



Board Agenda Item #	III B- Action Item
Date:	May 27, 2020
To:	Board of Directors
From:	Alfredo Rubalcava, CEO
Staff Lead:	Suat Acar, COO
RE:	Modification to Pay for Teachers, Non-Classroom Based Academic Staff, and School Leaders Due to COVID-19

Proposed Board Motion

Approve Board Resolution #20200527-01 to temporarily suspend elements of the Pay Raise Scale as a cost saving measure in response to COVID-19.

Background

As the newly adopted Pay Raise Scale reflects an increase in cost for Magnolia Public Schools (“MPS”), and as MPS has experienced increased costs/decreased revenue related to COVID-19, including: costs associated with transitioning students and staff to providing/receiving high quality distance learning, anticipated declines in state and local funding and a corresponding decline in revenue, MPS will experience a significant and untenable budgetary impact if cost savings are not realized elsewhere.

As employee compensations represents a significant portion of the MPS budget and MPS has always sought to provide competitive compensation for the retention of qualified staff, the portion of the budget earmarked for employee compensation presents an option for cost savings by way of a salary freeze.

The following modification to teacher, non-classroom based academic staff, and school leader salaries is recommended:

1. Increases in Base Pay provided in the Pay Raise Scale are paused for the 2020-2021 work year, pining Base Pay to the amounts provided in the 2019-2020 work year; and
2. Increases in pay based on additional years of experience are paused for the 2020-2021 work year, pining pay for “Prior Experience” and “MPS Experience” to the amounts provided in the 2019-2020 work year, with the exception of the increase in

the amount of pay for "Prior Experience" from \$750 per point to \$1,015 per point; and

3. Suspension of Performance Pay for the 2020-2021 work year; and
4. Employees who earn new degrees or credentials shall receive the corresponding pay increase; and
5. School leaders shall not be eligible for additional duties pay, with the exception of pay for Saturday School; and
6. Suspension of cost of living adjustments (COLA) to pay; and
7. The modifications in the Resolution are intended to pin compensation at the levels in 2019-2020, except that no exempt employee shall receive less than the minimum rate applicable for exempt employee employment.

Budget Implications

All Magnolia Public Schools and home office budgets will be impacted by these corresponding actions. More details are forthcoming in the MPS 2020-21 consolidated budget.

Exhibits (attachments):

Resolution #20200527-01



Magnolia Public Schools Board of Directors
Resolution No. 20200527-01
CONCERNING MODIFICATIONS TO TEACHER,
NON-CLASSROOM BASED ACADEMIC STAFF, AND SCHOOL
LEADER PAY FOR THE 2020-2021 WORK YEAR
IN RESPONSE TO COVID-19

WHEREAS, Magnolia Public Schools Board of Directors operates the following schools (collectively “Magnolia Public Schools”):

- Magnolia Science Academy 1 – Reseda
- Magnolia Science Academy 2 – Valley
- Magnolia Science Academy 3 – Carson
- Magnolia Science Academy 4 – Venice
- Magnolia Science Academy 5 – Los Lobos
- Magnolia Science Academy 6 – Palms
- Magnolia Science Academy 7 – Northridge
- Magnolia Science Academy 8 – Bell
- Magnolia Science Academy – Santa Ana
- Magnolia Science Academy – San Diego

WHEREAS, on March 4, 2020 the Governor of the State of California declared an emergency statewide relating to the coronavirus pandemic (“COVID-19”) and has directed state agencies to provide updated and specific guidance to schools; and

WHEREAS, on March 13, 2020, the Governor of the State of California issued Executive Order N-26-20 directing the closure of physical school sites and campuses; and

WHEREAS, Magnolia Public Schools closed its on-site campus locations to reduce the risk of illness to students, staff, and other stakeholders on March 13, 2020; and

WHEREAS, Magnolia Public Schools has expended substantial funds to provide students with high quality distance education and to transition the school sites to operate programs and manage staff remotely in response to COVID-19; and

WHEREAS, the Los Angeles County Office of Education has estimated that Magnolia Public Schools and other schools within the jurisdiction of the county will experience a loss of funding/revenue for the 2020-2021 work year.

NOW THEREFORE BE IT RESOLVED THAT THE Board of Directors of Magnolia Public Schools adopts the following revisions to the *MPS Employee Pay Raise Scale for Full-Time Teaching Positions & Non-Classroom-Based Academic Positions* ("Exhibit A") and the *MPS Employee Pay Raise Scale for School Leader Positions* ("Exhibit B") as follows:

1. An increase in Base Pay for teachers, non-classroom based academic staff, and school leaders is suspended for the 2020-2021 work year. Base Pay shall remain as established for the position in the Pay Raise Scale in effect for the 2019-2020 work year.
2. Exempt employee advancement on the Pay Raise Scale based on "MPS Experience" and "Prior Experience" is suspended for the 2020-2021 work year. Exempt employees will be placed on the Pay Raise Scale according to their years of experience in the 2019-2020 work year.
3. A pay increase based on a Board-approved modification to "Prior Experience" pay from \$750 per point to \$1,015 per point shall remain in effect.
4. Performance pay is suspended for the 2020-2021 work year. No exempt employees shall be eligible for performance pay or any other performance based bonus based on their performance in the 2020-2021 work year.
5. A pay increase based on an employee earning a new degree or credential shall be observed.
6. School Leaders shall not be entitled to additional compensation for the performance of additional duties, including attendance at meetings of the Board of Directors, with the exception of Saturday School for which Magnolia Public Schools shall provide School Leaders with additional compensation as determined by the Chief Executive Officer.
7. A cost of living adjustment shall not be made for the 2020-2021 work year.
8. Except where an exempt employee experiences a change in duties or is in non-work status, the applicable salary available for the work year for a job position (excluding additional duties) shall not be less than the salary provided in the 2019-2020 work year due to the modifications imposed by this Resolution. This shall not impact other/non-Resolution considerations affecting pay, such as the length of employment, changes in work assignments and duties, and employee leaves.

9. No exempt employee shall be paid less than the applicable minimum salary for exempt employee employment in California. Magnolia Public Schools shall adjust compensation as appropriate to ensure it is lawfully compliant with applicable minimum wage or salary standards.

PASSED AND ADOPTED by the Board of Directors of the Magnolia Public Schools on this 27 day of May 2020.

AYES:

NOES:

ABSTAIN:

ABSENT:

Secretary

Magnolia Public Schools