



June 13, 2022

**TO:** YPICS Board of Directors

**FROM:** Ruben Duenas, Chief Operations Officer

**SUBJECT:** Board informative- 22-23 6.56% Salary Table increase and 3.44% one time retention bonus

**BACKGROUND**

The Executive Team has shared past and continuing concerns about providing competitive compensation as a means for recruitment and retention for all staff positions. Although YPICS is currently fully staffed, there is a national and local shortage of teachers and other school personnel and we have open positions for the 22-23 school year. UTLA is negotiating for a 20% on the table increase over the next two years (10% then 10%). At the last board meeting, the board generously approved a 5% table increase and 2% one time retention bonus for the 22-23 school year based on the information given in the Governor’s Janaury budget proposal. Per the Governor’s May Revise, the cost of living adjustment at 6.56%.

**RECOMMNEDATION**

After reviewing the Legislature’s counter to the Governor’s May Revise, staff is recommending that the YPICS Board of Directors approves a 6.56% table increase to match the COLA and 3.44% one time retention bonus for all staff to continue to be competitive with LAUSD.

Credentialed Salary Table Comparison		
	YPICS 22-23	LAUSD 21-22
<b>Starting Salary</b>	\$58,182	\$56,107
<b>Top Salary</b>	\$88,759	\$89,245

6.56% Table Summary		
<b>Average Table Increase</b>	\$4,095	
<b>Average Pay Raise</b>	\$5,846	8.92%
<b>Minimum Raise</b>	\$3,742	6.43%
<b>Maximum Raise</b>	\$10,873	13.10%

**2022-2023 YPICS Credentialed Teacher Salary Table (6.56%) (Pending Approval)**

Level	Semester Units/ Years	1	2	3	4	5	6	7	8	9	10
20	14 Units or less	\$58,182	\$58,342	\$58,501	\$58,768	\$59,141	\$59,674	\$60,057	\$60,739	\$62,306	\$64,078
21	More than 14 Units	\$58,342	\$58,501	\$58,768	\$59,141	\$59,674	\$60,637	\$61,460	\$62,928	\$64,739	\$66,894
22	More than 28 Units	\$58,501	\$58,768	\$59,141	\$59,674	\$60,367	\$61,461	\$63,536	\$65,387	\$67,264	\$70,370
23	More than 42 Units	\$58,768	\$59,141	\$59,674	\$60,367	\$61,196	\$63,575	\$66,021	\$67,912	\$69,894	\$74,098
24	More than 56 Units	\$59,141	\$59,674	\$60,367	\$61,196	\$63,575	\$66,061	\$68,599	\$70,569	\$72,988	\$77,708
25	More than 70 Units	\$59,674	\$60,367	\$60,852	\$64,343	\$66,841	\$69,459	\$71,256	\$73,465	\$76,320	\$81,396
26	More than 84 Units	\$60,637	\$61,143	\$62,928	\$66,906	\$69,511	\$72,234	\$74,046	\$76,624	\$79,665	\$85,005
27	More than 98 Units	\$60,746	\$63,563	\$65,413	\$69,590	\$72,300	\$75,129	\$76,927	\$79,836	\$82,996	\$88,759
Level	Semester Units/Years	1	2	3	4	5	6	7	8	9	10

**2022-2023 YPICS Non-Credentialed Teacher Salary Table (6.56%) (Pending Approval)**

Level	Semester Units/Years	1	2	3	4	5	6	7	8	9	10
20	<14 points	\$45,858	\$45,858	\$45,858	\$46,655	\$49,060	\$49,570	\$51,103	\$52,823	\$55,253	\$57,707
21	> 14 points	\$45,858	\$45,858	\$46,256	\$48,075	\$49,982	\$51,838	\$53,807	\$55,751	\$57,658	\$60,238
22	> 28 points	\$45,858	\$45,858	\$48,150	\$50,294	\$52,325	\$54,468	\$56,512	\$58,705	\$60,761	\$63,365
23	> 42 points	\$46,256	\$48,112	\$50,294	\$52,474	\$54,817	\$57,072	\$59,316	\$61,534	\$63,789	\$66,730
24	> 56 points	\$48,112	\$49,957	\$52,325	\$54,817	\$57,172	\$59,627	\$62,057	\$64,412	\$66,929	\$69,982
25	> 70 point	\$49,782	\$51,876	\$54,518	\$57,072	\$59,639	\$62,244	\$64,848	\$67,365	\$69,969	\$73,296
26	> 84 points	\$51,764	\$53,807	\$56,524	\$59,316	\$62,057	\$64,861	\$67,552	\$70,257	\$73,048	\$76,562
27	> 98 points	\$53,271	\$55,751	\$58,705	\$61,534	\$64,437	\$67,403	\$70,269	\$73,197	\$76,100	\$79,939
Level	Semester Units/Years	1	2	3	4	5	6	7	8	9	10

**2022-2023 YPICS Credentialed Teacher Salary Table (5%)**

**Approved April 2022**

Level	Semester Units/Years	1	2	3	4	5	6	7	8	9	10
20	<14 points	\$57,330	\$57,488	\$57,645	\$57,908	\$58,275	\$58,800	\$59,178	\$59,850	\$61,394	\$63,139
21	> 14 points	\$57,488	\$57,645	\$57,908	\$58,275	\$58,800	\$59,749	\$60,560	\$62,007	\$63,791	\$65,915
22	> 28 points	\$57,645	\$57,908	\$58,275	\$58,800	\$59,484	\$60,561	\$62,605	\$64,430	\$66,279	\$69,340
23	> 42 points	\$57,908	\$58,275	\$58,800	\$59,484	\$60,300	\$62,644	\$65,054	\$66,918	\$68,871	\$73,014
24	> 56 points	\$58,275	\$58,800	\$59,484	\$60,300	\$62,644	\$65,094	\$67,595	\$69,536	\$71,920	\$76,570
25	> 70 point	\$58,800	\$59,484	\$59,961	\$63,401	\$65,862	\$68,442	\$70,213	\$72,389	\$75,202	\$80,204
26	> 84 points	\$59,749	\$60,248	\$62,007	\$65,927	\$68,493	\$71,177	\$72,962	\$75,502	\$78,498	\$83,761
27	> 98 points	\$59,857	\$62,632	\$64,456	\$68,572	\$71,242	\$74,029	\$75,801	\$78,667	\$81,781	\$87,460
Level	Semester Units/ Years	1	2	3	4	5	6	7	8	9	10

**2022-2023 YPICS Non-Credentialed Teacher Salary Table (5%)**

**Approved April 2022**

Level	Semester Units/Years	1	2	3	4	5	6	7	8	9	10
20	<14 points	\$ 45,186	\$ 45,186	\$ 45,186	\$ 45,972	\$ 48,341	\$ 48,845	\$ 50,355	\$ 52,050	\$ 54,444	\$ 56,863
21	> 14 points	\$ 45,186	\$ 45,186	\$ 45,579	\$ 47,371	\$ 49,250	\$ 51,080	\$ 53,019	\$ 54,935	\$ 56,814	\$ 59,356
22	> 28 points	\$ 45,186	\$ 45,186	\$ 47,445	\$ 49,558	\$ 51,559	\$ 53,671	\$ 55,684	\$ 57,845	\$ 59,871	\$ 62,438
23	> 42 points	\$ 45,579	\$ 47,408	\$ 49,558	\$ 51,706	\$ 54,014	\$ 56,237	\$ 58,447	\$ 60,633	\$ 62,855	\$ 65,753
24	> 56 points	\$ 47,408	\$ 49,225	\$ 51,559	\$ 54,014	\$ 56,335	\$ 58,754	\$ 61,148	\$ 63,469	\$ 65,950	\$ 68,957
25	> 70 point	\$ 49,053	\$ 51,117	\$ 53,720	\$ 56,237	\$ 58,766	\$ 61,333	\$ 63,899	\$ 66,379	\$ 68,945	\$ 72,223
26	> 84 points	\$ 51,007	\$ 53,019	\$ 55,697	\$ 58,447	\$ 61,148	\$ 63,911	\$ 66,563	\$ 69,228	\$ 71,979	\$ 75,441
27	> 98 points	\$ 52,491	\$ 54,935	\$ 57,845	\$ 60,633	\$ 63,493	\$ 66,416	\$ 69,240	\$ 72,126	\$ 74,986	\$ 78,769
Level	Semester Units/Years	1	2	3	4	5	6	7	8	9	10