

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

Certified Preschool Teachers
Preschool Director

RANGE \$30,000 - \$41,146
RANGE \$65,000 - \$97,850

Preschool is a tuition-funded program.

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, a 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 PAY - (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 of each ¹full-time employee; 75% Board financed single/family medical program for ²part-time employees.

TERM LIFE INSURANCE - 100% Board financed insurance policy equal to base salary (or a minimum \$40,000) for each ¹full-time employees; \$25,000 insurance policy for ²part-time employees.

DENTAL INSURANCE - 100% Board financed single/family dental program for each ¹full-time employee; 75% Board financed single/family dental program for each ²part-time employee.

FLEXIBLE SPENDING ACCOUNT (FSA) - The Board currently provides for 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 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 – Rate of pay for Substitute Teachers is \$100 per full day or \$50 per half day. 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.*

PROFESSIONAL MEETING LEAVE REQUESTS/REIMBURSEMENTS – Policy 3243 -The Board currently 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 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. **No professional meeting should be attended without approval by the Superintendent and Administrative team.** While on your leave, for approved reimbursements you are required to get **itemized receipts (not credit card slips)** for all expenses (hotel, food, registration). Upon your return, complete and sign **Professional Leave Expense Voucher**, listing 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 – Staff will be paid on a 24 pay cycle on the 1st and 15th of each calendar month.

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DIRECT DEPOSITS/EMAIL NOTIFICATION – Preschool staff is 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 WORK DAYS – The Preschool staff follows the same work day calendar that is published for the Madeira City School District. Full time Certified Preschool Staff workdays 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 adopted calendar.

¹Full-Time Employee - works 35 hours per week or more.

²Part-Time Employee - works 20 to 34.99 hours per week.

*THIS SALARY SCHEDULE, BY ITS ADOPTION BY THE MADEIRA BOARD OF EDUCATION AT ITS REGULAR MEETING OF **MAY 18, 2026**. RESOLUTION NUMBER 78-26, IS THE POLICY OF THIS BOARD OF EDUCATION.*