MADISON HIGHLAND PREP

Teacher Compensation

$62,901

Average salary of all teachers employed in budget year 2027

$61,052

Average salary of all teachers employed in budget year 2026

$1,913

Increase in average teacher salary from the prior year 2026

3.1% increase from prior year 2026

Automatic 6% employer contribution to 403B plan (average) **$4,360**
Average Prop 301 bonus paid to MHP teachers in 2026 ..... **$9,000**
Free and Comprehensive Benefits Average **$7,969**

Average Performance Bonus 2026 ..... **$3,000**
Total Compensation Average **$87,230**
Longevity Bonus – Employer Contribution for every 5 years of service # **$2,500**
5 years $2,500 / 10 years of service $5,000 / 15 years of service $7,500
Lump sum payment made by employer to each teacher's 403B account

MHP's benefits include medical, vision, dental, long term disability, wellness day, and life insurance at no cost to the employee. We offer paid holidays in addition to personal paid time off. Professional development is also offered at no cost to our employees. There are additional ways to supplement income including stipends for coaching sports, and facilitating clubs.

HEAT

Staffing Summary

Teachers FY 2027: 19 FTE

Student to Teacher ratio: 25:1

Student to Staff ratio: 16:1

Special Education: 12:1