

**MADEIRA CITY SCHOOLS  
SUPPORT SALARY SCHEDULE 2026-2027 SCHOOL YEAR**

**3% Base**

|     | Prin. Adm.<br>Asst/HS<br>Guid. Adm.<br>Asst. | MES Media<br>Tchr/Prin<br>Gen Admin<br>Asst/Music | Special Ed<br>Asst./ Media<br>Aide/<br>Gen.Adm.Asst | Tchr<br>Aide/PreK<br>Aide/Opt K<br>Aide |
|-----|----------------------------------------------|---------------------------------------------------|-----------------------------------------------------|-----------------------------------------|
| A   | 22.42                                        | 20.15                                             | 17.84                                               | 15.19                                   |
| B   | 23.07                                        | 20.75                                             | 18.41                                               | 15.57                                   |
| C   | 23.72                                        | 21.33                                             | 18.95                                               | 15.96                                   |
| D   | 24.39                                        | 21.95                                             | 19.49                                               | 16.36                                   |
| E   | 25.05                                        | 22.54                                             | 20.04                                               | 16.77                                   |
| F   | 25.70                                        | 23.18                                             | 20.67                                               | 17.19                                   |
| G   | 26.36                                        | 23.77                                             | 21.20                                               | 17.62                                   |
| H   | 27.06                                        | 24.40                                             | 21.73                                               | 18.06                                   |
| I   | 27.72                                        | 24.98                                             | 22.22                                               | 18.51                                   |
| J   | 28.26                                        | 25.57                                             | 22.79                                               | 18.97                                   |
| K   | 29.04                                        | 25.77                                             | 23.45                                               | 19.44                                   |
| L   | 29.71                                        | 26.86                                             | 24.00                                               | 19.93                                   |
| M   | 30.89                                        | 27.89                                             | 24.93                                               | 20.43                                   |
| N   | 31.55                                        | 28.54                                             | 25.55                                               | 20.94                                   |
| O   | 32.23                                        | 29.14                                             | 26.02                                               | 21.46                                   |
| SUB | 14.00                                        | 14.00                                             | 14.00                                               | 14.00                                   |

**PAYROLL/BENEFIT COORDINATOR**  
**DIRECTOR OF FACILITIES**  
**MAINTENANCE TECHNICIAN**  
**PUBLIC RELATIONS DIRECTOR**  
**SUPERINTENDENT ADMIN. ASST.**  
**ADM. ASST. TO TREASURER (AP/AR)**  
**STUDENT ATHLETIC COORDINATOR**

**RANGE \$51760 - \$92354**  
**RANGE \$49429 - \$97415**  
**RANGE \$45701 - \$75315**  
**RANGE \$41458 - \$76257**  
**RANGE \$49056 - \$74851**  
**RANGE \$46978 - \$70880**  
**RANGE \$48951 - \$70645**

Step **DOES NOT** represent years of experience.

**Longevity Bonus** - After 20 years of (**30 hours per week**) **continuous service** each 9/10 month employee (**30 hours per week**) will receive \$200 per year and each 11/12 month employee will receive \$500 per year. After 25 years of (**30 hours per week**) **continuous service** each 9/10 month employee will receive \$500 per year. And each 11/12 month employee will receive \$800 per year.

**Principal Adm. Asst., High School Guidance Adm. Asst.** – includes the Principals Office 1<sup>st</sup> Administrative Assistants at the elementary, middle and high school, the Guidance Office Administrative Assistant at the high school and the Administrative Assistant to the Director of Student Services.

**Media, Music, and High School Teaching Aides and /Principals General Adm. Asst.** – includes the Elementary Media Center Teaching Aide, Music Teaching Aide, High School Teaching Aide, and the Principals Office 2<sup>nd</sup> Administrative Assistants.

**Special Educational Aide/Assistant and Media Aide and General Adm. Asst.** – includes aide assigned to student per I.E.P., Media Aides, and general administrative assistants in the buildings or central office.

**Teacher Aide, Preschool Program Aide, Optional Kindergarten Program Aide** - includes Preschool Aides, Kindergarten or other grade level Aides.

**6PAID HOLIDAYS**

July 4th (for employees working 12 months)  
 Thanksgiving Day  
 New Year's Day  
 President's Day  
 Memorial Day (for employees working 12 months)

Labor Day  
 Christmas Day  
 Martin Luther King  
 Good Friday  
 Juneteenth (for employees working 12 months)

**<sup>6</sup>Holidays are paid** to employees whose contracts include the holiday within their contracted time, for example they are assigned to work the day before the holiday and the day after, and the holiday falls on a regular work assignment day.

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**BENEFITS AND MISCELLANEOUS INFORMATION**

**Sick Leave** – (Policy 4432) Full-time employees that average 35 hours per week shall earn 15 sick days annually, at 1 ½ 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 4415 & 4415.01) Upon retirement, all 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 <sup>5</sup>full-time employee, 75% Board-financed single/family medical program for <sup>6</sup>part-time employees.

**Term Life Insurance** - 100% Board-financed insurance policy equal to base salary or a minimum of \$40,000 for <sup>5</sup>full-time employees; \$25,000 insurance policy for <sup>6</sup>part-time employees.

**Dental Insurance** - 100% Board-financed single/family dental program for each <sup>5</sup>full-time employee; 75% Board-financed single/family dental program for each <sup>6</sup>part-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.*

**Home Instruction Hourly Rate** – Flat rate of pay at **\$20 per hour**.

**Mileage Reimbursement** - All staff eligible for mileage reimbursement due to their assignments at two or more buildings in the district are instructed to submit their request for reimbursements *monthly*. Mileage documentation forms should be in your school office. The rate of reimbursement is the rate approved by the Internal Revenue Service as of January 1 each year.

**Pay Periods** – Support Staff will be paid on a 24 pay cycle on the 1<sup>st</sup> and 15<sup>th</sup> of each calendar month.

**Direct Deposit/Email Notification** – Support 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.

**Support Staff Workdays** – Support Staff work days are dependent on your job description and individual contract (as described on the salary notice and work calendar) with the school district. 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 per the Board adopted calendar.

**Substitute Pay - (Policy 4120.04)** Basic rate for classified substitutes is **\$14 per hour**. Long-term substitute's rate of pay is \$14 per hour for the first 10 ten days, then \$20 per hour for days 11 to 60, then \$25 per hour on day 61. *Substitutes are employed by Center for Collaborative Solutions-HCESC. Long-term is determined based on assignment on consecutive days to the same substitute position.*

<sup>5</sup>Full-Time Employee - works 35 hours per week or more.

<sup>6</sup>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 REGULAR MEETING OF **MAY 18, 2026** RESOLUTION# **78-26**, IS THE POLICY OF THIS BOARD OF EDUCATION.*