



Board Agenda Item #:	IV C: Discussion/Information Item
Date:	September 09, 2021
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:	Human Resources Department Updates

Background

No action is required. Information only.

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

ITEM	INFORMATION
2021-22 HEAD COUNT	The number of all MPS employees as of 8/31/2021 is 396. Since July 1, 2021, the new hire employee number is 59. MPS currently has 206 teachers.
RETENTION RATE	Overall MPS 2020-21 retention rate is: 85.71%. 2020-21 teacher retention rate is: 81.95%.
TURN OVER RATES	2020-21 MPS turnover rate is: 11.90%.** **This rate is calculated based on the dates from July 1, 2020 to June 30, 2021.

MANDATORY TRAININGS	<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"> ▪ As of 08/31/2021, 92.48% of all of MPS employees completed their mandatory trainings.
OPEN POSITIONS	<p>MPS schools' open positions as of 08/31/2021 are as follow;</p> <ul style="list-style-type: none"> ▪ MSA-1: English Teacher, Social Studies Teacher, Substitute Teacher, Office Clerk, and Custodian ▪ MSA-2: Science Teacher, English Teacher/English Interventionist/EL Coordinator, and English Language Arts (ELA) Teacher ▪ MSA-5: Office Clerk ▪ MSA-6: Paraprofessional/Aide ▪ MSA-7: Elementary School Teacher ▪ MSA-8: Paraprofessional/Aide and Administrative Assistant ▪ MSA-SD: Paraprofessional/Aide, PE Teacher, and Makerspace Teacher ▪ MSA-SA: After School Coach/Instructor/Supervisor

MAGNOLIA PUBLIC SCHOOLS

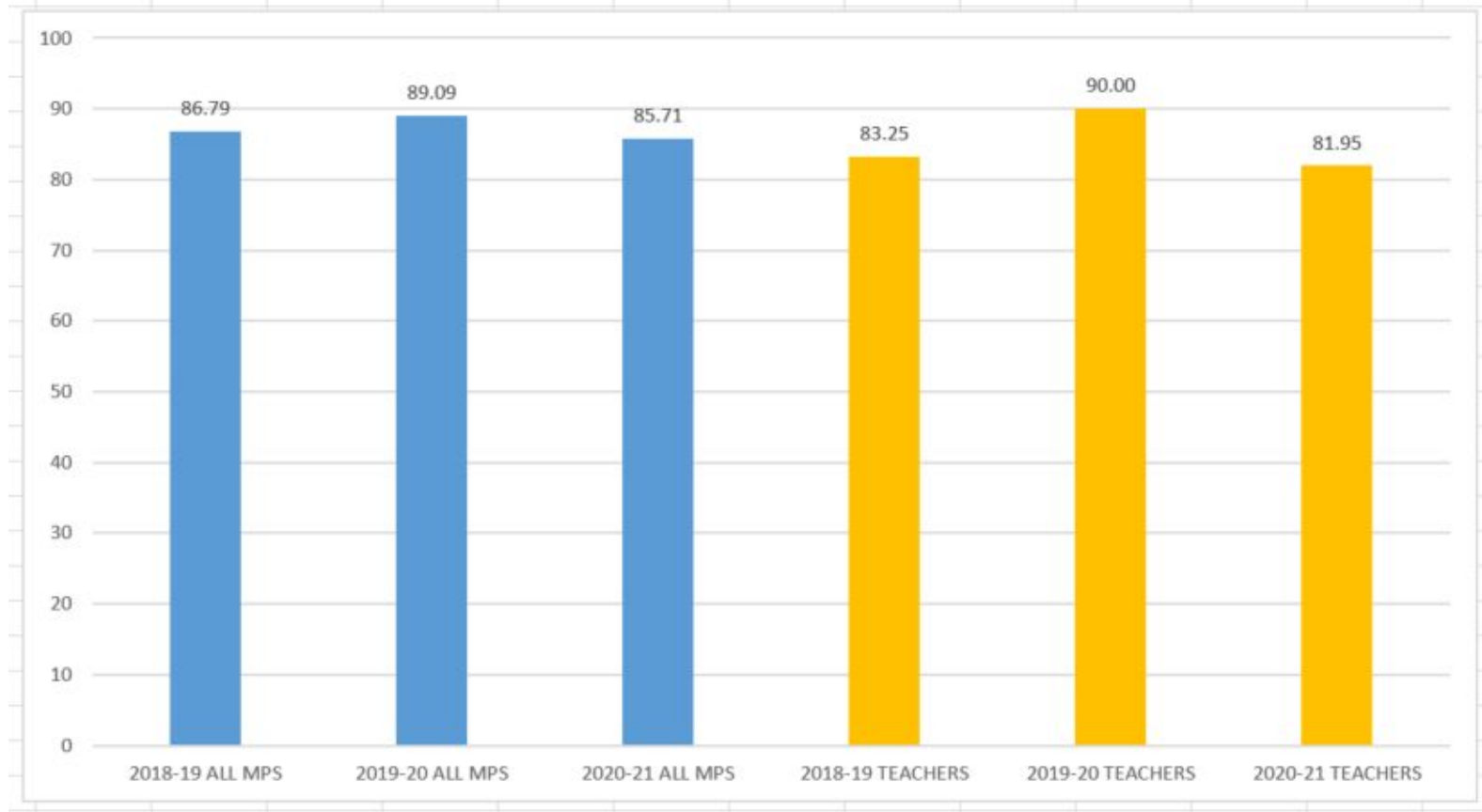
HR UPDATES

As of 08/31/2021

HEAD COUNT (AS OF 8/31/2021)

Department Code ◇	Department ◇	Head Count ◇
1100	Teachers Department Title	206
1200	College Counselors and Psychol	15
1300	Certificated Supervisors & Adm	36
2100	Instructional Staff	47
2200	Classified Support	41
2400	Classified Clerical & Office	51
Total		396

RETENTION RATES (Percentages)



RETENTION RATES (All employees by school site)

ALL EMPLOYEES

	# of All MPS Employees	# of Terminated MPS Employees	# of Returning MPS Employees	Total # of MPS Employees	RETENTION
	2020-2021 (07.01.20)	2020-2021 (as of 06.30.21)	2021-2022 (on 07.01.21)	2021-2022 (8.31.21)	
MSA-1	61	10	51	59	83.61%
MSA-2	39	3	36	40	92.31%
MSA-3	38	5	33	42	86.84%
MSA-4	12	3	9	17	75.00%
MSA-5	25	2	23	25	92.00%
MSA-6	13	3	10	11	76.92%
MSA-7	29	3	26	32	89.66%
MSA-8	42	6	36	47	85.71%
MSA-SD	29	3	26	32	89.66%
MSA-SA	53	14	39	63	73.58%
MERF	23	0	23	28	100.00%
			0		
Grand Total	364	52	312	396	85.71%

RETENTION RATES (Teachers by school site)

TEACHERS

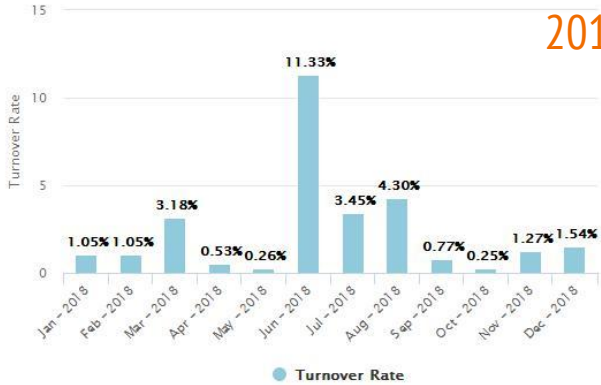
	# of All MPS Teachers 2020-2021 (07.01.20)	# of Terminated MPS Teachers 2020-2021 (as of 06.30.21)	# of Returning MPS Teachers 2021-2022 (on 07.01.21)	Total # of MPS Teachers 2021-2022 (8.31.21)	RETENTION
MSA-1	37	8	29	36	78.38%
MSA-2	25	3	22	21	88.00%
MSA-3	22	4	18	23	81.82%
MSA-4	7	2	5	10	71.43%
MSA-5	15	1	14	16	93.33%
MSA-6	8	2	6	6	75.00%
MSA-7	15		15	15	100.00%
MSA-8	25	4	21	23	84.00%
MSA-SD	18	1	17	18	94.44%
MSA-SA	33	12	21	38	63.64%
Grand Total	205	37	168	206	81.95%

TURN OVER

(ALL EMPLOYEES)

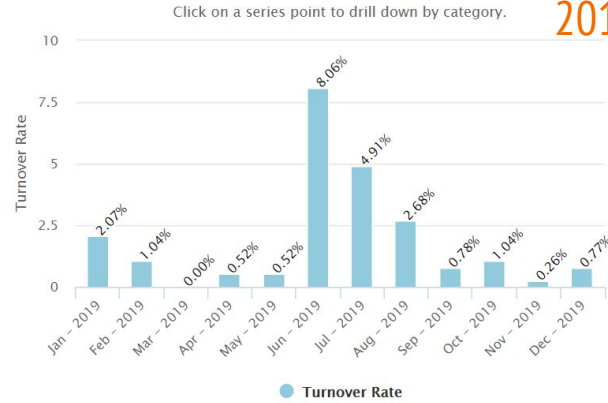
Employee Turnover Rate By Categories

2018



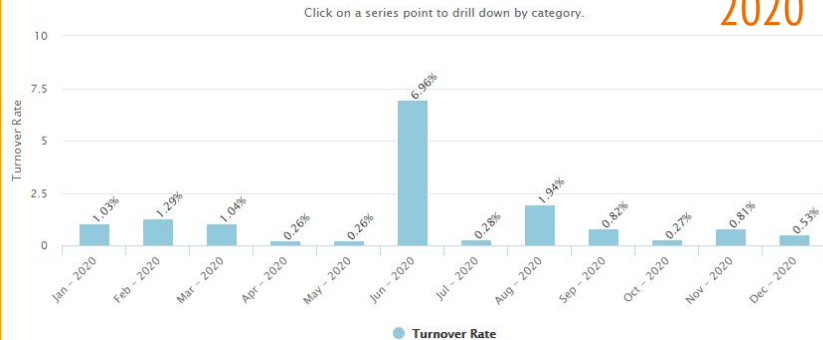
Employee Turnover Rate By Categories

2019



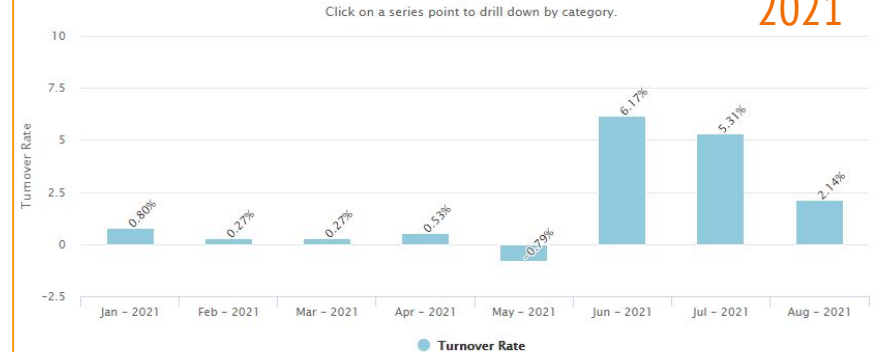
Employee Turnover Rate By Categories

2020

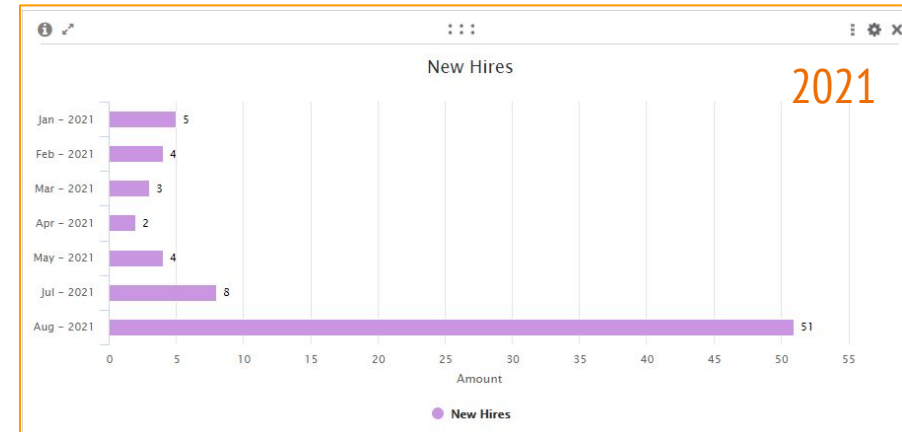


Employee Turnover Rate By Categories

2021



NEW HIRE (ALL EMPLOYEES)

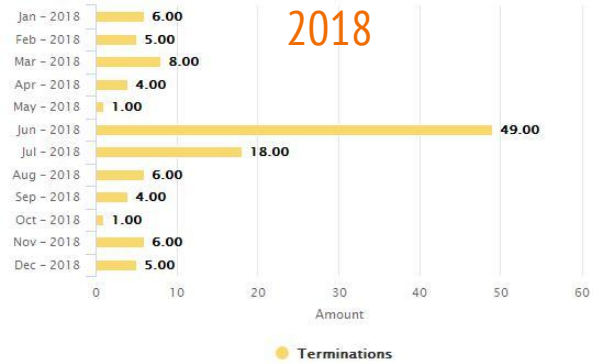


TERMINATION

(ALL EMPLOYEES)

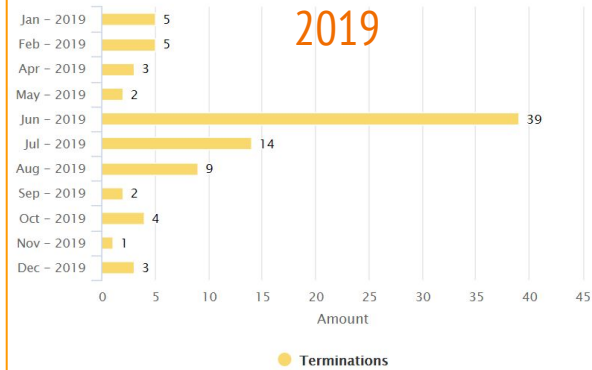
Terminations

2018



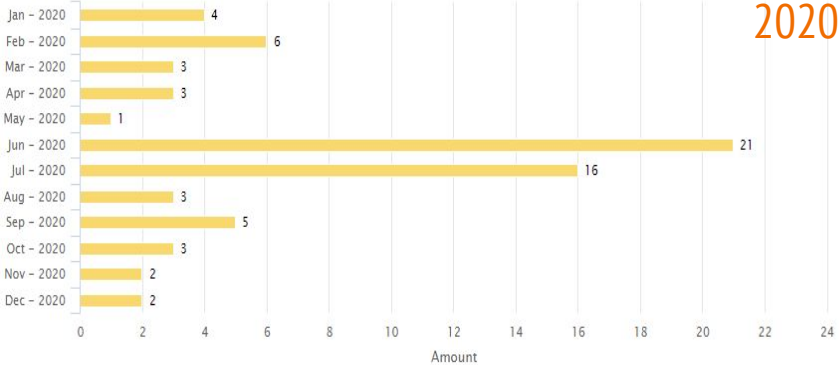
Terminations

2019



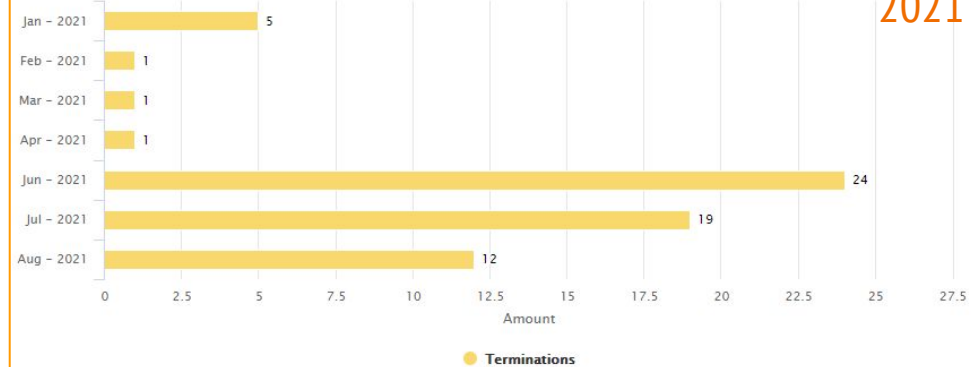
Terminations

2020



Terminations

2021



TO BE ASSIGNED DURING 21-22	Training Course Name <i>(courses in orange are California Specific)</i>	Statute
ALL	CharterSAFE Boundaries: Student Sexual Abuse Prevention (Also Available on CharterSAFE LMS)	CharterSAFE Requirement
ALL	Mandated Reporter: Child Abuse and Neglect <i>(California Specific)</i>	AB 1432
ALL	Bloodborne Pathogens: Exposure Prevention: Full Course <i>(California Specific)</i>	CA Code of Regulations, Title 8, § 5193
ALL	Drug Free Workplace	CA Government Code § 8350-8351 & 8355-8357
ALL	Hazard Communication: Right to Understand (GHS)	CA Code of Regulations, Title 8, § 5194; CA Labor Code § 6360 et. seq.
ALL / LAUSD SCHOOLS NEED ADDITIONAL TRAINING	Youth Suicide: Awareness, Prevention and Prevention (Full Course)	AB 1767
CUSTODIAN	Integrated Pest Management <i>(California Specific)</i>	CA Education Code § 17608-17613; CA Food & Agricultural Code § 13180-13188
ALL BUT ADMIN	Workplace Violence: Awareness and Prevention: Employee	Cal/ OSHA Title 8 § 3203
ALL BUT ADMIN	Sexual Harassment Prevention for Non-Managers (SB 1343) <i>(California Specific)</i>	CA Senate Bill 1343
ONLY ADMIN	Sexual Harassment: Policy & Prevention (AB 1825) <i>(California Specific)</i>	CA Government Code § 12950.1; CA Administrative Code § 7288.0
ONLY ADMIN	Workplace Violence: Awareness and Prevention Full Course (Supervisor)	Cal/ OSHA Title 8 § 3203
PE/COACH and Office Staff	Concussion Awareness: Athletics	CA Health & Safety Code § 124235-124236
PE/COACH	Sudden Cardiac Arrest in Athletes <i>(California Specific)</i>	CA Education Code § 33479-33479.9
OFFICE STAFF	Medication Administration: Epinephrine Auto- Injectors	CA AB 1386
ADMIN	Heat Illness Prevention	Cal/ OSHA Title 8 § 3395
ALL	Cardiopulmonary Resuscitation (CPR) <i>(California Specific)</i>	Cal/ OSHA Title 8 § 3400
ALL	First Aid	Cal/ OSHA Title 8 § 3400
ALL	Coronavirus: Cleaning and Disinfecting Your Workplace	
ALL	Coronavirus: Managing Stress and Anxiety	
ADMIN / OFFICE	FERPA: Confidentiality of Records	
ADMIN / OFFICE	HIPAA Overview	
ALL	Cyberbullying	
ADMIN	Bullying: Recognition & Response (Complete) <i>(California)</i>	

MANDATORY TRAINING

Each charter school must provide every employee, and every other person working on behalf of the school who is a mandated reporter, with annual training on child abuse detection and reporting.

This mandatory annual training must be completed within the first six weeks of each school year or within the first six weeks of a person's employment.

Each school must maintain documentation of compliance with these requirements.

MANDATORY TRAINING

REPORT

As of	08.31.2021
MSA-1	89.81
MSA-2	96.47
MSA-3	81.91
MSA-4	94.44
MSA-5	97.74
MSA-6	100.00
MSA-7	93.96
MSA-8	96.19
MSA-SD	94.24
MSA-SA	93.63
MERF	86.95
Grand Total	92.48

CURRENT OPEN POSITIONS

8.31.2021

Job Title	Location	Applications	Start Date	End Date
English Teacher	Magnolia Science Academy-1	7	2021-08-19	2021-09-17
Substitute Teacher	Magnolia Science Academy-1	3	2021-08-18	2021-09-17
Office Clerk	Magnolia Science Academy-1	16	2021-08-18	2021-09-17
Custodian	Magnolia Science Academy-1	17	2021-08-16	2021-09-15
Social Studies Teacher	Magnolia Science Academy-1	19	2021-08-20	2021-09-03
Science Teacher	Magnolia Science Academy-2	0	2021-08-31	2021-09-30
English Teacher / English Interventionist / EL Coordinator	Magnolia Science Academy-2	0	2021-08-31	2021-09-30
English Language Arts Teacher (ELA)	Magnolia Science Academy-2	16	2021-08-04	2021-09-15
Office Clerk	Magnolia Science Academy-5	35	2021-08-15	2021-09-15
Paraprofessional/Aide	Magnolia Science Academy-6	3	2021-08-09	2021-09-15
Elementary School Teacher - Multi-Subject	Magnolia Science Academy-7	50	2021-06-02	2021-10-31
Paraprofessional/Aide	Magnolia Science Academy-8 (Bell)	24	2021-08-17	2021-09-17
Administrative Assistant - School Site	Magnolia Science Academy-8 (Bell)	97	2021-08-15	2021-09-15
Paraprofessional/Aide	Magnolia Science Academy-San Diego	23	2021-08-11	2021-09-15
Physical Education Teacher (Middle School)	Magnolia Science Academy-San Diego	12	2021-08-11	2021-09-15
Makerspace Teacher	Magnolia Science Academy-San Diego	4	2021-06-16	2021-09-01
After School Coach/Instructor/Supervisor	Magnolia Science Academy-Santa Ana	0	2021-08-31	2021-09-30



Thank you for your
time.

Any questions?

