MADEIRA CITY SCHOOLS
TEACHER SALARY SCHEDULE 2026-2027 SCHOOL YEAR
3% Base

Step	BS	BS+15	BS+30	MA	MA+15	MA+30	MA+45
0	51,680	52,196	53,702	56,920	58,140	60,742	60,742
1	52,799	54,702	56,612	59,525	61,002	63,929	63,929
2	54,693	56,800	58,933	62,208	63,678	66,680	66,680
3	56,314	58,754	61,214	64,849	66,375	69,588	69,588
4	58,225	60,931	63,600	67,524	68,989	72,338	72,338
5	60,264	63,145	66,041	70,181	71,651	75,395	75,395
6	62,295	65,452	68,572	73,131	74,525	78,445	78,445
7	64,429	67,787	71,187	75,993	77,474	81,361	81,361
8	66,619	70,250	73,870	78,901	80,370	84,156	84,156
9	68,737	72,566	76,463	82,004	83,445	87,031	87,031
10	70,868	74,978	79,089	85,113	86,550	90,153	90,153
11	72,764	77,004	81,260	88,073	89,568	93,174	93,174
12	72,764	79,043	83,507	90,742	92,169	95,821	95,821
13	72,764	79,043	85,557	93,313	94,831	98,489	98,489
14	72,764	79,043	85,557	96,033	98,059	100,018	100,018
15	72,764	79,043	85,557	97,432	99,471	101,697	101,697
16	72,764	79,043	85,557	98,839	100,929	103,394	103,394
17	72,764	79,043	85,557	99,810	101,906	104,630	104,630
18	72,764	79,043	85,557	100,766	102,841	105,830	105,830
19	72,764	79,043	85,557	101,727	103,833	107,053	107,053
20	72,764	79,043	85,557	103,048	104,767	108,233	108,758
21	72,764	79,043	85,557	104,192	105,643	109,376	110,050
22	72,764	79,043	85,557	105,290	106,453	110,474	111,187
23	72,764	79,043	85,557	106,347	106,969	111,585	112,324
24	72,764	79,043	85,557	106,596	107,509	112,747	113,616
25	72,764	79,043	85,557	107,113	107,758	113,303	115,312
26	72,764	79,043	85,557	107,113	108,275	114,233	116,233
27	72,764	79,043	85,557	107,113	108,275	114,233	117,158

INTERVENTION TUTORS RANGE - $30,000 to $42,503. Salary will be recommended by the Superintendent.
HOME INSTRUCTION, CURRICULUM, AFTER SCHOOL/SUMMER INTERVENTION - $40 per hour

BENEFITS

Sick Leave – (Policy 3432) Full-time employees that average 35 hours per week shall earn 15 sick days annually, at 1 ¼ days per month, maximum accumulation 260 days. Part-time employees that average 20-34.99 hours per week shall earn 12 sick days annually, or 1 day per month, maximum accumulation 260 days. Part-time employees that average less than 20 hours per week shall be entitled to 4.6 hours of accumulated sick leave for each 80 hours of service, maximum accumulation 260 days.

Severance – (Policy 3415 & 3415.01) Upon retirement, all certified employees, excluding administrators, will be paid 30% of their accumulated and unused sick leave. Such payments will not exceed 66 days of unused sick leave. An employee who has been employed with the district for 5 or more consecutive years and retires at their first retirement eligibility is entitled to an additional retirement incentive bonus of 50% of calculated severance. They must notify the Board of Education by April 15th.

Medical Insurance - 85% Board-financed single/family medical program for each [1]full-time employee; 75% Board-financed single/family medical program for each [2]part-time employee.

Term Life Insurance - 100% Board-financed insurance policy equal to base salary (or a minimum $40,000) for each [1]full-time employee; $25,000 insurance policy for each [2]part-time employee.

Dental Insurance - 100% Board-financed single/family dental program for each [1]full-time employee; 75% Board-financed single/family dental program for each [2]part-time employee.

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Flexible Spending Account (FSA) - The Board currently provides a FSA for all employees who work 20 or more hours per week. The plan allows you to reduce your taxable earnings by setting aside funds up to the maximum allowed by law for unreimbursed medical expenses and dependent care expenses.

Section 125 – The Board offers S125 to all employees who work 20 or more hours per week. S125 allows the employee to reduce their taxable income on eligible deductions that include medical, dental, and vision premiums, FSA contributions, and other insurance products that meet the IRS guidelines.
American Fidelity administers the FSA and Section 125 requirements for all eligible employees. American Fidelity meets with all eligible employees and records consent or waivers each school year.

MISCELLANEOUS INFORMATION

Substitute Teacher Pay – Basic rate of pay for Substitute Teachers is $100.00 per full day, $50 per half day, or prorated partial days. Long-term substitute teacher's rate of pay is $160 per full day. *Substitute teachers are employed by Center for Collaborative Solutions-HCESC. Long-term is determined based on assignment on consecutive days to the same substitute position. Substitute must hold the appropriate substitute license according to current ORC or state law.*

Per Diem – Per diem rates of pay are calculated based on each teacher's salary column and step. Board approved Supplemental work done at "per diem" is calculated individually and not as a flat rate per hour.

Mileage Reimbursement - All Teachers eligible for mileage reimbursement due to their teaching assignments at two or more buildings in the district are instructed to submit their request for reimbursements monthly. Mileage documentation forms are in each school office. The rate of reimbursement is the rate approved by the Board of Education as of January 1 each year.

Professional Meeting Requests/Reimbursements – (Policy 3243) The Board has a policy regarding leave to attend professional meetings and the reimbursement of expenses incurred while attending these meetings. The forms to request professional meeting leave are in the school offices. Completed forms should be submitted to your building principal or department supervisor at least **30 days before** the professional meeting so that he/she may have sufficient time to submit your request to the Superintendent and Administrative team for approval. Following Administrative team approval, you will receive a copy of your request from your building principal or department administrator. **No professional meeting should be attended without approval by the Superintendent and Administrative team**. While on your leave, for approved reimbursement you are required to submit **itemized receipts (not credit card slips)** for all expenses (hotel, food, registration). Upon your return, complete and sign **Professional Leave Expense Voucher,** listing of expenses incurred with proper documentation (receipts) attached and submit to the Treasurer's office for reimbursement/payment.

Tuition Reimbursement – See Policy 3440.01

Pay Periods – Certified Staff will be paid on a 24 pay cycle on the 1st and 15th of each calendar month.

Direct Deposit/Email Notification – Certified Staff are required to provide the Treasurer, upon their employment, the appropriate information for direct deposit of payroll proceeds and one or more email addresses for the dissemination of detailed payroll information upon the distribution of payroll proceeds, according to the annual payroll calendar published by the Treasurer. All direct deposit account changes must be made in person with the Payroll/Benefits Coordinator.

Teacher Workdays – Certified Staff work days are 185 days each school year. The Board of Education adopts a calendar each year indicating student days, conference days, holidays, and professional development days. Calamity days over State allowance will be made up according to the Board approved calendar.

[1]Full-Time Employee - works 35 hours per week or more.
[2]Part-Time Employee - works 20 to 34.99 hours per week.

*THIS SALARY SCHEDULE, BY ITS ADOPTION BY THE MADEIRA BOARD OF EDUCATION AT ITS MEETING OF **MAY 18, 2026** RESOLUTION NUMBER # 78-26, IS THE POLICY OF THIS BOARD OF EDUCATION. BY VIRTUE OF THIS BOARD POLICY, **SEMESTER HOURS** MUST BE EARNED SUBSEQUENT TO THE CONFERRING OF A DEGREE TO BE CONSIDERED TOWARD THE HORIZONTAL MOVEMENT OF CERTIFICATED EMPLOYEES. IT IS THE RESPONSIBILITY OF THE CERTIFIED STAFF MEMBER TO REQUEST "OFFICIAL TRANSCRIPTS" SENT DIRECTLY TO THE TREASURER FROM THE EDUCATIONAL INSTITUTION **PRIOR TO SEPTEMBER 15TH** OF EACH YEAR TO BE CONSIDERED FOR HORIZONTAL MOVEMENT (ORC 3317).*