

MADERA COUNTY SUPERINTENDENT OF SCHOOLS
1105 South Madera Avenue, Madera, California 93637

2025-2026 CERTIFICATED SALARY SCHEDULE

Effective July 1, 2025

EARLY CHILDHOOD EDUCATION (ECE) TEACHER

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
I	28.52	29.94	31.45	33.02	34.66

Annual longevity payments for continuous years of service with MCSOS or total approved years of experience shall be paid upon completed years of service as follows:

8 years of continuous service with MCSOS or 15 total years of experience = \$500 per annum level
11 years of continuous service with MCSOS or 18 total years of experience = \$750 per annum level
14 years of continuous service with MCSOS or 21 total years of experience = \$1000 per annum level
17 years of continuous service with MCSOS or 24 total years of experience = \$1500 per annum level
20 years of continuous service with MCSOS = \$2000 per annum level
25 years of continuous service with MCSOS = \$2500 per annum level

In addition to the salary paid each employee according to the employee's placement on the salary schedule, the health benefit annual cap is \$14,200 for each full-time employee. The medical, prescription, dental, and vision plans are included in the annual cap and coverage is provided for the employee and his/her eligible dependents. Life Insurance is provided for the employee. Additional life insurance coverage may be purchased by the employee for other family members.

In recognition of their ability to serve as the site supervisor in the absence of the director or manager, Early Childhood Education teachers who possess a child development site supervisor permit or higher shall receive an annual payment of \$500.

Each employee hired prior to April 15, 1990, shall have a composite rate paid for health insurance by MCSOS for each employee and eligible dependents after retirement provided the employee qualified according to policy adopted by the Board of Education. If the insurance is not selected by the employee at the time of retirement from MCSOS, the above shall not be applicable.

Approved by
Patricia M. Protzman

Date