

RESOLUTION OF THE BOARD OF DIRECTORS OF TEACH, INC. CONSIDERING THE INCREASE IN SALARIES IN ORDER TO ATTRACT AND RETAIN HIGH QUALITY STAFF

WHEREAS, the consumer price index has risen steadily in recent months and the Labor Department has reported price increases of 6.2% for food, shelter and gasoline, the largest jump since January 1991¹.

WHEREAS, there is a shortage of teacher applicants nationwide, the lack of sufficient, qualified teachers negatively affects student achievement and increased teacher turn-over consumes economic resources and creates instability at the school site.

WHEREAS, LAUSD is raising teacher salaries across the board by 5% and offering technology stipends to attract teachers and retain staff.

WHEREAS, "The Great Resignation" has created a hiring challenges for all employers as millions of employees have left the workforce.

WHEREAS, TEACH must remain competitive for worker talent as we enter the 21-22 spring recruiting season for schools, when many school employees interview for 22-23 positions. TEACH does not want to wait until July 1, 2022 to increase salaries.

NOW, THEREFORE, this Board hereby finds, resolves and orders as follows:

Section 1. After consideration of economic circumstances, effective strategies for employee recruitment and retention, and comparing the salary structures of neighboring schools (both charter and LAUSD), the Board recommends an across-the-board salary increase of 5% effective January 01, 2022, and an overall 5% increase in the salary structure for teachers effective January 1, 2022 date.

Section 2. TEACH will pay the scheduled 5% ADA bonus for all sites (2.5% in December 2021 and 2.5% in June 2022), even if the school did not achieve their budgeted ADA goal for the 2021-22 year. All TEACH school sites have failed to achieve the 95% attendance rate goal in large part as a result of the impacts of COVID-19, even with the use of Independent Study.

¹ Bureau of Labor and Statistics, US Dept of Labor new release <https://www.bls.gov/news.release/pdf/cpi.pdf>.

CERTIFICATE OF ADOPTION

I, _____, Secretary of Board of Directors of TEACH, Inc., a California nonprofit public benefit corporation, County of Los Angeles, California, hereby certify as follows:

The attached is a full, true, and correct copy of the resolutions duly adopted at a regular meeting of the Board of Directors of TEACH, Inc., which was held on _____, 2021, at which all the members of the Board of Directors had due notice and at which a quorum was present; and at such meeting such resolutions were adopted by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

WITNESS my hand this _____ day of _____, 2021.

Secretary, TEACH, Inc.