



Agenda Item:	III C: Information/Discussion Item
Date:	September 14, 2023
To:	Magnolia Educational & Research Foundation dba Magnolia Public Schools (“MPS”) Board of Directors (the “ Board ”)
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead(s):	Suat Acar, Chief Operations Officer
RE:	Human Resources Update

1. **Action Proposed:**

N/A.

2. **Purpose:**

The purpose of the attached presentation is to keep the MPS Board of directors up to date about the Human Resources stats of this current 2023-24 compared to the previous school years.

3. **Exhibits:**

- Human Resources Department Presentation

MAGNOLIA PUBLIC SCHOOLS

HR UPDATES

As of 09/05/2023

HEAD COUNT (AS OF 9/5/2023)

Department Code ◇	Department ◇	Head Count ◇
1100	Teachers Department Title	206
1200	College Counselors and Psychol	17
1300	Certificated Supervisors & Adm	35
2100	Instructional Staff	49
2200	Classified Support	52
2400	Classified Clerical & Office	66
2900	Classified Other	1
Total		426

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

Williams Act/Credentialed Staff Report (Expected 15% or lower)

(AS OF 9/5/23)

Schools	Clear Credential	Preliminary Credential	Permit	TOTAL	% with permit
MSA-1	22	8	7	37	18.92%
MSA-2	8	7	10	25	40.00%
MSA-3	15	1	5	21	23.81%
MSA-4	4	4	1	9	11.11%
MSA-5	11		3	14	21.43%
MSA-6	5	2		7	0.00%
MSA-7	8	7	1	16	6.25%
MSA-8 (Bell)	9	6	7	22	31.82%
MSA-San Diego	13	9		22	0.00%
MSA-Santa Ana	19	14		33	0.00%
TOTAL	114	58	34	206	16.50%

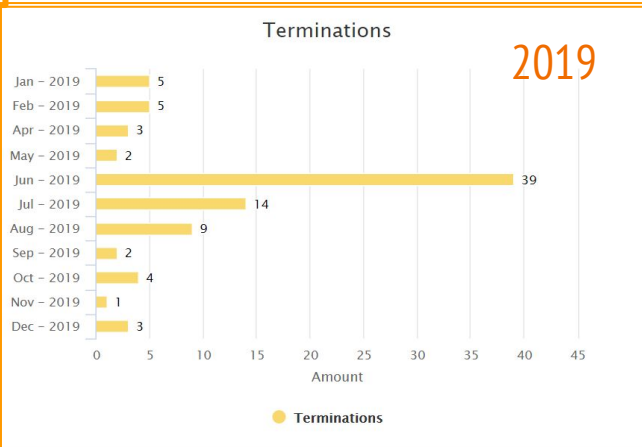
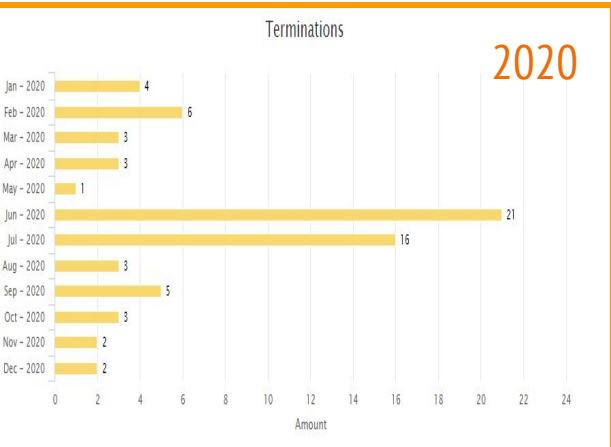
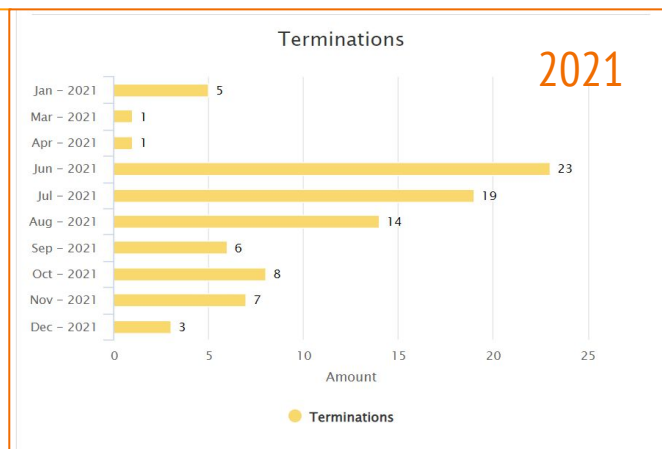
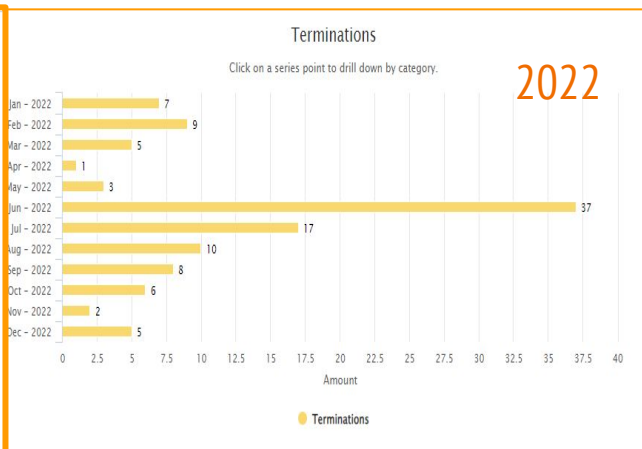
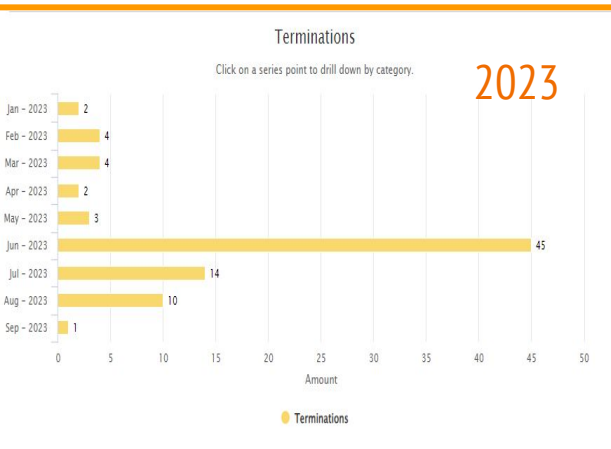
(ON 8/5/22)

Schools	Clear	Preliminary	Permit	TOTAL	% with permit
MSA-1	17	12	9	38	23.68%
MSA-2	11	3	9	23	39.13%
MSA-3	15	2	6	23	26.09%
MSA-4	1	7	1	9	11.11%
MSA-5	9	2	4	15	26.67%
MSA-6	6	1		7	0.00%
MSA-7	10	5	2	17	11.76%
MSA-8 (Bell)	10	7	6	23	26.09%
MSA-San Diego	13	7	1	21	4.76%
MSA-Santa Ana	20	14	2	36	5.56%
Grand Total	112	60	40	212	18.87%

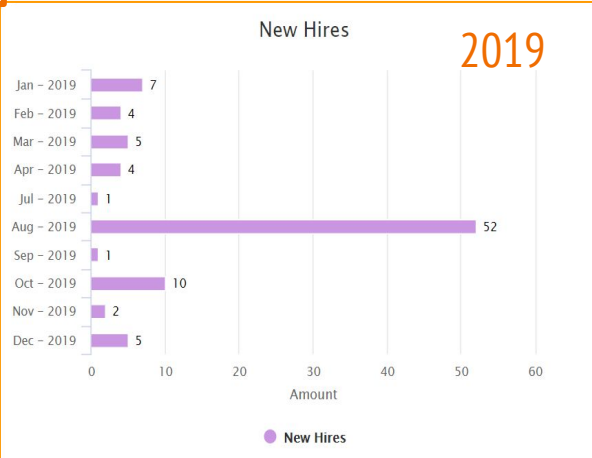
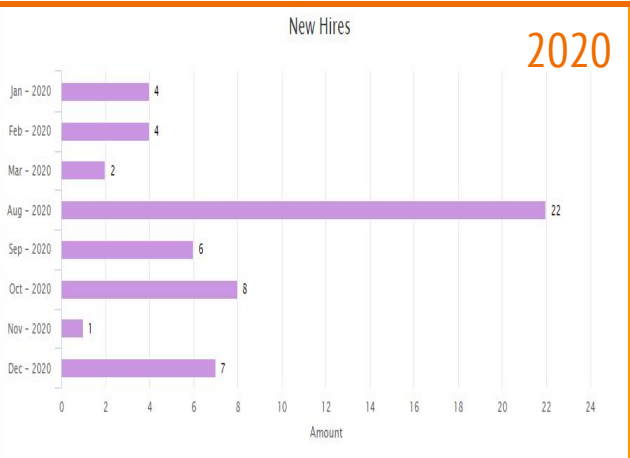
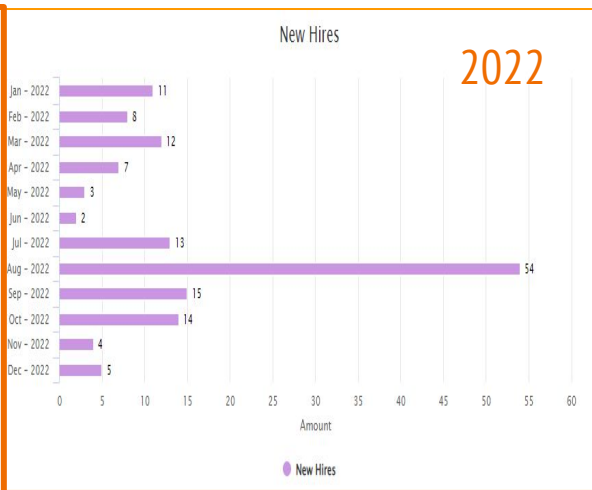
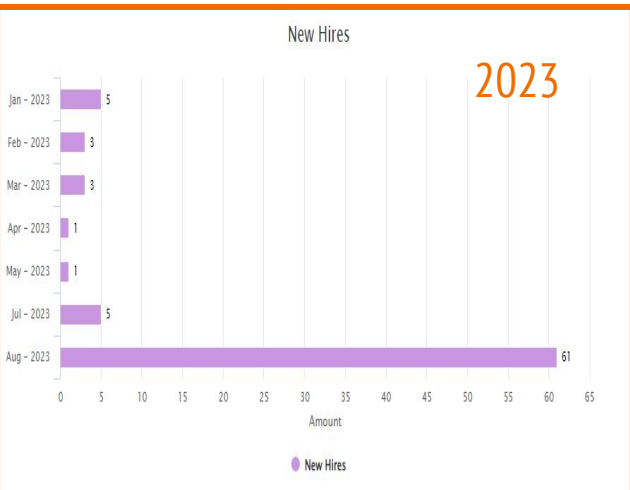
Vacancy Report

School	Certificated	Classified	TOTAL
MSA 1	5	3	8
MSA 2	3	0	3
MSA 3	2	0	2
MSA 4	1	0	1
MSA 5	0	3	3
MSA 6	0	1	1
MSA 7	1	0	1
MSA 8	3	0	3
MSA SA	1	4	5
MSA SD	1	1	2
	17	12	TOTAL: 29

TERMINATION (ALL EMPLOYEES)



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.

	2019-2020		2020-2021		2021-2022		2022-2023	
SCHOOLS	EXCEPTIONS	MISASSIGNMENTS	EXCEPTIONS	MISASSIGNMENTS	EXCEPTIONS	MISASSIGNMENTS	EXCEPTIONS	MISASSIGNMENTS
MSA-1	8	2	8	3	<u>33</u>	1	1	SUBMISSION DUE 9/30
MSA-2	15	1	4		<u>3</u>		4	SUBMISSION DUE 9/30
MSA-3	28	4	18	1	<u>30</u>		8	SUBMISSION DUE 9/30
MSA-4	7		2		0		2	SUBMISSION DUE 9/30
MSA-5	15		17		<u>5</u>	1	3	SUBMISSION DUE 9/30
MSA-6	16		7	6	<u>8</u>		7	SUBMISSION DUE 9/30
MSA-7			2		0		0	SUBMISSION DUE 9/30
MSA-8	16		8		1	1	7	SUBMISSION DUE 9/30
MSA-SA	2		2		<u>16</u>		10	SUBMISSION DUE 9/30
MSA-SD	7		8		<u>4</u>		2	SUBMISSION DUE 9/30
TOTAL	114	7	76	10	100	3	44	SUBMISSION DUE 9/30

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
Biohazard 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		All Employees Who Use Disinfectants or Pest Control Chemicals
Integrated Pest Management <i>(California Specific)</i>	CA Education Code § 17608-17613; CA Food & Agricultural Code § 13180-13188	Environmental- 60 minutes		
Workplace Violence: Awareness and Prevention - Employee	Cal/ OSHA Title 8 § 3203	Human Resources- 23 minutes		All Non- Supervising Employees
Sexual Harassment Prevention for Non-Managers (SB 1343) <i>(California Specific)</i>	CA Senate Bill 1343	Human Resources- 60 minutes	Current Non-Supervisor Employees – Every 2 Years. New Hires Within 6 Months of Hire Date.	All Non- Supervising Employees
Sexual Harassment: Policy & Prevention (AB 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	Coaches & Administrators of Athletic Programs
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)	School Nurses & Trained Volunteers
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 9/5/2023

Location	Not Completed	Completed	Total	Completion %
Magnolia Science Academy-1	2	73	75	97.33%
Magnolia Science Academy-2	2	46	48	95.83%
Magnolia Science Academy-3	4	35	39	89.74%
Magnolia Science Academy-4	1	16	17	94.12%
Magnolia Science Academy-5	1	26	27	96.30%
Magnolia Science Academy-6		12	12	100.00%
Magnolia Science Academy-7		37	37	100.00%
Magnolia Science Academy-8 (Bell)	1	41	42	97.62%
Magnolia Science Academy-San Diego	1	31	32	96.88%
Magnolia Science Academy-Santa Ana	1	61	62	98.39%
MERF	4	27	31	87.10%
Total	17	405	422	95.97%



Thank you for your
time.

Any questions?

