



MADISON HIGHLAND PREP

Teacher Compensation

\$62,901

Average salary of all
teachers employed in
budget year 2027

\$60,988

Average salary of all teachers
employed in budget year 2026

**3.1% increase
from prior year
2026**

\$1,913

Increase in average teacher salary
from the 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