Could it be possible to have an employee sick days bank for employees who are willing to donate days to those who may have run out of sick days due to extended sick leaves? Many of us have sick days that just sit and are unused, and we are unable to cash all of them out when we retire.
- I would like to be able to take personal days together.

**Cost of Benefits**

- By the time my benefits and taxes come out , I don't have enough to cover my household expenses , leaving me to work side jobs to make ends meet

**Miscellaneous**

- Thank you for offering dental and vision plans as part of our benefits.
- dental coverage
- Nothing specific



**Personal or Sick Days**

- Teachers who reach the max 260 accumulated sick days are essentially penalized for being healthy and at work every day. The max 260 days could be removed and replaced with unlimited accumulation. The max accumulation doesn't seem necessary since we are limited to 66 days of severance pay. (30% of 260 = 78 days) Or, a bonus for not using sick days once you reach 260 days could be added.
- sick day bank -- I would like to be able to do something for colleagues who are having a tough time with their illness or a relative's
- the ability to give unused sick days to someone who needs them
- Perhaps the ability to transfer sick days to another employee.
- I think a sick bank is a terrific idea. It's a shame when some people have a ton of days and wouldn't mind donating them to someone in need.

**Maternity/Paternity Leave**

- I don't know if this is the type of benefit you're talking about, but I would like to see Madeira support female staff by offering 12 weeks paid maternity leave:
- Expanding maternity leave and paternity leave, options for flexible working schedules

**Salary Schedule**

- Would the committee consider increasing the number of steps in the teacher salary schedule? When I began teaching in 1995, a teacher could work 30 years and retire with a full pension. Since then there have been changes to STRS that require teachers to work 35+ years.

For example:

If I work 30 years- I receive 39.60% of my average final salary.

If I work 35 years- I receive 70.07% of my average final salary.

If I work 36 years- I receive 79.20% of my average final salary.

If I work 37 years- I receive 81.40% of my average final salary.

If my average salary ends up at \$100,000, there is a huge difference between \$39k per year and \$81k per year. Teachers will be forced to work 35+ years in order to have a sustainable retirement.

- The steps on our salary schedule end at 27. Past that step, teachers will only receive small % increments for the remaining decade of their career. It would be nice to have additional steps added to align with teacher's career lengths, allowing us to achieve a financially viable retirement.
- I appreciate your consideration of my request to increase the number of steps on the salary schedule.
- I'd love to see a new incentive on the salary table past 25 years and 45 hours. Teachers stay so much longer now before retirement. I'm sure this was written when teachers could retire at 25 years. It seems only fair to rethink this salary issue.
- Adding additional steps (Number of years)
- some sort of incentive for teacher that are master's +45 and more than 25 years (with the way str's is structured there will be more teacher's reaching this level) also look at an incentive for teachers that have a large number of sick/personal day balance. Currently the thought is they will just be lost when retirement occurs.

#### Miscellaneous

- Maybe a discount at a health club. I know certain companies either pay or have a discount through places like the ymca etc.
- Optional, Fitness discounts/group rate deals at nearby businesses
- Fitness membership reimbursement through insurance
- A choice to add significant other even if not married
- Allowing teachers to send their kids to Madeira even if they live outside the district. Could it be tuition based?
- I have no new requests.
- Not at this time, thank you!
- NOthing specific
- n/a

**Planning Commission Benefits Recommendation for 2021-2022**

**Based on our findings we recommend:**

We found that the staff has a good understanding of the benefits they receive. We recommend to explore further the idea of members of the faculty being able to share sick days (sick bank) with other members that are in need.

**COMPARISON DISTRICT CONTRACT SUMMARY CHART**

District	Prior 3 Years				Current Year	Future Two Years					
	% Base Increase 2016-2017	% Base Increase 2017-2018	% Base Increase 2018-2019	% Base Increase 2019-2020	% Base Increase 2020-2021	% Base Increase 2021-2022	% Base Increase 2022-2023	Current Year	Duration	Start	End
Deer Park	1.75%	3.00%	2.25%	2.00%	3.00%	2.25%	2.00%	1	3	7/1/2020	6/30/2023
Fairfield	2.25%	Revamped entire salary schedule	2.90%	2.90%	2.50%	2.50%	2.50%	1	3	6/30/2020	6/29/2023
Finneytown	2.00%	0.00%	0.00%	Revamped entire salary schedule	3.00%	3.00%		2	3	8/1/2019	7/31/2022
Forest Hills	1.00%	3.00%	2.75%	2.50%	2.25%	2.00%	1.75%	1	3	7/1/2020	6/30/2023
Hamilton City	3.00%	3.00%	3.00%	3.00%	2.00%	2.00%		1	2	7/1/2020	6/30/2022
Indian Hill	0.25%	0.50%	0.50%	Varies based on step - see comment	Varies based on step - see comment			2	2	7/1/2019	6/30/2021
Kings Local	1.50%	2.50%	2.50%	2.50%	0% July-Feb, 1% March-June	1.00%		1	2	7/1/2020	6/30/2022
Lakota Local	2.00%	2.00%	3.50%	3.25%	3.25%			3	3	7/1/2018	6/30/2021
Lebanon City	2.75%	2.50%	3.00%	2.25%	1.75%	1.50%		1	2	9/1/2020	6/30/2022
Lockland	3.50%	3.00%	3.00%	3.00%	3.00%			3	3	6/30/2018	6/30/2021
Loveland	2.75%	2.50%	2.00%	2.00%	2.00%			1	2	7/1/2019	6/30/2021
Madeira	2.00%	2.00%	2.00%	2.00%	2.00%			Not Applicable			
Mariemont	1.75%	1.59%	1.20%	1.50%	1.00%			Not Applicable			
Mason City	2.50%	2.50%	2.50%	2.50%	2.50%			2	2	7/1/2019	6/30/2021
Milford Exempted	1.75%	3.00%	2.50%	2.50%	2.00%	2.00%		1	2	7/1/2020	6/30/2022
Mt. Healthy	2.00%	2.00%	3.00%	3.00%	3.00%			3	3	7/1/2018	6/30/2021
New Richmond	0.00%	0.00%	17.00%	0.00%	0.00%			1	1	7/1/2020	6/30/2021
North College Hill	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%		2	3	8/1/2019	7/31/2022
Northwest Local	2.50%	3.75%	4.00%	4.00%	0.00%			1	1	7/1/2020	6/30/2021
Norwood	1.00%	3.00%	3.00%	3.00%	3.00%	3.00%		2	3	8/1/2019	7/31/2022
Oak Hills	1.50%	2.25%	2.25%	2.25%	2.00%	2.00%	2.00%	1	3	7/1/2020	6/30/2023
Princeton	2.50%	2.25%	1.50%	1.25%	1.25%			2	2	7/1/2019	6/30/2021
Reading	2.00%	2.00%	2.00%	0.00%	0.00%			1	1	9/1/2020	8/31/2021
Ross Local	2.00%	3.00%	3.00%	2.00%	0.00%					9/1/2020	8/31/2021
Southwest Local	1.5%	3.00%	3.00%	2.50%	0.00%			1	1	8/1/2020	7/31/2021
St. Bernard - Elmwood	1.00%	2.00%	2.00%	2.00%	2.00%	2.00%		2	3	8/1/2019	7/31/2022
Sycamore	2.00%	2.00%	2.00%	Each step increased by \$1,375. Percent varies based on step.	1.00%			1	1	8/1/2020	7/31/2021
Three Rivers	1.00%	3.00%	2.75%	2.50%	1.00%			1	1	8/1/2020	6/30/2021
Winton Woods	4.50%	3.50%	0.00%	2.00%	0.00%			2	2	7/1/2020	6/30/2021
Wyoming	2.00%	0.50%	1.00%	1.00%	1.50%	1.75%	0.75%	3	3	7/1/2020	6/30/2023
<b>Average:</b>	<b>1.99%</b>	<b>2.29%</b>	<b>2.77%</b>	<b>2.24%</b>	<b>1.71%</b>	<b>2.19%</b>	<b>2.06%</b>				

**SALARY COMPARISONS - BACHELORS DEGREE**  
**Teachers Salary Schedule**  
**2020-2021 School Year**

Rank	Years' Experience ---->	District	Starting \$\$\$	Rank	Years' Experience ---->	District	5 Years \$\$\$	Rank	Years' Experience ---->	District	10 Years \$\$\$	Rank	Years' Experience ---->	District	Max \$\$\$
1		Lakota Local	\$48,612	1		Forest Hills	\$58,365	1		Forest Hills	\$70,433	1		Wyoming	\$89,115
2		Forest Hills	\$46,297	2		Mariemont	\$58,262	2		Oak Hills	\$70,158	2		Kings Local	\$85,732
3		Finneytown	\$45,835	3		Oak Hills	\$56,560	3		Princeton	\$69,745	3		Southwest Local	\$83,913
3		Princeton	\$45,289	4		Indian Hill	\$56,290	4		Indian Hill	\$68,557	4		Indian Hill	\$83,706
4		Mason City	\$45,121	5		Princeton	\$56,159	5		North College Hill	\$67,359	5		Mason City	\$83,699
5		Indian Hill	\$45,032	6		Mason City	\$55,837	6		Kings Local	\$67,310	6		Forest Hills	\$83,388
<b>6</b>		<b>Madeira</b>	<b>\$44,892</b>	7		Kings Local	\$55,797	7		Loveland	\$66,693	7		Oak Hills	\$83,312
7		Sycamore	\$44,712	8		Loveland	\$55,430	8		Mason City	\$66,553	8		Loveland	\$82,460
8		Hamilton City	\$44,698	9		North College Hill	\$54,996	9		Deer Park	\$66,540	9		Three Rivers	\$80,401
9		Kings Local	\$44,283	10		Wyoming	\$54,338	10		Southwest Local	\$65,645	10		Lebanon City	\$79,861
10		Loveland	\$44,167	11		Southwest Local	\$54,231	11		Wyoming	\$65,206	11		Princeton	\$79,483
11		Deer Park	\$44,066	12		Deer Park	\$54,201	12		Winton Woods	\$65,071	12		Fairfield	\$78,373
12		Oak Hills	\$43,849	13		Sycamore	\$53,534	13		Mt. Healthy	\$63,936	13		Sycamore	\$78,303
13		Wyoming	\$43,471	14		Lakota Local	\$52,558	14		Sycamore	\$63,131	14		North College Hill	\$78,247
14		Fairfield	\$43,413	15		Mt. Healthy	\$52,501	15		Norwood	\$63,126	15		Winton Woods	\$78,141
15		Southwest Local	\$42,813	<b>16</b>		<b>Madeira</b>	<b>\$52,348</b>	16		Three Rivers	\$63,023	16		Deer Park	\$77,997
16		Lebanon City	\$42,715	17		Winton Woods	\$52,216	17		Mariemont	\$62,095	17		Norwood	\$77,749
17		North College Hill	\$42,632	18		Norwood	\$52,162	18		Milford Exempted	\$61,802	18		Lakota Local	\$77,639
18		Norwood	\$42,581	19		Fairfield	\$52,096	19		Reading	\$61,796	19		Northwest Local	\$77,538
19		Milford Exempted	\$42,042	20		Milford Exempted	\$51,922	<b>20</b>		<b>Madeira</b>	<b>\$61,560</b>	20		Mariemont	\$76,808
20		Winton Woods	\$41,900	21		Hamilton City	\$51,528	21		Fairfield	\$60,778	21		New Richmond	\$76,733
21		New Richmond	\$41,810	22		Three Rivers	\$51,438	22		Northwest Local	\$60,535	22		Reading	\$76,618
22		Northwest Local	\$41,409	23		Reading	\$51,103	23		Hamilton City	\$60,066	23		Hamilton City	\$76,029
23		St. Bernard - Elmwood	\$41,188	24		Lebanon City	\$50,900	24		St. Bernard - Elmwood	\$59,723	24		Mt. Healthy	\$74,614
24		Mt. Healthy	\$41,071	25		Northwest Local	\$49,909	25		Lockland	\$59,601	25		Milford Exempted	\$71,640
25		Mariemont	\$40,843	26		Finneytown	\$49,502	26		Lebanon City	\$59,418	26		Lockland	\$68,060
26		Reading	\$40,655	27		St. Bernard - Elmwood	\$49,426	27		Lakota Local	\$57,943	27		St. Bernard - Elmwood	\$65,901
27		Ross Local	\$38,729	28		Lockland	\$49,027	28		Ross Local	\$54,995	28		Ross Local	\$64,755
28		Three Rivers	\$38,617	29		Ross Local	\$46,862	29		Finneytown	\$54,544	<b>29</b>		<b>Madeira</b>	<b>\$63,207</b>
29		Lockland	\$38,452	30		New Richmond	\$45,599	30		New Richmond	\$49,731	30		Finneytown	\$54,544
		Salary Average	\$43,040			Salary Average	\$52,837			Salary Average	\$62,902			Salary Average	\$76,932
		<b>Salary for Madeira</b>	<b>\$44,892</b>			<b>Salary for Madeira</b>	<b>\$52,348</b>			<b>Salary for Madeira</b>	<b>\$61,560</b>			<b>Salary for Madeira</b>	<b>\$63,207</b>
		Madeira vs Average	\$1,852			Madeira vs Average	(\$489)			Madeira vs Average	(\$1,342)			Madeira vs Average	(\$13,725)

**SALARY COMPARISONS - MASTERS DEGREE  
Teachers Salary Schedule  
2020-2021 School Year**

Rank	Years' Experience --->	Starting District \$\$\$\$	Rank	Years' Experience --->	5 Years District \$\$\$\$	Rank	Years' Experience --->	10 Years District \$\$\$\$	Rank	Years' Experience --->	Max District \$\$\$\$
1	Lakota Local	\$51,715	1	Mason City	\$62,267	1	Forest Hills	\$75,787	1	Indian Hill	\$104,205
2	Finneytown	\$50,419	2	Forest Hills	\$62,249	2	Indian Hill	\$75,414	2	Wyoming	\$100,852
3	Hamilton City	\$50,256	3	Loveland	\$61,945	3	Princeton	\$75,180	3	Mariemont	\$97,560
4	Princeton	\$49,818	4	Indian Hill	\$61,919	4	Deer Park	\$74,912	4	Sycamore	\$96,018
5	Southwest Local	\$49,663	5	Princeton	\$61,593	5	Mason City	\$74,901	5	Mason City	\$95,115
6	Mason City	\$49,633	6	Southwest Local	\$61,081	6	Loveland	\$74,643	6	Kings Local	\$93,083
7	Oak Hills	\$49,549	<b>7</b>	<b>Madeira</b>	<b>\$60,963</b>	7	Oak Hills	\$74,543	7	Lebanon City	\$93,074
8	Indian Hill	\$49,536	8	Oak Hills	\$60,950	<b>8</b>	<b>Madeira</b>	<b>\$73,934</b>	8	Princeton	\$93,069
<b>9</b>	<b>Madeira</b>	<b>\$49,444</b>	9	Deer Park	\$60,811	9	Southwest Local	\$72,496	<b>9</b>	<b>Madeira</b>	<b>\$92,595</b>
10	Deer Park	\$49,354	10	Kings Local	\$60,402	10	North College Hill	\$72,304	10	Loveland	\$92,420
11	Loveland	\$49,247	11	North College Hill	\$59,939	11	Wyoming	\$72,161	11	Finneytown	\$92,128
12	Kings Local	\$48,888	12	Fairfield	\$59,150	12	Kings Local	\$71,916	12	Lakota Local	\$91,006
13	Forest Hills	\$48,711	13	Wyoming	\$59,120	13	Sycamore	\$71,612	13	Winton Woods	\$90,883
14	St. Bernard - Elmwood	\$48,602	14	Sycamore	\$59,095	14	Milford Exempted	\$71,345	14	Southwest Local	\$90,759
15	Fairfield	\$48,297	15	Hamilton City	\$58,993	15	Winton Woods	\$71,058	15	North College Hill	\$90,610
16	North College Hill	\$47,578	16	Mt. Healthy	\$58,908	16	Reading	\$71,024	16	Forest Hills	\$89,918
17	Mt. Healthy	\$47,478	17	Reading	\$58,746	17	Mariemont	\$70,972	17	Oak Hills	\$89,890
18	Lebanon City	\$47,368	18	Milford Exempted	\$58,312	18	Norwood	\$70,791	18	Fairfield	\$89,778
19	Reading	\$46,753	19	Mariemont	\$58,262	19	Mt. Healthy	\$70,343	19	Deer Park	\$89,014
20	Sycamore	\$46,579	20	Lebanon City	\$57,756	20	Hamilton City	\$69,915	20	Three Rivers	\$87,661
21	Norwood	\$46,413	21	Norwood	\$57,697	21	Three Rivers	\$68,893	21	Norwood	\$87,116
22	Mariemont	\$46,124	22	Winton Woods	\$57,022	22	Fairfield	\$68,180	22	Hamilton City	\$86,395
23	Wyoming	\$46,079	23	St. Bernard - Elmwood	\$56,839	23	Lebanon City	\$68,144	23	Mt. Healthy	\$86,340
24	New Richmond	\$45,991	24	Three Rivers	\$56,381	24	St. Bernard - Elmwood	\$67,136	24	St. Bernard - Elmwood	\$86,083
25	Northwest Local	\$45,989	25	Finneytown	\$56,377	25	Northwest Local	\$65,463	25	Reading	\$85,969
26	Winton Woods	\$45,755	26	Lakota Local	\$55,908	26	Lockland	\$63,831	26	Northwest Local	\$84,855
27	Milford Exempted	\$45,279	27	Northwest Local	\$54,647	27	Finneytown	\$63,252	27	New Richmond	\$84,407
28	Three Rivers	\$43,869	28	Lockland	\$53,256	28	Ross Local	\$62,818	28	Milford Exempted	\$84,277
29	Lockland	\$42,682	29	Ross Local	\$52,749	29	Lakota Local	\$61,630	29	Lockland	\$80,750
30	Ross Local	\$42,679	30	New Richmond	\$50,159	30	New Richmond	\$54,704	30	Ross Local	\$74,902
Salary Average		\$47,658	Salary Average		\$58,450	Salary Average		\$69,977	Salary Average		\$90,024
<b>Salary for Madeira</b>		<b>\$49,444</b>	<b>Salary for Madeira</b>		<b>\$60,963</b>	<b>Salary for Madeira</b>		<b>\$73,934</b>	<b>Salary for Madeira</b>		<b>\$92,595</b>
Madeira vs Average		\$1,786	Madeira vs Average		\$2,513	Madeira vs Average		\$3,957	Madeira vs Average		\$2,571

**SALARY COMPARISONS - MASTERS + 20 or 30**  
**Teachers Salary Schedule**  
**2020-2021 School Year**

Years' Experience ---->	Starting	Years' Experience ---->	5 Years	Years' Experience ---->	10 Years	Years' Experience ---->	Max
Rank District	\$\$\$\$	Rank District	\$\$\$\$	Rank District	\$\$\$\$	Rank District	\$\$\$\$
1 Lakota Local	\$57,328	1 Loveland	\$68,901	1 Mason City	\$81,669	1 Indian Hill	\$108,878
2 Loveland	\$56,203	2 Forest Hills	\$67,361	2 Loveland	\$81,599	2 Mason City	\$105,493
3 Finneytown	\$54,544	3 Mason City	\$66,779	3 Forest Hills	\$81,185	3 Wyoming	\$104,330
4 Southwest Local	\$54,201	4 Indian Hill	\$66,422	4 Indian Hill	\$79,984	4 Lakota Local	\$100,880
5 Indian Hill	\$54,039	5 Southwest Local	\$65,645	5 Oak Hills	\$78,927	<b>5 Madeira</b>	<b>\$100,647</b>
6 Oak Hills	\$53,934	<b>6 Madeira</b>	<b>\$65,492</b>	<b>6 Madeira</b>	<b>\$78,311</b>	6 Loveland	\$99,376
7 St. Bernard - Elmwood	\$53,544	7 Oak Hills	\$65,334	7 Princeton	\$77,897	7 Oak Hills	\$98,659
8 Forest Hills	\$53,538	8 Princeton	\$64,311	8 Milford Exempted	\$77,315	8 Sycamore	\$97,851
<b>9 Madeira</b>	<b>\$52,763</b>	9 Mt. Healthy	\$63,184	9 Southwest Local	\$77,063	9 Mariemont	\$97,560
10 Princeton	\$52,535	10 Milford Exempted	\$62,811	10 Deer Park	\$76,675	10 Finneytown	\$96,712
11 Mason City	\$51,889	11 Kings Local	\$62,705	11 Norwood	\$76,220	11 Lebanon City	\$95,891
12 Hamilton City	\$51,846	12 Wyoming	\$62,598	12 Wyoming	\$75,639	12 Princeton	\$95,787
13 Mt. Healthy	\$51,750	13 Deer Park	\$62,574	13 North College Hill	\$74,777	13 Forest Hills	\$95,543
14 Kings Local	\$51,191	14 North College Hill	\$62,413	14 Mt. Healthy	\$74,614	14 Kings Local	\$95,386
15 Deer Park	\$51,117	15 Lakota Local	\$61,975	15 Kings Local	\$74,218	15 Southwest Local	\$95,323
16 Fairfield	\$50,793	16 St. Bernard - Elmwood	\$61,782	16 Reading	\$73,911	16 Norwood	\$93,823
17 Northwest Local	\$50,573	17 Reading	\$61,592	17 Sycamore	\$73,446	17 Deer Park	\$93,538
18 Lebanon City	\$50,185	18 Norwood	\$61,530	18 Winton Woods	\$72,177	18 Mt. Healthy	\$93,150
19 New Richmond	\$50,172	19 Sycamore	\$60,933	19 St. Bernard - Elmwood	\$72,079	19 North College Hill	\$93,088
20 North College Hill	\$50,049	20 Hamilton City	\$60,581	20 Three Rivers	\$71,596	20 Fairfield	\$92,617
21 Reading	\$49,558	21 Lebanon City	\$60,573	21 Hamilton City	\$71,503	21 New Richmond	\$92,080
22 Wyoming	\$49,557	22 Finneytown	\$60,044	22 Mariemont	\$70,972	22 Winton Woods	\$92,002
23 Norwood	\$48,968	23 Fairfield	\$59,476	23 Lebanon City	\$70,961	23 Milford Exempted	\$91,755
24 Sycamore	\$48,418	24 Northwest Local	\$59,227	24 Northwest Local	\$70,043	24 St. Bernard - Elmwood	\$90,614
25 Milford Exempted	\$48,306	25 Three Rivers	\$59,084	25 Ross Local	\$69,867	25 Three Rivers	\$90,364
26 Lockland	\$46,912	26 Mariemont	\$58,262	26 Fairfield	\$68,853	26 Northwest Local	\$89,426
27 Winton Woods	\$46,873	27 Ross Local	\$58,248	27 Lakota Local	\$68,319	27 Hamilton City	\$88,380
28 Ross Local	\$46,630	28 Winton Woods	\$58,140	28 Lockland	\$68,060	28 Reading	\$87,351
29 Three Rivers	\$46,572	29 Lockland	\$57,486	29 Finneytown	\$67,377	29 Lockland	\$84,979
30 Mariemont	\$46,124	30 New Richmond	\$54,718	30 New Richmond	\$59,677	30 Ross Local	\$83,810
Salary Average	\$51,004	Salary Average	\$62,006	Salary Average	\$73,831	Salary Average	\$94,843
<b>Salary for Madeira</b>	<b>\$52,763</b>	<b>Salary for Madeira</b>	<b>\$65,492</b>	<b>Salary for Madeira</b>	<b>\$78,311</b>	<b>Salary for Madeira</b>	<b>\$98,659</b>
Madeira vs Average	\$1,759	Madeira vs Average	\$3,486	Madeira vs Average	\$4,480	Madeira vs Average	\$3,816



**SALARY COMPARISONS - MAX**  
**2020-2021 School Year**

<b>Rank</b>	<b>District</b>	<b>Max \$\$\$\$</b>		<b>Peak Earning Year</b>
1	Indian Hill	\$110,049	Doctorate	27
2	Mason City	\$105,493	Masters+30	27
3	Wyoming	\$105,199	Masters+36	25
4	Lakota Local	\$100,880	Masters+30	30
<b>5</b>	<b>Madeira</b>	<b>\$100,647</b>	<b>Masters+45</b>	<b>27</b>
6	Loveland	\$99,376	Masters+30	20
7	Sycamore	\$99,226	Masters+45	25
8	Oak Hills	\$98,659	Masters+30	25
9	Princeton	\$98,504	Doctorate	17
10	Forest Hills	\$97,957	Doctorate	27
11	Mariemont	\$97,560	Masters	30
12	Finneytown	\$96,712	Masters+30	30
13	Lebanon City	\$95,891	Masters+20	29
14	Milford Exempted	\$95,849	Masters+50	25
15	Kings Local	\$95,386	Masters+20	29
16	Southwest Local	\$95,323	Masters+30	26
17	Norwood	\$93,823	Masters+30	22
18	Deer Park	\$93,420	Masters+45	27
19	Mt. Healthy	\$93,150	Masters+30	25
20	North College Hill	\$93,088	Masters+20	23
21	Fairfield	\$92,617	Master +30	27
22	Winton Woods	\$92,374	Doctorate	25
23	New Richmond	\$92,080	Masters+30	35
24	Northwest Local	\$91,716	Masters+45	27
25	St. Bernard - Elmwood	\$90,614	Masters+30	25
26	Reading	\$90,604	Masters+45	27
27	Three Rivers	\$90,364	Masters+30	35
28	Hamilton City	\$88,380	Masters+30	27
29	Lockland	\$84,979	Masters+30	30
30	Ross Local	\$83,810	Masters+30	18

### MADEIRA SALARY RANKING

<u>BACHELORS</u>	<u>Rank</u>	<u>Start</u>	<u>Rank</u>	<u>5 Years</u>	<u>Rank</u>	<u>10 Years</u>	<u>Rank</u>	<u>Max</u>	<u># of Districts</u>		
<b>2020-2021</b>	<b>6</b>	<b>\$44,892</b>	<b>16</b>	<b>\$52,348</b>	<b>20</b>	<b>\$61,560</b>	<b>29</b>	<b>\$63,207</b>	<b>30 Districts</b>		
2019-2020	9	\$44,012	15	\$51,322	21	\$60,353	29	\$61,968	30 Districts		
2018-2019	5	\$43,149	16	\$50,316	20	\$59,169	30	\$60,752	30 Districts		
2017-2018	5	\$42,303	17	\$49,329	19	\$58,009	30	\$59,561	30 Districts		
2016 - 2017	5	\$41,474	16	\$48,362	18	\$56,872	24	\$58,394	30 Districts		
2015 - 2016	5	\$40,661	16	\$47,414	19	\$55,758	30	\$57,249	30 Districts		
2014 - 2015	5	\$39,864	16	\$46,485	20	\$54,665	30	\$56,127	30 Districts		
2013 - 2014	4	\$39,275	16	\$45,798	18	\$53,857	30	\$55,298	30 Districts		
2012 - 2013	5	\$38,886	17	\$45,345	18	\$53,324	30	\$54,750	31 Districts		
2011 - 2012	5	\$38,886	16	\$45,345	19	\$53,324	31	\$54,750	31 Districts		
2010 - 2011	4	\$38,886	16	\$45,345	19	\$53,324	31	\$54,750	30 Districts		
2009 - 2010	4	\$38,311	17	\$44,674	20	\$52,536	30	\$53,941	30 Districts		
2008 - 2009	3	\$37,560	20	\$43,798	20	\$51,506	30	\$52,884	30 Districts		
2007 - 2008	4	\$36,466	18	\$42,523	20	\$50,006	30	\$51,344	30 Districts		
2006 - 2007	4	\$35,646	18	\$41,567	21	\$48,881	30	\$50,189	30 Districts		
2005 - 2006	5	\$34,441	19	\$40,161	23	\$47,228	29	\$48,492	30 Districts		
2004 - 2005	5	\$33,519	21	\$39,086	22	\$45,964	30	\$47,194	30 Districts		
<b>MASTERS</b>	<b>Rank</b>	<b>Start</b>	<b>Rank</b>	<b>5 Years</b>	<b>Rank</b>	<b>10 Years</b>	<b>Rank</b>	<b>Max</b>	<b># of Districts</b>		
<b>2020-2021</b>	<b>9</b>	<b>\$49,444</b>	<b>7</b>	<b>\$60,963</b>	<b>8</b>	<b>\$73,934</b>	<b>9</b>	<b>\$92,595</b>	<b>30 Districts</b>		
2019-2020	9	\$48,475	8	\$59,768	9	\$72,485	9	\$90,780	30 Districts		
2018-2019	7	\$47,524	9	\$58,596	8	\$71,063	12	\$86,992	30 Districts		
2017-2018	5	\$46,593	8	\$57,447	8	\$69,670	13	\$85,287	30 Districts		
2016 - 2017	4	\$45,679	7	\$56,321	7	\$68,305	10	\$83,615	30 Districts		
2015 - 2016	4	\$44,784	7	\$55,217	6	\$66,966	9	\$81,976	30 Districts		
2014 - 2015	6	\$43,906	10	\$54,135	8	\$65,653	9	\$80,369	30 Districts		
2013 - 2014	5	\$43,257	9	\$53,335	9	\$64,683	9	\$79,182	30 Districts		
2012 - 2013	4	\$42,829	10	\$52,807	12	\$64,043	10	\$78,398	31 Districts		
2011 - 2012	5	\$42,829	9	\$52,807	12	\$64,043	10	\$78,398	31 Districts		
2010 - 2011	3	\$42,829	8	\$52,807	10	\$64,043	11	\$78,398	30 Districts		
2009 - 2010	3	\$42,196	8	\$52,026	8	\$63,096	8	\$77,238	30 Districts		
2008 - 2009	6	\$41,369	7	\$51,006	6	\$61,859	14	\$75,724	30 Districts		
2007 - 2008	8	\$40,164	9	\$49,521	8	\$60,057	13	\$73,519	30 Districts		
2006 - 2007	7	\$39,261	9	\$48,407	9	\$58,706	13	\$71,866	30 Districts		
2005 - 2006	10	\$37,933	12	\$46,770	11	\$56,721	16	\$69,436	30 Districts		
2004 - 2005	8	\$36,918	9	\$45,518	7	\$55,203	14	\$67,578	30 Districts		
<b>MASTERS +30</b>	<b>Rank</b>	<b>Start</b>	<b>Rank</b>	<b>5 Years</b>	<b>Rank</b>	<b>10 Years</b>	<b>Rank</b>	<b>M+30 Max</b>	<b>Rank</b>	<b>Overall Max</b>	
<b>2020-2021</b>	<b>9</b>	<b>\$52,763</b>	<b>6</b>	<b>\$65,492</b>	<b>6</b>	<b>\$78,311</b>	<b>5</b>	<b>\$100,647</b>	<b>5</b>	<b>\$100,647</b>	<b>30 Districts</b>
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 2021-2022 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
5 YR Avg.	<b>2.00%</b>		

Experience			Academic Level		
YRS	%FTE	% Amt.	Level	%FTE	%Amt.
<b>0-5</b>	4.88%	3.12%	<b>BA All</b>	9.77%	7.11%
<b>6-10</b>	14.21%	11.45%	<b>MA</b>	26.64%	25.34%
<b>11-15</b>	24.42%	23.41%	<b>MA+15</b>	19.09%	19.11%
<b>16-20</b>	23.53%	24.87%	<b>MA+30</b>	29.31%	31.34%
<b>21-25</b>	12.97%	14.48%	<b>MA+45</b>	15.19%	17.10%
<b>26+</b>	19.98%	22.67%			
	100.00%	100.00%		100%	100%
<b>6+ YRS</b>	95.12%	96.88%	<b>MA %</b>	90.23%	92.89%

2021-2022 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2020-2021 Certified Salary - current year	9,073,331	
2021-2022 Step Cost	\$238,218	2.63%
2021-2022-1% base increase + step	\$334,136	3.68%
2021-2022-2% base increase + step	\$430,054	4.74%

### Benefit Summary Comparison Chart

District	Medical Plans				Dental Plan		Vision Plan		Sick Leave and Severance		Personal Leave	
	Plan 1-Full Time		Plan 2-Full Time		Plan 1-Full Time		Plan 1-Full Time					
	Board %	Employee%	Board %	Employee %	Board %	Employee %	Board %	Employee %	Accumulated Sick Leave Max	Severance	# Days	Basic Rules
Deer Park	90%	10%			85%	15%	0%	100%	270	No Max - per diem of 1/4 of accumulated sick leave	3	For personal business. Submitted 3 days in advance. Unused rolled to sick.
Fairfield	80%	20%			90%	10%			330	107.5 Max - per diem of 1/2 of 1st 100 days + 1/4 of excess of 100	3	20% cap per building. For Personal business. Submitted 3 days in advance. Unused rolled to sick. Charged .25 day increment.
Finneytown	85%	15%			85%	15%	0%	100%	230	60 Max - per diem of 1/4 of accumulated sick leave.	4	For personal business. Submitted 2 days in advance to admin. No reason required except under certain circumstances/at certain times. Unused days roll to sick.
Forest Hills	75%	26%	81%/19%-HDHP/H.S.A. contr \$750/\$1500		100%	0%	0%	100%	275	70 Max - per diem of 1/4 of acc. sick leave up to 250 days, 70 days for 250 and above.	3	10% cap per building. Submitted 3 days in advance.
Indian Hill	85%	15%	Plan 1-85%/15% HDHP/H.S.A \$1000/\$2000		85%	15%	0%	100%	315	78.75 - per diem of 1/4 of accumulated sick leave up to 315 total days of leave.	3	10% cap per building. Submitted 2 days in advance. May roll over 2 unused days to following year. Remaining unused roll to sick. Charged in .5 day increments.
Kings Local	85%	15%	Plan 1-HDHP with H.S.A. Bd will fund 50% deductible for FY18 -FY20		100%	0%	\$180	balance	300	65 Max - 5 to 11 service years 1/4 acc. sick leave up to 65 days. 12 or more years service up to 87 days at 1/3 acc. sick leave.	3	Unrestricted. Submitted 72 hours prior. Unused days either roll to sick, roll over 1 day of PL to the following year pr receive sub pay for two days.
Lakota Local	85%	15%			85%	15%	n/a	n/a	no cap	50 Max - per diem of 1/4 of acc. sick leave. 75 Max - per diem of 1/2 of acc. Sick leave from 200-300 effective through 7/1/2023 if retire 1st eligible date.	3	For personal business. Reason not required unless consecutive. 1 week notice required. Convert to sick 1:1 or personal 3:1.
Loveland	85%	15%			100%	0%			250	88.75 Max - per diem at days up to 35 + 1/4 of acc. sick leave from 215 to 250.	3	For personal business. Submitted 5 days in advance. Once in district for 3 consecutive years may carry over 2 unused days to a total of 5 or roll to sick leave if used 0.
Madeira	85%	15%			100%	0%	0%	100%	260	66 Max - per diem of 30% of acc. sick leave	3	No reason required unless consecutive or extends break. If reason required, approved by superintendent. Unused roll to sick.
Mariemont	85%	15%			85%	15%			230	60 Max - per diem 30% of acc. sick leave.	3	Submitted to superintendent 3 days in advance.
Mason City	90%	10%	Plan 1 - HDHP. H.S.A. \$1000 or \$2000		100%	0%	100%	0%	268	67 Max - per diem 25% of acc. sick leave with 10 years service. With 5 to 9 years service there is a prorated % applied.	3	Submitted 2 days in advance. Charge .5 day increments. Unused days can be converted to sick leave, roll 2 days over for a total of 5 days or receive substitute rate of pay.
Milford Exempted	80%	20%	Plan 1 - HDHP; 80%/20%. H.S.A. single \$1272. family \$3600		90%	10%	0%	100%	260	57.5 Max - per diem 25% of acc. Sick leave	3	5 days in advance. No more than 5% out in building w/ more than 50 mbrs. No more than 10% out in a building w/ less than 50 mbrs. Unused roll to sick.
Mt. Healthy	90%	10%			100%	0%	0%	100%	265	25 Max - per diem 25% of acc. sick leave.	4	Used for personal business. Submitted to superintendent 48 hours in advance. Unused roll to sick.
Norwood	80%	20%			100%	0%	0%	100%	260	65 Max - per diem 25% of acc. sick leave	3	Unrestricted. 2 days may be carried to the following year. After 5 day accumulation converted to sick leave.Submitted 24 hours in advance. Request of 3 days must be submitted 30 days in advance.Charged in .5 day increments
Northwest	85%	15%	Plan 1 is HDHP		100%	0%		100%	250	62.5 Max - per diem 25% of acc. sick leave	3	10% cap per building. Used for personal business. Submitted 3 days in advance. Unused roll to sick. If sick capped received payout of \$84/day that could not be rolled.
Oak Hills	85%	15%	73%-PPO	27%	90%	10%			no cap	70 Max - per diem 25% of acc. sick leave.	3	Submitted 3 days in advance to superintendent for approval. 10% cap per building. Unused rolled to sick, \$100 per day, rollover 2 days to next year.
Princeton	82%	18%	84% PLUS \$3200 H.S.A. FAMILY AND \$1600 SINGLE	16%	85%	15%			260	65 Max - per diem 25% of acc. sick leave	3	5% cap per building. Used for personal business. Charged .25 day increments. Submitted 5 days in advance.
Reading	85%	15%			100%	0%			328	100 days if accum. Sick leave => 300. 25% per diem if accum. Sick leave < 300.	4	10% cap per building. Taken in .5 increments. Unrestricted but approved by Superintendent.
Southwest	85%	15%	85%-HDHP	15%	100%	0%		100%	300	59 Max - 25% per diem accum. sick leave.	3	25% cap per building. Submitted 48 hours in advance. No reason required. Charged .25 day increments.
St. Bernard-Elmwood	90%	10%			95%	5%			270	67.5 Max - 25% per diem accum. sick leave	3	Used for personal business and approved by superintendent. Unused roll to sick leave.
Sycamore	85%	15%	85%-HDHP-H.S.A. contribution \$1000/Single Cert. \$2000 Fam Cert.	15%	90%	10%			325	108 Max - 33% per diem accum. sick leave.	4	10% cap per building. Used for personal business. Submitted 3 days in advance to the superintendent.
Three Rivers	85% Certified 90% Classified	15% Certified 10% Classified			90%	10%			281	70 Max - 25% per diem accum. sick leave	3	3 teacher cap per building. No reason required with stipulations for use. Submitted 24 hours in advance. Unused roll to sick.
Winton Woods	80% Certified 85% Classified	20% Certified 15% Classified			90%	10%			no cap prior to 2018 300-after 7/1/2015	50 Max - 25% per diem accum. Sick leave. Hires after 7/1/15 + 25% max 20-25 days dependent upon service years	3	No reason required. Unused role to sick days in following year.
Wyoming	85%	15%			85%	15%	0%	100%	190	Days = Wyoming service years X 3 days + non Wyoming service years X 1 days	2	Used for personal business. Submitted 3 days in advance
Average	85%	15%			93%	7%		92%	272.2		3.13	