

Licensed Instructional Staff

An examination of the compensation of licensed instructional staff revealed the following for our licensed instructional staff

All Licensed Instructional Staff								
	St. Croix Prep	Eagle Ridge	Seven Hills Prep	Average of Comps	MACS Schools 1000+ Enrollment	Nova Classical Academy	Difference from Average 24-25	Proposed 25-26 Wages
Starting	\$44,428	\$36,458	\$40,800	\$40,562	\$38,571	\$39,234	-\$1,328	\$41,442
Mean	\$58,718	\$54,651	\$55,849	\$56,406	\$55,766	\$55,545	-\$861	\$57,662
Median	\$56,200	\$56,601	\$53,346	\$55,382	N/A	\$55,649	\$267	\$57,857
Highest	\$88,668	\$89,453	\$81,600	\$86,574	\$87,500	\$87,140	\$566	\$89,348

Licensed Instructional Staff – General Education								
	St. Croix Prep	Eagle Ridge	Seven Hills Prep	Average of Comps	MACS Schools 1000+ Enrollment	Nova Classical Academy	Difference from Average 24-25	Proposed 25-26 Wages
Starting	\$44,428	\$36,458	\$40,800	\$40,562	Not Reported	\$39,234	-\$1,328	\$41,442
Mean	\$58,512	\$54,661	\$58,106	\$57,093	Not Reported	\$54,851	-\$2,242	\$57,059
Median	\$57,325	\$53,084	\$55,230	\$55,230	Not Reported	\$54,205	-\$1,008	\$56,413
Highest	\$82,915	\$89,453	\$81,600	\$81,600	Not Reported	\$80,563	-\$4,093	\$82,771

Licensed Instructional Staff – Special Education								
	St. Croix Prep	Eagle Ridge	Seven Hills Prep	Average of Comps	MACS Schools 1000+ Enrollment	Nova Classical Academy	Difference from Average 24-25	Proposed 25-26 Wages
Lowest	\$44,428	\$48,994	\$40,800	\$44,741	\$40,800	\$56,670	\$11,929	\$58,878
Mean	\$59,305	\$58,387	\$49,644	\$55,779	\$60,794	\$63,142	\$7,363	\$65,250
Median	\$55,649	\$55,739	\$42,000	\$51,129	N/A	\$57,550	\$6,421	\$59,758
Highest	\$88,668	\$67,219	\$77,010	\$77,632	\$87,500	\$87,140	\$9,508	\$89,348

The analysis indicates that in the majority of the areas reviewed, Nova's teacher compensation is either comparable to or exceeds that of the other schools. It is noteworthy that Nova Classical provides slightly lower starting pay for teachers early in their careers. Addressing this discrepancy is an area we intend to continue focusing on for improvement following a successful compensation plan in 2024–2025 which significantly narrowed existing wage gaps across licensed instructional staff. The proposed compensation model includes a flat salary increase of \$2,208 for all salaried staff receiving an employment agreement for next year. This flat amount is calculated as 2.74% of the salary of the highest-paid teacher funded with general education dollars. As a result, teachers at the lower end of the salary scale will receive the equivalent of a 5.6% increase, further addressing wage compression and equity.

Hourly General Education Assistants

An examination of the compensation of hourly General Education Assistants staff revealed the following for each of the three systems:

General Education Assistants								
	St. Croix Prep	Eagle Ridge	Seven Hills Prep	Average of Comps	MACS Schools 1000+ Enrollment	Nova Classical Academy	Difference from Average 24-25	Proposed 25-26 Wages
Starting	\$17.40	\$16.07	\$21.46	\$18.31	\$14.58	\$16.95	-\$1.36	\$17.95
Mean	\$18.85	\$18.92	\$21.84	\$19.87	\$18.01	\$18.07	-\$1.80	\$19.07
Median	\$18.40	\$19.28	\$21.84	\$19.84	N/A	\$18.05	-\$1.79	\$19.05
Highest	\$22.15	\$21.59	\$22.23	\$21.99	\$36.40	\$19.31	-\$2.68	\$20.31

Nova Classical trails behind in all areas compared. Based on this analysis, we are proposing an increase of \$1 per hour for employees in this classification. This adjustment amounts to an increase of approximately 5.2% for the highest-paid employees in the group and up to 5.9% for the lowest-paid, helping to close compensation gaps and improve competitiveness in this category.

Special Education Paraprofessionals

An examination of the compensation of licensed instructional staff revealed the following for each of the three systems:

Special Education Paraprofessionals								
	St. Croix Prep	Eagle Ridge	Seven Hills Prep	Average of Comps	MACS Schools 1000+ Enrollment	Nova Classical Academy	Difference from Average 24-25	Proposed 25-26 Wages
Starting	\$18.65	\$17.21	\$15.00	\$16.95	\$14.58	\$21.00	\$4.05	\$21.58
Mean	\$20.25	\$20.22	\$19.08	\$19.85	\$18.01	\$27.37	\$7.52	\$28.12
Median	\$19.90	\$20.69	\$19.35	\$19.98	N/A	\$28.56	\$8.58	\$29.25
Highest	\$23.40	\$22.03	\$23.57	\$23.00	\$36.40	\$31.82	\$8.82	\$32.69

Nova Classical significantly outperforms all comparison schools in the areas measured for Special Education Paraprofessional compensation. In recognition of this strong standing—and in alignment with our long-term goal of tying compensation increases to the state general education revenue formula—we are proposing a compensation increase of 2.74% for employees in this group. This proposed adjustment mirrors the 2.74% increase to the state formula for the upcoming year and reinforces our commitment to maintaining competitive and sustainable compensation practices.