

Board Proposal

FROM: ALTON B. NELSON, JR, MWA CEO

SUBJECT: PROPOSED COVID BONUSES

DATE: October 14, 2021

Proposal

Support a recommendation from the MWA CEO and Finance Advisory Committee to the MWA Board to distribute one-time, COVID bonuses to MWA staff for the 2021-22 school year.

Rationale

It would be helpful to signal to MWA employees and staff how much we particularly value their service. I think it is important that we message appreciation of their commitment to serve during this particularly challenging time. Many public and private schools are challenged to find and retain teachers and staff.

Since the the state has gone back to revenue distribution based on average daily attendance (ADA), this requires that learning occurs on school sites. As a result, the flexibility for remote learning we were able to deploy last school year is no longer an option. With the loss of this flexibility and the ongoing challenges of the pandemic also contribute to the challenges of teachers and staff.

We are confident that money saved by the factors (below) will be more than enough to cover the bonuses.

- Vacant positions (salary and benefit expense)
- No bus service through the 1st semester

Landscape Survey

Our CFO and I engaged with charter school contacts and learned the following:

- Many schools are offering some form of a bonus with a range from \$750/person up to \$7,500.
- More than half of Richmond charter schools offering a bonus of between \$1,500-\$2,000.
- When looking more broadly in the region and state the average was about \$2,000-\$2,500.

Bonus Structure

Because the state sees any money that the school has on-hand (even money that has been donated) as public money, I think the bonuses have to be modest but material to help staff feel seen, valued, and supported. To encourage staff, particularly faculty, to finish the year with us, we would break up the bonus into two distributions. A portion of the bonus would be paid out in January, at the beginning of the 2nd Semester, and the other portion would be paid out in mid to late June after the school year has ended. The bonuses would be considered remuneration in addition to salary and therefore creditable compensation for CalSTRS 2% at 60 members. CalSTRS 2% at 60 members are CalSTRS members who were first hired to perform creditable service before January 1, 2013.

Please see the next page for the COVID Bonus details.

MWA COVID Staff Bonuses

These would be one-time (for the 2021-22 school year) “bonuses” on top of any other bonuses MWA faculty and staff are eligible, for example the “Retention/Loyalty Bonus” (after years 4, 8, 12, and 16) and the Perfect Attendance Bonus.

NON-EXEMPT (Hourly Staff)

	Proposed
Staff (Non-Exempt) – 1 st Semester Bonus (JAN)	\$750
Staff (Non-Exempt) – 2 nd Semester Bonus (JUNE)	\$1,250
TOTAL BONUS	\$2,000
TOTAL ESTIMATED COSTS	\$68,000

EXEMPT STAFF (Salaried Staff)

	Proposed
Staff (Exempt) – 1 st Semester Bonus (JAN)	\$1,200
Staff (Exempt) – 2 nd Semester Bonus (JUNE)	\$2,000
TOTAL BONUS	\$3,200
TOTAL ESTIMATED COSTS	\$134,400

FACULTY

	Proposed
Faculty – 1 st Semester Bonus (JAN)	\$1,500
Faculty – 2 nd Semester Bonus (JUNE)	\$2,500
TOTAL BONUS	\$4,000
TOTAL ESTIMATED COSTS	\$216,000

EXEC LEADERS

	Proposed
Exec Leaders – 1 st Semester Bonus (JAN)	\$5
Exec Leaders – 2 nd Semester Bonus (JUNE)	\$10
TOTAL BONUS	\$15
TOTAL ESTIMATED COSTS	\$75

	Proposed
Total Estimated Cost for All Categories	\$418,475