



Board Agenda Item #	II A: Action Item
Date:	June 3, 2021
To:	MPS Board of Directors
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead:	Derya Hajmeirza, Director of Human Resources
RE:	Learning Loss Mitigation Bonuses for L.A. Schools

### **Proposed Board Motion**

I move that the board approve the board resolution for Learning Loss Mitigation Bonuses at the end of the 2021-2022 school year for employees of MPS Schools in the City of Los Angeles (Magnolia Science Academy- 1 through 8).

### **Introduction**

The following board resolution would compensate and reward staff at L.A City schools for working a school year extended by five (5) days to allow for targeted instruction for students and learning loss mitigation. It is also intended to encourage staff retention at L.A. City Schools as MPS schools outside the jurisdiction will have a shorter school year/work year, which could lead to staff dissatisfaction.

### **Background**

MPS schools in the City of Los Angeles have higher demographics of students in vulnerable and sensitive groups, including homeless and foster youth, students of color, and students who speak English as a second language. These students are often more likely to experiences educational losses that cannot be remediated. To help address the risk that vulnerable student groups will be unfairly disadvantaged when compared to their peer groups at MPS, MPS is embarking on a learning loss mitigation plan that includes extending the school year by five (5) days. As staff will be required to expend additional efforts in meeting MPS’s learning loss mitigation goals, including by working the longer school year, MPS wishes to compensate and reward impacted staff by providing an end of year bonus for all L.A. City school site staff.

Budget Implications:

The table below shows the budget impact of the non-discretionary bonus per school site, funds from the Expanded Learning Opportunity Grant will be utilized for these expenses.

Object Code	MSA-1	MSA-2	MSA-3	MSA-4	MSA-5	MSA-6	MSA-7	MSA-8	MSA-SA	MSA-SD	Grand Total
Exempt (2.8% increase)	\$ 96,462.18	\$ 64,603.17	\$ 66,479.39	\$ 24,802.12	\$ 42,921.48	\$ 19,727.29	\$ 36,922.48	\$ 60,785.48			\$ 412,703.59
Non-Exempt (\$1,000 per employee)	\$ 16,000.00	\$ 9,000.00	\$ 10,000.00	\$ 3,000.00	\$ 4,000.00	\$ 2,000.00	\$ 13,000.00	\$ 10,000.00			\$ 67,000.00
<b>Grand Total</b>	<b>\$ 112,462.18</b>	<b>\$ 73,603.17</b>	<b>\$ 76,479.39</b>	<b>\$ 27,802.12</b>	<b>\$ 46,921.48</b>	<b>\$ 21,727.29</b>	<b>\$ 49,922.48</b>	<b>\$ 70,785.48</b>			<b>\$ 479,703.59</b>

Exhibits (attachments):

Board Resolution

Resolution #06032021-1  
Magnolia Public Schools

**RESOLUTION**

**LEARNING LOSS MITIGATION BONUSES**

**WHEREAS**, Magnolia Public Schools (“MPS”) has determined that the COVID-19 pandemic and subsequent health orders, rules, and laws led to significant impacts in student learning, including when students were required to transition to and from on-site and virtual learning, when they experienced disruptions in the continuity of instruction while becoming accustomed to virtual learning, and when they were at times exposed to uncertainty and unfamiliarity in the modes of instruction; and

**WHEREAS**, students of color, students in vulnerable groups such as homeless and foster youth, students who speak English as a second language, and students who are victims of poverty are particularly vulnerable to losses in education and may be less likely than their peers to acquire or re-acquire knowledge once lost; and

**WHEREAS**, additional efforts are required to ensure that students in sensitive/vulnerable groups do not experience a loss of learning that would widen the learning gap when compared to their peers at MPS; and

**WHEREAS**, MPS schools in the City of Los Angeles have greater demographics of sensitive/vulnerable student groups; and

**WHEREAS**, MPS schools in the City of Los Angeles will have a longer school year by five (5) days to ensure that appropriate time is available to remediate and mitigate unfair student learning loss; and

**WHEREAS**, in consideration of the additional time and effort by MPS staff at Los Angeles City schools, the Board would like to provide a bonus to staff in appreciation of their added efforts during the 2021-2022 school year.

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

1. The Board shall provide an end-of-year bonus to employees working at MPS schools located within the City of Los Angeles (Magnolia Science Academy-1 through 8) in accordance with the following:
  - a. All job positions at qualifying schools are eligible to receive a bonus.
  - b. Exempt (certificated and classified) employees shall receive a bonus equal to 2.8% of their annual salary. For purposes of this policy, “annual salary” refers the employee’s base pay, qualifications pay, annual assignment pay, and position pay during the 2021-2022 school year. Performance pay is expressly excluded from “annual salary.”
  - c. Non-exempt employees shall receive a flat rate bonus of one thousand (\$1,000) dollars.

2. Employees must be employed by MPS at the end of the school year at the time the bonus is awarded to be eligible to receive the bonus.
3. Employees must work eighty (80%) percent of the work year for the position to be eligible for the bonus.
4. The bonus shall be provided as a lump sum on or about June or July 2022.
5. Contract workers, volunteers and other vendors are not employees and are ineligible for a bonus on that basis.
6. Bonuses are provided on a one-time (non-precedent setting) basis.

**PASSED AND ADOPTED** by the Governing Board of MPS this 3<sup>rd</sup> day of June 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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Board Chair