



Issues Discussion:

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Westlake School Levy Information Packet

Attached are facts and figures that were collected from various official sources and that represent the current state of the Westlake School District for making an informed decision on whether to support the school levy (issue 88) this November. This material is not intended to advocate for or against the levy. Included is material provided at the Westlake Republicans meeting October 17, 2013.

The case for the levy is being made at <http://www.westlakelevy.com/> and at <http://www.westlake.k12.oh.us/levyinfo/Pages/default.aspx>.

A good discussion for the counter view can be found at www.educatewestlake.com.

Below, we have attached a list of typical attacks against levy detractors, along with a short counter response. A more detailed letter is also provided separately with more detailed, reasoned, fact-based arguments for those who want more information.

Typical School Levy Supporter Counter Attacks & Responses

Excellent Schools are Why People Choose to Live in Westlake, so if you oppose the Levy you hurt the city

There are many different reasons why people choose Westlake as their homes. Low taxes is one of them. There is no shame in expecting our government to spend taxpayer money wisely..

Westlake is a rich city with low tax rates and hence can afford to pay more.

A subset may well be "rich" but even more live on fixed incomes (e.g., retirees) or live lower middle class lifestyles. And asking for fiscal responsibility is always proper, whether we are rich or poor.

Disclosing that Teachers' Salaries and benefits are well above average is being anti-teacher.

We all want to support our teachers, but teacher salaries are paid for by our taxes. We want teachers to earn *fair* salaries that are competitive. There is no reason to pay more than that.

We need to pay more as a district to ensure we get excellent Teachers.

Westlake is a great city to live & work in. We do not need to pay more than others do for excellent teachers to live and work here.

If you don't support the levy, you are against the students.

Most district money is allocated to salaries and benefits, not to improvements to benefit the students. This is an *ad hominem* attack.

If the levy fails, it will result in disastrous cuts in teacher and services.

Cutting teachers and services is the easy way to cut, and it scares the public into voting their way. Holding the line on increases in salaries and benefits is harder to do, but can save more money.

You don't understand how school districts are financed; they can't be run like a business.

There is much to learn from businesses, including tough negotiating and prudent business practices. Businesses know that money is precious, and they act accordingly. So should schools.

Westlake has high teacher salaries because its teacher workforce has more seniority and hence more experience.

This is not true compared to neighboring districts, and appropriate hiring practices and more reasonable contracts would mitigate these costs.

The district hasn't asked for an operational levy in over 7 years, so they are clearly being fiscally responsible.

A bond levy three years ago and another in a couple years for replacing schools deteriorated for lack of maintenance. Another operating levy in 4 years. This is not fiscally responsible management.

All school districts have to ask for new levies over time because their income is fixed, and Westlake is no different.

Just because "everybody else does it" doesn't make it prudent. The the rate at which expenses are growing is just not sustainable.

The state has cut its contributions to the district, and hence the levy is needed to make up for that shortfall.

The state cuts are but a small fraction of the budget. Even without the cuts, the district would be out of money and need more. We all must tighten our belts, the state included.

The District is constrained in what it can do because of unfunded mandates and collective bargaining laws.

This is true. More local control would be preferable. So what have they done to change that? Have they used their authority to lobby for better rules and laws? They have a soapbox. Use it.

Conclusion.

The levy supporters have lots of excuses for why they need more money, and they love to demonize their opponents as being uncaring, greedy, and not concerned about their community or the students. But they have no answers other than to keep asking for more and more money. This approach is no longer sustainable. The growth in school expenses and tax rates must be slowed down. We want answers, but all we get are excuses. It is time for the taxpayer to educate themselves and assert their ultimate control.

Westlake School Levy

There is a local issue on the ballot to increase the millage to provide operating revenue for the Westlake School System.

Attached is a collection of information regarding this matter for discussion and for your review.

Westlake School District Rankings by Teacher Salary

Talking Points:

The Westlake School System ranks #9 in the state of Ohio with respect to teacher salaries in 2012, with an average salary of more than \$75,000.

This means that Westlake pays an average salary that is higher than 98.5% of Ohio's school districts.

Westlake has moved up in this ranking, from #16 in 2010, with the average salary increasing by more than \$5,000 in two years.

Source: Ohio Department of Education. See attached data sheets.
(http://education.ohio.gov/lists_and_rankings)

District Salary Ranking (2012)

District Name	County	Average teacher salary	Teachers attendance rate 2012-13	Average Years of teacher experience	Number of Full Time teachers	Number of full time teachers who have at least a bachelors	Number of full time teachers who have at least a masters	% of Teachers who have at least a bachelors	% of Teachers who have at least a masters
1 Orange City	Cuyahoga	81459	92.8	11	189	185	139	97.6	73.5
2 Tri-Valley Local	Muskingum	81154	96.6	22	103	103	73	100.0	70.4
3 Beachwood City	Cuyahoga	79495	94.5	13	135	135	114	100.0	83.9
4 Brecksville-Broadview Heights City	Cuyahoga	78304	94.2	11	219	219	185	100.0	84.6
5 Upper Arlington City	Franklin	77679	95.6	16	407	407	330	99.9	81.1
6 Cuyahoga Heights Local	Cuyahoga	76745	95.5	26	55	55	43	100.0	77.8
7 Solon City	Cuyahoga	76580	95.6	16	318	318	276	100.0	86.8
8 Mayfield City	Cuyahoga	76207	93.8	17	318	314	249	98.6	78.3
9 Westlake City	Cuyahoga	75615	94.7	16	262	262	183	100.0	70.0
10 Bexley City	Franklin	74925	94.8	18	154	154	132	100.0	85.2
11 Dublin City	Franklin	73627	93.5	13	915	908	643	99.2	70.3
12 Hudson City	Summit	73313	95.2	18	287	286	251	99.7	87.6
13 Rocky River City	Cuyahoga	73200	95.9	16	151	151	115	100.0	75.9
14 Shaker Heights City	Cuyahoga	71960	96.1	13	384	384	304	100.0	79.3
15 Indian Hill Exempted Village	Hamilton	71911	96.2	12	149	149	98	100.0	65.5
16 Worthington City	Franklin	71849	95.9	18	612	612	483	100.0	78.9
17 Grandview Heights City	Franklin	71261	95.8	12	91	91	41	100.0	44.8
18 North Olmsted City	Cuyahoga	71247	95.3	15	226	226	196	100.0	86.6
19 Twinsburg City	Summit	71162	94.4	4	218	218	167	100.0	76.9
20 Sycamore Community City	Hamilton	71073	94.9	16	354	354	295	100.0	83.3
21 Medina City	Medina	71009	93.8	16	363	363	296	100.0	81.5
22 Bay Village City	Cuyahoga	70967	96.1	10	160	160	119	100.0	74.7
23 Mariemont City	Hamilton	70539	96.4	21	108	108	94	99.5	86.5
24 Ottawa Hills Local	Lucas	70319	96	20	69	69	53	100.0	77.1
25 South Euclid-Lyndhurst City	Cuyahoga	70193	94.3	15	243	242	204	99.8	83.9
26 Danbury Local	Ottawa	70101	94.3	21	43	43	33	100.0	76.9
27 Hilliard City	Franklin	69798	94.9	15	868	868	637	100.0	73.3
28 Rossford Exempted Village	Wood	69686	95.1	10	119	119	85	100.0	70.9
29 North Royalton City	Cuyahoga	69410	95.4	11	240	240	138	100.0	57.4
30 Southwest Local	Hamilton	69360	96.1	19	177	171	138	96.6	78.0
31 Cleveland Municipal City	Cuyahoga	69314	89.3	17	2853	2853	2478	100.0	86.9
32 Mentor Exempted Village	Lake	69123	95.6	14	512	512	366	100.0	71.6
33 Maumee City	Lucas	69008	95	18	179	179	137	100.0	76.5

District Salary Ranking (2012)

District Name	County	Average teacher salary	Teachers attendance rate	Average Years of teacher experience	Full Time teachers	Number of full time teachers who have at least a bachelors	Number of full time teachers who have at least a masters	% of Teachers who have at least a bachelors	% of Teachers who have at least a masters
34 Cleveland Heights-University Heights	Cuyahoga	68972	93	10	501	501	381	100.0	76.1
35 Independence Local	Cuyahoga	68971	95.1	13	77	77	65	100.0	83.4
36 Loveland City	Hamilton	68787	95.3	16	240	240	203	100.0	84.7
37 Aurora City	Portage	68777	96.1	15	169	169	148	100.0	88.0
38 Madeira City	Hamilton	68546	96.1	13	93	92	61	98.9	65.6
39 Lakewood City	Cuyahoga	68457	95	14	364	359	243	98.6	66.9
40 Perry Local	Lake	68109	93.5	12	115	115	78	100.0	68.1
41 Revere Local	Summit	67891	95.1	16	183	183	135	100.0	73.8
42 Oakwood City	Montgomery	67386	96	13	148	148	125	100.0	84.5
43 Chagrin Falls Exempted Village	Cuyahoga	67157	93.4	20	141	141	118	100.0	83.5
44 New Albany-Plain Local	Franklin	66836	95.3	12	287	287	210	100.0	73.1
45 Columbus City	Franklin	66614	92.3	14	2957	2944	1977	99.6	66.9
46 Gahanna-Jefferson City	Franklin	66414	95.5	19	456	455	350	99.8	76.9
47 Fairview Park City	Cuyahoga	66180	95.1	18	99	99	62	100.0	63.1
48 Princeton City	Hamilton	66109	94.1	12	369	368	276	99.7	74.9
49 Kent City	Portage	65730	95.5	12	285	285	170	100.0	59.7
50 Mason City	Warren	65611	95.7	12	577	577	474	100.0	82.1
51 Kenston Local	Geauga	65601	95	15	188	188	152	100.0	80.9
52 Warrensville Heights City	Cuyahoga	65482	91.3	11	108	103	75	95.4	69.4
53 Olmsted Falls City	Cuyahoga	65287	96.9	12	200	200	169	100.0	84.5
54 Forest Hills Local	Hamilton	65206	96.1	15	431	431	342	100.0	79.4
55 East Cleveland City	Cuyahoga	64920	90.5	16	229	226	162	98.7	71.0
56 Avon Lake City	Lorain	64756	95.3	16	224	224	190	100.0	84.6
57 Huber Heights City	Montgomery	64744	93.2	16	368	368	259	100.0	70.5
58 Finneytown Local	Hamilton	64588	95.3	16	85	85	63	100.0	74.8
59 Bowling Green City	Wood	64452	96.4	17	175	175	143	100.0	81.4
60 Pickerington Local	Fairfield	64381	94.5	13	511	511	413	100.0	80.7
61 Kettering City	Montgomery	64289	95.7	18	465	460	353	98.8	75.7
62 Lakota Local	Butler	64142	96	15	782	782	630	100.0	80.6
63 West Geauga Local	Geauga	64126	95.6	12	129	129	99	100.0	77.2
64 Berea City	Cuyahoga	64056	95.8	18	442	439	281	99.3	63.6
65 Mogadore Local	Summit	64028	0	11	59	59	47	100.0	79.7
66 Cincinnati City	Hamilton	63901	95.2	18	1985	1978	1385	99.6	69.8

District Salary Ranking (2012)

District Name	County	Average teacher salary	Teachers attendance rate 2012-13	Average Years of teacher experience	Full Time teachers	Number of full time teachers who have at least a bachelors	Number of full time teachers who have at least a masters	% of Teachers who have at least a bachelors	% of Teachers who have at least a masters
595 Conotton Valley Union Local	Harrison	41038	94.1	14	33	33	14	100.0	41.5
596 Bridgeport Exempted Village	Belmont	41008	94.8	12	54	54	31	100.0	57.4
597 Newcomerstown Exempted Village	Tuscarawas	40906	95.4	14	79	79	24	100.0	30.4
598 Lowellville Local	Mahoning	40428	96.8	10	51	51	7	100.0	13.1
599 Switzerland of Ohio Local	Monroe	39945	93.2	19	213	211	129	99.1	60.8
600 Frontier Local	Washington	39544	93.4	19	52	52	21	100.0	40.6
601 Buckeye Local	Jefferson	39511	94.8	12	161	160	90	99.1	55.7
602 Vanlue Local	Hancock	39180	95.4	12	20	20	11	100.0	54.2
603 Indian Creek Local	Jefferson	39100	94	22	138	138	94	100.0	67.7
604 Bloomfield-Mespo Local	Trumbull	39014	95.2	13	26	26	9	100.0	36.1
605 Southington Local	Trumbull	38846	94.4	14	44	44	17	100.0	39.6
606 Ridgement Local	Hardin	38369	94.8	7	43	43	17	100.0	38.9
607 Jefferson Township Local	Montgomery	37955	95.5	7	45	42	20	93.4	45.1
608 Southern Local	Columbiana	37828	95.4	15	66	66	32	100.0	48.7
609 Southern Local	Meigs	36657	95.4	7	53	52	15	98.1	28.6
610 Bettsville Local	Seneca	35853	95.6	7	24	24	8	100.0	32.3

District Salary Ranking (2010)

District Name	County	Average teacher salary	Teachers attendance rate 2009-10	Average Years of experience	Full Time teachers	Number of teachers who have at least a bachelors	Number of full time teachers who have at least a masters	% of Teachers who have at least a bachelors	% of Teachers who have at least a masters
1 Orange City	Cuyahoga	79656	93.7	13	181	180	139	99.4	77
2 Beachwood City	Cuyahoga	77984	93	14	132	131	109	99.2	82.9
3 Brecksville-Broadview Heights	Cuyahoga	77352	94.7	13	249	249	208	100.0	83.4
4 Solon City	Cuyahoga	75356	95.8	15	327	325	269	99.4	82.3
5 Mayfield City	Cuyahoga	74938	94.7	15	305	300	238	98.3	78.1
6 Upper Arlington City	Franklin	74744	95.5	11	447	443	339	99.1	75.9
7 Bexley City	Franklin	73851	55.1	19	153	153	127	100.0	82.8
8 Shaker Heights City	Cuyahoga	73415	95.2	15	395	394	330	99.7	83.5
9 Cuyahoga Heights Local	Cuyahoga	72273	95.9	23	63	63	44	100.0	69.8
10 Indian Hill Exempted Village	Hamilton	72193	94.9	12	157	157	104	100.0	66.2
11 Ottawa Hills Local	Lucas	71821	95	23	75	75	53	100.0	70.3
12 Hudson City	Summit	71313	95	17	334	333	271	99.7	81.2
13 Sycamore Community City	Hamilton	71137	94.8	17	371	371	314	100.0	84.5
14 Worthington City	Franklin	70895	96.5	18	642	640	452	99.7	70.3
15 Rocky River City	Cuyahoga	70850	95.3	14	146	146	98	100.0	67.5
16 Westlake City	Cuyahoga	70326	94.1	13	254	254	175	100.0	68.9
17 Grandview Heights City	Franklin	69382	95	15	83	82	40	98.8	47.5
18 Hilliard City	Franklin	69369	94.4	15	884	884	565	100.0	63.9
19 Mariemont City	Hamilton	69140	96.3	21	113	113	100	100.0	88.6
20 Dublin City	Franklin	69110	94.2	13	927	922	596	99.5	64.3
21 Revere Local	Summit	68303	95.1	14	175	175	93	100.0	53
22 Bay Village City	Cuyahoga	68247	96.1	12	155	155	111	100.0	71.7
23 Cleveland Heights-University	Cuyahoga	68147	93.4	15	461	455	362	98.7	78.6
24 Gahanna-Jefferson City	Franklin	67718	95.7	19	468	468	346	100.0	73.9
25 Strongsville City	Cuyahoga	67610	95.5	12	382	380	245	99.6	64.2
26 Maumee City	Lucas	66882	95.1	17	178	177	138	99.4	77.2
27 North Olmsted City	Cuyahoga	66695	95.4	14	263	263	211	100.0	80.1
28 Southwest Local	Hamilton	66537	95.7	16	186	185	97	99.4	52.4
29 Medina City	Medina	66497	95	15	452	452	318	100.0	70.3
30 Lakewood City	Cuyahoga	66460	94.7	17	399	399	271	100.0	67.8
31 Cleveland Municipal City	Cuyahoga	66238	91	16	3553	3549	1626	99.9	45.7
32 Independence Local	Cuyahoga	66089	95.5	14	82	82	68	100.0	83
33 Princeton City	Hamilton	65986	94.8	13	412	411	262	99.8	63.5

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34 Rossford Exempted Village	Wood	65853	94.9	13	126	122	72	96.8	57.1
35 Oakwood City	Montgomery	65848	95.5	15	142	142	119	100.0	84.3
36 Forest Hills Local	Hamilton	65484	95.9	16	429	429	332	100.0	77.3
37 Mentor Exempted Village	Lake	65264	96.2	17	550	546	400	99.3	72.8
38 Aurora City	Portage	65247	95.4	12	177	176	138	99.4	77.8
39 Columbus City	Franklin	64724	100	14	3333	3331	2033	99.9	61
40 Cincinnati City	Hamilton	64344	95.4	17	2054	2048	1388	99.7	67.6
41 Kettering City	Montgomery	64174	95.8	16	478	473	342	98.8	71.5
42 Twinsburg City	Summit	64170	0	5	242	242	122	99.9	50.4
43 Reynoldsburg City	Franklin	63976	94.4	13	308	308	233	100.0	75.5
44 Fairview Park City	Cuyahoga	63962	95.2	19	104	103	61	99.0	59.2
45 Madeira City	Hamilton	63702	96.2	13	102	102	71	100.0	70
46 Olmsted Falls City	Cuyahoga	63593	96.7	14	195	195	161	100.0	82.8
47 Loveland City	Hamilton	63566	94.8	14	257	257	199	100.0	77.3
48 Warrensville Heights City	Cuyahoga	63461	93.9	12	157	157	109	100.0	69.4
49 Kenston Local	Geauga	63418	94.8	13	196	196	149	100.0	76.3
50 Kings Local	Warren	63385	95.7	17	227	227	157	100.0	69.4
51 Euclid City	Cuyahoga	63334	95.1	13	393	390	278	99.3	70.8
52 Deer Park Community City	Hamilton	63241	95.1	17	76	76	48	100.0	62.5
53 Copley-Fairlawn City	Summit	63196	95	11	198	197	150	99.5	75.7
54 Bowling Green City	Wood	63084	96.1	17	193	193	146	100.0	75.6
55 South Euclid-Lyndhurst City	Cuyahoga	63015	94.6	12	286	285	204	99.7	71.4
56 Kent City	Portage	62974	95.7	14	276	274	180	99.6	65.3
57 Willoughby-Eastlake City	Lake	62802	95.5	9	522	516	296	98.9	56.8
58 Pickerington Local	Fairfield	62777	95.1	10	576	576	418	100.0	72.6
59 North Royalton City	Cuyahoga	62744	94.1	11	257	257	151	100.0	58.5
60 Finneytown Local	Hamilton	62733	95.6	15	99	86	56	86.9	56.5
61 Tallmadge City	Summit	62632	95.9	12	154	154	91	100.0	59
62 Oregon City	Lucas	62536	94.1	16	223	221	152	99.1	68.3
63 Beavercreek City	Greene	62475	95.2	16	438	438	315	100.0	71.9
64 Brooklyn City	Cuyahoga	62421	94.7	8	86	81	42	94.2	49.6
65 New Richmond Exempted Vill: Clermont	Clermont	62417	95.7	15	161	161	128	100.0	79.4
66 Lakota Local	Butler	62331	94.8	12	963	963	659	100.0	68.4

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District Name	County	Average teacher salary	Teachers attendance rate 2009-10	Average Years of experience	Full Time teachers	Number of full time teachers who have at least a bachelors	Number of full time teachers who have at least a masters	% of Teachers who have at least a bachelors	% of Teachers who have at least a masters
595 Ledgement Local	Geauga	41530	95.1	9.39	39	20	39	100.0	51.7
596 South Central Local	Huron	41279	96.9	15.71	71	38	71	100.0	53.6
597 Southern Local	Columbiana	41015	94.9	14.62	62	33	62	100.0	52.6
598 Indian Creek Local	Jefferson	40746	94.3	17.152	151	94	151	99.3	61.7
599 Ridgedale Local	Marion	40543	95.5	21.57	57	29	57	100.0	50.6
600 New Boston Local	Scioto	39971	94.7	14.35	35	7	35	100.0	20.4
601 Conotton Valley Union Local	Harrison	39877	94.8	13.39	39	13	39	100.0	33.8
602 Barnesville Exempted Village	Belmont	39656	92.2	14.82	82	51	82	100.0	62.2
603 Waynesfield-Goshen Local	Auglaize	39506	94.5	15.55	55	37	55	100.0	68.1
604 Ridgemont Local	Hardin	39502	93.9	9.42	42	13	42	100.0	31.5
605 Upper Scioto Valley Local	Hardin	37897	95.5	11.49	49	24	49	100.0	49.5
606 Bloomfield-Mespo Local	Trumbull	37751	94.6	20.26	26	13	26	100.0	48.3
607 Darville Local	Knox	37313	95.3	16.59	59	25	59	100.0	42.9
608 Vanlue Local	Hancock	36675	95.4	13.20	20	9	20	100.0	45.7
609 Bettsville Local	Seneca	33327	92.6	8.20	20	9	20	100.0	46.2
610 Southern Local	Meigs	32020	94.6	7.51	51	13	51	100.0	25.1
		53055.86	94.6	15.08					61.31

Westlake School District Comparison to other Local Districts

Talking Points:

The Westlake School System average teacher salary is higher than other regional districts by Thousands of Dollars.

The per pupil expenditure is also substantially higher in Westlake than in surrounding districts.

Source: Cupp Reports. See attached data sheets.

(<http://education.ohio.gov/Topics/Finance-and-Funding/Finance-Related-Data/District-Profile-Reports>)

2009

DISTRICT	DISTRICT YEAR END ENROLLMENT FY09	DISTRICT				DISTRICT				DISTRICT			
		DISTRICT % OF DISABLED STUDENTS FY09	FTE REGULAR EDUCATION CLASSROOM TEACHERS FY09	DISTRICT CLASSROOM TEACHERS AVERAGE SALARY FY09	DISTRICT % OF TEACHERS WITH 0-4 YEARS EXPERIENCE FY09	DISTRICT % OF TEACHERS WITH 4-10 YEARS EXPERIENCE FY09	DISTRICT % OF TEACHERS WITH 10+ YEARS EXPERIENCE FY09	DISTRICT % OF TEACHERS WITH 0-4 YEARS EXPERIENCE FY09	DISTRICT % OF TEACHERS WITH 4-10 YEARS EXPERIENCE FY09	DISTRICT % OF TEACHERS WITH 10+ YEARS EXPERIENCE FY09			
Avon	N/A	8.87	134.45	51,628.79	61.6	18.7	19.7						
Avon Lake	N/A	10.22	160.43	59,821.69	10.8	22.6	66.6						
Bay	N/A	11.77	117.5	64,463.39	19.2	23	57.8						
Rocky River	N/A	10.41	117.33	67,534.54	15.5	19.7	64.8						
Westlake	N/A	14.43	177.03	67,675.46	25.2	15.6	59.2						

2012

DISTRICT	DISTRICT YEAR END ENROLLMENT FY12	DISTRICT				DISTRICT				DISTRICT			
		DISTRICT % OF DISABLED STUDENTS FY12	FTE REGULAR EDUCATION CLASSROOM TEACHERS FY12	DISTRICT CLASSROOM TEACHERS AVERAGE SALARY FY12	DISTRICT % OF TEACHERS WITH 0-4 YEARS EXPERIENCE FY12	DISTRICT % OF TEACHERS WITH 4-10 YEARS EXPERIENCE FY12	DISTRICT % OF TEACHERS WITH 10+ YEARS EXPERIENCE FY12	DISTRICT % OF TEACHERS WITH 0-4 YEARS EXPERIENCE FY12	DISTRICT % OF TEACHERS WITH 4-10 YEARS EXPERIENCE FY12	DISTRICT % OF TEACHERS WITH 10+ YEARS EXPERIENCE FY12			
Avon	4031.91	9.52	134.45	54,045.73	69.41	16.44	14.16						
Avon Lake	3718	8.84	160.43	63,831.06	14.29	17.23	68.49						
Bay Village	2448.86	11.51	117.5	69,938.82	29.45	19.02	51.53						
Rocky River	2528.42	9.72	117.33	62,326.98	18.38	17.84	63.78						
Westlake	3924.1	13.58	177.03	74,964.61	36.46	15.63	47.92						
Brecksville/ BH	4132.86	9.14	186.99	79,077.65	17.02	28.51	54.47						
Independence	1076.13	7.41	60.25	66,325.38	31.46	14.61	53.93						

2009

DISTRICT	DISTRICT FTE	DISTRICT ADMINISTRATORS	DISTRICT ADMINISTRATOR AVERAGE SALARY	DISTRICT ADMINISTRATOR RATIO	DISTRICT ASSESSED PROPERTY VALUATION	DISTRICT PER PUPIL REVENUE	DISTRICT PROPERTY TAX	DISTRICT TOTAL PROPERTY TAX PER PUPIL	DISTRICT AVERAGE INCOME
Avon	15.16		80,409.08	230.64	217,736.55	217.74		6,437.82	81,994.00
Avon Lake	13.17		91,402.54	277.51	239,049.12	239.05		8,531.75	90,645.00
Bay	14.5		92,940.83	175.23	199,816.21	199.82		8,594.50	104,982.00
Rocky River	17.2		96,185.26	157.01	276,413.23	276.41		10,859.73	95,020.00
Westlake	24.27		85,555.85	163.58	358,158.36	358.16		11,293.43	103,944.00

2012

DISTRICT	DISTRICT FTE	DISTRICT ADMINISTRATORS	DISTRICT ADMINISTRATOR AVERAGE SALARY	DISTRICT PUPIL ADMINISTRATOR RATIO	DISTRICT ASSESSED PROPERTY VALUATION	DISTRICT PER PUPIL REVENUE	DISTRICT PROPERTY TAX	DISTRICT TOTAL PROPERTY TAX PER PUPIL	DISTRICT AVERAGE INCOME
Avon	15		84,307.87	272.38	187,152.66	187.15		6,672.63	82,186.00
Avon Lake	14.11		88,916.51	267.85	217,827.25	217.83		7,800.55	87,330.00
Bay Village	16		98,682.50	160.31	193,905.45	193.91		9,887.85	96,290.00
Rocky River	23.39		80,336.34	111.88	270,139.07	270.14		11,021.70	83,348.00
Westlake	26.92		90,161.96	150.44	337,013.03	337.01		10,852.02	98,912.00
Brecksville/ BH	20.5		102,461.76	206.1	236,125.03	236.13		9,028.71	87,811
Independence	16.23		90,090.62	95.27	439,328.67	439.33		13,987.99	74,131.00

2009

DISTRICT	CURRENT OPERATING MILLAGE	DISTRICT ADMINISTRATIVE EXPENDITURE	DISTRICT BUILDING OPERATION EXPENDITURE	DISTRICT INSTRUCTIONAL EXPENDITURE	DISTRICT PUPIL SUPPORT EXPENDITURE	DISTRICT STAFF SUPPORT EXPENDITURE	DISTRICT TOTAL EXPENDITURE	DISTRICT STATE REVENUE	DISTRICT PER PUPIL
Avon	46.61	879	1,494.00	4,627.00	708	293	8,001.00	1,980.00	
Avon Lake	60.95	1,118.00	2,027.00	5,914.00	1,246.00	29	10,334.00	2,721.00	
Bay	105.01	1,423.00	1,788.00	5,911.00	1,580.00	166	10,868.00	2,984.00	
Rocky River	78.17	1,466.00	2,287.00	6,756.00	1,224.00	195	11,928.00	2,134.00	
Westlake	64.4	1,196.00	2,601.00	6,741.00	1,658.00	342	12,538.00	2,681.00	

2012

DISTRICT	CURRENT OPERATING MILLAGE	DISTRICT ADMINISTRATIVE EXPENDITURE	DISTRICT BUILDING OPERATION EXPENDITURE	DISTRICT INSTRUCTIONAL EXPENDITURE	DISTRICT PUPIL SUPPORT EXPENDITURE	DISTRICT STAFF SUPPORT EXPENDITURE	DISTRICT TOTAL EXPENDITURE	DISTRICT STATE REVENUE	DISTRICT PER PUPIL
Avon	52.46	763.29	1,160.00	4,415.04	630.39	305.69	7,274.39	1,821.69	
Avon Lake	61.38	1,184.98	2,052.52	6,166.61	1,414.43	39.73	10,858.27	2,703.02	
Bay Village	111.91	1,510.07	1,882.03	6,338.04	1,605.94	167.92	11,504.00	3,138.71	
Rocky River	78.17	1,575.23	2,226.41	7,137.41	1,388.88	426.52	12,754.45	2,249.78	
Westlake	64.4	1,202.26	2,623.36	7,261.85	1,732.22	473.78	13,293.46	3,085.34	
Brecksville/ BH	74.44	1,155.69	2,195.28	6,579.10	1,151.94	554.42	11,636.42	2,993.59	
Independence	33.25	1,889.07	3,988.78	7,143.53	2,292.81	944.49	16,258.68	2,581.56	

2009

DISTRICT	DISTRICT STATE REVENUE AS % OF TOTAL		DISTRICT LOCAL REVENUE AS % OF TOTAL		DISTRICT FEDERAL REVENUE AS % OF TOTAL		DISTRICT FEDERAL REVENUE AS % OF TOTAL		DISTRICT TOTAL REVENUE PER PUPIL		DISTRICT SALARIES AS % OF OPERATING EXPENDITURES		DISTRICT FRINGE BENEFITS AS % OF OPERATING EXPENDITURES	
	FY09	REVENUE PER PUPIL	FY09	REVENUE AS % OF TOTAL	FY09	REVENUE AS % OF TOTAL	FY09	REVENUE AS % OF TOTAL	FY09	REVENUE PER PUPIL	FY09	AS % OF OPERATING EXPENDITURES	FY09	AS % OF OPERATING EXPENDITURES
Avon	25.05	5,686.00	71.93		239	3.02		7,905.00	57.16	21.29				
Avon Lake	25.65	7,617.00	71.8		271	2.55		10,609.00	62.99	19.87				
Bay	26.58	7,886.00	70.24		358	3.19		11,228.00	65.04	20.69				
Rocky River	17.77	9,488.00	79		388	3.23		12,010.00	61.58	22.39				
Westlake	19.07	10,915.00	77.65		461	3.28		14,057.00	64.96	21.72				

2012

DISTRICT	DISTRICT STATE REVENUE AS % OF TOTAL		DISTRICT LOCAL REVENUE AS % OF TOTAL		DISTRICT FEDERAL REVENUE AS % OF TOTAL		DISTRICT FEDERAL REVENUE AS % OF TOTAL		DISTRICT TOTAL REVENUE PER PUPIL		DISTRICT SALARIES AS % OF OPERATING EXPENDITURES		DISTRICT FRINGE BENEFITS AS % OF OPERATING EXPENDITURES	
	FY12	REVENUE PER PUPIL	FY12	REVENUE AS % OF TOTAL	FY12	REVENUE AS % OF TOTAL	FY12	REVENUE AS % OF TOTAL	FY12	REVENUE PER PUPIL	FY12	AS % OF OPERATING EXPENDITURES	FY12	AS % OF OPERATING EXPENDITURES
Avon	22.11	6,155.61	74.72		260.79	3.17		8,238.08	57.48	22.89				
Avon Lake	27.69	6,839.71	70.07		219.11	2.24		9,761.85	64.04	19.46				
Bay Village	24.77	9,201.52	72.61		332.46	2.62		12,672.68	63.6	20.98				
Rocky River	16.79	10,222.41	76.28		928.18	6.93		13,400.37	61.56	22.62				
Westlake	22.66	10,122.72	74.34		408.62	3		13,616.68	62.52	22.96				
Brecksville/ BH	25.92	8,147.91	70.54		408.97	3.54		11,550.47	65.07	21.79				
Independence	16.92	12,563.63	82.33		115	0.75		15,260.19	56.52	19.43				

**Ohio Department Of Education
Office of School Options and Finance**

District Profile Report For City, Exempted Village And Local School Districts for
Rocky River City SD, Cuyahoga
44701

Comparison District 1 Comparison District 2 Comparison District 3

	Rocky River City SD, Cuyahoga	Similar District Average	Statewide average of Local, E.V., & City Districts
A - Demographic Data:			
1 School District Area Square Mileage (FY12)	5.00	26.43	67.71
2 District Pupil Density (FY12)	523.39	154.49	42.55
3 Total Average Daily Membership (FY12)	2,616.93	4,082.88	2,881.33
4 Total Year-End Enrollment (FY12)	2,528.42	3,938.49	2,648.20
5 Asian Students As % Of Total (FY12)	2.19%	3.27%	1.82%
6 Pacific Islander Students As % Of Total (FY12)	0.00%	0.06%	0.05%
7 Black Students As % Of Total (FY12)	0.92%	2.16%	13.95%
8 American Indian/Alaskan Native Students As % Of Total (FY12)	0.24%	0.09%	0.13%
9 Hispanic Students As % Of Total (FY12)	2.54%	2.35%	3.63%
10 White Students As % Of Total (FY12)	91.25%	89.49%	76.27%
11 Multiracial Students As % Of Total (FY12)	2.86%	2.60%	4.14%
12 % Of Students In Poverty (FY12)	12.17%	14.42%	44.57%
13 % Of Students With Limited English Proficiency (FY12)	2.34%	1.51%	2.28%
14 % Of Students With Disability (FY12)	9.72%	10.06%	13.41%
B - Personnel Data:			
15 FTE Number Of Regular Education Classroom Teachers (FY08)	117.33	176.15	122.95
16 Classroom Teachers' Average Salary (FY12)	\$62,326.98	\$64,009.88	\$58,119.74
17 % Teachers With 0-4 Years Experience (FY12)	18.38%	24.92%	25.48%
18 % Teachers With 4-10 Years Experience (FY12)	17.84%	19.16%	17.43%
19 % Teachers With 10+ Years Experience (FY12)	63.78%	55.92%	57.09%
20 K-12 Regular Education Pupil Teacher Ratio (FY08)	20.43	19.67	16.47
21 FTE Number Of Administrators (FY12)	23.39	19.29	17.69
22 Administrators' Average Salary (FY12)	\$80,336.34	\$87,173.26	\$76,654.09
23 Pupil Administrator Ratio (FY12)	111.88	209.20	159.99
C - Property Valuation And Tax Data:			
24 Assessed Property Valuation Per Pupil (TY11 [FY13])	\$270,139.07	\$209,669.09	\$137,515.46
25 Res & Agr Real Property Valuation As % Of Total (TY11 [FY13])	82.03%	78.28%	74.26%
26 All Other Real Property Valuation As % Of Total (TY11 [FY13])	16.96%	19.71%	21.52%
27 Public Utility Tangible Value As % Of Total (TY11 [FY13])	1.01%	2.02%	4.21%
28 Business Valuation As % Of Total (TY11 [FY13])	17.97%	21.72%	25.74%
29 Per Pupil Revenue Raised By One Mill Property Tax (TY11 [FY13])	\$270.14	\$209.67	\$137.52
30 Total Property Tax Per Pupil (TY11 [FY13])	\$11,021.70	\$7,806.44	\$4,984.37
31 Rollback & Homestead Per Pupil (FY11)	\$1,459.80	\$918.48	\$582.58
32 OSFC 3-Year Adjusted Valuation Per Pupil (FY13)	\$287,082.84	\$236,193.07	\$138,896.84
33 District Ranking Of OSFC Valuation Per Pupil (FY13)	594	NA	NA
34 Median Income (TY10)	\$43,563.00	\$45,654.00	\$31,681.00
35 Average Income (TY10)	\$83,348.00	\$78,142.09	\$64,761.00
D - Local Effort Data:			
36 Current Operating Millage Including JVS Mills (TY10 [FY13])	78.17	69.38	48.68
37 Effective Class 1 Millage Including JVS Mills (TY10 [FY13])	37.95	36.99	29.44
38 Effective Class 2 Millage Including JVS Mills (TY10 [FY13])	52.37	41.44	33.51
39 School Inside Millage (TY10 [FY13])	4.57	4.90	4.48
40 School District Income Tax Per Pupil (FY12)	\$0.00	\$1,096.50	\$1,103.65
41 Local Tax Effort Index (FY12)	0.7502	0.7205	1.0000
E - Expenditure Per Pupil Data:			
42 Administration Expenditure Per Pupil (FY12)	\$1,575.23	\$1,115.58	\$1,219.19
43 Building Operation Expenditure Per Pupil (FY12)	\$2,226.41	\$1,927.03	\$2,029.82
44 Instructional Expenditure Per Pupil (FY12)	\$7,137.41	\$5,933.05	\$5,873.40
45 Pupil Support Expenditure Per Pupil (FY12)	\$1,388.88	\$1,111.91	\$1,078.95
46 Staff Support Expenditure Per Pupil (FY12)	\$426.52	\$272.17	\$395.85
47 Total Expenditure Per Pupil (FY12)	\$12,754.45	\$10,359.75	\$10,597.21
F - Revenue By Source Data:			
48 State Revenue Per Pupil (FY12)	\$2,249.78	\$2,980.38	\$4,674.52
49 State Revenue As % Of Total (FY12)	16.79%	28.41%	43.08%
50 Local Revenue Per Pupil (FY12)	\$10,222.41	\$7,112.20	\$5,276.25
51 Local Revenue As % Of Total (FY12)	76.28%	67.80%	48.63%
52 Federal Revenue Per Pupil (FY12)	\$928.18	\$397.10	\$899.87
53 Federal Revenue As % Of Total (FY12)	6.93%	3.79%	8.29%
54 Total Revenue Per Pupil (FY12)	\$13,400.37	\$10,489.68	\$10,850.64
55 Total Formula Funding Per Pupil (FY12)	\$394.31	\$1,206.71	\$3,049.14
56 Total Formula Funding As % Of Income Tax Liability (FY12)	3.16%	13.41%	65.99%
G - District Financial Status From Five Year Forecast Data:			
57 Salaries As % Of Operating Expenditures (FY12)	61.56%	61.69%	56.03%
58 Fringe Benefits As % Of Operating Expenditures (FY12)	22.62%	22.70%	21.64%
59 Purchased Services As % Of Operating Expenditures (FY12)	11.44%	10.37%	17.41%
60 Supplies & Materials As % Of Operating Expenditures (FY12)	2.32%	2.92%	2.92%
61 Other Expenses As % Of Operating Expenditures (FY12)	2.05%	2.32%	2.01%

**Ohio Department Of Education
Office of School Options and Finance**

District Profile Report For City, Exempted Village And Local School Districts for
Independence Local SD, Cuyahoga
46565

Comparison District 1 Comparison District 2 Comparison District 3

	Independence Local SD, Cuyahoga	Similar District Average	Statewide average of Local, E.V., & City Districts
A - Demographic Data:			
1 School District Area Square Mileage (FY12)	10.00	61.33	67.71
2 District Pupil Density (FY12)	109.08	21.85	42.55
3 Total Average Daily Membership (FY12)	1,090.80	1,340.44	2,881.33
4 Total Year-End Enrollment (FY12)	1,076.13	1,324.17	2,648.20
5 Asian Students As % Of Total (FY12)	1.42%	0.65%	1.82%
6 Pacific Islander Students As % Of Total (FY12)	0.00%	0.03%	0.05%
7 Black Students As % Of Total (FY12)	0.32%	0.64%	13.95%
8 American Indian/Alaskan Native Students As % Of Total (FY12)	0.00%	0.14%	0.13%
9 Hispanic Students As % Of Total (FY12)	0.46%	2.24%	3.63%
10 White Students As % Of Total (FY12)	97.52%	93.87%	76.27%
11 Multiracial Students As % Of Total (FY12)	0.28%	2.43%	4.14%
12 % Of Students In Poverty (FY12)	9.73%	31.34%	44.57%
13 % Of Students With Limited English Proficiency (FY12)	0.37%	0.51%	2.28%
14 % Of Students With Disability (FY12)	7.41%	12.07%	13.41%
B - Personnel Data:			
15 FTE Number Of Regular Education Classroom Teachers (FY08)	60.25	66.75	122.95
16 Classroom Teachers' Average Salary (FY12)	\$66,325.38	\$59,392.04	\$58,119.74
17 % Teachers With 0-4 Years Experience (FY12)	31.46%	20.80%	25.48%
18 % Teachers With 4-10 Years Experience (FY12)	14.61%	15.68%	17.43%
19 % Teachers With 10+ Years Experience (FY12)	53.93%	63.53%	57.09%
20 K-12 Regular Education Pupil Teacher Ratio (FY08)	16.23	17.23	16.47
21 FTE Number Of Administrators (FY12)	11.25	9.12	17.69
22 Administrators' Average Salary (FY12)	\$90,090.62	\$83,058.77	\$76,654.09
23 Pupil Administrator Ratio (FY12)	95.27	142.47	159.99
C - Property Valuation And Tax Data:			
24 Assessed Property Valuation Per Pupil (TY11 [FY13])	\$439,328.67	\$248,205.00	\$137,515.46
25 Res & Agr Real Property Valuation As % Of Total (TY11 [FY13])	51.71%	56.30%	74.26%
26 All Other Real Property Valuation As % Of Total (TY11 [FY13])	45.24%	25.04%	21.52%
27 Public Utility Tangible Value As % Of Total (TY11 [FY13])	3.05%	18.67%	4.21%
28 Business Valuation As % Of Total (TY11 [FY13])	48.29%	43.70%	25.74%
29 Per Pupil Revenue Raised By One Mill Property Tax (TY11 [FY13])	\$439.33	\$248.20	\$137.52
30 Total Property Tax Per Pupil (TY11 [FY13])	\$13,987.99	\$7,108.95	\$4,984.37
31 Rollback & Homestead Per Pupil (FY11)	\$1,051.68	\$497.54	\$582.58
32 OSFC 3-Year Adjusted Valuation Per Pupil (FY13)	\$480,607.39	\$289,910.56	\$138,896.84
33 District Ranking Of OSFC Valuation Per Pupil (FY13)	606	NA	NA
34 Median Income (TY10)	\$42,411.00	\$35,702.50	\$31,681.00
35 Average Income (TY10)	\$74,131.00	\$54,860.43	\$64,761.00
D - Local Effort Data:			
36 Current Operating Millage Including JVS Mills (TY10 [FY13])	33.25	38.74	48.68
37 Effective Class 1 Millage Including JVS Mills (TY10 [FY13])	31.29	25.66	29.44
38 Effective Class 2 Millage Including JVS Mills (TY10 [FY13])	32.37	29.29	33.51
39 School Inside Millage (TY10 [FY13])	6.10	4.50	4.48
40 School District Income Tax Per Pupil (FY12)	\$0.00	\$726.41	\$1,103.65
41 Local Tax Effort Index (FY12)	0.7785	0.9228	1.0000
E - Expenditure Per Pupil Data:			
42 Administration Expenditure Per Pupil (FY12)	\$1,889.07	\$1,313.56	\$1,219.19
43 Building Operation Expenditure Per Pupil (FY12)	\$3,988.78	\$2,313.57	\$2,029.82
44 Instructional Expenditure Per Pupil (FY12)	\$7,143.53	\$5,940.71	\$5,873.40
45 Pupil Support Expenditure Per Pupil (FY12)	\$2,292.81	\$1,252.88	\$1,078.95
46 Staff Support Expenditure Per Pupil (FY12)	\$944.49	\$300.19	\$395.85
47 Total Expenditure Per Pupil (FY12)	\$16,258.68	\$11,120.91	\$10,597.21
F - Revenue By Source Data:			
48 State Revenue Per Pupil (FY12)	\$2,581.56	\$4,340.25	\$4,674.52
49 State Revenue As % Of Total (FY12)	16.92%	36.71%	43.08%
50 Local Revenue Per Pupil (FY12)	\$12,563.63	\$6,928.75	\$5,276.25
51 Local Revenue As % Of Total (FY12)	82.33%	58.60%	48.63%
52 Federal Revenue Per Pupil (FY12)	\$115.00	\$554.33	\$899.87
53 Federal Revenue As % Of Total (FY12)	0.75%	4.69%	8.29%
54 Total Revenue Per Pupil (FY12)	\$15,260.19	\$11,823.33	\$10,850.64
55 Total Formula Funding Per Pupil (FY12)	\$395.52	\$1,700.11	\$3,049.14
56 Total Formula Funding As % Of Income Tax Liability (FY12)	4.44%	34.59%	65.99%
G - District Financial Status From Five Year Forecast Data:			
57 Salaries As % Of Operating Expenditures (FY12)	56.52%	55.60%	56.03%
58 Fringe Benefits As % Of Operating Expenditures (FY12)	19.43%	22.30%	21.64%
59 Purchased Services As % Of Operating Expenditures (FY12)	17.93%	16.23%	17.41%
60 Supplies & Materials As % Of Operating Expenditures (FY12)	3.46%	3.54%	2.92%
61 Other Expenses As % Of Operating Expenditures (FY12)	2.66%	2.33%	2.01%

**Ohio Department Of Education
Office of School Options and Finance**

District Profile Report For City, Exempted Village And Local School Districts for
Fairview Park City SD, Cuyahoga
43976

Comparison District 1 Comparison District 2 Comparison District 3

	Fairview Park City SD, Cuyahoga	Similar District Average	Statewide average of Local, E.V., & City Districts
A - Demographic Data:			
1 School District Area Square Mileage (FY12)	4.00	31.33	67.71
2 District Pupil Density (FY12)	447.83	101.62	42.55
3 Total Average Daily Membership (FY12)	1,791.32	3,184.17	2,881.33
4 Total Year-End Enrollment (FY12)	1,762.90	3,051.08	2,648.20
5 Asian Students As % Of Total (FY12)	2.66%	1.79%	1.82%
6 Pacific Islander Students As % Of Total (FY12)	0.00%	0.04%	0.05%
7 Black Students As % Of Total (FY12)	3.31%	3.64%	13.95%
8 American Indian/Alaskan Native Students As % Of Total (FY12)	0.28%	0.18%	0.13%
9 Hispanic Students As % Of Total (FY12)	3.15%	2.87%	3.63%
10 White Students As % Of Total (FY12)	88.09%	87.97%	76.27%
11 Multiracial Students As % Of Total (FY12)	2.51%	3.50%	4.14%
12 % Of Students In Poverty (FY12)	28.81%	24.30%	44.57%
13 % Of Students With Limited English Proficiency (FY12)	4.87%	1.27%	2.28%
14 % Of Students With Disability (FY12)	11.00%	11.81%	13.41%
B - Personnel Data:			
15 FTE Number Of Regular Education Classroom Teachers (FY08)	66.72	133.17	122.95
16 Classroom Teachers' Average Salary (FY12)	\$66,562.02	\$59,194.14	\$58,119.74
17 % Teachers With 0-4 Years Experience (FY12)	16.67%	23.54%	25.48%
18 % Teachers With 4-10 Years Experience (FY12)	18.33%	19.30%	17.43%
19 % Teachers With 10+ Years Experience (FY12)	65.00%	57.16%	57.09%
20 K-12 Regular Education Pupil Teacher Ratio (FY08)	21.66	19.46	16.47
21 FTE Number Of Administrators (FY12)	14.33	17.96	17.69
22 Administrators' Average Salary (FY12)	\$87,505.47	\$79,136.96	\$76,654.09
23 Pupil Administrator Ratio (FY12)	122.92	173.88	159.99
C - Property Valuation And Tax Data:			
24 Assessed Property Valuation Per Pupil (TY11 [FY13])	\$197,782.02	\$166,211.74	\$137,515.46
25 Res & Agr Real Property Valuation As % Of Total (TY11 [FY13])	86.20%	81.11%	74.26%
26 All Other Real Property Valuation As % Of Total (TY11 [FY13])	12.75%	16.15%	21.52%
27 Public Utility Tangible Value As % Of Total (TY11 [FY13])	1.05%	2.74%	4.21%
28 Business Valuation As % Of Total (TY11 [FY13])	13.80%	18.89%	25.74%
29 Per Pupil Revenue Raised By One Mill Property Tax (TY11 [FY13])	\$197.78	\$166.21	\$137.52
30 Total Property Tax Per Pupil (TY11 [FY13])	\$10,480.83	\$6,242.08	\$4,984.37
31 Rollback & Homestead Per Pupil (FY11)	\$1,582.59	\$784.96	\$582.58
32 OSFC 3-Year Adjusted Valuation Per Pupil (FY13)	\$223,346.81	\$186,749.41	\$138,896.84
33 District Ranking Of OSFC Valuation Per Pupil (FY13)	555	NA	NA
34 Median Income (TY10)	\$38,052.00	\$38,603.00	\$31,681.00
35 Average Income (TY10)	\$60,515.00	\$61,110.50	\$64,761.00
D - Local Effort Data:			
36 Current Operating Millage Including JVS Mills (TY10 [FY13])	92.97	59.45	48.68
37 Effective Class 1 Millage Including JVS Mills (TY10 [FY13])	51.98	36.81	29.44
38 Effective Class 2 Millage Including JVS Mills (TY10 [FY13])	56.54	39.08	33.51
39 School Inside Millage (TY10 [FY13])	4.57	4.89	4.48
40 School District Income Tax Per Pupil (FY12)	\$0.00	\$1,187.35	\$1,103.65
41 Local Tax Effort Index (FY12)	1.0404	0.8776	1.0000
E - Expenditure Per Pupil Data:			
42 Administration Expenditure Per Pupil (FY12)	\$1,572.70	\$1,158.34	\$1,219.19
43 Building Operation Expenditure Per Pupil (FY12)	\$1,629.34	\$1,795.68	\$2,029.82
44 Instructional Expenditure Per Pupil (FY12)	\$6,324.93	\$5,564.62	\$5,873.40
45 Pupil Support Expenditure Per Pupil (FY12)	\$1,351.06	\$1,081.46	\$1,078.95
46 Staff Support Expenditure Per Pupil (FY12)	\$430.43	\$235.26	\$395.85
47 Total Expenditure Per Pupil (FY12)	\$11,308.46	\$9,835.37	\$10,597.21
F - Revenue By Source Data:			
48 State Revenue Per Pupil (FY12)	\$3,031.12	\$3,493.60	\$4,674.52
49 State Revenue As % Of Total (FY12)	23.95%	35.57%	43.08%
50 Local Revenue Per Pupil (FY12)	\$9,054.56	\$5,864.67	\$5,276.25
51 Local Revenue As % Of Total (FY12)	71.53%	59.70%	48.63%
52 Federal Revenue Per Pupil (FY12)	\$572.54	\$464.48	\$899.87
53 Federal Revenue As % Of Total (FY12)	4.52%	4.73%	8.29%
54 Total Revenue Per Pupil (FY12)	\$12,658.23	\$9,822.75	\$10,850.64
55 Total Formula Funding Per Pupil (FY12)	\$870.43	\$1,942.78	\$3,049.14
56 Total Formula Funding As % Of Income Tax Liability (FY12)	8.97%	30.67%	65.99%
G - District Financial Status From Five Year Forecast Data:			
57 Salaries As % Of Operating Expenditures (FY12)	62.87%	59.42%	56.03%
58 Fringe Benefits As % Of Operating Expenditures (FY12)	22.20%	22.32%	21.64%
59 Purchased Services As % Of Operating Expenditures (FY12)	11.25%	13.43%	17.41%
60 Supplies & Materials As % Of Operating Expenditures (FY12)	1.66%	2.85%	2.92%
61 Other Expenses As % Of Operating Expenditures (FY12)	2.02%	1.99%	2.01%

**Ohio Department Of Education
Office of School Options and Finance**

District Profile Report For City, Exempted Village And Local School Districts for
Brecksville-Broadview Height, Cuyahoga
43646

Comparison District 1 Comparison District 2 Comparison District 3

	Brecksville- Broadview Height, Cuyahoga	Similar District Average	Statewide average of Local, E.V., & City Districts
A - Demographic Data:			
1 School District Area Square Mileage (FY12)	29.00	30.10	67.71
2 District Pupil Density (FY12)	148.03	158.47	42.55
3 Total Average Daily Membership (FY12)	4,292.85	4,769.12	2,881.33
4 Total Year-End Enrollment (FY12)	4,132.86	4,582.30	2,648.20
5 Asian Students As % Of Total (FY12)	5.49%	3.47%	1.82%
6 Pacific Islander Students As % Of Total (FY12)	0.03%	0.05%	0.05%
7 Black Students As % Of Total (FY12)	1.73%	2.72%	13.95%
8 American Indian/Alaskan Native Students As % Of Total (FY12)	0.00%	0.10%	0.13%
9 Hispanic Students As % Of Total (FY12)	1.98%	2.30%	3.63%
10 White Students As % Of Total (FY12)	88.25%	88.61%	76.27%
11 Multiracial Students As % Of Total (FY12)	2.52%	2.75%	4.14%
12 % Of Students In Poverty (FY12)	10.70%	15.09%	44.57%
13 % Of Students With Limited English Proficiency (FY12)	1.84%	1.43%	2.28%
14 % Of Students With Disability (FY12)	9.14%	10.48%	13.41%
B - Personnel Data:			
15 FTE Number Of Regular Education Classroom Teachers (FY08)	186.99	203.93	122.95
16 Classroom Teachers' Average Salary (FY12)	\$79,077.65	\$63,957.02	\$58,119.74
17 % Teachers With 0-4 Years Experience (FY12)	17.02%	23.86%	25.48%
18 % Teachers With 4-10 Years Experience (FY12)	28.51%	19.32%	17.43%
19 % Teachers With 10+ Years Experience (FY12)	54.47%	56.81%	57.09%
20 K-12 Regular Education Pupil Teacher Ratio (FY08)	21.60	19.52	16.47
21 FTE Number Of Administrators (FY12)	20.50	22.76	17.69
22 Administrators' Average Salary (FY12)	\$102,461.76	\$87,099.50	\$76,654.09
23 Pupil Administrator Ratio (FY12)	206.10	207.30	159.99
C - Property Valuation And Tax Data:			
24 Assessed Property Valuation Per Pupil (TY11 [FY13])	\$236,125.03	\$201,945.69	\$137,515.46
25 Res & Agr Real Property Valuation As % Of Total (TY11 [FY13])	79.29%	78.30%	74.26%
26 All Other Real Property Valuation As % Of Total (TY11 [FY13])	18.45%	19.80%	21.52%
27 Public Utility Tangible Value As % Of Total (TY11 [FY13])	2.26%	1.91%	4.21%
28 Business Valuation As % Of Total (TY11 [FY13])	20.71%	21.70%	25.74%
29 Per Pupil Revenue Raised By One Mill Property Tax (TY11 [FY13])	\$236.13	\$201.95	\$137.52
30 Total Property Tax Per Pupil (TY11 [FY13])	\$9,028.71	\$7,566.31	\$4,984.37
31 Rollback & Homestead Per Pupil (FY11)	\$1,049.71	\$912.44	\$582.58
32 OSFC 3-Year Adjusted Valuation Per Pupil (FY13)	\$252,135.64	\$230,961.53	\$138,896.84
33 District Ranking Of OSFC Valuation Per Pupil (FY13)	584	NA	NA
34 Median Income (TY10)	\$46,831.00	\$44,553.00	\$31,681.00
35 Average Income (TY10)	\$87,811.00	\$78,511.95	\$64,761.00
D - Local Effort Data:			
36 Current Operating Millage Including JVS Mills (TY10 [FY13])	74.44	66.89	48.68
37 Effective Class 1 Millage Including JVS Mills (TY10 [FY13])	36.69	36.69	29.44
38 Effective Class 2 Millage Including JVS Mills (TY10 [FY13])	40.46	39.41	33.51
39 School Inside Millage (TY10 [FY13])	4.69	4.81	4.48
40 School District Income Tax Per Pupil (FY12)	\$0.00	\$1,096.50	\$1,103.65
41 Local Tax Effort Index (FY12)	0.6965	0.6876	1.0000
E - Expenditure Per Pupil Data:			
42 Administration Expenditure Per Pupil (FY12)	\$1,155.69	\$1,061.73	\$1,219.19
43 Building Operation Expenditure Per Pupil (FY12)	\$2,195.28	\$1,951.36	\$2,029.82
44 Instructional Expenditure Per Pupil (FY12)	\$6,579.10	\$5,888.40	\$5,873.40
45 Pupil Support Expenditure Per Pupil (FY12)	\$1,151.94	\$1,093.22	\$1,078.95
46 Staff Support Expenditure Per Pupil (FY12)	\$554.42	\$297.09	\$395.85
47 Total Expenditure Per Pupil (FY12)	\$11,636.42	\$10,291.80	\$10,597.21
F - Revenue By Source Data:			
48 State Revenue Per Pupil (FY12)	\$2,993.59	\$2,973.13	\$4,674.52
49 State Revenue As % Of Total (FY12)	25.92%	28.75%	43.08%
50 Local Revenue Per Pupil (FY12)	\$8,147.91	\$6,969.20	\$5,276.25
51 Local Revenue As % Of Total (FY12)	70.54%	67.40%	48.63%
52 Federal Revenue Per Pupil (FY12)	\$408.97	\$397.32	\$899.87
53 Federal Revenue As % Of Total (FY12)	3.54%	3.84%	8.29%
54 Total Revenue Per Pupil (FY12)	\$11,550.47	\$10,339.66	\$10,850.64
55 Total Formula Funding Per Pupil (FY12)	\$1,097.09	\$1,247.09	\$3,049.14
56 Total Formula Funding As % Of Income Tax Liability (FY12)	10.00%	13.91%	65.99%
G - District Financial Status From Five Year Forecast Data:			
57 Salaries As % Of Operating Expenditures (FY12)	65.07%	61.72%	56.03%
58 Fringe Benefits As % Of Operating Expenditures (FY12)	21.79%	23.12%	21.64%
59 Purchased Services As % Of Operating Expenditures (FY12)	8.60%	10.01%	17.41%
60 Supplies & Materials As % Of Operating Expenditures (FY12)	2.54%	2.95%	2.92%
61 Other Expenses As % Of Operating Expenditures (FY12)	2.00%	2.20%	2.01%

**Ohio Department Of Education
Office of School Options and Finance**

District Profile Report For City, Exempted Village And Local School Districts for
Bay Village City SD, Cuyahoga
43547

Comparison District 1 Comparison District 2 Comparison District 3

	Bay Village City SD, Cuyahoga	Similar District Average	Statewide average of Local, E.V., & City Districts
A - Demographic Data:			
1 School District Area Square Mileage (FY12)	5.00	28.76	67.71
2 District Pupil Density (FY12)	512.99	112.73	42.55
3 Total Average Daily Membership (FY12)	2,564.94	3,242.23	2,881.33
4 Total Year-End Enrollment (FY12)	2,448.86	3,117.46	2,648.20
5 Asian Students As % Of Total (FY12)	1.77%	2.53%	1.82%
6 Pacific Islander Students As % Of Total (FY12)	0.06%	0.03%	0.05%
7 Black Students As % Of Total (FY12)	0.58%	1.86%	13.95%
8 American Indian/Alaskan Native Students As % Of Total (FY12)	0.08%	0.10%	0.13%
9 Hispanic Students As % Of Total (FY12)	1.47%	1.66%	3.63%
10 White Students As % Of Total (FY12)	93.18%	91.22%	76.27%
11 Multiracial Students As % Of Total (FY12)	2.86%	2.60%	4.14%
12 % Of Students In Poverty (FY12)	9.53%	9.52%	44.57%
13 % Of Students With Limited English Proficiency (FY12)	0.67%	0.85%	2.28%
14 % Of Students With Disability (FY12)	11.51%	10.48%	13.41%
B - Personnel Data:			
15 FTE Number Of Regular Education Classroom Teachers (FY08)	117.50	145.95	122.95
16 Classroom Teachers' Average Salary (FY12)	\$69,938.82	\$66,273.15	\$58,119.74
17 % Teachers With 0-4 Years Experience (FY12)	29.45%	18.84%	25.48%
18 % Teachers With 4-10 Years Experience (FY12)	19.02%	19.73%	17.43%
19 % Teachers With 10+ Years Experience (FY12)	51.53%	61.42%	57.09%
20 K-12 Regular Education Pupil Teacher Ratio (FY08)	18.59	18.69	18.47
21 FTE Number Of Administrators (FY12)	16.00	17.09	17.69
22 Administrators' Average Salary (FY12)	\$95,682.50	\$89,153.20	\$76,654.09
23 Pupil Administrator Ratio (FY12)	160.31	187.76	159.99
C - Property Valuation And Tax Data:			
24 Assessed Property Valuation Per Pupil (TY11 [FY13])	\$193,905.48	\$194,332.99	\$137,515.46
25 Res & Agr Real Property Valuation As % Of Total (TY11 [FY13])	96.24%	89.59%	74.26%
26 All Other Real Property Valuation As % Of Total (TY11 [FY13])	2.47%	8.08%	21.52%
27 Public Utility Tangible Value As % Of Total (TY11 [FY13])	1.30%	2.33%	4.21%
28 Business Valuation As % Of Total (TY11 [FY13])	3.76%	10.41%	25.74%
29 Per Pupil Revenue Raised By One Mill Property Tax (TY11 [FY13])	\$193.91	\$194.33	\$137.52
30 Total Property Tax Per Pupil (TY11 [FY13])	\$9,887.85	\$7,943.44	\$4,984.37
31 Rollback & Homestead Per Pupil (FY11)	\$1,411.64	\$1,024.87	\$582.58
32 OSFC 3-Year Adjusted Valuation Per Pupil (FY13)	\$219,660.49	\$223,025.01	\$138,896.84
33 District Ranking Of OSFC Valuation Per Pupil (FY13)	549	NA	NA
34 Median Income (TY10)	\$55,136.00	\$51,428.00	\$31,681.00
35 Average Income (TY10)	\$96,290.00	\$99,489.06	\$64,761.00
D - Local Effort Data:			
36 Current Operating Millage Including JVS Mills (TY10 [FY13])	111.91	81.29	48.68
37 Effective Class 1 Millage Including JVS Mills (TY10 [FY13])	50.03	41.62	29.44
38 Effective Class 2 Millage Including JVS Mills (TY10 [FY13])	56.36	49.92	33.51
39 School Inside Millage (TY10 [FY13])	4.61	4.57	4.48
40 School District Income Tax Per Pupil (FY12)	\$0.00	\$2,278.14	\$1,103.65
41 Local Tax Effort Index (FY12)	0.8033	0.6746	1.0000
E - Expenditure Per Pupil Data:			
42 Administration Expenditure Per Pupil (FY12)	\$1,510.07	\$1,153.71	\$1,219.19
43 Building Operation Expenditure Per Pupil (FY12)	\$1,882.03	\$1,808.99	\$2,029.82
44 Instructional Expenditure Per Pupil (FY12)	\$6,338.04	\$6,353.36	\$5,873.40
45 Pupil Support Expenditure Per Pupil (FY12)	\$1,605.94	\$1,221.65	\$1,078.95
46 Staff Support Expenditure Per Pupil (FY12)	\$167.92	\$343.15	\$395.85
47 Total Expenditure Per Pupil (FY12)	\$11,504.00	\$10,880.86	\$10,597.21
F - Revenue By Source Data:			
48 State Revenue Per Pupil (FY12)	\$3,138.71	\$3,146.29	\$4,674.52
49 State Revenue As % Of Total (FY12)	24.77%	29.31%	43.08%
50 Local Revenue Per Pupil (FY12)	\$9,201.52	\$7,266.52	\$5,276.25
51 Local Revenue As % Of Total (FY12)	72.61%	67.68%	48.63%
52 Federal Revenue Per Pupil (FY12)	\$332.46	\$323.34	\$899.87
53 Federal Revenue As % Of Total (FY12)	2.62%	3.01%	8.29%
54 Total Revenue Per Pupil (FY12)	\$12,672.68	\$10,736.16	\$10,850.64
55 Total Formula Funding Per Pupil (FY12)	\$1,420.41	\$1,487.92	\$3,049.14
56 Total Formula Funding As % Of Income Tax Liability (FY12)	13.11%	14.09%	65.99%
G - District Financial Status From Five Year Forecast Data:			
57 Salaries As % Of Operating Expenditures (FY12)	63.60%	61.20%	56.03%
58 Fringe Benefits As % Of Operating Expenditures (FY12)	20.98%	21.53%	21.64%
59 Purchased Services As % Of Operating Expenditures (FY12)	8.88%	12.08%	17.41%
60 Supplies & Materials As % Of Operating Expenditures (FY12)	3.47%	3.26%	2.92%
61 Other Expenses As % Of Operating Expenditures (FY12)	3.07%	1.93%	2.01%

**Ohio Department Of Education
Office of School Options and Finance**

District Profile Report For City, Exempted Village And Local School Districts for
Avon Lake City SD, Lorain
48124

Comparison District 1 Comparison District 2 Comparison District 3

	Avon Lake City SD, Lorain	Similar District Average	Statewide average of Local, E.V., & City Districts
A - Demographic Data:			
1 School District Area Square Mileage (FY12)	11.00	29.62	67.71
2 District Pupil Density (FY12)	346.21	148.89	42.55
3 Total Average Daily Membership (FY12)	3,808.31	4,410.09	2,881.33
4 Total Year-End Enrollment (FY12)	3,718.00	4,230.18	2,648.20
5 Asian Students As % Of Total (FY12)	1.04%	3.22%	1.82%
6 Pacific Islander Students As % Of Total (FY12)	0.00%	0.04%	0.05%
7 Black Students As % Of Total (FY12)	1.14%	2.59%	13.95%
8 American Indian/Alaskan Native Students As % Of Total (FY12)	0.09%	0.11%	0.13%
9 Hispanic Students As % Of Total (FY12)	2.35%	2.29%	3.63%
10 White Students As % Of Total (FY12)	93.09%	89.02%	76.27%
11 Multiracial Students As % Of Total (FY12)	2.29%	2.73%	4.14%
12 % Of Students In Poverty (FY12)	9.84%	13.52%	44.57%
13 % Of Students With Limited English Proficiency (FY12)	0.59%	1.26%	2.28%
14 % Of Students With Disability (FY12)	8.84%	10.26%	13.41%
B - Personnel Data:			
15 FTE Number Of Regular Education Classroom Teachers (FY08)	160.43	188.19	122.95
16 Classroom Teachers' Average Salary (FY12)	\$63,831.06	\$63,707.56	\$58,119.74
17 % Teachers With 0-4 Years Experience (FY12)	14.29%	21.54%	25.48%
18 % Teachers With 4-10 Years Experience (FY12)	17.23%	19.54%	17.43%
19 % Teachers With 10+ Years Experience (FY12)	68.49%	58.92%	57.09%
20 K-12 Regular Education Pupil Teacher Ratio (FY08)	19.02	19.56	16.47
21 FTE Number Of Administrators (FY12)	14.11	20.17	17.69
22 Administrators' Average Salary (FY12)	\$88,916.51	\$86,461.02	\$76,654.09
23 Pupil Administrator Ratio (FY12)	267.85	215.70	159.99
C - Property Valuation And Tax Data:			
24 Assessed Property Valuation Per Pupil (TY11 [FY13])	\$217,827.25	\$193,404.38	\$137,515.46
25 Res & Agr Real Property Valuation As % Of Total (TY11 [FY13])	82.63%	80.21%	74.26%
26 All Other Real Property Valuation As % Of Total (TY11 [FY13])	10.69%	17.54%	21.52%
27 Public Utility Tangible Value As % Of Total (TY11 [FY13])	6.68%	2.24%	4.21%
28 Business Valuation As % Of Total (TY11 [FY13])	17.37%	19.79%	25.74%
29 Per Pupil Revenue Raised By One Mill Property Tax (TY11 [FY13])	\$217.83	\$193.40	\$137.52
30 Total Property Tax Per Pupil (TY11 [FY13])	\$7,800.55	\$7,329.65	\$4,984.37
31 Rollback & Homestead Per Pupil (FY11)	\$896.23	\$887.75	\$582.58
32 OSFC 3-Year Adjusted Valuation Per Pupil (FY13)	\$245,964.95	\$222,624.04	\$138,896.84
33 District Ranking Of OSFC Valuation Per Pupil (FY13)	579	NA	NA
34 Median Income (TY10)	\$50,985.00	\$47,123.00	\$31,681.00
35 Average Income (TY10)	\$87,330.00	\$78,807.37	\$64,761.00
D - Local Effort Data:			
36 Current Operating Millage Including JVS Mills (TY10 [FY13])	61.38	68.57	48.68
37 Effective Class 1 Millage Including JVS Mills (TY10 [FY13])	32.68	37.31	29.44
38 Effective Class 2 Millage Including JVS Mills (TY10 [FY13])	44.05	40.67	33.51
39 School Inside Millage (TY10 [FY13])	4.20	4.82	4.48
40 School District Income Tax Per Pupil (FY12)	\$0.00	\$1,096.50	\$1,103.65
41 Local Tax Effort Index (FY12)	0.6060	0.7031	1.0000
E - Expenditure Per Pupil Data:			
42 Administration Expenditure Per Pupil (FY12)	\$1,184.98	\$1,040.28	\$1,219.19
43 Building Operation Expenditure Per Pupil (FY12)	\$2,052.52	\$1,912.44	\$2,029.82
44 Instructional Expenditure Per Pupil (FY12)	\$6,166.61	\$5,831.31	\$5,873.40
45 Pupil Support Expenditure Per Pupil (FY12)	\$1,414.43	\$1,060.04	\$1,078.95
46 Staff Support Expenditure Per Pupil (FY12)	\$39.73	\$275.33	\$395.85
47 Total Expenditure Per Pupil (FY12)	\$10,858.27	\$10,119.38	\$10,597.21
F - Revenue By Source Data:			
48 State Revenue Per Pupil (FY12)	\$2,703.02	\$2,995.02	\$4,674.52
49 State Revenue As % Of Total (FY12)	27.69%	29.62%	43.08%
50 Local Revenue Per Pupil (FY12)	\$6,839.71	\$6,731.91	\$5,276.25
51 Local Revenue As % Of Total (FY12)	70.07%	66.57%	48.63%
52 Federal Revenue Per Pupil (FY12)	\$219.11	\$385.70	\$899.87
53 Federal Revenue As % Of Total (FY12)	2.24%	3.81%	8.29%
54 Total Revenue Per Pupil (FY12)	\$9,761.85	\$10,112.63	\$10,850.64
55 Total Formula Funding Per Pupil (FY12)	\$263.08	\$1,355.11	\$3,049.14
56 Total Formula Funding As % Of Income Tax Liability (FY12)	2.78%	15.74%	65.99%
G - District Financial Status From Five Year Forecast Data:			
57 Salaries As % Of Operating Expenditures (FY12)	64.04%	61.69%	56.03%
58 Fringe Benefits As % Of Operating Expenditures (FY12)	19.46%	22.64%	21.64%
59 Purchased Services As % Of Operating Expenditures (FY12)	10.01%	10.48%	17.41%
60 Supplies & Materials As % Of Operating Expenditures (FY12)	3.31%	2.90%	2.92%
61 Other Expenses As % Of Operating Expenditures (FY12)	3.18%	2.28%	2.01%

**Ohio Department Of Education
Office of School Options and Finance**

District Profile Report For City, Exempted Village And Local School Districts for
Avon Local SD, Lorain
48116

Comparison District 1 Comparison District 2 Comparison District 3

	Avon Local SD, Lorain	Similar District Average	Statewide average of Local, E.V., & City Districts
A - Demographic Data:			
1 School District Area Square Mileage (FY12)	21.00	30.00	67.71
2 District Pupil Density (FY12)	196.55	147.93	42.55
3 Total Average Daily Membership (FY12)	4,127.51	4,437.91	2,881.33
4 Total Year-End Enrollment (FY12)	4,031.91	4,255.38	2,648.20
5 Asian Students As % Of Total (FY12)	3.04%	4.04%	1.82%
6 Pacific Islander Students As % Of Total (FY12)	0.07%	0.05%	0.05%
7 Black Students As % Of Total (FY12)	3.38%	3.30%	13.95%
8 American Indian/Alaskan Native Students As % Of Total (FY12)	0.00%	0.10%	0.13%
9 Hispanic Students As % Of Total (FY12)	3.10%	2.33%	3.63%
10 White Students As % Of Total (FY12)	88.13%	87.35%	76.27%
11 Multiracial Students As % Of Total (FY12)	2.28%	2.84%	4.14%
12 % Of Students In Poverty (FY12)	9.85%	13.10%	44.57%
13 % Of Students With Limited English Proficiency (FY12)	1.58%	1.56%	2.28%
14 % Of Students With Disability (FY12)	9.52%	10.30%	13.41%
B - Personnel Data:			
15 FTE Number Of Regular Education Classroom Teachers (FY08)	134.45	191.56	122.95
16 Classroom Teachers' Average Salary (FY12)	\$54,045.73	\$65,374.29	\$58,119.74
17 % Teachers With 0-4 Years Experience (FY12)	69.41%	21.70%	25.48%
18 % Teachers With 4-10 Years Experience (FY12)	16.44%	19.19%	17.43%
19 % Teachers With 10+ Years Experience (FY12)	14.16%	59.12%	57.09%
20 K-12 Regular Education Pupil Teacher Ratio (FY08)	20.82	19.45	16.47
21 FTE Number Of Administrators (FY12)	15.00	20.88	17.69
22 Administrators' Average Salary (FY12)	\$84,307.87	\$86,554.16	\$76,654.09
23 Pupil Administrator Ratio (FY12)	272.38	209.88	159.99
C - Property Valuation And Tax Data:			
24 Assessed Property Valuation Per Pupil (TY11 [FY13])	\$187,152.66	\$206,698.82	\$137,515.46
25 Res & Agr Real Property Valuation As % Of Total (TY11 [FY13])	76.55%	78.84%	74.26%
26 All Other Real Property Valuation As % Of Total (TY11 [FY13])	22.08%	18.97%	21.52%
27 Public Utility Tangible Value As % Of Total (TY11 [FY13])	1.37%	2.19%	4.21%
28 Business Valuation As % Of Total (TY11 [FY13])	23.45%	21.16%	25.74%
29 Per Pupil Revenue Raised By One Mill Property Tax (TY11 [FY13])	\$187.15	\$206.70	\$137.52
30 Total Property Tax Per Pupil (TY11 [FY13])	\$6,672.63	\$7,798.82	\$4,984.37
31 Rollback & Homestead Per Pupil (FY11)	\$767.85	\$923.17	\$582.58
32 OSFC 3-Year Adjusted Valuation Per Pupil (FY13)	\$218,511.16	\$237,780.07	\$138,896.84
33 District Ranking Of OSFC Valuation Per Pupil (FY13)	548	NA	NA
34 Median Income (TY10)	\$55,771.00	\$47,828.00	\$31,681.00
35 Average Income (TY10)	\$82,186.00	\$82,740.62	\$64,761.00
D - Local Effort Data:			
36 Current Operating Millage Including JVS Mills (TY10 [FY13])	52.46	67.18	48.68
37 Effective Class 1 Millage Including JVS Mills (TY10 [FY13])	35.56	36.81	29.44
38 Effective Class 2 Millage Including JVS Mills (TY10 [FY13])	34.93	40.28	33.51
39 School Inside Millage (TY10 [FY13])	5.80	4.85	4.48
40 School District Income Tax Per Pupil (FY12)	\$0.00	\$1,096.50	\$1,103.65
41 Local Tax Effort Index (FY12)	0.6426	0.6795	1.0000
E - Expenditure Per Pupil Data:			
42 Administration Expenditure Per Pupil (FY12)	\$763.29	\$1,057.91	\$1,219.19
43 Building Operation Expenditure Per Pupil (FY12)	\$1,160.00	\$1,990.10	\$2,029.82
44 Instructional Expenditure Per Pupil (FY12)	\$4,415.04	\$6,039.89	\$5,873.40
45 Pupil Support Expenditure Per Pupil (FY12)	\$630.39	\$1,095.88	\$1,078.95
46 Staff Support Expenditure Per Pupil (FY12)	\$305.69	\$291.29	\$395.85
47 Total Expenditure Per Pupil (FY12)	\$7,274.39	\$10,475.06	\$10,597.21
F - Revenue By Source Data:			
48 State Revenue Per Pupil (FY12)	\$1,821.69	\$2,951.27	\$4,674.52
49 State Revenue As % Of Total (FY12)	22.11%	28.00%	43.08%
50 Local Revenue Per Pupil (FY12)	\$6,155.61	\$7,201.82	\$5,276.25
51 Local Revenue As % Of Total (FY12)	74.72%	68.33%	48.63%
52 Federal Revenue Per Pupil (FY12)	\$260.79	\$386.96	\$899.87
53 Federal Revenue As % Of Total (FY12)	3.17%	3.67%	8.29%
54 Total Revenue Per Pupil (FY12)	\$8,238.08	\$10,540.05	\$10,850.64
55 Total Formula Funding Per Pupil (FY12)	\$721.93	\$1,145.49	\$3,049.14
56 Total Formula Funding As % Of Income Tax Liability (FY12)	10.91%	12.38%	65.99%
G - District Financial Status From Five Year Forecast Data:			
57 Salaries As % Of Operating Expenditures (FY12)	57.48%	61.91%	56.03%
58 Fringe Benefits As % Of Operating Expenditures (FY12)	22.89%	22.54%	21.64%
59 Purchased Services As % Of Operating Expenditures (FY12)	13.36%	10.41%	17.41%
60 Supplies & Materials As % Of Operating Expenditures (FY12)	3.99%	2.88%	2.92%
61 Other Expenses As % Of Operating Expenditures (FY12)	2.27%	2.26%	2.01%

Westlake School District Contract Extension

Talking Points:

The Westlake School System has argued that the teachers took a 2.5% pay cut in the contract extension. However, the actual contract terms show that most teachers actually took a reduction in their step increases.

Most teachers actually received a pay increase in 2013. Only the highest paid teachers saw actual pay reductions, but never as high as 2.5%

The actual personnel budget also increased in 2013, and it is projected to increase every year in the foreseeable future.

Even if the proposed levy passes, the District will be operating at a deficit no later than the end of the 2015 School Year

Source: Salary Schedules, Westlake Teachers Contract (January 1, 2013 to June 30, 2014). Westlake Five Year Forecast (3Oct2013)

See attached data sheets.

Westlake Five Year Forecast for Fiscal Year 2014

District Type: City
 IRN: 045062
 County: Cuyahoga
 Date Submitted: 10/3/2013 Date Processed: 10/7/2013

Line	Actual				Forecasted			
	2011	2012	2013	2014	2015	2016	2017	2018
1.010 General Property (Real Estate)	39,050,243	39,120,416	39,123,496	38,752,069	38,668,728	38,939,409	39,211,985	39,486,469
1.020 Tangible Personal Property Tax	573,495	4,807	11,430	41,744				
1.035 Unrestricted Grants-in-Aid	2,499,787	2,603,917	2,657,506	2,449,836	2,698,347	2,698,347	2,698,347	2,698,347
1.045 Restricted Federal Grants-in-Aid - SFSF	205,620	117,607						
1.050 Property Tax Allocation	7,702,933	6,706,514	5,738,481	5,676,826	5,654,081	5,683,854	5,713,834	5,744,025
1.060 All Other Operating Revenue	510,180	523,533	607,719	525,610	328,866	332,155	335,477	338,831
1.070 Total Revenue	50,542,258	49,076,794	48,138,632	47,446,085	47,350,022	47,653,765	47,959,643	48,267,672
2.050 Advances-In	120,117	32,607	43,606	38,606	30,606	30,606	30,606	30,606
2.060 All Other Financial Sources	105,308	28,887	98,277	35,000	35,000	35,000	35,000	35,000
2.070 Total Other Financing Sources	225,425	61,494	141,883	73,606	65,606	65,606	65,606	65,606
2.080 Total Revenues and Other Financing Sources	50,767,683	49,138,288	48,280,515	47,519,691	47,415,628	47,719,371	48,025,249	48,333,278
3.010 Personnel Services	31,553,646	31,674,375	32,580,200	33,353,588	33,806,546	34,541,346	35,382,462	36,245,794
3.020 Employees' Retirement/Insurance Benefits	10,928,122	11,411,003	11,564,968	12,334,091	13,293,099	14,303,152	14,899,490	15,807,729
3.030 Purchased Services	4,232,614	4,885,604	4,413,436	5,172,440	5,094,379	5,145,323	5,196,776	5,248,744
3.040 Supplies and Materials	1,476,623	1,759,779	1,529,346	1,860,150	1,813,102	1,831,233	1,849,545	1,868,040
3.050 Capital Outlay	691,374	337,356	313,139	1,046,069	786,860	794,728	802,676	810,702
4.300 Other Objects	752,674	769,310	699,533	835,000	851,700	868,734	886,109	903,831
4.500 Total Expenditures	49,635,053	50,837,427	51,100,622	54,601,338	55,645,686	57,484,516	59,017,058	60,884,840
5.010 Operational Transfers - Out	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000
5.020 Advances - Out	21,637	35,849	53,630	50,000	50,000	50,000	50,000	50,000
5.030 All Other Financing Uses			19,994					
5.040 Total Other Financing Uses	31,637	45,849	83,624	60,000	60,000	60,000	60,000	60,000
5.050 Total Expenditure and Other Financing Uses	49,666,690	50,883,276	51,184,246	54,661,338	55,705,686	57,544,516	59,077,058	60,944,840
6.010 Excess Rev & Oth Financing Sources over(under) Exp & Oth Financing	1,100,993	(1,744,988)	(2,903,731)	(7,141,647)	(8,290,058)	(9,825,145)	(11,051,809)	(12,611,562)
7.010 Beginning Cash Balance	22,931,264	24,032,257	22,287,269	19,383,538	12,241,891	3,951,833	(5,875,312)	(16,925,121)
7.020 Ending Cash Balance	24,032,257	22,287,269	19,383,538	12,241,891	3,951,833	(5,875,312)	(16,925,121)	(29,536,683)
8.010 Outstanding Encumbrances	2,969,393	2,410,076	3,587,071	3,700,000	3,700,000	3,700,000	3,700,000	3,700,000
10.010 Fund Balance June 30 for Certification of Appropriations	21,062,864	19,877,193	15,796,467	8,541,891	251,833	(9,573,312)	(20,625,121)	(33,236,683)
12.010 Fund Bal June 30 for Cert of Contracts, Salary Sched, Oth Obligations	21,062,864	19,877,193	15,796,467	8,541,891	251,833	(9,573,312)	(20,625,121)	(33,236,683)
15.010 Unreserved Fund Balance June 30	21,062,864	19,877,193	15,796,467	8,541,891	251,833	(9,573,312)	(20,625,121)	(33,236,683)

Notes to the Five Year Forecast

*Please visit the Ohio Department of Education website at <http://ftp.ode.state.oh.us/geodoc/5-yrForecast/>

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WESTLAKE CITY SCHOOLS SALARY SCHEDULE – January 1, 2013

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0	40832	42874	44915	46957	48998	51040	53082	55123
1	42874	44915	46957	48998	51040	53082	55123	57165
2	44915	46957	48998	51040	53082	55123	57165	59206
3	46957	48998	51040	53082	55123	57165	59206	61248
4	48998	51040	53082	55123	57165	59206	61248	63290
5	51040	53082	55123	57165	59206	61248	63290	65331
6	53082	55123	57165	59206	61248	63290	65331	67373
7	55123	57165	59206	61248	63290	65331	67373	69414
8	57165	59206	61248	63290	65331	67373	69414	71456
9	59206	61248	63290	65331	67373	69414	71456	73498
10	61248	63290	65331	67373	69414	71456	73498	75539
11	63290	65331	67373	69414	71456	73498	75539	77581
12	65331	67373	69414	71456	73498	75539	77581	79622
13	67373	69414	71456	73498	75539	77581	79622	81664
14	69414	71456	73498	75539	77581	79622	81664	83706
15	71456	73498	75539	77581	79622	81664	83706	85747
16	72477	74518	76560	78602	81664	83706	85747	87789
17	73498	75539	77581	79622	83706	85747	87789	89830
18	74518	76560	78602	80643	84726	86768	88810	90851
19	75539	77581	79622	81664	85747	87789	89830	91872

WESTLAKE CITY SCHOOLS SALARY SCHEDULE – August 1, 2013

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0	39836	41828	43820	45811	47803	49795	51787	53779
1	41828	43820	45811	47803	49795	51787	53779	55770
2	43820	45811	47803	49795	51787	53779	55770	57762
3	45811	47803	49795	51787	53779	55770	57762	59754
4	47803	49795	51787	53779	55770	57762	59754	61746
5	49795	51787	53779	55770	57762	59754	61746	63738
6	51787	53779	55770	57762	59754	61746	63738	65729
7	53779	55770	57762	59754	61746	63738	65729	67721
8	55770	57762	59754	61746	63738	65729	67721	69713
9	57762	59754	61746	63738	65729	67721	69713	71705
10	59754	61746	63738	65729	67721	69713	71705	73697
11	61746	63738	65729	67721	69713	71705	73697	75688
12	63738	65729	67721	69713	71705	73697	75688	77680
13	65729	67721	69713	71705	73697	75688	77680	79672
14	67721	69713	71705	73697	75688	77680	79672	81664
15	69713	71705	73697	75688	77680	79672	81664	83656
16	70709	72701	74693	76684	79672	81664	83656	85647
17	71705	73697	75688	77680	81664	83656	85647	87639
18	72701	74693	76684	78676	82660	84652	86643	88635
19	73697	75688	77680	79672	83656	85647	87639	89631

Increase/Decrease in Salary: January to August (Education Constant)

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0 to 1	2.44%	2.21%	1.99%	1.80%	1.63%	1.46%	1.31%	1.17%
1 to 2	2.21%	1.99%	1.80%	1.63%	1.46%	1.31%	1.17%	1.04%
2 to 3	1.99%	1.80%	1.63%	1.46%	1.31%	1.17%	1.04%	0.93%
3 to 4	1.80%	1.63%	1.46%	1.31%	1.17%	1.04%	0.93%	0.81%
4 to 5	1.63%	1.46%	1.31%	1.17%	1.04%	0.93%	0.81%	0.71%
5 to 6	1.46%	1.31%	1.17%	1.04%	0.93%	0.81%	0.71%	0.61%
6 to 7	1.31%	1.17%	1.04%	0.93%	0.81%	0.71%	0.61%	0.52%
7 to 8	1.17%	1.04%	0.93%	0.81%	0.71%	0.61%	0.52%	0.43%
8 to 9	1.04%	0.93%	0.81%	0.71%	0.61%	0.52%	0.43%	0.35%
9 to 10	0.93%	0.81%	0.71%	0.61%	0.52%	0.43%	0.35%	0.27%
10 to 11	0.81%	0.71%	0.61%	0.52%	0.43%	0.35%	0.27%	0.20%
11 to 12	0.71%	0.61%	0.52%	0.43%	0.35%	0.27%	0.20%	0.13%
12 to 13	0.61%	0.52%	0.43%	0.35%	0.27%	0.20%	0.13%	0.06%
13 to 14	0.52%	0.43%	0.35%	0.27%	0.20%	0.13%	0.06%	0.00%
14 to 15	0.43%	0.35%	0.27%	0.20%	0.13%	0.06%	0.00%	-0.06%
15 to 16	-1.05%	-1.08%	-1.12%	-1.16%	0.06%	0.00%	-0.06%	-0.12%
16 to 17	-1.07%	-1.10%	-1.14%	-1.17%	0.00%	-0.06%	-0.12%	-0.17%
17 to 18	-1.08%	-1.12%	-1.16%	-1.19%	-1.25%	-1.28%	-1.31%	-1.33%
18 to 19	-1.10%	-1.14%	-1.17%	-1.20%	-1.26%	-1.29%	-1.32%	-1.34%
19	-2.44%	-2.44%	-2.44%	-2.44%	-2.44%	-2.44%	-2.44%	-2.44%

Increase/Decrease in Salary: January to August (One Ed. Jump)

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0 to 1		6.82%	6.41%	6.04%	5.70%	5.39%	5.09%	4.82%
1 to 2		6.41%	6.04%	5.70%	5.39%	5.09%	4.82%	4.57%
2 to 3		6.04%	5.70%	5.39%	5.09%	4.82%	4.57%	4.33%
3 to 4		5.70%	5.39%	5.09%	4.82%	4.57%	4.33%	4.11%
4 to 5		5.39%	5.09%	4.82%	4.57%	4.33%	4.11%	3.91%
5 to 6		5.09%	4.82%	4.57%	4.33%	4.11%	3.91%	3.71%
6 to 7		4.82%	4.57%	4.33%	4.11%	3.91%	3.71%	3.53%
7 to 8		4.57%	4.33%	4.11%	3.91%	3.71%	3.53%	3.36%
8 to 9		4.33%	4.11%	3.91%	3.71%	3.53%	3.36%	3.20%
9 to 10		4.11%	3.91%	3.71%	3.53%	3.36%	3.20%	3.04%
10 to 11		3.91%	3.71%	3.53%	3.36%	3.20%	3.04%	2.89%
11 to 12		3.71%	3.53%	3.36%	3.20%	3.04%	2.89%	2.76%
12 to 13		3.53%	3.36%	3.20%	3.04%	2.89%	2.76%	2.62%
13 to 14		3.36%	3.20%	3.04%	2.89%	2.76%	2.62%	2.50%
14 to 15		3.20%	3.04%	2.89%	2.76%	2.62%	2.50%	2.38%
15 to 16		1.71%	1.60%	1.49%	2.62%	2.50%	2.38%	2.27%
16 to 17		1.66%	1.55%	1.44%	3.75%	2.38%	2.27%	2.16%
17 to 18		1.60%	1.49%	1.39%	3.68%	1.12%	1.03%	0.95%
18 to 19		1.55%	1.44%	1.34%	3.60%	1.08%	0.99%	0.92%
19		0.20%	0.13%	0.06%	2.38%	-0.12%	-0.17%	-0.22%

Westlake School District Previous Contract

Talking Points:

The Westlake School Board of Education has a history of granting teachers pay raises that are far above what the general public gets.

Furthermore, teachers can get regular raises by adding educational credits. Such raises can increase salaries by more than 10% annually by taking classes part-time.

Historically, Westlake teachers get annual “step” increases that are awarded based solely on adding an extra year to their experience. These “steps” continue for 19 years, and in the last contract, maxed out to \$75,539 for a teacher with a BA, up to \$91,872 for a teacher who maxes out their educational opportunity.

Generally, over the three-year period of the previous contract, teachers received a total raise of a minimum of just under 13%, up to almost 25%. This during a period of economic crisis and low inflation.

Source: Previous Westlake Teachers Contract. See attached data sheets.

Previous Contract Pay Schedule Analysis

2009

Teacher Pay Schedule

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0	37640	39522	41404	43286	45168	47050	48932	50814
1	39522	41404	43286	45168	47050	48932	50814	52696
2	41404	43286	45168	47050	48932	50814	52696	54578
3	43286	45168	47050	48932	50814	52696	54578	56460
4	45168	47050	48932	50814	52696	54578	56460	58342
5	47050	48932	50814	52696	54578	56460	58342	60224
6	48932	50814	52696	54578	56460	58342	60224	62106
7	50814	52696	54578	56460	58342	60224	62106	63988
8	52696	54578	56460	58342	60224	62106	63988	65870
9	54578	56460	58342	60224	62106	63988	65870	67752
10	56460	58342	60224	62106	63988	65870	67752	69634
11	58342	60224	62106	63988	65870	67752	69634	71516
12	60224	62106	63988	65870	67752	69634	71516	73398
13	62106	63988	65870	67752	69634	71516	73398	75280
14	63988	65870	67752	69634	71516	73398	75280	77162
15	65870	67752	69634	71516	73398	75280	77162	79044
16	66811	68693	70575	72457	75280	77162	79044	80926
17	66811	68693	70575	72457	75280	77162	79044	80926
18	67752	69634	71516	73398	77162	79044	80926	82808
19	68693	70575	72457	74339	78103	79985	81867	83749
20	69634	71516	73398	75280	79044	80926	82808	84690

2011 Teacher Pay Schedule

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0	39836	41828	43820	45811	47803	49795	51787	53779
1	41828	43820	45811	47803	49795	51787	53779	55770
2	43820	45811	47803	49795	51787	53779	55770	57762
3	45811	47803	49795	51787	53779	55770	57762	59754
4	47803	49795	51787	53779	55770	57762	59754	61746
5	49795	51787	53779	55770	57762	59754	61746	63738
6	51787	53779	55770	57762	59754	61746	63738	65729
7	53779	55770	57762	59754	61746	63738	65729	67721
8	55770	57762	59754	61746	63738	65729	67721	69713
9	57762	59754	61746	63738	65729	67721	69713	71705
10	59754	61746	63738	65729	67721	69713	71705	73697
11	61746	63738	65729	67721	69713	71705	73697	75688
12	63738	65729	67721	69713	71705	73697	75688	77680
13	65729	67721	69713	71705	73697	75688	77680	79672
14	67721	69713	71705	73697	75688	77680	79672	81664
15	69713	71705	73697	75688	77680	79672	81664	83656
16	70709	72701	74693	76684	79672	81664	83656	85647
17	71705	73697	75688	77680	81664	83656	85647	87639
18	72701	74693	76684	78676	82660	84652	86643	88635
19	73697	75688	77680	79672	83656	85647	87639	89631

2012 Teacher Pay Schedule

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0	40832	42874	44915	46957	48998	51040	53082	55123
1	42874	44915	46957	48998	51040	53082	55123	57165
2	44915	46957	48998	51040	53082	55123	57165	59206
3	46957	48998	51040	53082	55123	57165	59206	61248
4	48998	51040	53082	55123	57165	59206	61248	63290
5	51040	53082	55123	57165	59206	61248	63290	65331
6	53082	55123	57165	59206	61248	63290	65331	67373
7	55123	57165	59206	61248	63290	65331	67373	69414
8	57165	59206	61248	63290	65331	67373	69414	71456
9	59206	61248	63290	65331	67373	69414	71456	73498
10	61248	63290	65331	67373	69414	71456	73498	75539
11	63290	65331	67373	69414	71456	73498	75539	77581
12	65331	67373	69414	71456	73498	75539	77581	79622
13	67373	69414	71456	73498	75539	77581	79622	81664
14	69414	71456	73498	75539	77581	79622	81664	83706
15	71456	73498	75539	77581	79622	81664	83706	85747
16	72477	74518	76560	78602	81664	83706	85747	87789
17	73498	75539	77581	79622	83706	85747	87789	89830
18	74518	76560	78602	80643	84726	86768	88810	90851
19	75539	77581	79622	81664	85747	87789	89830	91872

2011 to 2012 Step Raise Percentages

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0	7.63%	7.38%	7.16%	6.96%	6.77%	6.60%	6.44%	6.30%
1	7.38%	7.16%	6.96%	6.77%	6.60%	6.44%	6.30%	6.16%
2	7.16%	6.96%	6.77%	6.60%	6.44%	6.30%	6.16%	6.04%
3	6.96%	6.77%	6.60%	6.44%	6.30%	6.16%	6.04%	5.92%
4	6.77%	6.60%	6.44%	6.30%	6.16%	6.04%	5.92%	5.81%
5	6.60%	6.44%	6.30%	6.16%	6.04%	5.92%	5.81%	5.70%
6	6.44%	6.30%	6.16%	6.04%	5.92%	5.81%	5.70%	5.61%
7	6.30%	6.16%	6.04%	5.92%	5.81%	5.70%	5.61%	5.52%
8	6.16%	6.04%	5.92%	5.81%	5.70%	5.61%	5.52%	5.43%
9	6.04%	5.92%	5.81%	5.70%	5.61%	5.52%	5.43%	5.35%
10	5.92%	5.81%	5.70%	5.61%	5.52%	5.43%	5.35%	5.27%
11	5.81%	5.70%	5.61%	5.52%	5.43%	5.35%	5.27%	5.20%
12	5.70%	5.61%	5.52%	5.43%	5.35%	5.27%	5.20%	5.13%
13	5.61%	5.52%	5.43%	5.35%	5.27%	5.20%	5.13%	5.06%
14	5.52%	5.43%	5.35%	5.27%	5.20%	5.13%	5.06%	5.00%
15	3.96%	3.92%	3.88%	3.85%	5.13%	5.06%	5.00%	4.94%
16	3.94%	3.90%	3.87%	3.83%	5.06%	5.00%	4.94%	4.88%
17	3.92%	3.88%	3.85%	3.81%	3.75%	3.72%	3.69%	3.67%
18	3.90%	3.87%	3.83%	3.80%	3.73%	3.71%	3.68%	3.65%
19	0	0	0	0	0	0	0	0

2012 Educational Increases (keeping steps constant)

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0		5.00%	4.76%	4.55%	4.35%	4.17%	4.00%	3.84%
1		4.76%	4.55%	4.35%	4.17%	4.00%	3.84%	3.70%
2		4.55%	4.35%	4.17%	4.00%	3.84%	3.70%	3.57%
3		4.35%	4.17%	4.00%	3.84%	3.70%	3.57%	3.45%
4		4.17%	4.00%	3.84%	3.70%	3.57%	3.45%	3.33%
5		4.00%	3.84%	3.70%	3.57%	3.45%	3.33%	3.22%
6		3.84%	3.70%	3.57%	3.45%	3.33%	3.22%	3.13%
7		3.70%	3.57%	3.45%	3.33%	3.22%	3.13%	3.03%
8		3.57%	3.45%	3.33%	3.22%	3.13%	3.03%	2.94%
9		3.45%	3.33%	3.22%	3.13%	3.03%	2.94%	2.86%
10		3.33%	3.22%	3.13%	3.03%	2.94%	2.86%	2.78%
11		3.22%	3.13%	3.03%	2.94%	2.86%	2.78%	2.70%
12		3.13%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%
13		3.03%	2.94%	2.86%	2.78%	2.70%	2.63%	2.56%
14		2.94%	2.86%	2.78%	2.70%	2.63%	2.56%	2.50%
15		2.86%	2.78%	2.70%	2.63%	2.56%	2.50%	2.44%
16		2.82%	2.74%	2.67%	3.90%	2.50%	2.44%	2.38%
17		2.78%	2.70%	2.63%	5.13%	2.44%	2.38%	2.32%
18		2.74%	2.67%	2.60%	5.06%	2.41%	2.35%	2.30%
19		2.70%	2.63%	2.56%	5.00%	2.38%	2.32%	2.27%

Percentage Increase from BA to MA, MA to Max, BA to Max (2012)

	BA-MA	MA-Max	BA-Max
0	20.00%	12.50%	35.00%
1	19.05%	12.00%	33.33%
2	18.18%	11.54%	31.82%
3	17.39%	11.11%	30.43%
4	16.67%	10.71%	29.17%
5	16.00%	10.35%	28.00%
6	15.38%	10.00%	26.92%
7	14.82%	9.68%	25.93%
8	14.28%	9.38%	25.00%
9	13.79%	9.09%	24.14%
10	13.33%	8.82%	23.33%
11	12.90%	8.57%	22.58%
12	12.50%	8.33%	21.87%
13	12.12%	8.11%	21.21%
14	11.77%	7.89%	20.59%
15	11.43%	7.69%	20.00%
16	12.68%	7.50%	21.13%
17	13.89%	7.32%	22.22%
18	13.70%	7.23%	21.92%
19	13.51%	7.14%	21.62%

Raise from 2009 to 2012 (entire contract period 3 yr

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
1 to 3	24.75%	23.98%	23.27%	22.63%	22.04%	21.50%	21.00%	20.53%
2 to 4	23.98%	23.27%	22.63%	22.04%	21.50%	21.00%	20.53%	20.10%
3 to 5	23.27%	22.63%	22.04%	21.50%	21.00%	20.53%	20.10%	19.70%
4 to 6	22.63%	22.04%	21.50%	21.00%	20.53%	20.10%	19.70%	19.33%
5 to 7	22.04%	21.50%	21.00%	20.53%	20.10%	19.70%	19.33%	18.98%
6 to 8	21.50%	21.00%	20.53%	20.10%	19.70%	19.33%	18.98%	18.65%
7 to 9	21.00%	20.53%	20.10%	19.70%	19.33%	18.98%	18.65%	18.34%
8 to 10	20.53%	20.10%	19.70%	19.33%	18.98%	18.65%	18.34%	18.05%
9 to 11	20.10%	19.70%	19.33%	18.98%	18.65%	18.34%	18.05%	17.78%
10 to 12	19.70%	19.33%	18.98%	18.65%	18.34%	18.05%	17.78%	17.52%
11 to 13	19.33%	18.98%	18.65%	18.34%	18.05%	17.78%	17.52%	17.28%
12 to 14	18.98%	18.65%	18.34%	18.05%	17.78%	17.52%	17.28%	17.05%
13 to 15	18.65%	18.34%	18.05%	17.78%	17.52%	17.28%	17.05%	16.82%
14 to 16	16.70%	16.46%	16.23%	16.01%	17.28%	17.05%	16.82%	16.62%
15 to 17	14.86%	14.68%	14.51%	14.34%	17.05%	16.82%	16.62%	16.42%
16 to 18	13.13%	13.00%	12.88%	12.76%	15.43%	15.26%	15.10%	14.94%
17 to 19	13.06%	12.94%	12.82%	12.71%	13.90%	13.77%	13.65%	13.53%
18 to 20	13.06%	12.94%	12.82%	12.71%	13.90%	13.77%	13.65%	13.53%

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