st. croix preparatory academy

COMPENSATION PLAN

2026-2027

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INTRODUCTION

Goals of this Compensation Plan

- Provide a comprehensive and accessible compensation structure for all St. Croix Prep staff
- Ensure that our system of compensation is optimally aligned with our organization's values of collaboration, continuous improvement and development, and a belief that results matter
- Maintain a consistent and fair practice for establishing salaries across the school
- Stay competitive in the local market
- Ensure a compensation model for sustainable budgeting
- Guarantee compliance to FLSA requirements for exemption status

Components of this Compensation Plan

SCPA employees fall into one of the three employment categories. The unique compensation structure of each category is detailed in one of the following sections of this document:

- Licensed Instructional Staff Compensation (Teachers)
- Non-Licensed Instructional Staff Compensation (All Educational Assistants)
- Non-Instructional Staff (All other staff)

The fifth section of this document, Other Organizational Benefits, applies to all SCPA employees.

Finally, the Compensation Plan includes appendices which are appropriately referenced in the body of the Plan.

For FY28:

All schedules will be reevaluated and updated in 2026-27 for fiscal year 2028.

I. LICENSED INSTRUCTIONAL STAFF COMPENSATION

Components of Licensed Instructional Staff Compensation are as follows:

A. **Placement Level:** Licensed instructional staff base salary is set forth in Appendix A (Licensed Instructional Staff Salary Schedule). Initial placement level is based on the candidate's years of experience in accredited or similar standing schools in which he/she taught full time for the full academic year in any grade, K-12, or other relevant experience. Also considered in establishing a candidate's placement level is external market conditions in which it is challenging to recruit and retain qualified teachers in a particular discipline. Placement level is determined after reviewing a candidate's file prior to a hire date. Placement level may be negotiated with SCPA Administration approval.

B. **Advancement of Placement Level:** For evaluation purposes, teachers are split into two categories: Level 1 and Level 2. Level 1 teachers are on year 1-3 teaching at SCPA; Level 2 teachers are on year 4 and beyond. Advancement of a placement level on the Licensed Instructional Staff Salary Schedule is detailed below for each level.

1. Level 1 Teacher, advancement of a placement level on the Licensed Instructional Staff Salary Schedule is contingent upon the following:

a) Year End Performance Appraisal with Division Principal or Director: Must earn a minimum score of 76/114 on the annual year-end performance appraisal.

b) Completion of Annual Q-Comp Requirements: Current requirements are outlined in Appendix B.

c) SCPA Administration Recommendation: Administration recommendation for the teacher to move placement levels.

2. Level 2 Teacher, advancement of a placement level on the Licensed Instructional Staff Salary Schedule is contingent upon the following:

a) Year End Performance Appraisal with Division Principal or Director on a 3-year rotation.

b) Participations in PLCs and Completion of Annual Q-Comp Requirements according to observation cycle: Current requirements are outlined in Appendix B.

c) SCPA Administration Recommendation: Administration recommendation for the teacher to move placement levels.

C. **Salary Schedule:** Current year salaries are reflected in Appendix A.

D. **Normal Teaching Load:** The normal teaching load of a full-time teacher varies by division and discipline. Teaching load is based on a 7-period day in middle school and upper school. 1.0 Full –Time Equivalent (FTE) teaching loads are defined as follows:

Grade	Description	Teaching Load per day
K-4	Gen. Ed Teacher	Approximately 5 hours of student contact time in a grade level classroom
K-4	Specialists – Art	5 Classes
K-4	Specialists – Music	5 Classes

K-4	Specialists – Physical Education	5 Classes plus 1 additional duty (20 min/day)
5-12	Gen. Ed Teacher	5 Classes
7-12	Gen. Ed. Teacher – Science	4 Science Lab Classes
5-12	Specialists – Art	5 Classes
5-12	Specialists – Music	6 Classes or Lesson Equivalent
5-12	Specialists – Physical Education	6 Classes
K-12	Special Education Teacher	Full Caseload as determined by SPED Director

The remaining unscheduled time in a teacher's work day is for additional preparation, meetings, parental conferences, staff coverage if needed or other activities.

E. **Teaching Overload:** Teaching duties in excess of load identified in paragraph D above shall be paid an overload stipend per the table below. The overloads are awarded at the discretion of the Division Principal and require prior approval by the Executive Director.

FTE weighting for Grades K-4 are as follows:

FTE weight	Non-Instructional Minutes	Stipend Amount
.10	70 minutes or less during the regular school day (9:30am-4:00pm)	$ 3,625.00

FTE weighting for Grades 5-12 are as follows:

FTE weight	Credit Weight	Stipend Amount
.10	½ Credit Class	$ 3,625.00
.20	1 Credit Class	$ 7,249.00
.125	½ Credit Science Lab Class	$ 4,531.00
.25	1 Credit Science Lab Class	$ 9,061.00

F. **Part-time Teaching Load:** If a teacher is part-time or temporary, the salary will be calculated according to their defined fractional FTE.

G. **Additional Duties:** Assignments of teachers to Additional Duties such as, but not limited to, bus supervision, hall supervision, and event attendance, shall be distributed among all teachers in the building. No additional compensation is awarded for these duties. See Appendix C for a more complete list of Additional Duties.

H. **Prep Time Substitute Pay:** Teachers who are requested by their building principal and agree to use planning or preparation time to substitute for a teacher who is absent shall be compensated for such duty at their hourly rate.

I. **Coaching and Advisory Assignments:** All assignments to additional activities, including, but not limited to, athletic and extra-curricular activities and clubs, shall be compensated according to the schedule in Appendix D. The Activities Director and the appropriate coaching or advisor staff shall participate in the hiring process for these positions.

J. **Q-Comp Leadership Positions:** Teacher leadership positions include the Q-Comp Coordinator, Professional Learning Community (PLC) Facilitator, Mentor Teacher, as well as short term project opportunities are available and shall be compensated according to the schedule in Appendix D.

1. The Q-Comp Coordinator position is a five-year term and shall be posted in the spring preceding the term or upon vacancy if needed.
2. The PLC Facilitator position is a one-year term, with up to a two-year renewal and shall be posted in the spring preceding the term or upon vacancy if needed.
3. The Mentor Teacher position has a three-year term. Mentor teachers will be hired as needed.
4. The Curriculum and Instruction Team participates in the hiring process for these positions.

K. **Q-Comp Performance Incentives:** All teachers, school nurse, and counselors are eligible and are awarded additional pay, beyond the base salary, for participation in and qualification for Q-Comp Performance Incentives. Stipends for these duties are set forth in Appendix B (Q-Comp Performance Incentive Schedule).

II. NON-LICENSED INSTRUCTIONAL STAFF COMPENSATION

Components of Non-Licensed Instructional Staff Compensation are as follows:

A. Job Levels: SCPA has three job levels for non-licensed instructional staff:

- General Education, Education Assistants (Classroom EAs)
- Special Education, Paraprofessionals
- Special Education, Paraprofessionals – Special Duty

Education Assistants that work in the classroom supporting one grade level are General Education EAs. Education Assistants that work with special needs students either in the classroom or a resource room and may support multiple grade levels are Special Education Paraprofessionals.

B. Placement Level: Administration and the SCPA Board of Directors will determine all non-licensed instructional staff placement level based on job description, experience, and available external market data.

C. Advancement of Placement Level: Advancement of a placement level on the Non-Licensed Instructional Staff Salary Schedule is contingent upon achieving or exceeding the minimum score defined below on the year-end appraisal and SCPA Administration recommendation. The year-end appraisal will be performed by the employee's Division Principal or Director in collaboration with any supervising teacher.

1. **Year End Performance Appraisal:** An average score of 2.0 or above on a 3-point scale on the annual year-end performance appraisal. The appraisal is performed by the teacher's Division Principal or Director in collaboration with any supervising teacher.
2. **SCPA Administration Recommendation:** Administration recommendation for the staff member to move placement levels.

D. Salary Schedule: Current year salaries are reflected in Appendix E.

III. NON-INSTRUCTIONAL STAFF COMPENSATION

Components of Non-Instructional Staff Compensation are as follows:

A. **Job Levels:** Five (5) Job Levels have been created for Non-Instructional Staff to ensure consistency in job functions across St. Croix Prep. A promotion is needed to move up one or more job levels.

Level 1: Entry Level Support (Food Service Servers)

- Job duties lean towards being more tactical in nature
- Directly supervised
- Limited autonomy to manage critical decisions
- Limited or no previous work experience required

Level 2: Advanced Level School Support (Food Service Leads, Health Room Assistant, Administrative Assistants, Study Hall Monitor, Building Attendant, Building Substitute)

- Responsible for leading, tracking and ensuring the achievement of the students with whom they work
- May lead some whole group and a significant amount of small group instruction
- Certifications may be required
- To enter this level, employee must possess a basic level of knowledge and mastery in his/her profession, but would benefit from additional years or work-related experience

Level 3: Office Managers, Farm to School Coordinator, Kitchen Manager

- Job duties have strategic requirements which require ample professional judgement and decision making over matters of significance
- Proven experience directly related to this profession is required to enter this level and professional certification may be required

Level 4: Managers, Coordinators, College Counselor, Technology Assistant, Facilities Assistant, Senior Accountant

- Job duties include responsibility for the strategic direction and success of a functional area of the organization
- Individual operates autonomously and makes critical decisions
- Individual may manage or coach others
- Proven experience and a track record of success is required to enter this level

Level 5: Directors, Principals, Executive Directors

- Establishes strategic direction for the organization in collaboration with Executive Leadership
- Individual has accountability for whole teams of people or entire functional areas of organization
- Proven experience operating at management levels of an organization are required to enter this level
- Two or more direct reports

B. **Pay Level Bands**: Pay Level Bands correlate with Job Levels (see section A). Within each Band is a minimum and maximum pay level. Compensation for an individual is based on numerous factors such as market range for a position, job knowledge, skills, experience and demand. All salaries referenced are based on work by a full-time equivalent (FTE) employee. If a staff member is part-time or temporary, the salary will be calculated according to their defined fractional FTE.

Pay Level Band	Minimum	Maximum	Position
L1 (follows schedule on Appendix F after initial placement)	$17.78	$28.00	Food Service Servers
L2	$18.00	$30.00	Food Service Leads, Health Room Assistant, Administrative Assistants, Study Hall Monitor, Building Attendant, Building Substitute
L3	$20.00	$40.00	Office Managers, Farm to School Coordinator, Kitchen Manager
L4	$50,000	$95,000	Managers, Associate Director, Coordinators, College Counselor, Technology Assistant, Senior Accountant, Facilities Assistant
L5	$75,000	$199,000	Directors, Principals, Executive Directors* (*contracted rates may differ)

C. **Starting Salary:** Administration and the SCPA Board of Directors will determine all non-instructional staff starting salary based on expectations/job description, experience, value to the school and available external market data. The Pay Level Bands (see paragraph B) will be reflective of this determination.

D. **Tiers for Raises:** Performance-based raises will be offered according to the following set of criteria, with manager discretion within the provided ranges.

Performance-Based Raise Tiers	Professional Evaluation (on 5-point scale)	Potential Raise Range*
Tier 1	At least 3.0	.5 - 1.0%
Tier 2	3.25 to 3.75	1.5 - 2%
Tier 3	More than 3.75	2 - 3%

*Salary increases outside of this range may be granted with SCPA Administration approval.

E. Performance Evaluation Components: The performance evaluation score is determined by the direct manager and may be influenced by the following inputs:

1. 360 Evaluation
2. Progress on Individual Performance Goals
   - Individual Performance Goals (IPG) are job-specific performance goals that may be set annually between you and your manager. IPGs should to be Specific, Measurable, Attainable, Relevant, and Time bound, and should be aligned with other organizational goals.

IV. SUBSTITUTE AND SEASONAL EMPLOYEE COMPENSATION

Components of Substitute and Seasonal Employee Compensation are reflected in Appendix G.

V. OTHER ORGANIZATIONAL BENEFITS

Other employment benefits for all eligible employees (employees regularly scheduled to work 30 or more hours per week), the total compensation package includes significantly more than base salary (or hourly wages).

Notably, St. Croix Prep offers and contributes substantial monetary amounts toward benefit programs intended to help protect your personal and financial well-being. Those contributions usually equate to a value of approximately 23% of your annual salary.

See our benefits summary documents for more information. Our benefit offerings currently include: health, dental, long-term disability, life insurance, 403(b), flexible spending account, paid time-off, and matching contributions for PERA and TRA retirement accounts as applicable.

Other Organizational Benefits that contribute to SCPA's positive, supportive culture:

- Flexible work environment:
  - Coverage for staff in emergencies
  - Jeans and spirit-wear on Thursdays and college-wear on Fridays
- Support with Professional Development:
  - Earn CEUs through on-site professional development
  - CEU hours entered on MDE portal on behalf of licensed faculty
- Support of enrollment of staff child(ren) at SCPA:
  - Preferential student enrollment for SCPA employees
  - Free on-site childcare before and after school through YMCA for licensed staff's child(ren)
- Support during work day:
  - On-site food service: Lunch, including Salad Bar & Breakfast items
  - Free coffee (locally roasted)/tea and condiments
  - Notary public on-site (Senior Accountant)
- Discounts extended to staff:
  - SCRIP discounts (staff may elect full rebate amount for discount)
  - Staff free entry with staff ID at SCPA hosted events
- Support of staff and family health and wellness:
  - Free use of fitness room and athletic facilities
  - Health club fee reimbursement through SCPA's health insurance carrier
  - Wellness program - $120 per year upon completion of earning required participation points
- St. Croix Prep strives to be a good local and global citizen:
  - Recycle/compost options for paper, glass, aluminum and food
  - SCPA is a prairie restoration site
  - Stillwater Chamber of Commerce member
  - SCPA's National Honor Society has adopted a section of Stagecoach Trail

APPENDIX A:

Licensed Instructional Staff Salary Schedule

2026-2027 School Year

Placement Level*	FY26 Pay Scale 1.0 FTE
1	$44,872
2	$45,470
3	$46,379
4	$47,306
5	$48,963
6	$49,942
7	$50,941
8	$51,959
9	$54,558
10	$55,650
11	$56,762
12	$57,898
13	$59,055
14	$60,237
15	$61,441
16	$62,670
17	$63,924
18	$65,202
19+	$66,505
20	$67,835

*Advancement on the placement schedule is contingent upon completing QComp requirements, achieving or exceeding the required minimum score on the year-end appraisal, and SCPA Administration recommendation.

An annual increase for staff above placement level 20 is 2.96% for FY27 and is contingent upon completing QComp requirements, achieving or exceeding the required minimum score on the year-end appraisal, and SCPA Administration recommendation.

All schedules will be reevaluated and updated in 2026-27 for fiscal year 2028.

APPENDIX B:

Q-Comp Performance Incentive Schedule

2026-2027 School Year

Licensed staff (teachers, school nurse, and counselors) are awarded additional pay, beyond base salary, for participation in and qualification for Q- Comp Performance Incentives. The goal of the incentive is to improve teacher instruction and increase student performance. The amount for each category is based on the dollars available each year as determined by the submitted and approved Q-Comp Plan by the Minnesota Department of Education. For the 2026-2027 school year, to receive performance based pay all licensed staff will need to complete the following:

- Site Goal: $1 for schoolwide student achievement gains will be awarded to each teacher if the schoolwide site goal (updated annually) is met.
    - Satisfactorily meeting School-Wide Student Achievement Goals: TBD in the Fall
- Measure of Student Growth and Literacy: $630 for measure of student growth and literacy will be awarded to each teacher if progress was made toward their individual annual student learning goal.
- Teacher Observation/Evaluation: $685 for teacher evaluation will be awarded to each teacher who completes all observation requirements required for their category level by the final PLC meeting.
- Additional Measure of Performance: PLC Attendance and Participation: $484 for PLC meeting attendance and participation will be awarded to each teacher who attends PLC meetings with timely attendance (two absences allowed) and completes the Individual Growth and Development Plan, Colleague Connections, and engagement survey requirements.
- Total Pay= $1,800

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APPENDIX C:

Additional Duties

2026-2027 School Year

	Licensed School Nurse			Lower School			Middle School			Upper School		
Additional Duty	**Time**	**Frequency**	**Requirements**	**Time**	**Frequency**	**Requirements**	**Time**	**Frequency**	**Requirements**	**Time**	**Frequency**	**Requirements**
Supervisory:												
Parent drop off				15-20 minutes	Daily	Some f LS staff	20 minutes	Daily	As Assigned	20 minutes	Daily	As Assigned
Parent pickup/bus				15-20 minutes	Daily	All of LS staff	20 minutes	Daily	As Assigned	20 minutes	Daily	As Assigned
Direct Traffic				25 minutes	Daily	As Assigned				25 minutes	Daily	As Assigned
Lunch Duty				25 minutes	As Needed	As Needed (no EA)	20 minutes	Daily	As Assigned	25 minutes	2x/week	As Assigned
Recess				20 minutes	As Needed	As Needed (no EA)	20 minutes	Daily	As Assigned			
Hall/Atrium/Stairwell Duty				20 minutes	Daily	All LS Staff	20 minutes	Daily	As Assigned	25 minutes	Daily	All US Staff
Class passing time							20 minutes	Daily	MS Staff Volunteers	20 minutes	Daily	All US Staff
Latin Lab OR Writing Lab OR Study Hall (before school)							25 minutes	Daily	As Assigned			
Math Lab OR Study Hall (during recess)							20 minutes	Daily	As Assigned			
Detention										75 minutes	1x/week	As Assigned
Advisory (Service Hrs/EOY Presentations)										25 minutes	Daily	As Assigned
TA Coordinator										45 minutes	Daily	As Assigned
Upper School Faculty Committees										20 minutes	1x/biweekly	As Assigned
Middle School Faculty Committees							1-2 hours	As Needed	As Assigned			
Lower School Faculty Committees				3-4 hours	monthly	As Assigned						
Communication:												
Conferences				30 hours	2x/year	All LS staff	8-10 hours	1x/year	All MS Staff	8 hours	1x/year	All US Staff
Additional parent conferences				As Needed	As Needed	All LS staff	As Needed	As Needed	All MS Staff	As Needed	As Needed	All US Staff
Newsletter				1 hour	Weekly	All LS staff	1 hour	As Needed	As Submitted	1 hour	As Needed	As Submitted
Student Office Hours				1 hour	1x/month	As Needed	Before/After school + lunch	Daily	As Needed	Before/After school + lunch	As Needed	All US Staff
Child Study/ SPED Meetings				Before/After School or Prep Hours	As Needed	As Assigned	Before/After School or Prep Hours	As Needed	As Assigned	Before/After School	As Needed	As Assigned
Events/Activities:												
Concerts				3 hours	1x/year	All LS staff	2 hours	3x/year	All Music Staff	2 hours	3x/year	All Music Staff
Art Shows				20 hours	1x/year	Art Staff	20 hours	2x/year	Art Staff	10 hours	2x/year	Art & Music Staff
Back to school night	3 hours	1-2x/year	all schools	3 hours	1x/year	All LS staff	3 hours	1x/year	All MS Staff	3 hours	2x/year	All US Staff
Parent Information Night				3-4 hours	1x/year	All LS Staff						
Kindergarten Open House	3-4 hours	1x/year		3-4 hours	1x/year	All LS staff						
Fifth Grade Orientation							5 hours	1x/year	5th Grade Staff			
Ninth Grade Orientation										3-4 hours	3x/year	9th Grade Staff
Registration Night										4 hours	1x/year	All US Staff
Student of the Month				1 hour	1X month	Grade Level Teams	3-4 hours	1x month	As Assigned	See Faculty Committees		
Chaperoning (Dances/PROM/Other)										4 hours	3x/year	US Staff Volunteers
Graduation & Senior Dinner										6-8 hours	2 nights/year	All US Staff
Senior Retreat Overnight Chaperones										3 days	2x/year	6 US Staff
EOY Awards Ceremony				1-1/2 hours	1x/year	All LS staff				6 hours	1x/year	All US Staff
Activity Advisors				2-4 hours	As Needed	LS staff volunteers	2-4 hours	As Needed	MS Staff Volunteers	2-3 hours	2x/month	Half of US Staff
Field Trip Chaperones- Extended Day							4-5 hours	1x year	As Assigned			
Educ. Travel Chaperone-DC/Wolf Ridge/Lang. Camp							3-4 days	1x year	MS Staff Volunteers			
Independent Study Advisors										15-30 min/day	Daily	Requested Staff

	Licensed School Nurse			Lower School			Middle School			Upper School		
Other Information:	**Time**	**Frequency**	**Requirements**	**Time**	**Frequency**	**Requirements**	**Time**	**Frequency**	**Requirements**	**Time**	**Frequency**	**Requirements**
Prep minutes				96 minutes	Daily	All LS staff	96 minutes	Daily	All MS Staff	96 minutes	Daily	All US Staff
Student/Staff Ratios				1 Teacher + 1 EA:30-32 Specialists: 1:30-32	Year Round	All LS staff	1:30-36 average Music 1:40+	Year Round	All MS Staff	Math/Eng 1:36 PE/Soc St 1:36 Sci 1:30 Art 1:25 Music 1:40+	Year Round	All US Staff
EA/Specialist Support				Varries Depending on Grade	Daily	Each classroom / SPED Eas		Daily	SPED EAs - No Classroom EAs		Daily	SPED EAs - No Classroom EAs

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APPENDIX D:

Staff Stipend Schedule and Hourly Rates

2026-27 School Year

ACTIVITIES	By Advisor	By Activity
Upper School Student Council		**2,585**
Advisor Stipend	2,585	
Middle School Student Council		**2,585**
Advisor Stipend	2,585	
Pep Band		**330**
Advisor Stipend/ $55 per game	330	
Jazz Band II		**1,100**
Advisor Stipend	1,100	
National Honor Society		**2,585**
Advisor Stipend	2,585	
Service Club		**2,585**
Advisor Stipend	2,585	
Upper School Theater		**7,975**
Director	3,300	
Vocal Director	1,100	
Technical Director	550	
Pit Director	825	
Choreographer	1,100	
Piano	1,100	
Middle School Theater		**4,750**
Director	3,100	
Asst. Director	1,100	
Asst. Director/Tech	550	
Lower School Theatre		**6,800**
Co-Director/Producer	3,500	
Assistant/Helper	1,100	
Choreographer	1,100	
Tech. Director	550	
Stage Manager	550	
Debate		**3,300**
Advisor Stipend	3,300	
Speech	**-**	**3,300**
Advisor Stipend	3,300	
Mock Trial		**1,800**
Advisor Stipend	1,800	
LS Choir	**-**	**1,100**
Advisor Stipend	1,100	
Battle of the Books	**-**	**880**
Advisor Stipend	880	
Continential Math League	**-**	**1,265**
Advisor Stipend	633	
Advisor Stipend	633	
Math League - US	**-**	**1,760**
Advisor Stipend	1,760	
Ski Club	**-**	**1,100**
Advisor Stipend	1,100	
Quiz Bowl	**-**	**550**
Advisor Stipend	550	
Yearbook	**-**	**4,400**
LS Advisor Stipend	2,200	
MS Advisor Stipend	2,200	
TOTAL		**50,750**

ATHLETICS	By Coach	By Sport
Girls Tennis		**3,685**
Head Varsity Coach	3,685	
Asst. Varsity Coach		
Volleyball		**10,945**
Head Varsity Coach	3,685	
Asst. Varsity Coach/JV	2,750	
C-Team Coach	2,750	
Middle School Coach	1,760	
Cross Country		**5,995**
Head Varsity Coach	3,410	
Asst. Varsity Coach/JV	2,585	
Girls Soccer		**8,580**
Head Varsity Coach	3,410	
Asst. Varsity Coach/JV	2,585	
C Team Coach	2,585	
Boys Soccer		**8,580**
Head Varsity Coach	3,410	
Asst. Varsity Coach	2,585	
C Team Coach	2,585	
Boys Basketball		**12,760**
Head Varsity Coach	5,060	
Asst. Varsity Coach/JV	3,850	
C-Squad Head Coach	3,850	
Girls Basketball		**12,760**
Head Varsity Coach	5,060	
Asst. Varsity Coach/JV	3,850	
C-Squad Head Coach	3,850	
Alpine Ski		**5,060**
Head Varsity Coach	3,685	
Asst. Varsity Coach	1,375	
Dance Team		**3,300**
Head Varsity Coach	3,300	
Asst. Varsity Coach		
Archery		**11,990**
Head Varsity Coach	4,070	
Asst. Varsity Coach	1,980	
Asst. Varsity Coach	1,980	
Asst. Varsity Coach	1,980	
Asst. Varsity Coach	1,980	
Baseball		**5,885**
Head Varsity Coach	3,685	
Asst. Varsity Coach	2,200	
Softball		**5,885**
Head Varsity Coach	3,685	
Asst. Varsity Coach	2,200	
Girls Lacrosse		**5,390**
Head Varsity Coach	3,190	
Asst. Varsity Coach	2,200	
Golf		**9,570**
Boys Head Varsity Coach	3,685	
Girls Head Varsity Coach	3,685	
Asst. Varsity Coach	2,200	

ATHLETICS (CON'T)	By Coach	By Sport
Track		**14,685**
Head Varsity Coach	3,685	
Asst. Varsity Coach	2,200	
Asst. Varsity Coach	2,200	
Asst. Varsity Coach	2,200	
Asst. Varsity Coach	2,200	
Asst. Varsity Coach	2,200	
TOTAL ATHLETICS		**125,070**

CURRICULAR	By Advisor
Peer Tutoring	2,200
US Grade Level Advisory Lead	1,650
College Recommendation Letters (10)	275
Pre-AP Chemistry Online	2,200
Curriculum Development/ per day	175
Daily Stipend for approved additional projects/duties/ full day (6-8 hours)	175
Daily Stipend for approved additional projects/duties/ half day (3-5 hours)	87.50
Board Member	850
Board Clerk (per meeting)	120
PLC Facilitator	1,000
Mentor Teacher Year 1	2,000
Mentor Teacher Year 2	1,000
Mentor Teacher Year 3	500
Test Proctoring	18.00/hr
Summer School	60.00/hr
ESY	60.00/hr
Homework Club	35.00/hr
Homebound teaching	35.00/hr
Subbing for another teacher (internal coverage)	hourly rate per annual
TOTAL CURRICULAR STIPENDS	

NON- CURRICULAR	By Advisor
Traffic Duty	20/shift
Concessions	1,000
Before/after school atrium duty	18.53/hr
TOTAL NON-CURRICULAR STIPENDS	

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APPENDIX E:
Non-Licensed Instructional Staff Salary Schedule

2025-2026 School Year

General Education - Educational Assistant	
Placement Level*	Hourly Rate
1	$17.78
2	$18.03
3	$18.28
4	$18.53
5	$18.79
6	$19.04
7	$19.29
8	$19.54
9	$19.80
10	$20.05

Special Education -Paraprofessional	
Placement Level*	Hourly Rate
1	$19.04
2	$19.29
3	$19.54
4	$19.80
5	$20.05
6	$20.30
7	$20.55
8	$20.81
9	$21.06
10	$21.31

Special Education - Paraprofessional - Special Duty	
Placement Level*	Hourly Rate
1	$21.56
2	$21.82
3	$22.07
4	$22.32
5	$22.57
6	$22.83
7	$23.08
8	$23.33
9	$23.58
10	$23.84

Advancement on the placement schedule is contingent upon achieving or exceeding the required minimum score on the year-end appraisal and SCPA Administration recommendation.

An annual increase for staff above placement level 10 is 2.25% for FY27 and is contingent upon achieving or exceeding the required minimum score on the year-end appraisal and SCPA Administration recommendation.

All schedules will be reevaluated and updated in 2026-27 for fiscal year 2028.

APPENDIX F:
Non-Instructional Food Service Staff Salary Schedule

2026-2027 School Year

Food Service		
Placement Level*	Hourly Rate *4 hours or less/day	Hourly Rate *5 hours or more/day
1	$17.78	$19.04
2	$18.03	$19.29
3	$18.28	$19.54
4	$18.53	$19.80
5	$18.79	$20.05
6	$19.04	$20.30
7	$19.29	$20.55
8	$19.54	$20.81
9	$19.80	$21.06
10	$20.05	$21.31

Advancement on the placement schedule is contingent upon achieving or exceeding the required minimum score on the year-end appraisal and SCPA Administration recommendation.

An annual increase for staff above placement level 10 is 2.91% for FY27 and is contingent upon achieving or exceeding the required minimum score on the year-end appraisal and SCPA Administration recommendation.

All schedules will be reevaluated and updated in 2026-27 for fiscal year 2028.

APPENDIX G:

Substitute and Seasonal Employee Compensation Rates

2026-2027 School Year

Teacher Subs	$175/day or $87.50/half day
Long-Term Teacher Subs	$225/day
Building Substitute	$29.00-$29.50/hour
EA General Education Subs	$17.78/hour
EA Special Education Subs	$17.78/hour
Nurse Subs	$46.00/hour
Health Office Assistant Subs	$17.88/hour
Office Manager Subs	$17.88/hour
Food Service Subs	$17.78/hour
Seasonal Test Proctor	$18.00/hour
Seasonal Student Workers	$18.25/hour
Seasonal Administrative Workers	$18.25/hour