



April 25, 2022

**TO:** YPI Charter Schools  
Board of Directors  
**FROM:** Ruben Dueñas  
Chief Operations Officer  
**SUBJECT:** 5% on Table Increase to Teacher Salary Tables

**BACKGROUND**

For the 21-22 school year, YPICS Board of Directors approved one time stipends for all staff. All staff returning from the 20-21 school year and working through the 21-22 school year received a maximum stipend of 5% based on their earnings for the school year. As such, (1) employees returning to YPICS from the 20-21 school year received a stipend of 3% of their budgeted earnings; and (2) employees working through the 21-22 school year received a stipend of 2% of their budgeted earnings. The board made this decision to (a) acknowledge staff for their work through the pandemic but most importantly to (b) maintain competitive salaries and to retain and recruit staff.

**ANALYSIS**

Individuals working in K-12 schools are leaving their positions in droves. School districts across the state and country are reporting record numbers of staff vacancies. As a result, schools and districts are increasing staff pay and offering signing bonuses to recruit and retain staff. In order to remain competitive in this difficult market, YPICS needs to continue to make reasonable and sustainable budget decisions to increase pay for all positions in our organization and schools.

Due to “pandemic” funding and increased funding from the California State Budget, YPICS is in a financial position to formalize the one time stipends made during the 21-22 school year and make a permanent change to the credentialed and non-credentialed teacher salary tables. Based on work by staff, all site budgets have been developed to support a 5% “on the table” increase.

A summary of the impact of a 5% increase “on the table” is below:

Average Table Increase	\$3,121	
Average Pay Raise	\$4,872	7.52%
Minimum Raise	\$2,888	5.04%
Maximum Raise	\$9,573	11.71%

A copy of a detailed summary of the proposed 22-23 YPICS Credentialed Salary Table and 22-23 YPICS Non-Credentialed Salary Table are attached.

**RECOMMENDATION**

Approve a 5% increase to all Teacher Salary Tables for the 22-23 school year to ensure that YPICS can offer competitive compensation and is able to retain and recruit qualified teachers for our schools and to serve our communities.