



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

Board Resolution 2020-03  
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 Charter Schools (“Compass”) have experienced a unique and challenging school year in light of the COVID-19 pandemic; 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; and

WHEREAS, the Governing Board wishes to recognize the efforts and commitment of staff during this exceptional school year 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 2020-21 school year as follows:

Regular, full-time employees shall receive a discretionary bonus of \$7,500  
Employees must be a minimum 1 Full Time Equivalency (“FTE”) to be considered “full-time” for purposes of this bonus.

Regular, part-time employees shall receive a discretionary bonus of \$3,500.  
Employees who are employed as a .1 FTE to a .9 FTE are considered “part-time” for purposes of this bonus.

2. Employees must be in active work status for at least seventy-five (75%) percent of their work year to be eligible for a discretionary bonus under this Resolution.
3. Bonuses shall be paid to eligible employees no later than Tuesday, June 1, 2021 in a lump sum, subject to any related payroll deductions.
4. Workers employed 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 2020-21 school year.

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 23<sup>rd</sup> day of May, 2021.

By: \_\_\_\_\_



J.J. Lewis, Superintendent & CEO