



**Chief Operations Officer Report
May 24, 2021**

The mission of the YPI Charter Schools (YPICS) is to prepare students for academic success in high school, as well as post-secondary education; prepare students to be responsible and active participants in their community; and enable students to become lifelong learners. Students at YPI Charter Schools will become active citizens who characterize the ideals of a diverse and democratic society. Students will provide service to their community, take responsibility for their own learning, and develop the habits of mind and body that will empower them to be successful in high school and beyond.

Human Resources

Teacher Salary Table

YPICS is focused on providing a small school environment for students and staff. YPICS Leadership is committed to providing the most competitive salaries and benefits based on the size of our schools. At this time, YPICS does not have the class size/enrollment to compete with larger CMO's salaries. *Our benefits are equal to or exceed the offerings of larger CMO's.*

- Our current budget work appears to be able to handle what is being called the \$15/-2% Salary Table.
 - Reason for increase:
 - On January 1, 2022 YPICS will have to meet the California minimum wage requirement of \$15 which will impact the minimum salary for exempt employees (YPICS already exceeds the state minimum wage requirement due to LA City requirements).
 - Salaries which help recruit and retain high quality staff.
 - The proposed 21-22 Salary Table:
 - addresses the change in minimum wage from \$14 to \$15.
 - Salaries vary from +2.3% to -2% above/below the LAUSD Teachers Salary Table
 - Summary of credentialed salary table changes:

Summary		
Detail	Pay Raise	%
Average	\$4,470	7.59%
Maximum	\$9,510	14.22%
Minimum	\$1,213	2.27%

Teacher Hiring/Rating In of Additional Units

Annually, teacher agreements are renewed and new teachers are hired. Our school site administrators review and verify transcripts and resumes to determine teacher salaries based a board approved salary table. The teacher salary table is based on years of experience and educational units beyond a bachelor's degree.

- Administration is surveying returning staff to collect additional educational units that teachers have or will complete by June 30, 2021.
- Site administrators are making offers to individuals to replace staff that will not be returning to YPICS.

Employee Benefits

Employee benefit providers will remain the same this year.

- Medical benefits (Kaiser Permanente) will increase by 7%.
- Other costs for dental, vision, life, will remain the same.
- Staff will have a new option to purchase an optional pet care insurance from Pets Best.

Student Information/Support Systems

YPICS has selected Infinite Campus to replace Illuminate as the Student Information System

- Staff has been meeting with Infinite Campus to transfer student data out of Illuminate.
 - Infinite Campus has a robust support team and structure to support a successful data transfer process.
 - YPICS staff will begin reviewing data errors and making corrections.
- Staff training on Infinite Campus has been backwards planned from the beginning of the 21-22 School year.
 - The schedule is tight but doable.
 - Virtual Infinite Campus trainings are scheduled throughout July.
 - YPICS staff has access to Infinite Campus Passport to participate in self paced training.

YPICS staff will be changing classroom management or student safety and device management software from LanSchool to Go Guardian.

- Staff reviewed three different vendors
 - LanSchool (Current Provider)
 - Securely
 - Go Guardian
- The cost difference between each quote was not significant. Although the most expensive of the three quotes, Go Guardian was the most user friendly, flexible, and works across platforms (Mac, PC, Chromebook), and supports work in virtual, hybrid or transitional school models.

Facilities

- MORCS
Meeting with LAUSD staff to clarify roles of district staff to ensure LAUSD is meeting/completing maintenance requirements for the campus.
- BCCS
No Update
- High School
No Update