

## **Board Information Memo**

### **California Online Public Schools**

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**SUBJECT: Merit Bonus 23-24 School Year**

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**Category :** General Approval

**Date:** 5-15-23

**Reason for Board Consideration :** Fiscal Policy

**Decision Type :** Action Item

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**Background:**

With COLA coming in at just a little over 8 percent and our salary schedule only providing a 5% annual growth rate for 23-24 we are looking to pay a one off, 5% merit bonus, to all staff of CalOPS.

Please note that we believe that our staff members are meeting performance expectations, demonstrating a commitment to CalOPS core values and mission, and contributing significantly to the success of our schools.

We recognize that our employees are the backbone of our schools and play a big part in the success of our students and we want to show our appreciation for their hard work and dedication. We hope that this one time merit bonus will motivate and inspire each of our staff members to continue striving for excellence in their work.

**Rationale:**

With a larger COLA coming in than we allocated for in our annual salary budget and to give back to our staff in appreciation for their hard work and dedication we believe that giving this 5% one time, one off bonus is a great way to balance our budget while giving to our staff.

**Evidence of Due Diligence:**

We have reviewed the actions of districts up and down the state of California and I have made a few calls to districts doing this very same thing. We believe based on these conversations, that the 5% one time, one off merit bonus is a great way to give to our staff while still giving us freedom in our budget in the coming years.

**Fiscal Impact:**

Our current budget allows for 48 million in staffing allocations. We are currently at 44.6 million. This one time 5% merit bonus would cost our schools roughly 2.6 million considering the 5%, retirement, and salary tax.

**Potential Conflicts of Interest:**

None

**Recommendation/Board Action:**

Approval of a one time, one off merit bonus of 5% to all staff members at CalOPS

**Prepared/Recommended/Approved By:**

Stephen E Ford, Assistant Superintendent of HR