



MAYA ANGELOU PUBLIC CHARTER SCHOOL

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JUSTIFICATION MEMORANDUM

FROM: **Clarisse Mendoza Davis, Ed.D.**
 Chief Executive Officer
 See Forever Foundation
 Maya Angelou Public Charter School

AGENCIES INVOLVED: DC Office of the State Superintendent of Education

SUBJECT: **Maya Angelou Public Charter High School, Salary Justification (August 2023)**

I. Introduction

Per the requirements outlined in the guidance associated with the DC Office of the State Superintendent of Education’s (OSSE) Teacher Salary initiative, the following memorandum outlines the change in the minimum, average (mean) and maximum teacher salaries earned by teachers at Maya Angelou Public Charter High School (MAPCHS) from the 2019-2020 school year to the 2023-2024 school year.

II. Changes in Salary from FY20 to FY24

Maya Angelou PCS - High School: Change in Salary from FY20 to FY24	Minimum Salary	Maximum Salary	Average (Mean Salary)	Number of Teachers Employed
FY20	\$52,787.50	\$71,750.00	\$62,552.29	16
FY24	\$65,000.00	\$90,000.00	\$77,736.36	22
FY20 to FY24 Percentage Increase	23%	25%	24%	

III. Justification for Salary Escalation

As evidenced by the information provided above, the minimum, maximum, and average (mean) teacher salaries at MAPCHS have increased by 23%, 25%, and 24% respectively since the 2019 - 2020 school year. MAPCHS leadership have provided teachers with incremental increases each year between the 2019 - 2020

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school year and the 2023 - 2024 school year. These increases in teacher salaries exceed the 12.5% mandated by OSSE.

Respectfully submitted,

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