



Agenda Item:	V B: Action Item
Date:	October 10, 2024
To:	Magnolia Educational & Research Foundation dba Magnolia Public Schools (“MPS”) Board of Directors (the “Board”)
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead(s):	Fiorella Del Carpio, Chief People Officer Bryant Olandes, Director of Advancement
RE:	Approval of Preferred Vendor Contracts for the Expansion & Replication of Magnolia Public Schools

Action Proposed:

I move that the Board approve the authorization of Magnolia Public Schools’ partnership with EdFuel.

Purpose:

Magnolia Public Schools has partnered with Charter School Growth Fund to enhance our educational framework through strategic capacity building. This collaboration focuses on improving MPS’ academic and instructional systems, refining recruitment and enrollment processes, and strengthening human capital support.

Background:

At the July 2024 Board of Directors meeting, the Board approved MPS’ collaboration with various partners, including Afton Partners, Attuned Education Partners, (in)field Leadership, Kitamba, and Mariposa Consulting Group. This work was to identify best practices for HR and talent, academic model codification, advocacy, enrollment and new market entry, financial controls, and strategic support and project management.

Magnolia Public Schools has entered into an exciting partnership with EdFuel, a consulting firm specializing in equity-centered talent practices, to support the creation of a more competitive and equitable compensation system. This partnership is designed to enhance Magnolia’s ability to attract and retain high-quality, diverse staff through a compensation structure that aligns with the organization’s commitment to equity and inclusion. As Magnolia works to improve its internal talent management, EdFuel will provide critical expertise in co-designing a compensation system that is fair, transparent, and aligned with market standards.



Analysis:

Project Scope & Support:

The consultancy will focus on revising Magnolia's compensation practices to ensure they are competitive, equitable, and supportive of staff retention. EdFuel will provide extensive support through a phased approach, which includes:

- Engaging staff at all levels to gain insights into compensation perceptions.
- Defining a compensation philosophy in alignment with Magnolia's holistic employee value proposition.
- Conducting market benchmarking and an equity audit of current compensation practices.
- Developing a standardized stipend policy and a robust change management plan for the new system's implementation.

Phases & Timeline:

- Phase 1: Project kick-off and planning (~1 week)
- Phase 2: Current state analysis (~2 weeks)
- Phase 3: Stakeholder engagement and feedback (~8 weeks)
- Phase 4: Compensation benchmarking and equity audit (~3 weeks)
- Phase 5: Compensation system design and financial modeling (~10 weeks)
- Phase 6: Policy articulation and process development (~4 weeks)
- Phase 7: Implementation coaching and change management (~4 weeks)

The expected timeline for the completion of the compensation system design is from **October 2024, to May 2025,**

Impact:

Magnolia will benefit from an updated, equitable compensation system that promotes transparency, fairness, and competitiveness. The partnership will also ensure internal capacity-building for long-term administration and sustainability of talent management practices.

This collaboration with EdFuel represents a key step in Magnolia Public Schools' efforts to ensure that its compensation system supports the recruitment and retention of top talent while upholding its values of equity and inclusion.

Budget Implications:

The projected additional cost of \$83,000 was not included in the MERF 2024-25 Adopted Budget. However, we expect to pay for these services using proceeds from the CSGF; all costs will be included along with the 2024-25 First Interim Report to be presented to the board on December 12, 2024.



Exhibits:

- Sole Provider Letter for EdFuel



To whom it may concern,

This letter is to inform you of the decision to move forward with contracting EdFuel as a consultant to support Magnolia Public Schools (MPS). EdFuel is a preferred vendor of the Charter School Growth Fund (CSGF), and as part of CSGF's investment in MPS, they will provide support in equity-centered talent practices, to support the creation of a more competitive and equitable compensation system.

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MPS will benefit from an updated, equitable compensation system that promotes transparency, fairness, and competitiveness. The partnership will also ensure internal capacity-building for long-term administration and sustainability of talent management practices.

We eagerly anticipate the opportunity to collaborate with EdFuel.

Regards,

Alfredo Rubalcava
CEO&Superintendent
Magnolia Public Schools