



**St. Croix Preparatory Academy
Compensation Plan
May 19, 2026**

The following updates have been made to the Compensation Plan 2026-2027 to align with FY27 budget assumptions:

- Section I: Licensed Instructional Staff
 - The licensed teacher salary schedule (Appendix A), including the overload schedule, was increased by 1%.
 - To address compensation for employees at the top of the salary schedule (Step 19+), a new Step 20 has been added. Employees advancing to Step 20 will receive a 1.93% step increase in addition to the 1% schedule increase, for a total of 2.93%.
 - The compensation action plan for FY28 may further address longevity and top-of-scale compensation considerations
 - Step increase:
 - Step 19-1.93% step and 1% salary increase=2.93%
 - Step 20-1.93% step and 1% salary increase=2.93%
 - The average wage increase for licensed staff is 3.56%
 - Q-Comp leadership positions were updated to align with the program changes.
- Section II: Non-licensed Instructional Staff
 - The salary schedule (Appendix E) for EAs and paras was increased 1%.
 - The average wage increase for non-licensed instructional staff is 2.25%
- Section III: Non-Instructional Staff
 - Minimum and maximum pay ranges for each pay band were adjusted to align with budget assumptions.
 - The salary schedule (Appendix F) for food service staff was increased 1%.
 - The average wage increase for food service staff is 2.91%.
 - The average wage increase for non-instructional staff is 2.91%, and for administrative staff is 3.56%.
- Section V: Other Organizational Benefits
 - Updated to remove flexible hours language.
- Appendix B: Q-Comp Performance Incentive Schedule
 - Updated to align with the program changes.
- Appendix D: Staff Stipend Schedule and Hourly Rates
 - Curricular stipends were updated to remove stipends not applicable for FY27 and to align remaining stipends with Q-Comp program changes.
- Appendix G: Substitute and Season Employee Compensation Rates
 - Updated to align with budget assumptions.

Action Requested: Approve Compensation Plan for FY27.