



Board Agenda Item #	II B: Action Item
Date:	October 7, 2021
To:	Magnolia Public Schools – Board of Directors
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead:	Suat Acar, Chief Operations Officer
RE:	Revisions to the 2021-22 Teachers and Non-Classroom Based Academic Personnel (NCBA)

Proposed Board Recommendation

I move that the Magnolia Public Schools Board approve the revised 2021-22 Teachers and Non-Classroom Based Academic Personnel (NCBA).

Background

First revision:

Currently the NCBA scale honors \$35 per hour for any teacher for subbing for a classroom in case the teacher of record is absent. MPS Home Office decided to increase the hourly rate for this one time add on from \$35/hour to 50/hour to better appreciate the teachers who sacrifice their prep hours to support the school functions.

Second Revision:

MPS Home office suggests that we add Sustained Silent Reading (SSR) Period & Advisory Period Coverage compensation as \$35 per period. This is a newly added one time add on. The Home Office saw the need to assist the school administration in finding staff to support these periods in case of an absent teacher.

Third Revision:

Add an annual add-on Independent Study Synchronous Instruction hour assignment compensation for teachers teaching this class. Proposed annual compensation (to be prorated) of \$1,800 for 30 minutes and \$3,600 for 60 minutes of synchronous teaching.

Budget Implications

- No budget implication for the first and second revisions:
  - Regarding first and second revisions: The schools already budget for the time out banks for teachers who do not use their PTOs. Those funds routed to the subbing staff.
- Regarding the third revision:
  - The estimated budget impact for Independent Study Synchronous Instruction assignment will be as follows:

<b>School</b>	<b>Number of Teachers</b>	<b>Estimated Total Expense (pro-rated)</b>
<b>MSA-1</b>	3	\$7,200
<b>MSA-2</b>	5	\$14,400
<b>MSA-3</b>	3	\$7,200
<b>MSA-SA</b>	3	\$7,200

Attachments

N/A