



Board Agenda Item #	II A: Action Item
Date:	May 6, 2021
To:	Magnolia Board of Directors
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead:	Derya Hajmeirza, Director of Human Resources
RE:	COVID-19 Discretionary Bonuses (“Discretionary Bonuses”) For MPS Employees

### **Proposed Board Motion**

I move that the MPS Board approve the one-time COVID-19 Discretionary Cash Bonus Resolution for all eligible MPS employees including administrative, classified, and certificated staff.

### **Introduction**

The following Board Resolution for Discretionary Bonuses to staff is recommended to; support and encourage employee satisfaction and retention after a difficult year, to help compensate employees during a school year where salary increases were not provided due to a pause placed on the pay raise scale during a period of time when decreases in school funding were expected/projected, to be competitive with other schools in the area that are offering end-of-year discretionary bonuses, and based on the availability of new funding through In-Person Instruction (“IPI”) (e.g., Assembly Bill 86) which requires the funds to be spent before August 31, 2022.

The resolution of the Discretionary Bonuses has been reviewed by the MPS’s legal counsel.

### **Analysis (If applicable)**

The 2020-2021 school year was a challenging year for staff and students across the state and country, and at MPS. Staff had to become accustomed with distance learning, hybrid, and on-site classroom instruction, COVID-19 screening questionnaires, testing, and related fears of risk of exposure. Research data indicates that teachers across the United States are reporting record numbers of fatigue and loss of job satisfaction due to the demands and work-related complications caused by the pandemic. (<https://www.slge.org/news-posts/k-12-employee-job-satisfaction-plummets-as-stress-and-worries-increase-regarding-covid-19-safety-and-personal-finances>) California may experience a loss of educators and other staff in the education field due to the fatigue. MPS is sensitive to the hardship of teachers and the possible impacts to staffing and retention as a result.

In May 2020, during the State’s early response to the pandemic, the California Department of Education and other agencies predicted possible losses or impediments to funding for the school year, leading MPS to act in a fiscally conservative manner by pausing pay increases for the 2020-2021 school year. As such, staff did not receive the previously projected pay increases that would have occurred without the pandemic. Due to additional state funds, MPS is now in a position to provide one-time discretionary bonuses in a fiscally responsible way.

Other schools across California are considering or are providing staff with bonuses at the end of the school year to encourage employee retention and in response to pandemic fatigue.

Los Angeles Unified School District is providing a \$1,000 bonus to employees. Additionally, San Diego Unified School District is providing an up to \$4,950 bonus to employees.

MPS recently received additional school IPI funding in the amount of \$1,182,290 from AB 86. MPS may use IPI funds for any eligible expenditures from the start of the 2020-21 fiscal year on July 1, 2020, through August 31, 2022. MPS may use IPI funds to pay salaries for certificated or classified employees providing in-person instruction or services. AB 86 did not limit “salaries” to personnel costs associated with new or expanded services. Salaries may also include stipends or hazard pay. (<https://www.cde.ca.gov/ls/he/hn/covidgrantsfaqs.asp#ipfunding>)

Budget Implications:

<b>Schools</b>	<b>Total IPI Funds Amount</b>	<b>Discretionary Bonus Allocation</b>
MSA-1	\$ 238,544.00	\$ 172,000.00
MSA-2	\$ 130,733.00	\$ 99,000.00
MSA-3	\$ 136,583.00	\$ 100,000.00
MSA-4	\$ 38,696.00	\$ 36,000.00
MSA-5	\$ 85,489.00	\$ 69,000.00
MSA-6	\$ 49,552.00	\$ 32,000.00
MSA-7	\$ 92,566.00	\$ 78,000.00
MSA-8	\$ 132,786.00	\$ 109,000.00
MSA-SA	\$ 164,958.00	\$ 138,000.00
MSA-SD	\$ 112,382.00	\$ 73,000.00
Home Office	\$ N/A	\$ 53,000.00

Home Office operational budget will have an impact of \$53,000. Home Office is not eligible for IPI funds.

Exhibits (attachments):

COVID-19 Discretionary Bonuses Resolution

Resolution #20210506-01  
Magnolia Public Schools

**RESOLUTION**

**COVID -19 DISCRETIONARY BONUSES (“DISCRETIONARY BONUSES”) TO STAFF**

**WHEREAS**, charter school and public school employees across California, including employees of Magnolia Public Schools (“MPS”) have experienced a unique and challenging school year in light of the COVID-19 pandemic and related transitions between on-site and distance learning, and complying with complex COVID-19 laws and regulations; and

**WHEREAS**, both school site and Home Office staff at MPS have made extraordinary efforts and commitment to promoting the best interest of students and the successful operations of the School during this challenging time; and

**WHEREAS**, the Governing Board wishes to recognize the efforts and commitment of staff during this exceptional school year by providing employees with a one-time discretionary cash bonus of a reasonable amount not to exceed four thousand (\$4,000).

**NOW, THEREFORE, BE IT RESOLVED** by the Governing Board of MPS that:

1. The Board shall provide employees in active work status for at least 80% of their work year with a discretionary bonus to recognize their dedication during the 2020-2021 school year as follows:
  - a. \$4,000 Discretionary Bonus:

Employees who were returned to work on-site at the start of the 2020-2021 school year and who returned to work on-site shall be eligible for a one-time four thousand (\$4,000) dollar discretionary bonus.
  - b. \$3,000 Discretionary Bonus:

Employees who were returned to work on-site in October 2020 in support of specialized instruction (e.g., small group instruction) and who returned to work on-site shall be eligible for a one-time three thousand (\$3,000) dollar discretionary bonus.
  - c. \$2,000 Discretionary Bonus:

Employees who were returned to work in April 2021 during a return to hybrid/on-site instruction and who returned to work on-site shall be eligible for a one-time two thousand (\$2,000) dollar discretionary bonus.

d. \$1,000 Discretionary Bonus:

Employees who worked during the pandemic in a remote-capacity but were in active work status for at least eighty (80%) of the 2020-2021 school year shall be eligible for a one-time one thousand (\$1,000) dollar discretionary bonus.

2. Bonuses shall be paid to eligible employees no later than June 20, 2021 in a lump sum, subject to any related payroll deductions.
3. Bonuses are provided on a one-time (non-precedent setting) basis in gratitude and recognition of dedicated work in the 2020-2021 school year.

**PASSED AND ADOPTED** by the Governing Board of MPS this 6th day of May 2021, by the following vote:

AYES:

NOES:

RECUSE:

ABSENT:

The undersigned Board Chair of the Governing Board of Magnolia Public Schools, does hereby certify that the foregoing is a full, true, and correct copy of a resolution adopted by the said Board at its meeting on the above date and by the vote above stated, which resolution is on file in the office of the said Board.

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Haim Beliak, Board Chair