



Board Agenda Item #:	IV B- Information Item
Date:	September 10, 2020
To:	Magnolia Educational & Research Foundation dba Magnolia Public Schools ("MPS") Board of Directors
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead:	Derya Hajmeirza, Director of Human Resources
RE:	HR UPDATES

Background

No action recommended. Information only.

The following HR information is provided to the Magnolia Educational & Research Foundation dba Magnolia Public Schools ("MPS") Board of Directors.

ITEM	INFORMATION
<b>2020-21 HEAD COUNT</b>	The number of all MPS employees as of 9/3/2020 is 372. Since July 1, 2020, the new hire employee number is 28. MPS currently has 215 teachers.
<b>RETENTION RATE</b>	Overall MPS 2019-20 retention rate is: 89.09%. 2019-20 teacher retention rate is: 90%.
<b>TURN OVER RATES</b>	2019-20 MPS turnover rate is: 21.28%. 2019-20 teacher turnover rate: 17.51%.

<b>MANDATORY TRAININGS</b>	<p>The mandatory trainings including the extra training regarding COVID-19 for all the MPS employees have been inserted to their PayCom (MPS HRIS) account which made it more convenient for the employees to take the courses and easier for the supervisors to do the follow up and generate reports.</p> <ul style="list-style-type: none"><li>▪ As of 9/3/2020, <b>97.65%</b> of all of MPS employees completed their mandatory trainings.</li></ul>
<b>OPEN POSITIONS</b>	<p>MPS schools' open positions as of 9/3/2020 are as follow;</p> <ul style="list-style-type: none"><li>▪ MSA-3 Psychologist</li><li>▪ MSA-4 &amp; 6 shared SPED teacher and coordinator</li><li>▪ MSA-6 SPED aide</li></ul>