



Proposed Public Charter School Teacher Pay Spend Plan for Carlos Rosario International Public Charter School, 8/18/23

We greatly appreciate DC Government providing us with additional funding to compensate our educators. While it is not equal to the amount that DCPS received, we successfully advocated for more funds than originally proposed. We will continue to advocate for equitable funding for charter schools.

There are restrictions on how we can allocate the additional funding provided by the DC Government. Classroom instructors (teachers) are receiving a 12.5% increase to the teacher scale in place in SY 2019-20, minus any increases to the pay scale since then, and a 7.6% bonus (based on the SY22-23 salaries).

Once we have allocated funds to classroom instructors, we can allocate the excess, if any, to other student facing staff. Because we had already increased the teacher pay scales in SY22-23, we have excess funds to share with other categories of student facing staff.

Below is our proposed pay plan for the excess funding. **Please note that this plan is subject to the review and approval by OSSE.** We will inform you if we are required to make any changes.

As an adult and immigrant-serving School, our model is distinct from the K-12 model of DCPS and many charter schools. By design, most of our staff directly engage with and impact our students daily, not just our classroom teachers. We have chosen to use any excess funding to similarly compensate our paraeducators, tutors, librarians, counselors, PD specialists, student services staff, and academic leadership, including the 7.6% bonus.

- Counselors and librarians will remain on the same scale as faculty, which means they will receive the same salary increases as the teachers. This category of staff members will also receive a 7.6% bonus like their teacher colleagues.
- The pay scales for PD specialists, paraeducators and tutors will also be increased by 12.5% from the 2019-20 pay scales. This category of staff members will also receive a 7.6% bonus like their teacher colleagues.
- The pay scales for academic leadership were put in place in 2021 as part of our series of compensation studies and pay transparency efforts for all of our staff. We are increasing the academic leadership pay scales by 6.25% in order to achieve a similar compensation increase as the teachers. This category of staff members will also receive a 7.6% bonus like their teacher colleagues.
- Since the student services staff is not on an academic step pay scale, we will be increasing those salaries by an additional 3.5% in addition to their budgeted 3% increase. This is equal to a 12.5% salary increase since SY 2019-20 and is similar to

the increase enjoyed by the teachers. This category of staff members will also receive a 7.6% bonus like their teacher colleagues.

In addition, we have chosen to pay an equivalent bonus to other student-facing staff members who engage with and interact with students regularly, such as our bus drivers, registration, assessment, cafeteria, front desk, and IT Help Desk staff. This category of staff members will receive a 7.6% bonus like their teacher colleagues and in addition to their budgeted 3% increase.

We are also allocating a portion of the funds to support implementing the results of a staff compensation study for our other student-facing staff members, to help fill difficult-to-fill positions, and for adjustments as competitive needs may require.

We cannot use this additional funding to compensate certain categories of staff members, including the Finance, Development and Communications, HR, IT leadership, SILS, Learning & Evaluation, and the Executive Leadership Team. However, staff members in these roles will receive an annual 3% COLA increase, as budgeted.

Although we welcome these salary increases for our staff, these will increase our School's expenses in this year and in future years, and there is no commitment from the DC Government to maintain a higher level of funding. A huge thank you to those who participated in recent equity advocacy efforts to secure this increased funding. We hope all staff will participate in our future advocacy efforts and we will keep you informed about those opportunities.

In the meantime, we will keep a sharp eye on expenses and continue to grow our enrollment in order to advance our mission.