



Board Agenda Item #	IV B: Action Item
Date:	March 10, 2022
To:	Magnolia Public Schools - Board of Directors
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead:	Derya Hajmeirza, Director of HR
RE:	COVID-19 Discretionary Bonus (“Discretionary Bonus”) For MPS Employees

**Proposed Board Motion:**

I move that the MPS Board approve the one-time COVID-19 Discretionary Bonus Resolution # 20220310-01 for all eligible MPS employees including administrative, classified, and certificated staff.

**Introduction:**

The following Board Resolution is intended to provide a bonus that will show appreciation to staff as well as encourage retention of staff after a difficult school year navigating the complexities of COVID-19. Employees at the school site and Home Office would be eligible to receive a lump sum payment of either \$4,500 or \$2,500 depending on their status as full or part-time employees.

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

**Analysis:**

March and April are the time of year when employees in the education field are most mobile and likely to change employment, particularly in favor of shifts to other schools outside the MPS network. Likewise, it is also the point in time where staff have fulfilled many of the major duties of their job role and the quality and impact of their presence has become clear to administrators. Further, by this point in the school year, MPS is in a position to evaluate potential setbacks to hiring and retention for the following year as well as the overall morale and wellbeing of staff. With these factors in mind, MPS has determined that:

1. MPS students and staff have continued to respond admirably to the many protocols and practices related to COVID-19, including in carrying out the vaccination and testing

requirements imposed upon MPS and providing the safest environment that can be provided during the pandemic; and

2. MPS faces serious staffing concerns due to a shortage of new and continuing employees in the education field. It therefore must be competitive in retaining staff and creating a compensation model that will attract staff in the future.

**Budget Implications:**

The projected costs for additional salary and benefit increases will be paid for using a portion of Coronavirus Aid Relief, and Economic Security (CARES) Act for the Elementary and Secondary School Emergency Relief Fund (ESSER Fund). The total projected costs of approximately \$1.8 million have been incorporated into MPS' Second Interim Budget financial projections.

**Exhibits (attachments):**

COVID-19 Discretionary Bonuses Resolution.

Resolution #20220310-01  
Magnolia Public Schools

**RESOLUTION**

**COVID-19 DISCRETIONARY BONUS FOR EMPLOYEES**

**WHEREAS**, Magnolia Public Schools (“MPS”) has determined that the COVID-19 pandemic and subsequent health orders, rules, and laws have made employment in the field of education more challenging and demanding than ever before; and

**WHEREAS**, MPS employees at the school sites and in the Home Office have worked under restricted COVID-19 conditions for the second consecutive calendar year, including by delivering instruction during uncertain and changing times and adhering to state and local vaccine and testing requirements; and

**WHEREAS**, MPS wishes to retain staff and attract staff in the future by offering competitive compensation, particularly at a time of year when employees in the education sector are considering changes in employment and changes in profession in light of the state-wide challenges mentioned above, and therefore may be considering whether to continue their employment with MPS.

**NOW, THEREFORE, BE IT RESOLVED** by the Governing Board of MPS (the “Board”) that:

1. Employees who meet the minimum qualifications shall be eligible for a one-time discretionary bonus as outlined in this Resolution. The minimum qualifications for eligibility are as follows:
  - a. Be an employee of MPS as of the date of payment of the bonus;
  - b. Be in active work status for 80% of the employee’s work year during the 2021-2022 school year. Employees who on leaves or are absent from work are not in “active work status” unless they are using California paid sick leave granted by the employer (as provided for in the Employee Handbook).
2. Eligible part-time employees shall receive a bonus of \$2,500. Eligible full-time employees shall receive a bonus of \$4,500.
3. The bonus shall be provided as a lump sum on June 20, 2022 payroll.
4. Contract workers, volunteers and vendors are not employees and are therefore ineligible for a bonus.
5. Bonuses are provided on a one-time (non-precedent setting) basis.

**PASSED AND ADOPTED** by the Board of MPS this 10<sup>th</sup> day of March, 2022, by the following vote:

AYES:

NOES:

Resolution #20220310-01

Discretionary Bonus for Employees Based on Satisfactory Performance

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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