

**Madeira City Schools Planning Commission  
Annual Salary and Benefit Study  
March 2022**

**Committee Members**

**Brad Cunningham, Chairman**

**Brian Kellett**

**Tim Hemler**

**Stacy Radu**

**Kara Foley**

**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 2021-2022 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 80%-93% of school districts over the last three years. For the 2021-2022 school year, 27 out of 30 schools had a base salary increase or a revamp of the salary schedule as a whole. Base increase averages and Madeira base are illustrated below (Part 1, Appendix 1).

<b>Fiscal Year</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>
Madeira Increase	2.00%	2.00%	2.00%
Average Increase	2.24%	1.71%	1.86%

- 4. Three (3) of the 30 districts, New Richmond, Loveland and Indian Hill had a 0% base increase in 2021-2022.

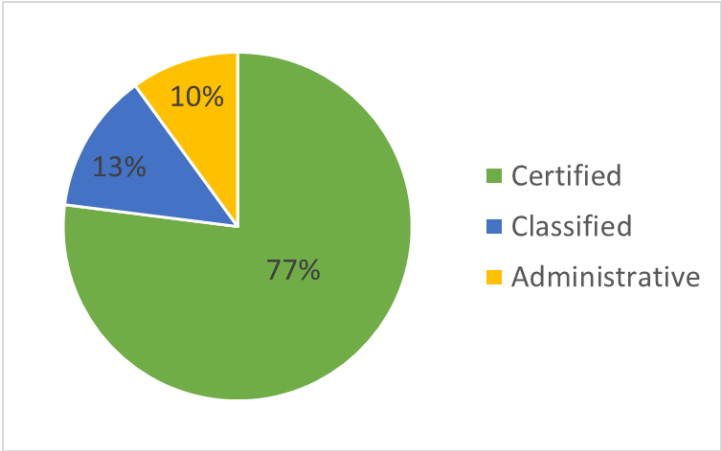
5. Ten (10) out of 28 negotiating districts contracts end in 2022. Madeira and Mariemont are not negotiating districts. (Part 1, Appendix 1)
6. Eighteen (18) of 28 negotiating districts have established salary schedules for 2022-2023 with a base average increase of 1.88%.
7. Five (10) of 28 negotiating districts have established salary schedules for 2023-2024 with a base average increase of 2.10%.
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 - 6<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 4<sup>th</sup> (last year - 7<sup>th</sup>), at 10 years ranks 7<sup>th</sup> (last year 8<sup>th</sup>) and at the maximum ranks 11<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 – 9<sup>th</sup>), at five years ranks 4<sup>th</sup> (last year – 6<sup>th</sup>), at 10 years ranks 5<sup>th</sup> (last year- 6<sup>th</sup>) and maximum ranks 8<sup>th</sup> (last year – 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 and Masters maximum. The maximum for Masters Madeira has fallen to 11<sup>th</sup>.**

**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.

2022-2023 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY		
2021-2022 Certified Salary - current year	9,222,696	
2022-2023 Step Cost	\$256,742	2.78%
2022-2023-1% base increase + step	\$354,336	3.84%
2022-2023-2% base increase + step	\$451,930	4.90%



**Previous Year Recommendation and Board Action**

**Board Action on Salary for 2021-2022**  
 ➤ 2% increase in base salary schedule

**Planning Commission Salary Recommendation for 2022-2023**

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 **2022-2023**

➤ 2% 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

- 6 districts have multiple Health Plans; HDHP’s and/or PPO’s.
- 5 districts have one Health Plan that is a HDHP
- 13 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 25% Employee**
- Average Health sharing of 23 districts Plan 1 is **85% Board and 15% Employee**

### Sick Leave Bank Study

#### Summary of Findings:

All 29 districts were asked about the availability of a sick leave bank and the process for which is operates. Nine of the districts do not have a sick leave bank. Of the districts that do have a sick leave bank below are the overall findings:

- The sick bank is managed and operated by a committee of participants. The committee is typically formed by the negotiating union.

The committee approves and denies all requests.

- The bank does not cross job classifications (ex: certified employees to noncertified employees)
- An employee must opt in to be eligible; meaning you have to “give to get”.
- There must be a certain amount of participation in the bank for the bank to become operational.
- In most districts when an employee opts to be part of the bank 1 sick day is taken from them. The bank is monitored and when it reaches a certain threshold another 1 day is taken from all members of the bank.
- There are very specific guidelines/stipulations for eligible absences. Typically the bank can only be accessed for absences exceeding 10 days. A common example of the reasons for use are: serious injury, non-elective surgery, catastrophic illness. A typical pregnancy/delivery is not an allowable reason to access the bank in most districts.
- Most districts require employees to pay back the days over a certain amount of years – tracking challenge.

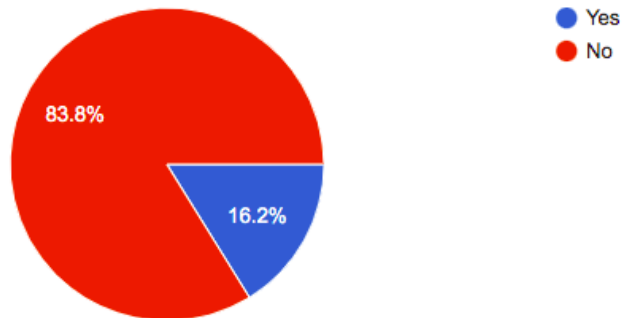
**Recommendation:**

We agree that the intentions of a sick leave bank are purposeful. However, based on the logistics, tracking, and restrictions associated with creating and managing a sick leave bank, we are not recommending this for Madeira. We feel that the value received does not outweigh the challenges associated with its formation.



Do you have any questions or comments about current salary?

68 responses



**Salary Schedule**

- More steps need to be added to the salary schedule to align with teacher career lengths. Years ago, this number was 30 years of teaching and then retirement, so 27 steps became standard. However, with increased expected career lengths, working for 8–10 years without a step increase and an average 2% percentage increase, makes it more difficult for veteran teachers to maintain their lifestyle and manage increased costs of living. Here's the breakdown of projected retirement benefits from STRS 30 years- We receive 39.60% of our average final salary. 35 years- We receive 70.07% of our average final salary. 36 years- We receive 79.20% of our average final salary. 37 years- We receive 81.40% of our average final salary. 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.
- It would be great if we could expand the steps, I believe it ends at 27. In order to retire, teachers need more than 27 years, so it seems reasonable to add more steps to our salary schedule
- Is it possible to add a column to the salary schedule, after MA+45, for those who exceed 45 credits and max out with many years left to teach?
- Why do salary steps end at 27 when we need to teach over 30 years for ST
- RS? Why is a PhD not on the salary scale?
- Please consider looking at the masters +45 starting at an earlier year. Please consider adding steps to mirror the state requirement of teaching 35 years to get full retirement benefits.

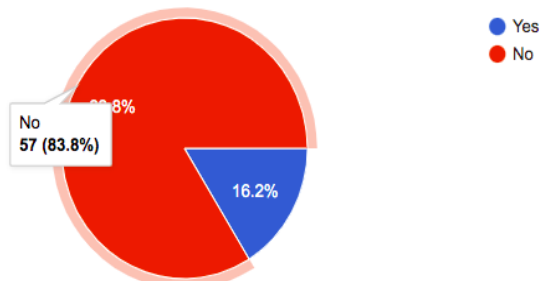
**Salary**

- EA pay rates vs sub pay rates
- Happy the sub rates were approved for EA/admin and teachers! Hoping to see an increase in EA pay schedule as well.
- Will there be any increases further than the usual 2% increase due to cost of living increases?
- Will rates go up?
- Just wondering what the part time options in terms of percentage of the school day.

Do you have any questions or comments about current benefits?



68 responses



**Personal/ Sick Days**

- Would it be possible to share banked sick days with co-workers who need them for either themselves or sick family members?
- Can the vacation day accrual schedule be looked at and compared to other districts?
- Sick days: I don't understand why there is a cap on the number you can earn. It doesn't cost the district anything since there is a cap on that pay when you retire.

**Dental Insurance**

- Dental care plus was not favorable to my dentist. He stated dentists all around cincy were dropping and not accepting. I was wondering if the consortium found this to be true? And therefore minimizing our choices?
- Specifically, how will the change in our dental insurance (from HMO to PPO) impact my family?
- Can we have new dental insurance?
- dental insurance has been very frustrating & limiting with recent changes ... hoping changes coming in March will help

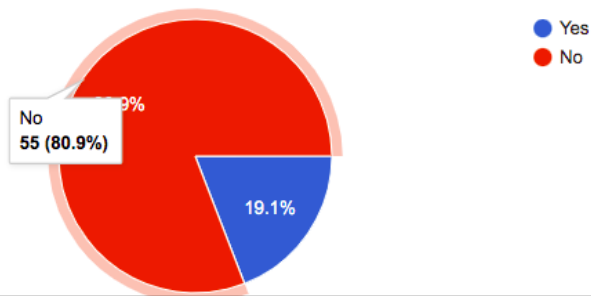
**Miscellaneous**

- Can we get CVS back?
- I would like to know what to do to move funds from a 403B managed by American Fidelity to another company.
- I am very thankful for all of the benefits that Madeira City Schools has for the staff! Thank you!
- What is the requirement to maintain medical, dental and vision insurance if part time?

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



68 responses



**Health**

- healthcare incentives, like gym memberships, etc.
- Self care options ?
- Something like a stipend or incentive for exercise to assist with staff health.
- Is it possible to receive money or a discount for fitness memberships or classes?

**Personal/ Sick Days**

- Add the option of mental health day To the sick day options.
- More freedom with use of personal days.
- Being hourly I don't think it's right that I lose premium pay if I need to take a personal or sick day and work overtime that week.

### Salary Schedule

- Adding steps to provide an increased salary to those teaching beyond 30 years. This will greatly affect retirement benefits and since the state requires that we teach a minimum of 35 years to get full benefits, adding steps would help.
- looking at some sort of incentive for those of us who are at the highest education and 25+ years of service

### Flexibility/Schedule

- For those in office settings some flexibility in hours.
- Flexible scheduling options for teachers, reevaluating the maternity and paternity leave provided, hiring a dedicated HR director and hiring a dedicated DEI director.

### Miscellaneous

- I would like to see Walgreens added back to our list of pharmacies we can use. I would like our deductible to be lowered, they are very high now.
- I have always thought that it would be nice to still have the benefit of being able to bring kids to school here if we live out of district, even if we paid tuition to do so. With house prices being what they are in Madeira, I feel that way even more. If I did not already live here, my family would not be able to afford to move here now.
- vision
- N/A
- Reinstate the ability of a working spouse to be covered by our family plan.
- Thanks already to all of the time and care this is given... very special to be in Madeira
- n/a
- Flexible scheduling options for teachers, reevaluating the maternity and paternity leave provided, hiring a dedicated HR director and hiring a dedicated DEI director.

**Planning Commission Benefits Recommendation for 2022-2023**

**Based on our findings we recommend:**

We found that the staff has a good understanding of the benefits they receive. There were a number of responses this year related to the salary steps with Madeira. We recommend a dive into next year's report on a better understanding of the steps system as it currently exists, when is the last time this was reviewed, and how do we compare to other districts related to their steps. Are we competitive / in-line with others and/or is this something we need to evaluate further?

To our understanding, roughly every 5 years a review is conducted to determine competitiveness of classified compensation, as well as coaching positions. In addition to the above recommendations, we are recommending a review on the competitiveness of both classified staff compensation and coaching compensation (with support from the Athletic Director).

## COMPARISON DISTRICT CONTRACT SUMMARY CHART

District	Prior 3 Years			Current Year	Future Two Years		Current Year	Duration	Start	End
	% Base Increase 2018-2019	% Base Increase 2019-2020	% Base Increase 2020-2021	% Base Increase 2021-2022	% Base Increase 2022-2023	% Base Increase 2023-2024				
Deer Park	2.25%	2.00%	3.00%	2.25%	2.00%		2	3	7/1/2020	6/30/2023
Fairfield	2.90%	2.90%	2.50%	2.50%	2.50%		2	3	6/30/2020	6/29/2023
Finneytown	0.00%	Revamped entire salary schedule	3.00%	3.00%			3	3	8/1/2019	7/31/2022
Forest Hills	2.75%	2.50%	2.25%	2.00%	1.75%		2	3	7/1/2020	6/30/2023
Hamilton City	3.00%	3.00%	2.00%	2.00%			2	2	7/1/2020	6/30/2022
Indian Hill	0.50%	Varies based on step - see comment	Varies based on step - see comment	0.00%	3.00%	2.00%	1	1	7/1/2021	6/30/2025
Kings Local	2.50%	2.50%	0% July-Feb, 1% March-June	1.00%			2	2	7/1/2020	6/30/2022
Lakota Local	3.50%	3.25%	3.25%	2.00%	2.00%	2.00%	1	3	7/1/2021	6/30/2024
Lebanon City	3.00%	2.25%	1.50%	1.50%			2	2	9/1/2020	6/30/2022
Lockland	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	1	3	7/1/2021	6/30/2024
Loveland	2.00%	2.00%	2.00%	0.00%	0.00%		1	2	7/1/2021	6/30/2023
Madeira	2.00%	2.00%	2.00%	2.00%			Not Applicable			
Mariemont	1.20%	1.50%	1.00%	1.00%			Not Applicable			
Mason City	2.50%	2.50%	2.50%	2.00%	2.00%	2.25%	1	3	7/1/2021	6/30/2024
Milford Exempted	2.50%	2.50%	2.00%	2.00%	2.00%	2.00%	2	4	7/1/2020	6/30/2024
Mt. Healthy	3.00%	3.00%	3.00%	2.00%			1	1	7/1/2021	6/30/2022
New Richmond	17.00%	0.00%	0.00%	0.00%	0.00%	1.00%	1	3	7/1/2021	6/30/2024
North College Hill	3.00%	3.00%	3.00%	3.00%			3	3	8/1/2019	7/31/2022
Northwest Local	4.00%	4.00%	0.00%	2.00%	2.00%	2.00%	1	3	7/1/2021	6/30/2024
Norwood	3.00%	3.00%	3.00%	3.00%			3	3	8/1/2019	7/31/2022
Oak Hills	2.25%	2.25%	2.00%	2.00%	2.00%		2	3	7/1/2020	6/30/2023
Princeton	1.50%	1.25%	1.25%	1.50%	1.25%		1	2	7/1/2021	6/30/2023
Reading	2.00%	0.00%	0.00%	2.50%	2.00%		1	2	7/1/2021	6/30/2023
Ross Local	3.00%	2.00%	0.00%	2.00%			1	1	7/1/2021	6/30/2022
Southwest Local	3.00%	2.50%	0.00%	3.00%	2.00%	2.00%	1	3	8/1/2021	7/31/2024
St. Bernard - Elmwood	2.00%	2.00%	2.00%	2.00%			3	3	8/1/2019	7/31/2022
Sycamore	2.00%	Each step increased by \$1.375. Percent varies based on step.	1.00%	2.00%	2.25%	2.50%	1	3	8/1/2021	7/31/2024
Three Rivers	2.75%	2.50%	1.00%	Complete Revamp of Schedule	2.25%	2.25%	1	3	8/1/2021	7/1/2024
Winton Woods	0.00%	2.00%	0.00%	1.00%			1	1	7/1/2021	6/30/2022
Wyoming	1.00%	1.00%	1.50%	1.75%	1.75%		2	3	7/1/2020	6/30/2023
<b>Average:</b>	<b>2.77%</b>	<b>2.24%</b>	<b>1.71%</b>	<b>1.86%</b>	<b>1.88%</b>	<b>2.10%</b>				

**SALARY COMPARISONS - BACHELORS DEGREE**  
**Teachers Salary Schedule**  
**2021-2022 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	Lakota Loca	\$49,585	1	Forest Hills	\$59,533	1	Forest Hills	\$71,842	1	Wyoming	\$90,674
2	Forest Hills	\$47,223	2	Oak Hills	\$57,692	2	Oak Hills	\$71,561	2	Southwest Loca	\$88,780
3	Finneytown	\$47,210	3	Princeton	\$57,001	3	Princeton	\$70,792	3	Kings Local	\$87,172
4	Mason City	\$46,023	4	Mason City	\$56,953	4	North College Hill	\$69,379	4	Mason City	\$85,373
5	Princeton	\$45,969	5	Kings Local	\$56,734	5	Indian Hill	\$68,557	5	Forest Hills	\$84,989
<b>6</b>	<b>Madeira</b>	<b>\$45,790</b>	6	North College Hill	\$56,646	6	Kings Local	\$68,441	6	Oak Hills	\$84,979
7	Sycamore	\$45,606	7	Indian Hill	\$56,290	7	Deer Park	\$68,037	7	Loveland	\$83,895
8	Hamilton City	\$45,592	8	Southwest Loca	\$55,858	8	Mason City	\$67,884	8	Indian Hill	\$81,381
9	Deer Park	\$45,058	9	Deer Park	\$55,421	9	Southwest Loca	\$67,614	9	Lebanon City	\$81,059
10	Indian Hill	\$45,032	10	Wyoming	\$55,289	10	Wyoming	\$66,347	10	Three Rivers	\$80,721
11	Kings Local	\$45,027	11	Sycamore	\$54,605	11	Winton Woods	\$65,721	11	Princeton	\$80,675
12	Oak Hills	\$44,726	12	Norwood	\$53,726	12	Mt. Healthy	\$65,214	12	North College Hill	\$80,565
13	Fairfield	\$44,498	13	Lakota Loca	\$53,610	13	Norwood	\$65,019	13	Fairfield	\$80,332
14	Wyoming	\$44,231	14	Mt. Healthy	\$53,550	14	Sycamore	\$64,394	14	Norwood	\$80,080
15	Loveland	\$44,167	15	Fairfield	\$53,398	15	Reading	\$63,340	15	Sycamore	\$79,869
16	Southwest Local	\$44,097	<b>16</b>	<b>Madeira</b>	<b>\$53,395</b>	16	Milford Exempted	\$63,038	16	Deer Park	\$79,752
17	North College Hill	\$43,911	17	Milford Exempted	\$52,961	<b>17</b>	<b>Madeira</b>	<b>\$62,791</b>	17	Lakota Local	\$79,195
18	Norwood	\$43,858	18	Winton Woods	\$52,738	18	Mariemont	\$62,716	18	Northwest Loca	\$79,089
19	Lebanon City	\$43,355	19	Hamilton City	\$52,558	19	Loveland	\$62,532	19	Winton Woods	\$78,922
20	Three Rivers	\$43,000	20	Reading	\$52,380	20	Fairfield	\$62,297	20	Reading	\$78,508
21	Milford Exemptec	\$42,883	21	Loveland	\$52,329	21	Northwest Loca	\$61,746	21	Mariemont	\$77,577
22	Winton Woods	\$42,319	22	Mariemont	\$51,748	22	Lockland	\$61,389	22	Hamilton City	\$77,550
23	Northwest Loca	\$42,237	23	Lebanon City	\$51,663	23	Hamilton City	\$61,267	23	New Richmond	\$76,733
24	St. Bernard - Elmwooc	\$42,012	24	Finneytown	\$50,987	24	St. Bernard - Elmwooc	\$60,917	24	Mt. Healthy	\$76,105
25	Mt. Healthy	\$41,892	25	Northwest Loca	\$50,907	25	Lebanon City	\$60,309	25	Milford Exemptec	\$73,064
26	New Richmond	\$41,810	26	Lockland	\$50,497	26	Lakota Loca	\$59,103	26	Lockland	\$70,102
27	Reading	\$41,671	27	St. Bernard - Elmwooc	\$50,414	27	Finneytown	\$56,180	27	St. Bernard - Elmwooc	\$67,219
28	Mariemont	\$41,252	28	Ross Local	\$47,799	28	Ross Local	\$56,095	28	Ross Local	\$66,050
29	Lockland	\$39,606	29	Three Rivers	\$47,279	29	Three Rivers	\$53,231	<b>29</b>	<b>Madeira</b>	<b>\$64,471</b>
30	Ross Local	\$39,504	30	New Richmond	\$45,599	30	New Richmond	\$49,731	30	Finneytown	\$56,180
	Salary Average	\$43,971		Salary Average	\$53,319		Salary Average	\$63,583		Salary Average	\$78,369
	<b>Salary for Madeira</b>	<b>\$45,790</b>		<b>Salary for Madeira</b>	<b>\$53,395</b>		<b>Salary for Madeira</b>	<b>\$62,791</b>		<b>Salary for Madeira</b>	<b>\$64,471</b>
	Madeira vs Average	\$1,819		Madeira vs Average	\$76		Madeira vs Average	(\$792)		Madeira vs Average	(\$13,898)

**SALARY COMPARISONS - MASTERS DEGREE**  
**Teachers Salary Schedule**  
**2021-2022 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	\$52,750	1 Mason City	\$63,512	1 Forest Hills	\$77,303	1 Indian Hill	\$104,205
2 Finneytown	\$51,931	2 Southwest Local	\$62,913	2 Deer Park	\$76,598	2 Wyoming	\$102,617
3 Hamilton City	\$51,261	3 Princeton	\$62,517	3 Mason City	\$76,398	3 Finneytown	\$99,613
4 Southwest Local	\$51,153	<b>4 Madeira</b>	<b>\$62,182</b>	4 Princeton	\$76,308	4 Mariemont	\$98,536
5 Mason City	\$50,625	5 Deer Park	\$62,179	5 Oak Hills	\$76,033	5 Sycamore	\$97,938
6 Princeton	\$50,565	6 Oak Hills	\$62,169	6 Indian Hill	\$75,414	6 Mason City	\$97,016
7 Oak Hills	\$50,540	7 Indian Hill	\$61,919	<b>7 Madeira</b>	<b>\$75,413</b>	7 Southwest Local	\$95,832
8 Deer Park	\$50,465	8 North College Hill	\$61,737	8 Southwest Local	\$74,669	8 Kings Local	\$94,647
<b>9 Madeira</b>	<b>\$50,433</b>	9 Kings Local	\$61,417	9 North College Hill	\$74,473	9 Lebanon City	\$94,470
10 Kings Local	\$49,710	10 Fairfield	\$60,629	10 Wyoming	\$73,424	10 Princeton	\$94,465
11 Forest Hills	\$49,685	11 Sycamore	\$60,277	11 Kings Local	\$73,124	<b>11 Madeira</b>	<b>\$94,447</b>
12 St. Bernard - Elmwood	\$49,574	12 Reading	\$60,215	12 Sycamore	\$73,044	12 Loveland	\$93,965
13 Indian Hill	\$49,536	13 Hamilton City	\$60,173	13 Norwood	\$72,914	13 North College Hill	\$93,299
14 Fairfield	\$49,504	14 Wyoming	\$60,155	14 Reading	\$72,799	14 Lakota Local	\$92,826
15 Loveland	\$49,246	15 Mt. Healthy	\$60,086	15 Milford Exempted	\$72,772	15 Fairfield	\$92,022
16 North College Hill	\$49,005	16 Milford Exempted	\$59,479	16 Winton Woods	\$71,769	16 Winton Woods	\$91,792
17 Mt. Healthy	\$48,427	17 Norwood	\$59,428	17 Mt. Healthy	\$71,749	17 Oak Hills	\$91,687
18 Lebanon City	\$48,079	18 Mariemont	\$58,844	18 Mariemont	\$71,681	18 Forest Hills	\$91,650
19 Reading	\$47,922	19 Lebanon City	\$58,622	19 Hamilton City	\$71,313	19 Deer Park	\$91,016
20 Norwood	\$47,805	20 Loveland	\$58,433	20 Loveland	\$69,916	20 Norwood	\$89,729
21 Sycamore	\$47,511	21 Finneytown	\$58,068	21 Fairfield	\$69,884	21 Three Rivers	\$88,995
22 Three Rivers	\$47,408	22 St. Bernard - Elmwood	\$57,977	22 Lebanon City	\$69,166	22 Hamilton City	\$88,122
23 Northwest Local	\$46,908	23 Winton Woods	\$57,592	23 St. Bernard - Elmwood	\$68,480	23 Reading	\$88,092
24 Wyoming	\$46,885	24 Lakota Local	\$57,027	24 Northwest Local	\$66,772	24 Mt. Healthy	\$88,065
25 Mariemont	\$46,585	25 Northwest Local	\$55,740	25 Lockland	\$65,746	25 St. Bernard - Elmwood	\$87,805
26 Winton Woods	\$46,212	26 Lockland	\$54,854	26 Finneytown	\$65,150	26 Northwest Local	\$86,551
27 Milford Exempted	\$46,185	27 Ross Local	\$53,804	27 Ross Local	\$64,075	27 Milford Exempted	\$85,951
28 New Richmond	\$45,991	28 Forest Hills	\$53,494	28 Lakota Local	\$62,863	28 Lockland	\$83,172
29 Lockland	\$43,962	29 Three Rivers	\$52,125	29 Three Rivers	\$58,688	29 New Richmond	\$82,407
30 Ross Local	\$43,533	30 New Richmond	\$50,159	30 New Richmond	\$54,704	30 Ross Local	\$76,400
Salary Average	\$48,647	Salary Average	\$58,924	Salary Average	\$70,755	Salary Average	\$91,911
<b>Salary for Madeira</b>	<b>\$50,433</b>	<b>Salary for Madeira</b>	<b>\$62,182</b>	<b>Salary for Madeira</b>	<b>\$75,413</b>	<b>Salary for Madeira</b>	<b>\$94,447</b>
Madeira vs Average	\$1,786	Madeira vs Average	\$3,258	Madeira vs Average	\$4,658	Madeira vs Average	\$2,536



**SALARY COMPARISONS - MASTERS + 20 or 30**  
**Teachers Salary Schedule**  
**2021-2022 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	Lakota Loca	\$58,473	1	Forest Hills	\$68,709	1	Mason City	\$83,302	1	Indian Hill	\$108,878
2	Lovelanc	\$56,203	2	Mason City	\$68,114	2	Forest Hills	\$82,808	2	Mason City	\$107,602
3	Finneytown	\$56,180	3	Southwest Local	\$67,614	3	Oak Hills	\$80,506	3	Wyoming	\$106,155
4	Southwest Local	\$55,858	<b>4</b>	<b>Madeira</b>	<b>\$66,802</b>	4	Indian Hill	\$79,984	4	Lakota Local	\$102,898
5	Oak Hills	\$55,012	5	Oak Hills	\$66,641	<b>5</b>	<b>Madeira</b>	<b>\$79,878</b>	5	Loveland	\$100,922
6	St. Bernard - Elmwooc	\$54,616	6	Indian Hill	\$66,422	6	Southwest Loca	\$79,375	6	Oak Hills	\$100,633
7	Forest Hills	\$54,609	7	Loveland	\$65,389	7	Princeton	\$79,066	7	Southwest Local	\$100,532
8	Indian Hill	\$54,039	8	Princeton	\$65,275	8	Milford Exempted	\$78,862	<b>8</b>	<b>Madeira</b>	<b>\$100,390</b>
<b>9</b>	<b>Madeira</b>	<b>\$53,819</b>	9	Mt. Healthy	\$64,447	9	Norwood	\$78,506	9	Sycamore	\$99,808
10	Princeton	\$53,324	10	North College Hil	\$64,286	10	Deer Park	\$78,400	10	Finneytowr	\$99,613
11	Mason City	\$52,926	11	Milford Exemptec	\$64,067	11	North College Hil	\$77,020	11	Mariemoni	\$98,536
12	Hamilton City	\$52,883	12	Deer Park	\$63,982	12	Wyoming	\$76,963	12	Three Rivers	\$98,117
13	Mt. Healthy	\$52,784	13	Kings Local	\$63,758	13	Lovelanc	\$76,873	13	Forest Hills	\$97,388
14	Deer Park	\$52,267	14	Wyoming	\$63,693	14	Mt. Healthy	\$76,106	14	Lebanon City	\$97,330
15	Three Rivers	\$52,267	15	Norwood	\$63,375	15	Reading	\$75,758	15	Princeton	\$97,223
16	Fairfield	\$52,063	16	Lakota Loca	\$63,213	16	Kings Local	\$75,465	16	Kings Local	\$96,988
17	Kings Local	\$52,051	17	Reading	\$63,132	17	Sycamore	\$74,915	17	Norwood	\$96,637
18	North College Hil	\$51,651	18	St. Bernard - Elmwooc	\$63,018	18	St. Bernard - Elmwooc	\$73,521	18	North College Hil	\$95,850
19	Northwest Loca	\$51,584	19	Sycamore	\$62,152	19	Hamilton City	\$72,933	19	Mt. Healthy	\$95,011
20	Lebanon City	\$50,938	20	Finneytowr	\$61,845	20	Winton Woods	\$72,898	20	Fairfield	\$94,932
21	Reading	\$50,797	21	Hamilton City	\$61,793	21	Lebanon City	\$72,025	21	Deer Park	\$94,621
22	Norwood	\$50,437	22	Lebanon City	\$61,482	22	Mariemoni	\$71,681	22	Milford Exemptec	\$93,577
23	Wyoming	\$50,424	23	Fairfield	\$60,962	23	Northwest Loca	\$71,444	23	Winton Woods	\$92,922
24	New Richmond	\$50,172	24	Northwest Loca	\$60,411	24	Ross Local	\$71,264	24	St. Bernard - Elmwooc	\$92,426
25	Sycamore	\$49,386	25	Ross Local	\$59,413	25	Fairfield	\$70,574	25	New Richmond	\$92,080
26	Milford Exemptec	\$49,273	26	Lockland	\$59,211	26	Lockland	\$70,102	26	Northwest Loca	\$91,215
27	Lockland	\$48,319	27	Mariemoni	\$58,844	27	Lakota Loca	\$69,683	27	Reading	\$90,968
28	Ross Local	\$47,562	28	Winton Woods	\$58,721	28	Finneytowr	\$69,399	28	Hamilton City	\$90,147
29	Winton Woods	\$47,342	29	Three Rivers	\$57,468	29	Three Rivers	\$64,703	29	Lockland	\$87,529
30	Mariemoni	\$46,585	30	New Richmond	\$54,718	30	New Richmond	\$59,677	30	Ross Local	\$85,486
Salary Average		\$52,128	Salary Average		\$62,965	Salary Average		\$74,790	Salary Average		\$96,880
<b>Salary for Madeira</b>		<b>\$53,819</b>	<b>Salary for Madeira</b>		<b>\$66,802</b>	<b>Salary for Madeira</b>		<b>\$79,878</b>	<b>Salary for Madeira</b>		<b>\$100,390</b>
Madeira vs Average		\$1,691	Madeira vs Average		\$3,837	Madeira vs Average		\$5,088	Madeira vs Average		\$3,510

**SALARY COMPARISONS - MAX**  
**2021-2022 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	\$107,602	Masters+30	27
3	Wyoming	\$107,040	Masters+36	25
4	Lakota Local	\$102,898	Masters+30	30
<b>5</b>	<b>Madeira</b>	<b>\$102,661</b>	<b>Masters+45</b>	<b>27</b>
6	Sycamore	\$101,211	Masters+45	25
7	Loveland	\$100,922	Masters+30	27
8	Oak Hills	\$100,633	Masters+30	25
9	Southwest Local	\$100,532	Masters+30	28
10	Princeton	\$99,982	Doctorate	17
11	Forest Hills	\$99,850	Doctorate	27
12	Finneytown	\$99,613	Masters+30	30
13	Mariemont	\$98,536	Masters	30
14	Three Rivers	\$98,117	Masters+30	35
15	Milford Exempted	\$97,753	Masters+50	25
16	Lebanon City	\$97,330	Masters+20	29
17	Kings Local	\$96,988	Masters+20	29
18	Norwood	\$96,637	Masters+30	22
19	North College Hill	\$95,850	Masters+20	23
20	Deer Park	\$95,522	Masters+45	27
21	Mt. Healthy	\$95,011	Masters+30	30
22	Fairfield	\$94,932	Master +30	27
23	Northwest Local	\$93,550	Masters+45	28
24	Winton Woods	\$93,298	Doctorate	25
25	Reading	\$92,843	Masters+45	27
26	St. Bernard - Elmwood	\$92,426	Masters+30	25
27	New Richmond	\$92,080	Masters+30	35
28	Hamilton City	\$90,147	Masters+30	27
29	Lockland	\$87,529	Masters+30	30
30	Ross Local	\$85,486	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>2021-2022</b>	<b>6</b>	<b>\$45,790</b>	<b>16</b>	<b>\$53,395</b>	<b>17</b>	<b>\$62,791</b>	<b>29</b>	<b>\$64,479</b>	<b>30 Districts</b>		
2020-2021	6	\$44,892	16	\$52,348	20	\$61,560	29	\$63,207	30 Districts		
2019-2020	9	\$44,012	15	\$51,322	21	\$60,353	29	\$61,968	30 Districts		
2018-2019	5	\$43,149	16	\$50,316	20	\$59,169	30	\$60,752	30 Districts		
2017-2018	5	\$42,303	17	\$49,329	19	\$58,009	30	\$59,561	30 Districts		
2016 - 2017	5	\$41,474	16	\$48,362	18	\$56,872	24	\$58,394	30 Districts		
2015 - 2016	5	\$40,661	16	\$47,414	19	\$55,758	30	\$57,249	30 Districts		
2014 - 2015	5	\$39,864	16	\$46,485	20	\$54,665	30	\$56,127	30 Districts		
2013 - 2014	4	\$39,275	16	\$45,798	18	\$53,857	30	\$55,298	30 Districts		
2012 - 2013	5	\$38,886	17	\$45,345	18	\$53,324	30	\$54,750	31 Districts		
2011 - 2012	5	\$38,886	16	\$45,345	19	\$53,324	31	\$54,750	31 Districts		
2010 - 2011	4	\$38,886	16	\$45,345	19	\$53,324	31	\$54,750	30 Districts		
2009 - 2010	4	\$38,311	17	\$44,674	20	\$52,536	30	\$53,941	30 Districts		
2008 - 2009	3	\$37,560	20	\$43,798	20	\$51,506	30	\$52,884	30 Districts		
2007 - 2008	4	\$36,466	18	\$42,523	20	\$50,006	30	\$51,344	30 Districts		
2006 - 2007	4	\$35,646	18	\$41,567	21	\$48,881	30	\$50,189	30 Districts		
2005 - 2006	5	\$34,441	19	\$40,161	23	\$47,228	29	\$48,492	30 Districts		
2004 - 2005	5	\$33,519	21	\$39,086	22	\$45,964	30	\$47,194	30 Districts		
<b>MASTERS</b>	<b>Rank</b>	<b>Start</b>	<b>Rank</b>	<b>5 Years</b>	<b>Rank</b>	<b>10 Years</b>	<b>Rank</b>	<b>Max</b>	<b># of Districts</b>		
<b>2021-2022</b>	<b>9</b>	<b>\$50,433</b>	<b>4</b>	<b>\$62,182</b>	<b>7</b>	<b>\$75,413</b>	<b>11</b>	<b>\$94,447</b>	<b>30 Districts</b>		
2020-2021	9	\$49,444	7	\$60,963	8	\$73,934	9	\$92,595	30 Districts		
2019-2020	9	\$48,475	8	\$59,768	9	\$72,485	9	\$90,780	30 Districts		
2018-2019	7	\$47,524	9	\$58,596	8	\$71,063	12	\$86,992	30 Districts		
2017-2018	5	\$46,593	8	\$57,447	8	\$69,670	13	\$85,287	30 Districts		
2016 - 2017	4	\$45,679	7	\$56,321	7	\$68,305	10	\$83,615	30 Districts		
2015 - 2016	4	\$44,784	7	\$55,217	6	\$66,966	9	\$81,976	30 Districts		
2014 - 2015	6	\$43,906	10	\$54,135	8	\$65,653	9	\$80,369	30 Districts		
2013 - 2014	5	\$43,257	9	\$53,335	9	\$64,683	9	\$79,182	30 Districts		
2012 - 2013	4	\$42,829	10	\$52,807	12	\$64,043	10	\$78,398	31 Districts		
2011 - 2012	5	\$42,829	9	\$52,807	12	\$64,043	10	\$78,398	31 Districts		
2010 - 2011	3	\$42,829	8	\$52,807	10	\$64,043	11	\$78,398	30 Districts		
2009 - 2010	3	\$42,196	8	\$52,026	8	\$63,096	8	\$77,238	30 Districts		
2008 - 2009	6	\$41,369	7	\$51,006	6	\$61,859	14	\$75,724	30 Districts		
2007 - 2008	8	\$40,164	9	\$49,521	8	\$60,057	13	\$73,519	30 Districts		
2006 - 2007	7	\$39,261	9	\$48,407	9	\$58,706	13	\$71,866	30 Districts		
2005 - 2006	10	\$37,933	12	\$46,770	11	\$56,721	16	\$69,436	30 Districts		
2004 - 2005	8	\$36,918	9	\$45,518	7	\$55,203	14	\$67,578	30 Districts		
<b>MASTERS +30</b>	<b>Rank</b>	<b>Start</b>	<b>Rank</b>	<b>5 Years</b>	<b>Rank</b>	<b>10 Years</b>	<b>Rank</b>	<b>M+30 Max</b>	<b>Rank</b>	<b>Overall Max</b>	
<b>2021-2022</b>	<b>9</b>	<b>\$53,819</b>	<b>4</b>	<b>\$66,802</b>	<b>5</b>	<b>\$79,878</b>	<b>8</b>	<b>\$100,390</b>	<b>5</b>	<b>\$102,661</b>	<b>30 Districts</b>
2020-2021	9	\$52,763	6	\$65,492	6	\$78,311	5	\$98,421	5	\$100,647	30 Districts
2019-2020	10	\$51,729	6	\$64,208	8	\$76,776	9	\$96,492	4	\$98,674	30 Districts
2018-2019	9	\$50,715	6	\$62,549	7	\$75,271	10	\$93,165	5	\$96,437	30 Districts
2017-2018	9	\$49,720	7	\$61,715	8	\$73,795	10	\$91,339	6	\$94,546	30 Districts
2016 - 2017	9	\$48,746	4	\$60,506	9	\$72,349	9	\$89,549	5	\$92,694	30 Districts
2015 - 2016	8	\$47,790	4	\$59,320	9	\$70,931	9	\$87,793	5	\$90,877	30 Districts
2014 - 2015	8	\$46,854	7	\$58,157	8	\$69,540	7	\$86,072	5	\$89,095	30 Districts
2013 - 2014	7	\$46,161	7	\$57,298	8	\$68,513	7	\$84,801	5	\$87,779	30 Districts
2012 - 2013	8	\$45,704	5	\$56,730	9	\$67,834	7	\$83,961	5	\$86,909	30 Districts
2011 - 2012	8	\$45,704	6	\$56,730	9	\$67,834	8	\$83,961	5	\$86,909	31 Districts
2010 - 2011	8	\$45,704	7	\$56,730	8	\$67,834	9	\$83,961	5	\$86,909	31 Districts
2009 - 2010	8	\$45,028	5	\$55,891	7	\$66,831	8	\$82,719	4	\$85,624	30 Districts
2008 - 2009	7	\$44,146	7	\$54,796	8	\$65,521	8	\$81,098	5	\$83,946	30 Districts
2007 - 2008	8	\$42,860	7	\$53,200	7	\$63,613	8	\$78,736	6	\$81,501	30 Districts
2006 - 2007	8	\$41,897	7	\$52,004	8	\$62,183	8	\$76,966	6	\$79,669	30 Districts
2005 - 2006	8	\$40,480	10	\$50,245	11	\$60,080	5	\$76,975	6	\$76,975	30 Districts
2004 - 2005	9	\$39,397	9	\$48,900	7	\$58,472	5	\$72,373	5	\$74,915	30 Districts

## MADEIRA BUDGET IMPACT For 2022-2023 School Year

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

<b>Experience</b>			<b>Academic Level</b>		
<b>YRS</b>	<b>%FTE</b>	<b>% Amt.</b>	<b>Level</b>	<b>%FTE</b>	<b>%Amt.</b>
<b>0-5</b>	2.69%	1.57%	<b>BA All</b>	10.75%	7.99%
<b>6-10</b>	15.23%	12.08%	<b>MA</b>	26.43%	24.71%
<b>11-15</b>	19.27%	18.14%	<b>MA+15</b>	18.37%	18.70%
<b>16-20</b>	25.09%	25.90%	<b>MA+30</b>	28.23%	30.29%
<b>21-25</b>	16.67%	18.51%	<b>MA+45</b>	16.22%	18.32%
<b>26+</b>	21.06%	23.81%			
	100.00%	100.00%		100%	100%
<b>6+ YRS</b>	97.31%	98.43%	<b>MA %</b>	89.25%	92.01%

<b>2022-2023 CERTIFIED BUDGET IMPACT - CHANGES IN SALARY</b>		
<b>2021-2022 Certified Salary - current year</b>	<b>9,222,696</b>	
<b>2022-2023 Step Cost</b>	<b>\$256,742</b>	<b>2.78%</b>
<b>2022-2023-1% base increase + step</b>	<b>\$354,336</b>	<b>3.84%</b>
<b>2022-2023-2% base increase + step</b>	<b>\$451,930</b>	<b>4.90%</b>

### Benefit Summary Comparison Chart

District	Medical Plans				Dental Plan		Vision Plan		Sick Leave and Severance		Personal Leave		Sick Leave Bank	
	Plan 1-Full Time		Plan 2-Full Time		Plan 1-Full Time		Plan 1-Full time		Accumulated Sick Leave Max for Severance	Severance	# Days	Basic Rules	# Days	Basic Rules
	Board %	Employee%	Board %	Employee %	Board %	Employee %	Board %	Employee %						
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 or paid out at \$100/day.	Donate 1 day. 50 max can use	Bargaining unit member must donate to be eligible. Contribute 1 day. Each participant contributes 1 day each time the bank reaches 25% of membership. Absences approved by SLB committee. Absence must be more than 10 days. Does not repay bank.
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.	Donate 1 day.	Bargaining unit member must donate to be eligible. Sick leave bank committee approves requests. 40% of teachers must participate for it to be active. When bank falls below 15 days another 1 donated. Only used for illness more than 10 days.
Finnestown	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.	N/A	
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.	Donate 1 day. 30 max can use.	Bargaining unit member must donate to be eligible. Approved by SLB committee. Must repay days @ 50% of accumulated days per year until repaid. When bank falls below 50 days another 1 donated.
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.	Donate 1 day. Max is 20 days per year.	Bargaining unit member must donate to be eligible. SLB committee approved. Serious injury, non-elective surgery, catastrophic illness (not typical pregnancy). 40% must opt in to become operational. When bank falls below 50 days another 1 donated.
Kings Local	85%	15%	Plan 1-HDHP with H.S.A. Bd will fund 50% deductible		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 or receive sub pay for two days.	Donate 1 day annually. 30 max can use.	Bargaining unit member must donate to be eligible. SLB committee approves. Serious injury, surgery, catastrophic illness. Must pay back.
Lakota Local	85%	15%	85%/15% HDHP with H.S.A. No contribution to H.S.A by BOE.		85%	15%	n/a	n/a	no cap	60 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.	30 max can use.	Serious injury, non-elective surgery, catastrophic illness. Must pay back.
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.	N/A	
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.	N/A	
Marimont	85%	15%			85%	15%			230	60 Max - per diem 30% of acc. sick leave.	3	Submitted to superintendent 3 days in advance.	N/A	
Mason City	90%	10%	Plan 1 - HDHP, H.S.A \$1000 or \$2000		100%	0%	100%	0%	Unlimited	75 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.	N/A	
Milford Exempted	80%	20%	Plan 1 - HDHP; 80%/20%. H.S.A. single \$1272, family \$3600		90%	10%	0%	100%	260, severance based on 230	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.	Solicited as needed.	Catastrophic illness - requests donation, solicit donations (max donation 7 days). Max donation 60. The association exec board provides who donated and who going to.
Mt. Healthy	90%	10%			95%	5%	0%	100%	265	60 Max - per diem 25% of acc. sick leave.	4	Used for personal business. Submitted to superintendent 48 hours in advance. Unused roll to sick.	N/A	
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.	N/A	
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.	1 day donated. 30 max per request.	Catastrophic illness (not childbirth). Bargaining members must enroll in bank. SLB committees approves requests. Has to be out 6 days. When falls below 30 days another 1 donated. 60 days max.
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.	N/A	
Princeton	82%	18%	84% PLUS \$2800 H.S.A. FAMILY AND \$1400 SINGLE		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. Unused roll to sick, if @ max then paid out \$100/day	Donate 1 day. 30 max can use	Not shared between unions. Catastrophic event (not including pregnancy). Must enroll in bank by 9/5. 1 day deducted and added to bank. All decisions made by SLB Board. Only request 1 time every 5
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.	N/A	
Southwest	85%	15%	85%-HDHP plus H.S.A. Family \$3000, Single + \$2000, individual \$1500		100%	0%		100%	300	59 Max - 25% per diem accum. sick leave.	4	25% cap per building. Submitted 48 hours in advance. No reason required. Charged .25 day increments. Unused converted to sick.	N/A	
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.	N/A	
Sycamore	85%	15%	85%-HDHP-H.S.A. contribution \$1000/Single Cert. \$2000 Fam Cert.		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.	1 cont day, 50 max can use	Bargaining unit member. Contribute 1 day. Each participant contributes 1 day each time the bank reaches 25% of membership. Catastrophic illness, injury or non-elective surgery. Absence must be more than 10 days. Does not repay bank.
Three Rivers	85% Certified 90% Classified	15% Certified 10% Classified			90%	10%			No cap	74 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, receive \$150/day	Donate 1 day. 30 max can use	Bargaining unit member. Committee decides. Contribute 1 day. Each participant contributes 1 day each time the bank reaches 50 days. Repays bank.
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.	1 day donated.	Bargaining member must enroll to be able to use. Contribute 1 day. Each participant contributes 1 day each time the bank reaches 15 days. Absence must be more than 10 days. Must have 30 members. \$20,000
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	N/A	
Average	85%	15%			93%	7%		92%	272.7		3.17		12 of 24 districts	