



December 6, 2021

TO: YPI Charter Schools
Board of Directors

FROM: Yvette King-Berg
Executive Director

SUBJECT: Recommendation to approve Pandemic Differential Stipend

BACKGROUND

The YPICS Ad Hoc Fiscal Committee met on Monday, November 15, 2021 to explore the feasibility of making changes to the salary schedules for certificated and classified staff and the feasibility of an increase in compensation. The goal was to begin the conversation around making changes to the salary schedule on the foundation of the values that have enabled the sustainability of YPI Charter Schools.

During the pandemic, YPICS offered stipends to recognize and honor the efforts of staff members to reopen YPI Charter Schools. The stipends will enable all staff to receive equal compensation in alignment with the one-time state and federal funds we have received. The Ad Hoc Fiscal Committee reviewed challenges with ongoing changes to the salary schedule for the current school year. Although we have seen an increase in one-time state and federal funds, there are many variables that present challenges to making immediate changes to the current YPICS salary schedules. The future of California's economy, declining enrollment, possibility of a recession, and the reality of inflation are unknown variables as we make plans for adjustments to the salary schedule.

ANALYSIS

The COVID-19 pandemic caused a severe disruption in work and learning during the 20-21 and 21-22 school year. All staff returning from the 20-21 school year and working through the 21-22 school year will receive a maximum stipend of 5% based on their earnings for the school year. Employees returning to YPICS from the 20-21 school year will receive a stipend of 3% of their budgeted earnings. Employees working through the 21-22 school year will receive a stipend of 2% of their budgeted earnings. The total allocation for the 20-21 school year stipend will be up to \$144,193. The total allocation for the 21-22 school year stipend will be up to \$123,531. The combined total amount expended for this purpose will be up to \$267,724. A combination of In-Person Instruction, ESSER, and General Funds will be used to pay for these stipends. These stipends are considered one-time payments and will not be deducted and applied towards retirement contributions. Staff will receive 50% of the payment in December 2021, and 50% in June 2022 with their regular paychecks.

Providing a one time stipend is a thoughtful approach to investing in our staff rather than a quick reactive change to the salary tables. The Ad Hoc Fiscal Committee did discuss the need to keep the salary schedules "on the table" as a discussion and action item when and if the ability to change them becomes a possibility. The Ad Hoc Fiscal Committee will continue to explore a comprehensive analysis and actions that are required to provide a long-term increase in salary.

Ideally, we would like to make long term changes to the salary schedule as other districts have. However, we need to explore the long-term impact of declining enrollment and monitor the governor's plans for the 2022-23 budget. This year, the increase in revenue was largely in one-time funds making long term planning very difficult. Hopefully, the 2022-23 state budget will provide us with additional long-term revenue that we can project in our budget for next year.

RECOMMENDATION

It is recommended that the Board of Directors approve the Pandemic Differential Stipends for all employees as detailed above.