

MADEIRA CITY SCHOOLS
SUPPLEMENTAL SALARY SCHEDULE – 2026-2027 SCHOOL YEAR
3% Increase

Extra and Co-Curricular supplemental compensation falls into multiple categories. The supplemental may be a direct result of a club/activity identified by the building staff as critical to the operation of the building and the district or as important to meet the needs of all students or important only to a small group of students. The supplemental may be a direct result of the identification by the Superintendent or direct reports as critical to the operation of the district. (***Rubric 3-Essential, Rubric 2-Important, but not critical, Rubric 1-Selective, but not critical.***)

New club/activity – Building Administration are responsible for submitting a recommendation of approval for any new club/activity using the Budget Purpose Statement process. With Building Administrative approval the sponsor of the club/activity may apply for a stipend after three years of successful growth and demonstrating sustainability.

See notes at the bottom of the schedule pertaining to other supplemental stipends that are not included in Groups. Supplemental positions may be shared upon approval by Principal.

GROUP A					
Rubric 3 – Activity/Club in this category involves a large time commitment, up to a yearlong program and supervising 5-10 students. Organizational responsibilities include such factors as coordination with students, staff, parents, and external organizations, budgeting, and producing a product or event critical to the needs of the organization. (Stipend is approximately 8% to 9% of BA-0, based on experience in the position).					
Group & Years' Experience	0-2	3-5	6-8	+9	2026-2027 % Increase
A	\$4,321	\$4,448	\$4,702	\$4,831	3%
High School – Yearbook Chair			High School – Asst. Marching Band Director		
High School – Winter Guard			High School – Vocal Ensemble		
High School – National Honor Society					

GROUP B					
Rubric 2 – Activity/Clubs in this category involve six or more contact hours a week outside the school day, supervision of small groups of students and/or large grade levels of students at certain times during the year and practice/rehearsals. Organizational responsibilities include such factors as coordination with students, staff, parents, and external organizations, budgeting, and coordinating one or more events during the season/year. (Stipend is approximately 3% to 5% of BA-0, based on experience in the position)					
Group & Years' Experience	0-2	3-5	6-8	+9	2026-2027 % Increase
B	\$1,907	\$2,161	\$2,332	\$2,593	3%
High School – Student Government			High School - Latin Club		
High School – Senior Class Advisor			Middle School – Student Council		
High School – Junior Class Advisor			Middle School – National Jr. Honor Society		
High School – Key Club			Elementary School – WKID		

GROUP C					
Rubric 2– Activity/Club in this category may meet few to several times a month outside the school day during a season or year, small/large group of students at certain times during the year and practice/rehearsals, planning competitions or events during the year held during evenings or weekends. Organizational responsibilities include such factors as coordination with students and external organizations, budgeting, scheduling and planning. (Stipend is approximately 2.5% to 3.5% of BA-0, based on experience within the position)					
Group & Years' Experience	0-2	3-5	6-8	+9	2026-2027 % Increase
C	\$1,282	\$1,465	\$1,650	\$1,833	3%
High School – Academic Team			Middle & High School – Sources of Strength Advisors		
High School – Mock Trial, Model UN			Middle School – Washington DC Coordinator		
High School – Ski Club			Middle School – Community Service Club		
High School – Winter Guard Asst.			Elementary – Madeira Singers		

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GROUP D					
Rubric 2 – Activity/Club in this category may meet few to several times a year, usually during the school day or right after school. There may be a few evening events, but the group is flexible according to the advisor's schedule. No competitions, no weekends. There are small groups of students involved or participating most of the time and/or students may come and go as an activity or event is scheduled or identified. (Stipend is approximately 1% to 2% of BA-0, based on experience within the position)					
Group & Years' Experience	0-2	3-5	6-8	+9	2026-2027 % Increase
D	\$890	\$1,017	\$1,144	\$1,271	3%
High School – Sophomore Class Advisor			Middle School – Math Counts		
High School – Freshman Class Advisor			Middle School - Yearbook		
High School – Magnified Giving			Middle School – Buddy Club Advisor		
High School – Winter Guard Foundations, Color Guard Assistant			Middle School/Elementary School– Culture Club		
High School – Millionaires Club			Elementary School – Student Leaders		
High School – E-Sports Club Advisor			Elementary School – SHACJR		
High School/Middle School – Chess Club					

GROUP E					
Rubric 1– Activity/club in this category may involve some contact hours outside the school day during a season or year, meetings with an advisory council or a small group of students, planning competitions or events during the year held during evenings or weekends, and coordinating activities with grade levels or large groups of students. Organizational responsibilities include coordination with students and external organizations, budgeting, scheduling, and planning. (Stipend is approximately 1% of BA-0, based on experience within the position)					
Group & Years' Experience	0-2	3-5	6-8	+9	2026-2027 % Increase
E	\$380	\$444	\$507	\$572	3%
High School – Art Club			High School – Social Justice Club		
High School – Spanish Club			Middle School – Art Club		
High School – French Club			Middle School – Writing Club/Power of the Pen		
High School – Doorways for Uganda			Middle School – Variety Show		
High School – GSA			Elementary School– One on One		
High School – Foods Club					

Supplemental Stipends not in Groups

MHS Theatre – Director, Asst. Directors, Producers, Choreographers, Lighting, Sound, Orchestration, and other positions critical to the shows will be determined by the Theatre Director and recommended to the High School Principal for approval and recommendation to the Superintendent.

MMS Theatre – Director, Asst. Director and other positions critical to the show will be recommended by the Middle School Principal to the Superintendent.

Marching Band – Director and supplemental stipends critical to producing the band shows, group instructors, color guard instructor and choreographer are determined by the Marching Band Director, (some shared funding by the Music Boosters) and Principal and recommended to Superintendent.

Instructional Leaders and Building Technology Leaders

Local Professional Development Committee

Entry Year/RESA Mentor

Video Productions

Day of Service

Technology Innovation Team

AP Test Coordinator

Other assigned supplemental contracts critical to student intervention and achievement as recommended by the Superintendent.

Supplemental contracts are issued for all assignments approved by the Board of Education. Supplemental contracts for flat amounts issued to non-certified staff are not subject to FLSA or minimum wage laws.

THIS SALARY SCHEDULE, BY ITS ADOPTION BY THE MADEIRA BOARD OF EDUCATION AT ITS MEETING OF *May 18, 2026* RESOLUTION NUMBER # 78-26.