



YPI CHARTER SCHOOLS

April 24, 2023

TO: YPI Charter Schools
Board of Directors

FROM: Ruben Duenas
COO

SUBJECT: Recommendation to approve 2023 Salary Exempt Compliance YPICS Salary Table Alignment

BACKGROUND

On January 1, 2023, California's state minimum wage will receive a COLA increase from \$15.00 to \$15.50. With that, the minimum salary needed for exempt employees to remain classified as "exempt" will also increase; the minimum salary needed is based on double the state's minimum wage. Our current credential salary table has salaries starting at below double minimum wage.

ANALYSIS

On December 5, 2022, the Board of Directors made the above adjustments. However, with further analysis, we have a few employees who make less than their peers now because of the need to respond to the Labor Commission's Wage order #4.

We have conducted a salary audit which determined that if we add an increase of 1.59% to the table, it will eliminate these discrepancies. The financial cost of making this change effective January 1, 2023 is estimated to be \$26,600 which includes the additional salaries and benefits.

School	Proposed Increase (Jan '23 - Jun '23)	Total with 20% STRS
BCCS	\$7,549	\$9,059
BCCHS	\$7,025	\$8,430
MORCS	\$7,589	\$9,107
		\$26,596

RECOMMENDATION

To add a 1.59% increase to the salary table, effective January 1, 2023.

It is recommended that the Board of Directors approve the **1.59% increase to the Salary Table Alignment Table** for YPICS.