



Board Agenda Item #:	II C: Information/Discussion Item
Date:	September 8, 2022
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 ("HR") 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
2022-23 HEAD COUNT	The number of all MPS employees as of 8/31/2022 is 423. Since July 1, 2022, the new hire employee number is 63. MPS currently has 208 teachers.
RETENTION RATES	Overall MPS 2021-22 retention rate is: 85.55%. ** 2021-22 teacher retention rate is: 81.06%. **This rate is calculated based on the dates from June 15, 2021 to August 31, 2022.
TURNOVER RATES	Overall MPS 2021-22 MPS turnover rate is: 14.45%. ** 2021-22 teacher turnover rate is: 18.94%. **This rate is calculated based on the dates from June 15, 2021 to August 31, 2022.

MANDATORY TRAININGS	<p>The mandatory trainings for all MPS employees have been inserted to their Paycom (MPS HRIS system) 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 08/31/2022, 89.98% of all of MPS employees completed their mandatory trainings.
CURRENT JOB POSITIONS	<p>MPS Schools' open positions as of 08/31/2022 are as follow;</p> <ul style="list-style-type: none"> MSA-1: PE Teacher, Athletic Director/PBIS Coordinator, Campus Aide, Custodian, Education Specialist, Math Teacher MSA-2: Math Interventionist, Math Teacher, English Interventionist/EL Coordinator, English Teacher MSA-4: Social Worker (shared with MSA-2) MSA-5: Math Interventionist MSA-7: Teacher Aide MSA-SD: Education Specialist, SPED Aide MSA-SA: Parent Advocacy & Community Engagement Coordinator MERF: Director of Advancement

MAGNOLIA PUBLIC SCHOOLS

HR UPDATES

As of 08/31/2022

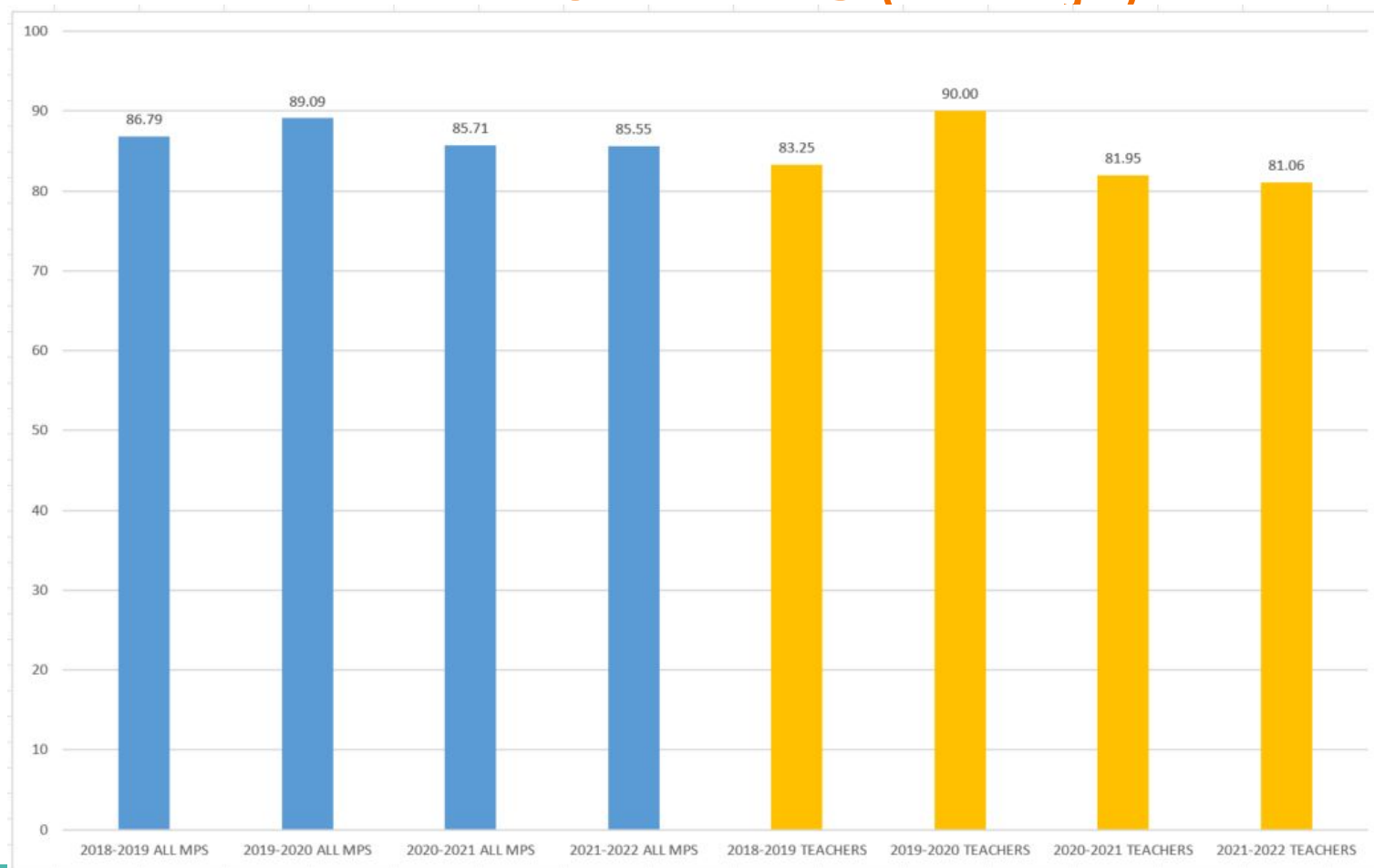
HEAD COUNT (AS OF 8/31/2022)

Department Code ⌵	Department ⌵	Head Count ⌵
1100	Teachers Department Title	208
1200	College Counselors and Psychol	18
1300	Certificated Supervisors & Adm	37
2100	Instructional Staff	50
2200	Classified Support	52
2400	Classified Clerical & Office	58
Total		423

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)



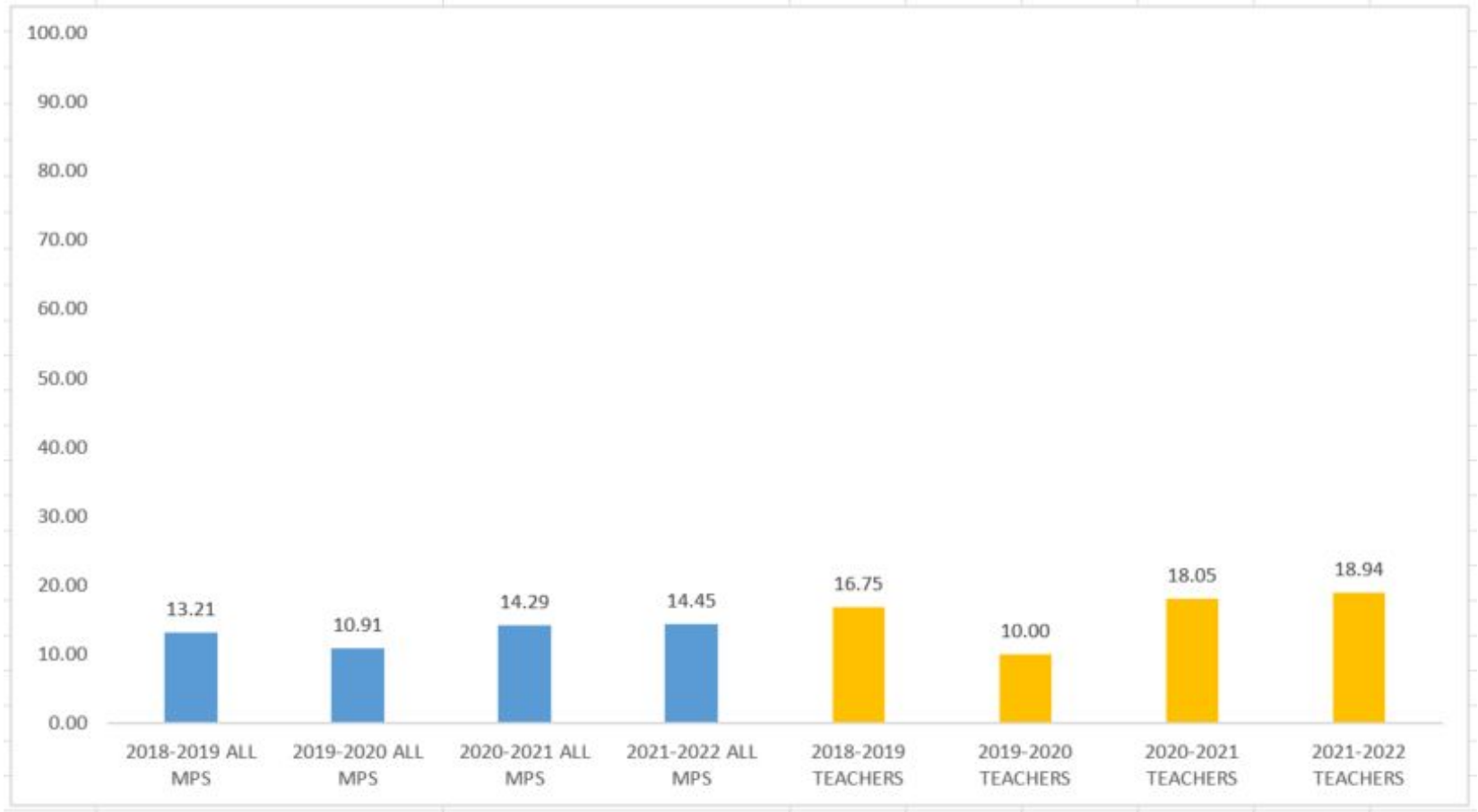
RETENTION RATES (All employees by school site)

RETENTION RATE BASED ON THE ACTIVE EMPLOYEES ON 6.15.2022					
LOCATIONS	LEFT	REMAINED	TRANSFER	Grand Total	Retention Rate
Magnolia Science Academy-1	11	58		69	84.06%
Magnolia Science Academy-2	2	43	2	47	91.49%
Magnolia Science Academy-3	8	35		43	81.40%
Magnolia Science Academy-4	1	15	2	18	83.33%
Magnolia Science Academy-5	3	23		26	88.46%
Magnolia Science Academy-6		11		11	100.00%
Magnolia Science Academy-7	6	30		36	83.33%
Magnolia Science Academy-8 (Bell)	5	42		47	89.36%
Magnolia Science Academy-San Diego	8	27		35	77.14%
Magnolia Science Academy-Santa Ana	12	49	1	62	79.03%
MERF		28		28	100.00%
Grand Total	56	361	5	422	85.55%

RETENTION RATES (Teachers by school site)

LOCATION	LEFT	TRANSFER	REMAINED	TOTAL	RETENTION RATE
Magnolia Science Academy-1	10	0	31	41	75.61%
Magnolia Science Academy-2	1	2	23	26	88.46%
Magnolia Science Academy-3	6	0	18	24	75.00%
Magnolia Science Academy-4	1	2	10	13	76.92%
Magnolia Science Academy-5	3	0	14	17	82.35%
Magnolia Science Academy-6	0	0	5	5	100.00%
Magnolia Science Academy-7	3	0	15	18	83.33%
Magnolia Science Academy-8 (Bell)	5	0	19	24	79.17%
Magnolia Science Academy-San Diego	6	0	17	23	73.91%
Magnolia Science Academy-Santa Ana	3	1	32	36	88.89%
Grand Total	38	5	184	227	81.06%

TURNOVER RATES (Percentages)



TURNOVER RATES

(All employees by school site)

LOCATIONS	Turnover Rate
Magnolia Science Academy-1	15.94%
Magnolia Science Academy-2	8.51%
Magnolia Science Academy-3	18.60%
Magnolia Science Academy-4	16.67%
Magnolia Science Academy-5	11.54%
Magnolia Science Academy-6	0.00%
Magnolia Science Academy-7	16.67%
Magnolia Science Academy-8 (Bell)	10.64%
Magnolia Science Academy-San Diego	22.86%
Magnolia Science Academy-Santa Ana	20.97%
MERF	0.00%
Grand Total	14.45%

TURNOVER RATES

(Teachers by school site)

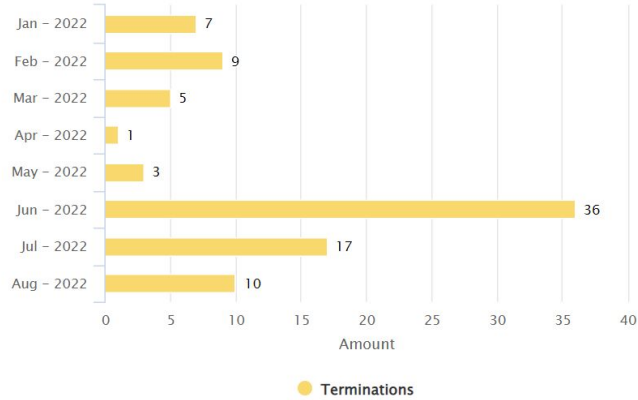
LOCATION	TURNOVER RATE
Magnolia Science Academy-1	24.39%
Magnolia Science Academy-2	11.54%
Magnolia Science Academy-3	25.00%
Magnolia Science Academy-4	23.08%
Magnolia Science Academy-5	17.65%
Magnolia Science Academy-6	0.00%
Magnolia Science Academy-7	16.67%
Magnolia Science Academy-8 (Bell)	20.83%
Magnolia Science Academy-San Diego	26.09%
Magnolia Science Academy-Santa Ana	11.11%
Grand Total	18.94%

TERMINATION

(ALL EMPLOYEES)

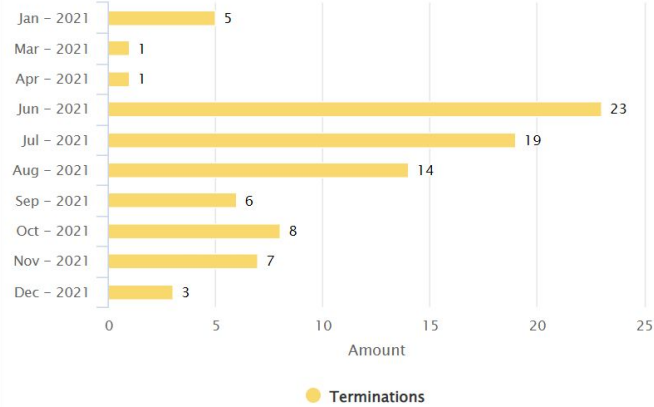
Terminations

2022



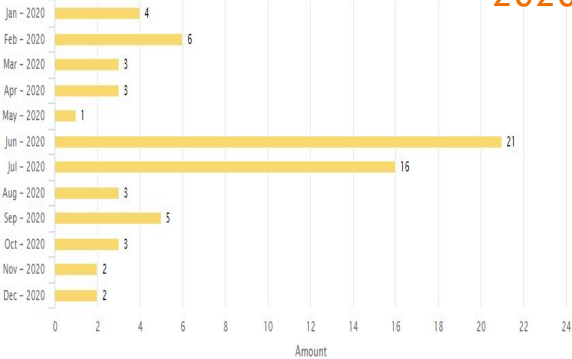
Terminations

2021



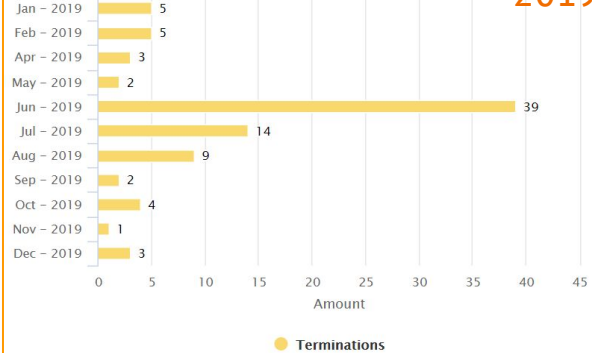
Terminations

2020



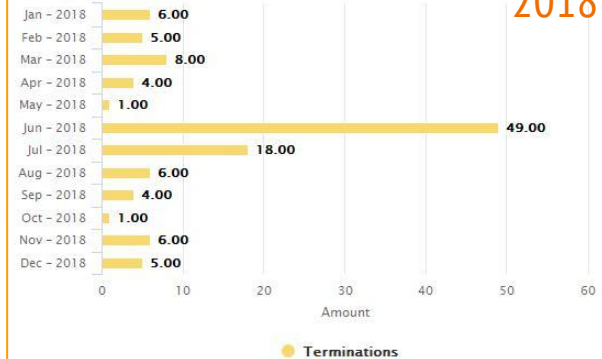
Terminations

2019



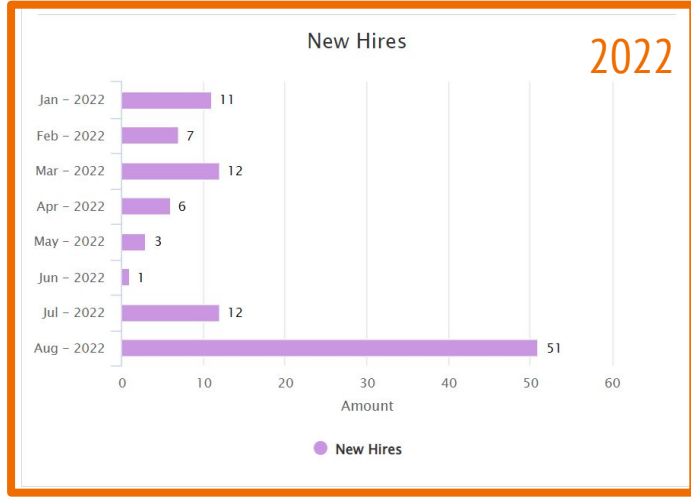
Terminations

2018



NEW HIRE

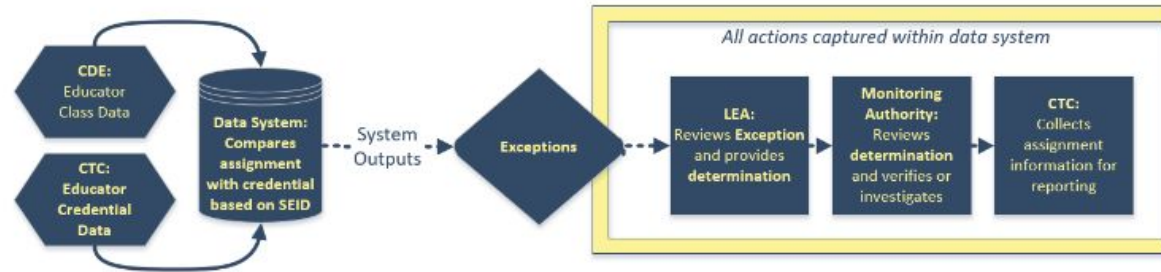
(ALL EMPLOYEES)



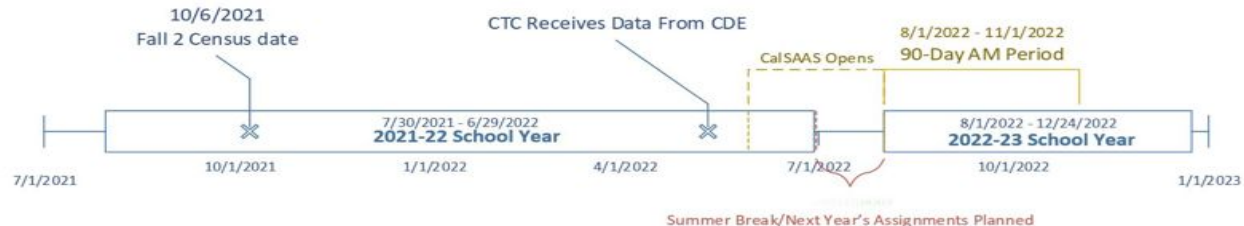
CALSAAS (California Statewide Assignment Accountability System)

CalSAAS is a new system of Assignment Monitoring allowing annual monitoring of all certificated educator assignments.

CalSAAS works through the comparison of the California Department of Education's California Longitudinal Pupil Achievement Data System (CALPADS) assignment data and the Commission's Credential authorization data by educator's California Statewide Educator Identifier (SEID). Through this comparison, the system identifies exceptions, and provides Local Educational Agencies (LEAs) and County Offices of Education with an opportunity to address anomalies, and correct verified misassignments.



After exceptions are identified, the LEA may review them and provide **determinations** for them. Determinations are the method used to justify why an exception was identified, (e.g. misassignment, vacancy, etc.). Determinations can convey that an assignment is appropriate, or that it is, in fact, a misassignment.



CALSAAS *(California Statewide Assignment Accountability System)*

CalSAAS is a new system of Assignment Monitoring allowing annual monitoring of all certificated educator assignments.

	2019-2020	2020-2021	2021-2022
SCHOOLS	EXCEPTIONS	EXCEPTIONS	EXCEPTIONS
MSA-1	8	8	5
MSA-2	15	4	3
MSA-3	28	18	3
MSA-4	7	2	0
MSA-5	15	17	2
MSA-6	16	7	2
MSA-7	0	2	0
MSA-8	16	8	0
MSA-SA	2	2	1
MSA-SD	7	8	4
TOTAL	114	76	20

MANDATORY TRAINING

Training Course Name <i>(courses in orange are California Specific)</i>	Statute	Vector Solutions Category	Timeframe	Audience
CharterSAFE Boundaries: Student Sexual Abuse Prevention (Also Available on CharterSAFE LMS)	CharterSAFE Requirement	Policy- 56 minutes	If in compliance with 19/20 requirements, training shall be required during every other policy year. Any new employee or student teacher shall complete the training within 42 days of hire date. Members new to CharterSAFE in the 20/21 policy term must complete by 9/30/2020.	All Employees & Student Teachers
Mandated Reporter: Child Abuse and Neglect <i>(California Specific)</i>	AB 1432	Social & Behavioral- 39 minutes	Annual - Within First 6 Weeks of School or From Hire Date	All Employees
Bloodborne Pathogens: Exposure Prevention: Full Course <i>(California Specific)</i>	CA Code of Regulations, Title 8, § 5193	Health- 21 minutes		
Drug Free Workplace	CA Government Code § 8350-8351 & 8355-8357	Human Resources- 24 minutes		
Hazard Communication: Right to Understand (GHS)	CA Code of Regulations, Title 8, § 5194; CA Labor Code § 6360 et. seq.	Environmental- 26 minutes		
Youth Suicide: Awareness, Prevention and Prevention (Full Course)	AB 1767	Social & Behavioral- 41 minutes		
Integrated Pest Management <i>(California Specific)</i>	CA Education Code § 17608-17613; CA Food & Agricultural Code § 13180-13188	Environmental- 60 minutes		All Employees Who Use Disinfectants or Pest Control Chemicals
Workplace Violence: Awareness and Prevention: Employee	Cal/ OSHA Title 8 § 3203	Human Resources- 23 minutes	Current Non-Supervisor Employees – Every 2 Years. New Hires Within 6 Months of Hire Date.	All Non- Supervising Employees
Sexual Harassment Prevention for Non-Managers (SH 1343) <i>(California Specific)</i>	CA Senate Bill 1343	Human Resources- 60 minutes		
Sexual Harassment: Policy & Prevention (SH 1875) <i>(California Specific)</i>	CA Government Code § 12950.1; CA Administrative Code § 7288.0	Employment Practices- 120 minutes	Every 2 Years. New Supervisors - Within 6 Months of Starting New Position or Hire Date (Best Practice- Annual)	Administrators & Office Employees
Workplace Violence: Awareness and Prevention Full Course (Supervisor)	Cal/ OSHA Title 8 § 3203	Human Resources- 29 minutes	Annual - Within First 6 Weeks of School or From Hire Date	
Concussion Awareness: Athletics	CA Health & Safety Code § 124235-124236	Athletics- 18 minutes	Every 2 Years (Best Practice-Annual)	
Sudden Cardiac Arrest in Athletics <i>(California Specific)</i>	CA Education Code § 33479-33479.9	Health- 16 minutes	Every 2 Years (Best Practice-Annual)	Coaches & Administrators of Athletic Programs
Medication Administration: Epinephrine Auto- Injectors	CA AB 1386	Health- 21 minutes	Annual - Within First 6 Weeks of School or From Hire Date	
Heat Illness Prevention	Cal/ OSHA Title 8 § 3395	Environmental- 21 minutes		
Cardiopulmonary Resuscitation (CPR) <i>(California Specific)</i>	Cal/ OSHA Title 8 § 3400	Health- 15 minutes	Every 2 Years (Best Practice-Annual)	Supervisors and Assigned Employees
First Aid	Cal/ OSHA Title 8 § 3400	Health- 34 minutes		
FERPA: Confidentiality of Records				
HIPAA Overview				
Title IX Compliance Overview				

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 8/31/2022

Location	Completion %
Magnolia Science Academy-1	84.51%
Magnolia Science Academy-2	93.48%
Magnolia Science Academy-3	81.40%
Magnolia Science Academy-4	100.00%
Magnolia Science Academy-5	93.10%
Magnolia Science Academy-6	100.00%
Magnolia Science Academy-7	85.29%
Magnolia Science Academy-8 (Bell)	100.00%
Magnolia Science Academy-San Diego	78.79%
Magnolia Science Academy-Santa Ana	95.00%
MERF	89.29%
Grand Total	89.98%

CURRENT JOB POSTINGS

9.2.2022

Location	Job Title	Applications
MSA-1	Special Education Teacher	29
MSA-1	2022-23 Math Teacher	13
MSA-1	Custodian	17
MSA-1	Campus Aide	81
MSA-1	Athletic Director/PBIS Coordinator	34
MSA-1	2022-23 PE Teacher	16
MSA-2	English Interventionist / EL Coordinator	16
MSA-2	English Teacher	29
MSA-2	2022-2023 Math Teacher	24
MSA-2	Math Interventionist	11
MSA-4	School Social Worker (MSA-2/MSA-4)	37
MSA-5	Math Interventionist	5
MSA-7	Teacher Aide - Elementary School	97
MSA-San Diego	2022-23 Education Specialist	0
MSA-San Diego	SPED Aide	3
MSA-San Diego	Substitute Teacher	0
MSA-Santa Ana	Parent Advocacy & Community Engagement Coordinator (PACE Coordinator)	27
MERF	Director of Advancement	13



Thank you for your
time.

Any questions?

