

# FY 24 Financial Equity Analysis

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**Date:** 5/16/2024


**The financial data is accurate as of May 15, 2024**





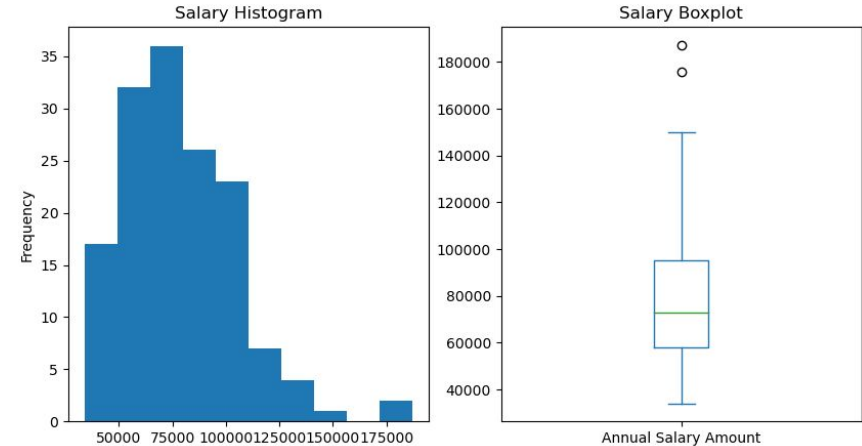
# Objective

The FY 24 Salary Analysis seeks to answer the following questions:

1. What is the typical salary at the charter school network?
  2. What is the typical length of employment at the charter school network?
  3. Is there an equitable pay scale between school based and Home Office Staff?
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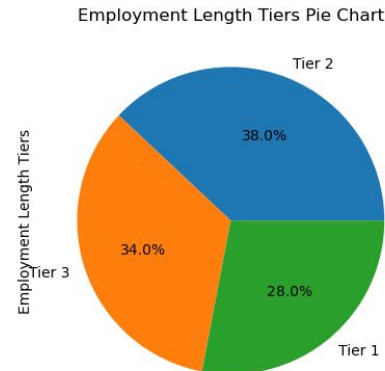
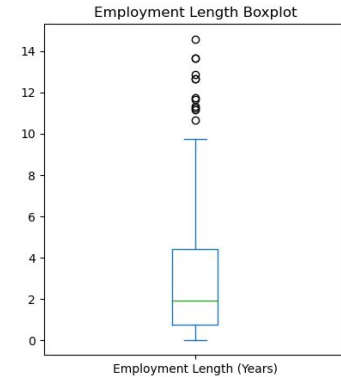
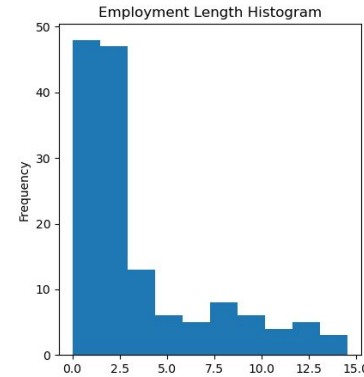
# 1. What is the typical salary at the charter school network?

- Employees with a salary greater than or equal to \$151,319.53 is considered to be an outlier.
- There are 2 staff members that have salaries that are considered to be outliers.
- There is an uneven distribution in salaries based on the histogram and boxplot. The typical salaries at the organization is \$72,875.00.



## 2. What is the typical length of employment at the charter school network?

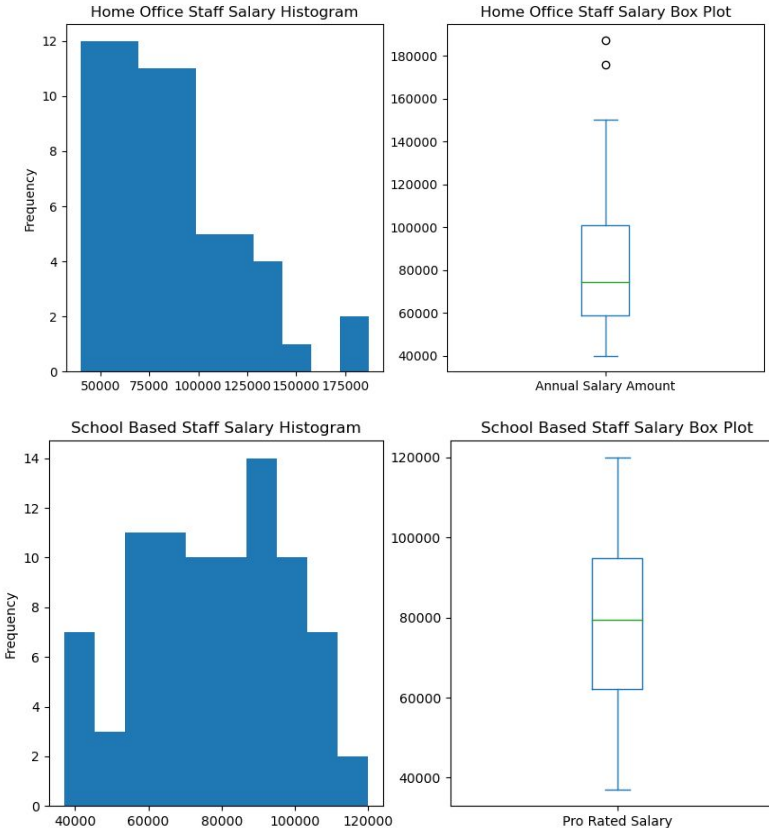
- An outlier is an employee that has been employed for greater than or equal to 9.91 years. There are 12 staff members that are considered to be outliers.
- There is a right skew in the distribution of employment lengths. The typical length of employment is 1.93 years.
- Majority of the staff members have been employed less than three years, approximately 38%.
- More than 1 in 4 staff members are in their first year



**Tier Definitions:**  
Tier 1:  $\leq 1$  Year  
Tier 2:  $\leq 3$  Years  
Tier 3:  $> 3$  Years

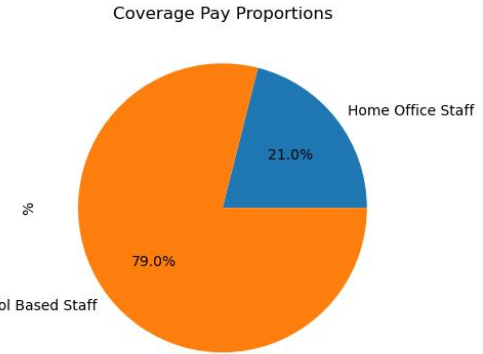
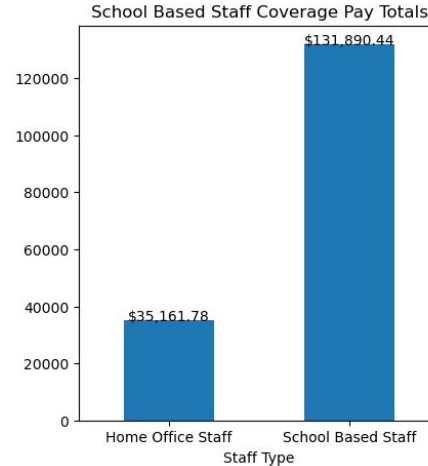
### 3. Is there an equitable pay scale between school based and Home Office Staff?

- There is a right skew in the distribution of Home Office salaries. An outlier in Home Office is an employee that has a salary greater than or equal to \$163,447.19. There are 2 staff members that have a salary that are considered to be outliers.
- The typical Home Office salary excluding outliers is \$74,500.00
- There is a left skew in the distribution in the prorated School Based staff salaries. There was 1 outlier.
- The typical prorated salary excluding the outlier of the School Based staff is \$79,500.00.
- When comparing the typical salaries of school based staff compared to Home Office staff, school based staff earn \$5,000.0 more than Home Office staff.



### 3. Is there an equitable pay scale between school based and Home Office Staff?

- In total salaried staff members have been paid \$167,052.22 in coverage pay.
- Home Office Staff have received \$35,161.78 approximately 21% of total coverage pay.
- School Based Staff have received \$131,890.44 approximately 79% of total coverage pay, a difference of \$96,728.66.
- School Based staff have a typical coverage pay amount of \$552.50. Resulting in an adjusted salary of \$80,052.50.
- Home Office staff have a typical coverage pay amount of \$817.50. Resulting in an adjusted salary of \$75,317.50
- Overall, there is a \$4,735 difference between the adjusted salaries between Home Office staff and School Based staff.




# Conclusion

- Overall, the typical salary at Foundation Academies is \$72,875.00.
- School Based staff earn \$4,735.0 more than Home Office staff despite working one less month.
- There has been \$167,052.22 paid out in coverage pay, 79% of which has been paid to school based staff.
- The typical length of employment at Foundation Academies is 1.93 years, and majority, approximately 38%, of staff have been employed at Foundation Academies for less than 3 years. Lastly, nearly 1 in 4 staff members are in their first year of employment.



# Recommendations

1. Amend compensation policies with the intention to make compensation steps in Home Office equal to that of school based staff.
  2. Amend work from home (WFH) policy to make hybrid work standard for Home Office staff.
  3. Create an incentive based policy, similar to coverage pay, relevant to job descriptions of Home Office staff.
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# Data Repository

Access Data Repository [HERE](#)

