



May 20, 2024

TO: YPICS Board of Directors

FROM: Ruben Duenas, Chief Operations Officer

SUBJECT: 24-25 Teacher Salary Table Adjustment

BACKGROUND

Since 2021, California's minimum wage has been increasing. In late July 2023, the California Department of Finance announced effective January 1, 2024, the state's minimum wage is set to increase to \$16 per hour. Currently, the California Director of Finance must determine on or before August 1 of each year whether to adjust the minimum wage for inflation, and if so, calculate the increase.

Details

Staff is exploring the attached proposed Teachers 24-25 Salary Table.

- 1) The base pay will increase to adjust for the increase in the California minimum wage.
- 2) The bonus will decrease from 5% to and vary between 3.57% and 4.09%.
- 3) The YPICS Total (base + bonus) is the same as the 23-24 YPICS Credentialed Teacher Salary Table.

The overall impact of the adjustments on this proposed Teachers 24-25 Salary Table will be zero.

YPICS Credentialed Teacher Salary Table (Approved ???)															
Level	Semster Units/ Years	1	2	3	4	5	6	7	8	9	10	11	12	13	14
20	23-24 Base	\$62,062	\$62,233	\$62,403	\$62,687	\$63,085	\$63,654	\$64,063	\$64,790	\$66,462	\$68,351	\$69,035	\$69,725	\$70,422	\$71,126
	14 Units or less	\$62,920	\$63,091	\$63,261	\$63,545	\$63,943	\$64,512	\$64,921	\$65,648	\$67,320	\$69,209	\$69,893	\$70,583	\$71,280	\$71,984
	23-24 5%bonus	\$3,103	\$3,112	\$3,120	\$3,134	\$3,154	\$3,183	\$3,203	\$3,240	\$3,323	\$3,418	\$3,452	\$3,486	\$3,521	\$3,556
	24-25 bonus	\$2,245	\$2,254	\$2,262	\$2,276	\$2,296	\$2,325	\$2,345	\$2,382	\$2,465	\$2,560	\$2,594	\$2,628	\$2,663	\$2,698
	YPICS Total	\$65,165	\$65,344	\$65,523	\$65,822	\$66,239	\$66,836	\$67,266	\$68,030	\$69,785	\$71,769	\$72,486	\$73,211	\$73,943	\$74,683
	% 24-25 bonus	3.57%	3.57%	3.58%	3.58%	3.59%	3.60%	3.61%	3.63%	3.66%	3.70%	3.71%	3.72%	3.74%	3.75%
	% increase		0.27%	0.27%	0.46%	0.63%	0.90%	0.64%	1.14%	2.58%	2.84%	1.00%	1.00%	1.00%	1.00%
21	23-24 Base	\$62,233	\$62,403	\$62,687	\$63,085	\$63,654	\$64,681	\$65,559	\$67,125	\$69,056	\$71,355	\$72,069	\$72,790	\$73,518	\$74,253
	More than 14 Units	\$63,091	\$63,261	\$63,545	\$63,943	\$64,512	\$65,539	\$66,417	\$67,983	\$69,914	\$72,213	\$72,927	\$73,648	\$74,376	\$75,111
	23-24 5%bonus	\$3,112	\$3,120	\$3,134	\$3,154	\$3,183	\$3,234	\$3,278	\$3,356	\$3,453	\$3,568	\$3,603	\$3,639	\$3,676	\$3,713
	24-25 bonus	\$2,254	\$2,262	\$2,276	\$2,296	\$2,325	\$2,376	\$2,420	\$2,498	\$2,595	\$2,710	\$2,745	\$2,781	\$2,818	\$2,855
	YPICS Total	\$65,344	\$65,523	\$65,822	\$66,239	\$66,836	\$67,915	\$68,837	\$70,481	\$72,509	\$74,923	\$75,672	\$76,429	\$77,193	\$77,965
	% 24-25 bonus	3.57%	3.58%	3.58%	3.59%	3.60%	3.63%	3.64%	3.67%	3.71%	3.75%	3.76%	3.78%	3.79%	3.80%
	% increase		0.27%	0.46%	0.63%	0.90%	1.61%	1.36%	2.39%	2.88%	3.33%	1.00%	1.00%	1.00%	1.00%
22	23-24 Base	\$62,403	\$62,687	\$63,085	\$63,654	\$64,394	\$65,560	\$67,773	\$69,748	\$71,750	\$75,064	\$75,814	\$76,573	\$77,338	\$78,112
	More than 28 Units	\$63,261	\$63,545	\$63,943	\$64,512	\$65,252	\$66,418	\$68,631	\$70,606	\$72,608	\$75,922	\$76,672	\$77,431	\$78,196	\$78,970
	23-24 5%bonus	\$3,120	\$3,134	\$3,154	\$3,183	\$3,220	\$3,278	\$3,389	\$3,487	\$3,587	\$3,753	\$3,791	\$3,829	\$3,867	\$3,906
	24-25 bonus	\$2,262	\$2,276	\$2,296	\$2,325	\$2,362	\$2,420	\$2,531	\$2,629	\$2,729	\$2,895	\$2,933	\$2,971	\$3,009	\$3,048
	YPICS Total	\$65,523	\$65,822	\$66,239	\$66,836	\$67,613	\$68,838	\$71,162	\$73,235	\$75,337	\$78,817	\$79,605	\$80,401	\$81,205	\$82,017
	% 24-25 bonus	3.58%	3.58%	3.59%	3.60%	3.62%	3.64%	3.69%	3.72%	3.76%	3.81%	3.83%	3.84%	3.85%	3.86%
	% increase		0.46%	0.63%	0.90%	1.16%	1.81%	3.38%	2.91%	2.87%	4.62%	1.00%	1.00%	1.00%	1.00%
23	23-24 Base	\$62,687	\$63,085	\$63,653	\$64,393	\$65,277	\$67,815	\$70,425	\$72,442	\$74,556	\$79,041	\$79,831	\$80,630	\$81,436	\$82,250
	More than 42 Units	\$63,545	\$63,943	\$64,511	\$65,251	\$66,135	\$68,673	\$71,283	\$73,300	\$75,414	\$79,899	\$80,689	\$81,488	\$82,294	\$83,108
	23-24 5%bonus	\$3,134	\$3,154	\$3,183	\$3,220	\$3,264	\$3,391	\$3,521	\$3,622	\$3,728	\$3,952	\$3,992	\$4,031	\$4,072	\$4,113

	24-25 bonus	\$2,276	\$2,296	\$2,325	\$2,362	\$2,406	\$2,533	\$2,663	\$2,764	\$2,870	\$3,094	\$3,134	\$3,173	\$3,214	\$3,255
	% 24-25 bonus	\$65,821	\$66,239	\$66,836	\$67,613	\$68,541	\$71,206	\$73,946	\$76,064	\$78,284	\$82,993	\$83,823	\$84,661	\$85,508	\$86,363
	YPICS Total	3.58%	3.59%	3.60%	3.62%	3.64%	3.69%	3.74%	3.77%	3.81%	3.87%	3.88%	3.89%	3.91%	3.92%
	% increase		0.63%	0.90%	1.16%	1.37%	3.89%	3.85%	2.86%	2.92%	6.01%	1.00%	1.00%	1.00%	1.00%
24	23-24 Base	\$63,085	\$63,654	\$64,394	\$65,278	\$67,815	\$70,467	\$73,175	\$75,275	\$77,856	\$82,890	\$83,719	\$84,556	\$85,402	\$86,256
	More than 56 Units	\$63,943	\$64,512	\$65,252	\$66,136	\$68,673	\$71,325	\$74,033	\$76,133	\$78,714	\$83,748	\$84,577	\$85,414	\$86,260	\$87,114
	23-24 5%bonus	\$3,154	\$3,183	\$3,220	\$3,264	\$3,391	\$3,523	\$3,659	\$3,764	\$3,893	\$4,145	\$4,186	\$4,228	\$4,270	\$4,313
	24-25 bonus	\$2,296	\$2,325	\$2,362	\$2,406	\$2,533	\$2,665	\$2,801	\$2,906	\$3,035	\$3,287	\$3,328	\$3,370	\$3,412	\$3,455
	YPICS Total	\$66,239	\$66,836	\$67,613	\$68,542	\$71,206	\$73,990	\$76,833	\$79,039	\$81,749	\$87,035	\$87,905	\$88,784	\$89,672	\$90,569
	% 24-25 bonus	3.59%	3.60%	3.62%	3.64%	3.69%	3.74%	3.78%	3.82%	3.86%	3.92%	3.93%	3.95%	3.96%	3.97%
	% increase		0.90%	1.16%	1.37%	3.89%	3.91%	3.84%	2.87%	3.43%	6.47%	1.00%	1.00%	1.00%	1.00%
25	23-24 Base	\$63,654	\$64,394	\$64,910	\$68,634	\$71,299	\$74,091	\$76,008	\$78,364	\$81,410	\$86,825	\$87,693	\$88,570	\$89,456	\$90,350
	More than 70 Units	\$64,512	\$65,252	\$65,768	\$69,492	\$72,157	\$74,949	\$76,866	\$79,222	\$82,268	\$87,683	\$88,551	\$89,428	\$90,314	\$91,208
	23-24 5%bonus	\$3,183	\$3,220	\$3,246	\$3,432	\$3,565	\$3,705	\$3,800	\$3,918	\$4,070	\$4,341	\$4,385	\$4,428	\$4,473	\$4,518
	24-25 bonus	\$2,325	\$2,362	\$2,388	\$2,574	\$2,707	\$2,847	\$2,942	\$3,060	\$3,212	\$3,483	\$3,527	\$3,570	\$3,615	\$3,660
	YPICS Total	\$66,836	\$67,613	\$68,156	\$72,066	\$74,864	\$77,796	\$79,809	\$82,283	\$85,480	\$91,166	\$92,078	\$92,998	\$93,928	\$94,868
	% 24-25 bonus	3.60%	3.62%	3.63%	3.70%	3.75%	3.80%	3.83%	3.86%	3.90%	3.97%	3.98%	3.99%	4.00%	4.01%
	% increase		1.16%	0.80%	5.74%	3.88%	3.92%	2.59%	3.10%	3.89%	6.65%	1.00%	1.00%	1.00%	1.00%
26	23-24 Base	\$64,681	\$65,221	\$67,125	\$71,369	\$74,147	\$77,052	\$78,985	\$81,734	\$84,978	\$90,674	\$91,581	\$92,497	\$93,422	\$94,356
	More than 84 Units	\$65,539	\$66,079	\$67,983	\$72,227	\$75,005	\$77,910	\$79,843	\$82,592	\$85,836	\$91,532	\$92,439	\$93,355	\$94,280	\$95,214
	23-24 5%bonus	\$3,234	\$3,261	\$3,356	\$3,568	\$3,707	\$3,853	\$3,949	\$4,087	\$4,249	\$4,534	\$4,579	\$4,625	\$4,671	\$4,718
	24-25 bonus	\$2,376	\$2,403	\$2,498	\$2,710	\$2,849	\$2,995	\$3,091	\$3,229	\$3,391	\$3,676	\$3,721	\$3,767	\$3,813	\$3,860
	YPICS Total	\$67,915	\$68,482	\$70,481	\$74,937	\$77,854	\$80,905	\$82,934	\$85,821	\$89,227	\$95,208	\$96,160	\$97,122	\$98,093	\$99,074
	% 24-25 bonus	3.63%	3.64%	3.67%	3.75%	3.80%	3.84%	3.87%	3.91%	3.95%	4.02%	4.03%	4.03%	4.04%	4.05%
	% increase		0.83%	2.92%	6.32%	3.89%	3.92%	2.51%	3.48%	3.97%	6.70%	1.00%	1.00%	1.00%	1.00%
27	23-24 Base	\$64,798	\$67,802	\$69,776	\$74,232	\$77,122	\$80,140	\$82,058	\$85,160	\$88,531	\$94,679	\$95,626	\$96,582	\$97,548	\$98,523
	More than 98 Units	\$65,656	\$68,660	\$70,634	\$75,090	\$77,980	\$80,998	\$82,916	\$86,018	\$89,389	\$95,537	\$96,484	\$97,440	\$98,406	\$99,381

	23-24 5%bonus	\$3,240	\$3,390	\$3,489	\$3,712	\$3,856	\$4,007	\$4,103	\$4,258	\$4,427	\$4,734	\$4,781	\$4,829	\$4,877	\$4,926
	24-25 bonus	\$2,382	\$2,532	\$2,631	\$2,854	\$2,998	\$3,149	\$3,245	\$3,400	\$3,569	\$3,876	\$3,923	\$3,971	\$4,019	\$4,068
	YPICS Total	\$68,038	\$71,192	\$73,265	\$77,943	\$80,978	\$84,147	\$86,161	\$89,418	\$92,958	\$99,413	\$100,407	\$101,411	\$102,425	\$103,450
	% 24-25 bonus	3.63%	3.69%	3.72%	3.80%	3.84%	3.89%	3.91%	3.95%	3.99%	4.06%	4.07%	4.08%	4.08%	4.09%
	% increase		4.64%	2.91%	6.39%	3.89%	3.91%	2.39%	3.78%	3.96%	6.94%	1.00%	1.00%	1.00%	1.00%
Level	Semster Units/ Years	1	2	3	4	5	6	7	8	9	10	11	12	13	14