**LITERACY FIRST CHARTER SCHOOLS RESOLUTION NO. 2022-11**

RESOLUTION TO AUTHORIZE ALL EMPLOYEES RECEIVE A RETENTION BONUS IN 2022-23

**ON MOTION** of Board Member \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, seconded by Board Member

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, the following resolution is hereby adopted:

**WHEREAS,** the COVID pandemic has caused significant staff shortages and volatility;

**WHEREAS,** LFCS seeks to hire and retain qualified staff to provide continuity of instruction, assessment, supervision, maintenance, and customer service;

**WHEREAS,** LFCS seeks to maintain the employment of current staff;

**THEREFORE, BE IT RESOLVED** that the Governing Board of Literacy First Charter Schools authorizes the Executive Director and Chief Business Officer to pay all staff, a retention bonus during the 2022-23 school year of $3000. This bonus will be paid in the October 2022, March 2023, and June 2023 payroll cycles on the condition that the employee remained employed by Literacy First Charter Schools from their hire date through the deadline to run payroll for each of the aforementioned payroll cycles. For example, if the deadline to run the October 2022 payroll is October 15, 2022, then an employee would be eligible for the first $1000 payment of the retention bonus if they remained employed by Literacy First Charter Schools from their date of hire through October 15, 2022. Literacy First Charter Schools reserves the right to recoup any and all retention bonus payments made to an employee who leaves the employment of Literacy First Charter Schools prior to the end of the 2022-23 school year per the employee’s contract.

The retention bonus payments will be paid using ESSER II and/or ESSER III funds as the retention bonus is a response to the pandemic induced staffing shortages.

**PASSED AND ADOPTED** by the Governing Board of Literacy First Charter Schools on May 11, 2022 by the following vote:

 AYES: \_\_\_\_\_\_\_\_\_ NOES:\_\_\_\_\_\_\_\_\_ ABSENT:\_\_\_\_\_\_\_

STATE OF CALIFORNIA

COUNTY OF CALIFORNIA

I, Lucy Razooky, Recording Secretary of the Governing Board of Literacy First Charter Schools, do hereby certify that the foregoing is a full, true, and correct copy of a resolution passed and adopted by the Board at a regularly called and conducted meeting held on said date.

WITNESS my hand this 11th day of May, 2022

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 Recording Secretary of the Governing Board of Literacy First Charter Schools

Lucy Razooky