



# MAYA ANGELOU PUBLIC CHARTER SCHOOL

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## JUSTIFICATION MEMORANDUM

**FROM:** **Dr. Clarisse Mendoza Davis**  
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 School - Young Adult Learning Center 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 School (MAPCS) - Young Adult Learning Center (YALC) from the 2019-2020 School Year to the 2023-2024 school year.

### II. Changes in Salary from FY20 to FY24

Maya Angelou PCS - YALC: Change in Salary from FY20 to FY24	Minimum Salary	Maximum Salary	Average (Mean Salary)	Number of Teachers Employed
FY20	\$58,066.25	\$82,323.23	\$69,004.83	3
FY24	\$66,950.00	\$98,000.00	\$74,075.00	6
<b>FY20 to FY24 Percentage Increase</b>	15.30%	19.04%	7.35%	

### III. Justification for Salary Escalation

As evidenced by the information provided above, the minimum, maximum, and average (mean) teacher salaries at MAPCS - YALC have increased by 15.3%, 19.04%, and 7.35% respectively since the 2019 - 2020 school year. MAPCS leadership have provided teachers with incremental increases each year between the 2019 - 2020 school year and the 2023 - 2024 school year.

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Although the minimum and maximum salary percentage increases exceed the OSSE mandated 12.5%, the average (mean) percentage increase falls below this target. This is due in large part to the small size of the YALC program and its incremental expansion during the timeframe in question. Since the 2019-2020 school year, YALC has expanded its course offerings for students and doubled its number of teachers. Additionally, only one teacher from the 2019-2020 school year is still in a teaching position with YALC; other teachers from this time period have moved into leadership positions within the organization.

Respectfully submitted,

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