



**RESOLUTION OF THE BOARD OF DIRECTORS OF  
COMPASS CHARTER SCHOOLS**

Board Resolution 2021-04  
Discretionary Bonuses to Staff

The Board of Directors (“Board”) of Compass Charter Schools (“Compass”), a tax exempt, California nonprofit public benefit corporation operating public charter schools, does hereby adopt the following resolution pursuant to the provisions of the California Constitution:

WHEREAS, charter school and public school employees across California, including employees of Compass have experienced a unique and challenging school year in light of the COVID-19 pandemic; and

WHEREAS, on December 16, 2021, Secretary of Education Miguel Cardona sent out a letter to clarify that ESSER III funds authorized by the ARP Act may be used to support hiring and retaining qualified and effective educators, in alignment with the goal to provide safe, in-person learning and address the social, emotional, mental health, and academic impact of COVID-19; and

WHEREAS, allowable uses of one ESSER fund are allowable under all three ESSER funds, this clarification additionally applies to ESSER I and ESSER II funds; and

WHEREAS, Compass has available ESSR II funds; and

WHEREAS, staff at Compass have made extraordinary efforts and commitment to promoting the best interest of scholars and the successful operations of the School during this challenging time when many educators across California are leaving the education profession; and

WHEREAS, the Board wishes to recognize the efforts and commitment of staff during this exceptional school year and encourage future retention of the staff by providing employees with a one-time discretionary cash bonus of a reasonable amount.

NOW, THEREFORE, BE IT RESOLVED by the Governing Board that:

1. The Board shall provide employees with a discretionary bonus to recognize their dedication during the 2021-22 school year as follows:

Regular, full-time employees shall receive a discretionary bonus of \$1,500. Employees must be a minimum 1.0 Full Time Equivalency (“FTE”) to be considered “full-time” for purposes of this bonus.

Regular, part-time employees shall receive a discretionary bonus of \$500. Employees who are employed as a .1 FTE to a .9 FTE are considered "part-time" for purposes of this bonus.

- 2. Employees must have worked at least 80% of scheduled work days as of January 31, 2022 to be eligible for a discretionary bonus under this Resolution.
- 3. Bonuses shall be paid to eligible employees no later than Tuesday, February 1, 2022, subject to any related payroll deductions.
- 4. Workers retained as vendors or contractors are excluded from eligibility for this bonus.

Bonuses are provided on a one-time non-precedent setting basis in gratitude and recognition of the dedicated work of Compass staff in the 2021-22 school year and in anticipation of the valuable work to be done going forward.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby adopts the foregoing resolution.

BE IT FURTHER RESOLVED, that the Superintendent & CEO hereby is authorized to certify this resolution.

\* \* \*

IN WITNESS WHEREOF, the Board of Directors has adopted the above resolution at a regular Board meeting this 22<sup>nd</sup> day of January, 2022.

By:  \_\_\_\_\_  
J.J. Lewis, Superintendent & CEO