



**Human Resources Board Report**

This report is to update the Board on activities in the Human Resources Department.

It is important to note that one of the major Human Resources activities has been the Implementation of Paycom and the use of the system to help with payroll and time management compliance, benefits administration, providing Workforce Analytics, in addition to helping us with recruitment efforts and tracking.

Included in this document are reports that will be provided to the Board on a monthly basis to provide specific detail on the Human Resources outcomes.

**Hiring:**

Since July 2016, Magnolia Public Schools has added 109 employees to the various school sites. The total number of new hires for each school site is listed below and a full list of new hires by title and location are included in this report.

School Name	Total Number of New Hires
MSA-1	4
MSA-2	5
MSA-3	15
MSA-4	3
MSA-5	0
MSA-6	7
MSA-7	1
MSA-8	11
MSA-SD	11
MSA-SA	51

With the use of Paycom to track and monitor new hires and separations, we are also able to gauge our turnover numbers to understand, by department and title which employees are leaving and those that are being replaced.

As you can see on the turnover report, MPS is currently trending at a 27.61% turnover rate. One of the key drivers in the turnover number that you can see in the report is 23 terminations in the After School total. With the move to outsource the management of ASES programs to ARC, we separated 23 ASES employees that were not backfilled for the 2016-2017 school year.

I will provide a turnover report to the board on a monthly basis.

### **Recruitment:**

The Human Resources department is creating a comprehensive recruiting strategy and an aggressive recruitment calendar with the goal of building a talent pipeline of 300 potential candidates before the end of April.

Through participating in various college events, social media, scheduling our own internal branding fairs, and building a mechanism to communicate regularly about the great success at each of our Magnolia Schools, it is our goal to whet the palettes of new hires and to be able to have a pool of potential candidates available.

In addition, we have started to use Paycom to post of our open positions. Using this system provides us with the ability to track our recruiting efforts. Through the events and the pipeline, we should be able to see a decrease in the "days from request to hire" column on the recruitment report. This will also help us identify the positions that are harder to fill.

Through our college efforts, it is our intent to also target Math and Science graduates and use the CTC waiver process to create entry level teachers.

### **Benefits Administration:**

This was the first time that Magnolia has automated its benefits enrollment process for open enrollment and new hires. Benefits are now managed through to the carriers. When an employee is hired or leaves the organization, there is direct communication to the vendors. In addition, we are able to manage the specific costs for each employee based on their individual plan coverage.

In addition, one of the benefits of automating our benefits program is that now we have plan declinations captured with the reason for declination to support the \$150 per month medical stipend that is paid to employees. During the FCMAT audit, it was requested that we provide documentation and data to support this additional payment. We now have that.

Any plan costs owed by the employee automatically feed to the payroll file which prevents an employee from enrolling in a PPO plan and the employee deduction not being provided on the payroll file.

We will provide a monthly benefits summary to the board with costing and plan enrollment.

### Immigration and I9's

The HR department is working with The Law Offices of Kumar to have all immigration files consolidated under one employee. We have started transferring the files from other outside counsel. In addition, Kumar's law group is providing on-site support to help us audit Public Access Files and other components to make sure that we are in compliance. Regularly scheduled meetings are set up. It is our goal to have all files organized before the end of the year.

One of the items assessed as an area of opportunity was the preparation of I9's and the number of errors. All paper I9's have been corrected and uploaded into Paycom. For new hires, I9's are completed electronically which results in zero errors and the information being captured through electronic signatures.

### Other Compliance Updates:

We have transferred all employee data from Coolsis to Paycom and have started the process of data entrying information so that we can run compliance reports based on key dates. We have set up the system to send an email to employees, the Principal and the Regional Director when they near the expiration of a key compliance document such as credential or TB test.

Another compliance activity added is the use of SafeSchools for the completion and tracking of all required training. We have the ability to run reports to track completion and upload these certificates into Paycom along with the dates of completion.

We have turned on the time clock and the time sheet functions which will allow employees to track their hours based on resource code. This will also help us track overtime and manage the hours worked for part-time employee whose average hours worked per week may qualify them for benefits under the ACA. Currently employees who work less than 29 hours per week are not eligible to receive benefits, however if it is found that an employee averages more than 30 hours per week, the organization could receive a penalty for failing to offer benefits.

We will begin using Paycom to request and approve time off requests which will feed to the time sheet. This will give us the ability to better forecast the July payments of unused sick/personal days.

### Conclusion:

The HR department is working to establish better processes for managing compliance, organizing our Immigration program files, and more importantly creating a robust, durable talent acquisition program to help ensure we are 100% staffed.

Also, we are focused on continuing to grow our employee engagement which have included activities such as the first annual all MPS New Employee Orientation, various surveys sent at the 60 and 90 day mark and a creation of Total Compensation Statements which will be issued before the end of the first

semester so that employees can see the “hidden paycheck and benefits” of being a member of the Magnolia family.

There is still much to do, but we are working diligently on building these durable programs and look forward to providing the Board with the reports that tell the story of the HR efforts.

2016-2017 New Hire Report

Employee_Name	Payroll_Profile_Code	Position	Hire_Date	Department	Department_Desc	Resource_Code	Resource_Desc
ARGIN, TURKAN TIGRAK	0Y383	Math	08/01/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
KUCHER, JOHN H	0Y383	Sped	08/01/2016 1100	Teachers Department	Teachers Department Title	6500-0	Sped - AB602 (State)
BISBEY, CHELSI BRIANNE	0Y383	Title 1	08/01/2016 1100	Teachers Department	Teachers Department Title	3010-0	Title 1
DASILVA, JENNIFER CABRAL	0Y383	Spanish	08/04/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
GOMEZ, NELIDA	0Y384	Total					
KIM, TIMOTHY CHUNGSIK	0Y384	Math	08/01/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
HAKOBYAN, NARE	0Y384	Math Teacher	08/06/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
NGUYEN, DUC TRONG	0Y384	Math	08/17/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
STAVROPOULOS, ALCIA MARIE	0Y384	Teacher Aide	08/17/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
NELUM, KIM DANIELLE	0Y385	English	08/01/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
ARI, DENIZ BULENT	0Y385	Math Teacher	08/01/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
PULITZER, DAVID TODD	0Y385	Teacher	08/01/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
CAVEY, USA RENE	0Y385	Sped	08/01/2016 1100	Teachers Department	Teachers Department Title	3310-0	SpEd - IDEA (Federal)
UNGER, JASON PAUL	0Y385	Teacher	08/01/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
WEICHER, ERIN MARIE	0Y385	Sped	08/01/2016 1100	Teachers Department	Teachers Department Title	3310-0	SpEd - IDEA (Federal)
GRAY, WILLIAM DOUGLAS	0Y385	Dean Of Academics	08/01/2016 1300	Certificated Supervisors & Adm	Certificated Supervisors & Adm	0000-0	General
CORTINAS, FRANK R	0Y385	Social Studies Teacher	08/03/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
ULUTURK, YAKUP	0Y385	Math Teacher	08/08/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
DUNCAN, STEPHEN B	0Y385	Physical Education Teachre	08/08/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
OLIVAS, SHANNON M	0Y385	English Teacher	08/11/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
LAZO, LIZETTE	0Y385	Sped Aide	09/01/2016 2900	Classified Other	Classified Other	6500-0	Sped - AB602 (State)
BENAVIDES, JUAN FELIPE	0Y385	Teacher	09/26/2016 1100	Teachers Department	Teachers Department Title	6500-0	Sped - AB602 (State)
REYNA, NATALY	0Y385	Sped Aide	09/26/2016 2900	Classified Other	Classified Other	6500-0	Sped - AB602 (State)
OCEI, ZEKERIYA	0Y386	College Counselor	08/03/2016 1300	Certificated Supervisors & Adm	Certificated Supervisors & Adm	0000-0	General
BERHANE, SEWIT KANSAL	0Y386	Sped Aide	08/22/2016 2900	Classified Other	Classified Other	6500-0	Sped - AB602 (State)
BALTAZAR CORDOVA, JOCELYN KARINA	0Y386	Sped Aide	08/22/2016 2900	Classified Other	Classified Other	6500-0	Sped - AB602 (State)
SANTOS, TIANA MARIE	0Y386	Social Studies Teacher	09/26/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
TRUONG, JESSICA KIM	0Y388	Teacher	08/01/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
SKLAR, HEATHER STACY	0Y388	Teacher	08/01/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
SOBER, DUSTIN LEE	0Y388	English Teacher	08/08/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
THEIS, JACOB ALEXANDER	0Y388	Physical Education Teachre	08/08/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
MACKAY, EBONIE CHERELLE	0Y388	English Teacher	08/17/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
STUART, SANDRA ROSE	0Y388	Math Teacher	08/29/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
AGUIJAR, NORMAN ALFONZO	0Y388	Teacher Aide	10/04/2016 2900	Classified Other	Classified Other	0000-0	General
LAZO, HENRY EDGARDO	0Y389	Sped Aide	08/18/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
QUIROZ, ESTEBAN ADAM	0Y390	Teacher	07/29/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
MITCHELL, JUSTIN THOMAS	0Y390	Teacher	07/31/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
DELMUNO, JORGE E	0Y390	Teacher	07/31/2016 1100	Teachers Department	Teachers Department Title	3310-0	SpEd - IDEA (Federal)
CLARK, JACQUELINE MARIE	0Y390	Science Teacher	07/31/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
COLIN, LAURA	0Y390	Teacher Assistant	07/31/2016 2900	Classified Other	Classified Other	3310-0	SpEd - IDEA (Federal)
VAO, LAUREN KONOMI	0Y390	Pe	08/01/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
MORALES, HUGO	0Y390	Teacher	08/01/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
VABUKI, MATTHEW BRETT	0Y390	Teacher	08/01/2016 1100	Teachers Department	Teachers Department Title	0000-0	General
ZELLER, RIQUEL SIMONE	0Y390	Psychologist	08/01/2016 2900	Classified Other	Classified Other	0000-0	General

LEVVA, MAVRA	0Y390	Sped Aide	08/01/2016	2900	Classified Other	6500-0	Sped - AB602 (State)
TALAVERA, ROSA ADRIANA	0Y390	Teacher	08/08/2016	1100	Teachers Department Title	0000-0	General
SEITZ, MELISSA NOLAN	0Y391	Teacher	07/18/2016	1100	Teachers Department Title	6500-0	Sped - AB602 (State)
WOODS, CLAUDIAM	0Y391	Sped	07/27/2016	1100	Teachers Department Title	3310-0	SpEd - IDEA (Federal)
MAINS, MICHAEL THOMAS	0Y391	History Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
WOODWARD, ZACHARY NATHAN	0Y391	Science	08/01/2016	1100	Teachers Department Title	0000-0	General
SMITH, CHELSEY CELESTE MICHELI	0Y391	English Teacher	08/16/2016	1100	Teachers Department Title	0000-0	General
BEKEDAH, JOSEPH KESEY	0Y391	English Teacher	08/16/2016	1100	Teachers Department Title	0000-0	General
LEWIS, NICOLE ANTOINETTE	0Y391	Part Time Teacher	08/18/2016	1100	Teachers Department Title	0000-0	General
VANROBER, CINDIE MARIE	0Y391	Music	08/22/2016	1100	Teachers Department Title	0000-0	General
QUEZADA, KATIE ANN	0Y391	Social Studies Teacher	08/22/2016	1100	Teachers Department Title	0000-0	General
RADOSEVIC, COREY ANDREW	0Y391	Physical Education Teacher	08/29/2016	1100	Teachers Department Title	0000-0	General
RICHARDSON, SHANNON	0Y391	Psychologist	09/27/2016	1300	Certificated Supervisors & Adm	0000-0	General
GURLEA, YAROL	0Y393	Principal	07/19/2016	1300	Certificated Supervisors & Adm	0000-0	General
GUZMAN, CRYSTAL	0Y393	Teacher Aide	07/25/2016	2900	Classified Other	0000-0	General
TOWNING, MELISSA MAHI	0Y393	Physical Education Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
HWANG, GRACE YON	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
BELL, MEGAN ROSE	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
MULLEN, GREG VIEYRA	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
BARFIELD, LINDSEY MICHELE	0Y393	Art	08/01/2016	1100	Teachers Department Title	0000-0	General
KEEFE, KELLY ANN	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
WALDEN-SCHULZ, LINCOLN BROOK	0Y393	Pe	08/01/2016	1100	Teachers Department Title	0000-0	General
VARGAS, JORDAN ANTHONY	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
PETERSON, JULIE NICOLE	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
THATCHER, MICHAEL ROBERT	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
FLOWERS, TRACI FRANCINE	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
JONGEWAARD, ALMA HAIDEE	0Y393	Social Studies Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
LIMONGELLI, SARAH MARIE	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
LE, JACQUELINE NGUYEN	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
PETERSON, SANDRA J	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
THOMPSON, TRICIA GAIL	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
LAMADRID, REBECCA ANN	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
BRANNAN, SONYA MARIE	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
LITTLEFIELD, KEVIN LEE	0Y393	English Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
SETODENIYA, KATAYODN	0Y393	Science Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
CZERNER-ROWE, MARIA SARAH	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
FULLER, MARGARET LEIGH	0Y393	Teacher	08/01/2016	1100	Teachers Department Title	0000-0	General
JOHNSON, SHERA A	0Y393	Dean Of Culture	08/01/2016	1300	Certificated Supervisors & Adm	0000-0	General
GALLO, LILLIANA	0Y393	Spanish	08/01/2016	200A	Teachers	0000-0	General
KIM, DANIEL TAE-MIN	0Y393	Teacher	08/01/2016	200A	Teachers	0000-0	General
ECE, ALI	0Y393	It Personnel	08/01/2016	2400	Classified Clerical & Office	0000-0	General
PETROSINO, EMILY ROSE	0Y393	Teacher Assistant	08/01/2016	2900	Classified Other	0000-0	General
VILLETTE, NICK JOSEPH	0Y393	Teacher Aide	08/01/2016	2900	Classified Other	0000-0	General
CASTRO, DEBORAH S.	0Y393	Spanish	08/06/2016	1100	Teachers Department Title	0000-0	General
LOZANO, SABRINA VASQUEZ	0Y393	Teacher	08/06/2016	1100	Teachers Department Title	0000-0	General
BITTINGER, CB CONNIE	0Y393	English Teacher	08/08/2016	1100	Teachers Department Title	0000-0	General
WASHINGTON, VICENTE LAWRENCE	0Y393	Math	08/16/2016	1100	Teachers Department Title	0000-0	General
TOWEY, PATRICIA LYNN	0Y393	Teacher	08/16/2016	1100	Teachers Department Title	0000-0	General
EDWARDS, FRANCES JEANNE	0Y393	Teacher	08/16/2016	1100	Teachers Department Title	0000-0	General
HWANG, KYU REE	0Y393	Sped Aide	08/23/2016	2900	Classified Other	6500-0	Sped - AB602 (State)
ANI, BEVERLY KELECHUKWU	0Y393	Sped Aide	08/23/2016	2900	Classified Other	6500-0	Sped - AB602 (State)
QUIROZ, SAUL	0Y393	Custodian	09/01/2016	300A	Office and Clerical	0000-0	General

GUERRERO, JONATHAN OSCAR	0V393	Custodian	09/01/2016	300A	Office and Clerical	0000-0	General
JUNG, SUNNY YOOSUN	0V393	Art	09/07/2016	1100	Teachers Department Title	0000-0	General
BENDER, ANGELIQUE NICOLE-VINK	0V393	History Teacher	09/09/2016	1100	Teachers Department Title	0000-0	General
GARCIA, MATIA, MARGARITA	0V393	Office Secretary	09/09/2016	2900	Classified Other	0000-0	General
DAVIS, STEPHANIE ANNE	0V393	Teacher	09/12/2016	1100	Teachers Department Title	0000-0	General
RIVERA, ERIC JORGE FARRELL	0V393	Teacher Aide	09/14/2016	2900	Classified Other	0000-0	General
ALVAREZ, GUADALUPE ESMERALDA	0V393	Teacher Aide	09/22/2016	2900	Classified Other	0000-0	General
ERSOZ, NILUFER	0V393	Math Teacher	09/26/2016	1100	Teachers Department Title	0000-0	General
GARCIA, MARICRUZ	0V393	Teacher Aide	09/26/2016	2900	Classified Other	0000-0	General
RIVERA, DANIELLA INMACOLATA	0V393	Teacher Aide	09/26/2016	2900	Classified Other	0000-0	General
VAZQUEZ, AGUSTIN	0V393	Teacher Aide	09/26/2016	2900	Classified Other	0000-0	General
FARMER, JAMES DANIEL	0V393	Teacher Aide	09/26/2016	300A	Office and Clerical	0000-0	General
CHAVEZ, AARON W	0V393	Teacher Aide	09/28/2016	2900	Classified Other	0000-0	General

Turnover Report  
 For Period June 1, 2016-October 1, 2016

Division/Department Name	Employees at June 1, 2016	New Hires	Number Separated	Employees at 10/1/2016**	Turnover Rate
After School Total	23	0	23	0	100%
Teachers Department Title Total	164	77	22	219	13.41%
Certificated Supervisors & Adm Total	40	5	0	45	0%
Classified Clerical & Office Total	54	3	4	53	7.41%
Classified Other Total	45	22	8	59	17.78%
Unassigned Total	1	0	1	0	100%
<b>Totals :</b>	<b>327</b>	<b>107</b>	<b>58</b>	<b>376</b>	<b>17.74%</b>

\*Turnover=Total number of employees in the department at June 30 divided by the number separated in the time frame of June 1-October 1.

\*\*Total number of employees in the department as of October 1, 2016



# Recruitment Report

Job Title	Position Title	Request Date	Listing ID	Location	Date Posted	Hire Date	Applicant Hired	Days from Request to Hire
Accounts Payable (AP)	Accounts Payable (AP)	03/16/2016	1629	Magnolia Science Academy	03/16/2016	04/14/2016	LESIA, CHARLES	29
Accounts Payable (AP)	Accounts Payable (AP)	03/16/2016	1630	Magnolia Science Academy	03/16/2016	09/12/2016	SUNNY, JUNG	0
Art Teacher	Art	09/06/2016	4311	Magnolia Science Academy-Santa An:	09/06/2016	06/16/2016	LINDSEY, BARFIELD	6
Art Teacher	Art	04/21/2016	2493	Magnolia Science Academy-Santa An:	04/21/2016			56
Chief Academic Officer	Chief Academic Officer	03/16/2016	1626	Magnolia Science Academy	03/16/2016			0
Chief Academic Officer	Chief Academic Officer	03/16/2016	1627	Magnolia Science Academy	03/16/2016			0
Chief Academic Officer	Chief Academic Officer	04/21/2016	1627	Magnolia Science Academy	03/16/2016			0
Dean of Academics	Dean Of Students	07/11/2016	3655	Magnolia Science Academy-3	07/11/2016	07/12/2016	WILLIAM, GRAY	2
English Teacher	English Teacher	08/01/2016	3914	Magnolia Science Academy-3	07/08/2016	07/06/2016	WHITNEY, VILTZ	9
English Teacher	English Teacher	08/01/2016	3914	Magnolia Science Academy-3	07/08/2016	08/09/2016	JOSEPH, BEKEDAH	9
English Teacher	English Teacher	08/01/2016	3914	Magnolia Science Academy-San Diegr	08/01/2016	08/09/2016	Chelsey, Smith	9
English Teacher - Reseda, CA	English Teacher	03/03/2016	1412	Magnolia Science Academy-2	02/11/2016	05/25/2016	Cory, Kellner	33
English/History Teacher	English Teacher	04/14/2016	2361	Magnolia Science Academy-6	04/14/2016	04/04/2016	Radia, Amari	84
History Teacher	Physical Education Teacher	05/02/2016	2751	Magnolia Science Academy-8 (Bell)	05/02/2016	07/05/2016	JUSTIN, MITCHELL	65
History Teacher	Physical Education Teacher	05/02/2016	2751	Magnolia Science Academy-8 (Bell)	05/02/2016	07/06/2016	HUGO, MORALES	66
Math Teacher	Math Teacher	03/03/2016	1413	Magnolia Science Academy-3	02/21/2016			
Math Teacher - Reseda, CA	Math Teacher	03/03/2016	1413	Magnolia Science Academy-2	03/03/2016	06/30/2016	Timothy, Kim	120
School Site Civic Engagement Team Member	Math Teacher		365		02/01/2016			
School Site Civic Engagement Team Member	Math Teacher		365		02/01/2016			
School Site Civic Engagement Team Member	Math Teacher		365		02/01/2016			
School Site Civic Engagement Team Member	Math Teacher		365		02/01/2016			
School Site Civic Engagement Team Member	Math Teacher		365		02/01/2016			
School Site Civic Engagement Team Member	Math Teacher		365		02/01/2016			
School Site Civic Engagement Team Member	Math Teacher		365		02/01/2016			
School Site Civic Engagement Team Member	Math Teacher		365		02/01/2016			
Senior Fiscal Analyst	7th Grade Science	04/20/2016	2438	Magnolia Science Academy	04/20/2016	06/13/2016	JASMYNNE-SHAYE, ROBBIN	54
Science Teacher - Middle School	7th Grade Science	04/20/2016	2438	Magnolia Science Academy-8 (Bell)	02/04/2016	06/29/2016	JACQUELINE, CLARK	54
Senior Fiscal Analyst	7th Grade Science	03/29/2016	1979	Magnolia Science Academy	02/04/2016	06/13/2016	STEVEN, KAO	76
Social Studies Teacher	Social Studies Teacher	05/02/2016	2748	Magnolia Science Academy-San Diegr	05/02/2016	06/21/2016	MICHAEL, MAINS	50
Spanish Teacher	Spanish	07/14/2016	3687	Magnolia Science Academy-6	07/14/2016			0
Spanish Teacher	Spanish	04/18/2016	2402	Magnolia Science Academy-Santa An:	04/18/2016	07/08/2016	LILLIANA, GALLO	82
Spanish Teacher	Spanish	04/18/2016	2402	Magnolia Science Academy-Santa An:	04/18/2016	09/12/2016	Stephanie, Davis	11
Special Education Teacher	Teacher	09/01/2016	4271	Magnolia Science Academy-Santa An:	09/01/2016			
Special Education Teacher	Teacher	04/20/2016	2454	Magnolia Science Academy-2	04/20/2016			0
Special Education Teacher	Teacher	09/03/2016	4296	Magnolia Science Academy-2	04/20/2016	09/07/2016	Juan, Benavides	5
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016			
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	06/27/2016	MEGAN, BELL	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	07/22/2016	Dong, CHENG	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	08/23/2016	SABRINA, LOZANO	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	06/21/2016	Rebecca, lamadrid	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	07/08/2016	Kelly, Keefe	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	07/13/2016	SONYA, BRANNAN	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	08/06/2016	KATAYOON, SETOEHNIA	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	07/06/2016	SANDRA, PETERSON	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	08/02/2016	VICENTE, WASHINGTON	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	06/29/2016	GREG, MULLEN	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	07/21/2016	DANIEL, KIM	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	06/27/2016	SARAH, JIMONGELLI	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	06/20/2016	ALMA, JONCEWAARD	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	07/22/2016	MARIA, CZERNER-ROWELL	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	06/29/2016	JULIE, PETERSON	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	07/27/2016	TRACI, FLOWERS	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	07/21/2016	FRANCES, EDWARDS	
Teachers (Elementary and Single Subject Credential)	Teacher		358		09/03/2016	06/21/2016	TRICIA, THOMPSON	

# Sample Benefits Report

EE Code	EE Name	Deduction Code	Tax Treatment	Plan Year(s)	Benefit Plan	Benefit Level	Benefit Status	Benefit Effective Date	Benefit Premium
A001	ABRAHAM, JANELL MARIE	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	1163.50
A001	ABRAHAM, JANELL MARIE	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee and Family	Approved	09/01/2016	53.54
A001	ABRAHAM, JANELL MARIE	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	28.75
A004	ACAR, ERDINC	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	1163.50
A004	ACAR, ERDINC	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee and Family	Approved	09/01/2016	53.54
A004	ACAR, ERDINC	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	28.75
A005	ACAR, SUAT	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	1163.50
A005	ACAR, SUAT	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee and Family	Approved	09/01/2016	53.54
A005	ACAR, SUAT	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	28.75
A006	ACOSTA, FABIOLA	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	09/01/2016	387.83
A006	ACOSTA, FABIOLA	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee Only	Approved	09/01/2016	18.79
A006	ACOSTA, FABIOLA	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A006	ACOSTA, FABIOLA	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A043	ADANUR, YUSUF	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	1163.50
A043	ADANUR, YUSUF	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee and Family	Approved	09/01/2016	53.54
A043	ADANUR, YUSUF	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	28.75
A043	ADANUR, YUSUF	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	28.75
A00A	AKDENIZ, HALIL	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	1163.50
A00A	AKDENIZ, HALIL	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee and Family	Approved	09/01/2016	53.54
A00A	AKDENIZ, HALIL	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	28.75
A00A	AKDENIZ, HALIL	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	28.75
A00D	ALONSO, MEAGAN	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	09/01/2016	387.83
A00D	ALONSO, MEAGAN	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee Only	Approved	09/01/2016	18.79
A00D	ALONSO, MEAGAN	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A00D	ALONSO, MEAGAN	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A089	AMOS, AMANDA NOEL	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Spouse	Approved	09/01/2016	853.23
A089	AMOS, AMANDA NOEL	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee and Spouse	Approved	09/01/2016	35.70
A089	AMOS, AMANDA NOEL	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Spouse	Approved	09/01/2016	20.17
A00F	ANAYA, MARILYN	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	09/01/2016	387.83
A00F	ANAYA, MARILYN	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee Only	Approved	09/01/2016	18.79
A00F	ANAYA, MARILYN	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A00F	ANAYA, MARILYN	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A00G	ANDERSEN, AUTUMN HEATHER	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	09/01/2016	387.83
A00G	ANDERSEN, AUTUMN HEATHER	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee Only	Approved	09/01/2016	18.79
A00G	ANDERSEN, AUTUMN HEATHER	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A00G	ANDERSEN, AUTUMN HEATHER	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A00H	ANDERSON, ERIK	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	09/01/2016	387.83
A00H	ANDERSON, ERIK	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee Only	Approved	09/01/2016	18.79
A00H	ANDERSON, ERIK	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A00H	ANDERSON, ERIK	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A00L	ANGOOD, TREVOR	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	09/01/2016	387.83
A00L	ANGOOD, TREVOR	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee Only	Approved	09/01/2016	18.79
A00L	ANGOOD, TREVOR	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A00L	ANGOOD, TREVOR	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee Only	Approved	09/01/2016	10.08
A00Q	ARGIN, TURKAN TIGRAK	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	1163.50
A00Q	ARGIN, TURKAN TIGRAK	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee and Family	Approved	09/01/2016	53.54
A00Q	ARGIN, TURKAN TIGRAK	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	28.75
A00Q	ARGIN, TURKAN TIGRAK	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	28.75
A00F	ARI, DENIZ BULENT	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	1163.50
A00F	ARI, DENIZ BULENT	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee and Family	Approved	09/01/2016	53.54
A00F	ARI, DENIZ BULENT	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	28.75
A00F	ARI, DENIZ BULENT	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	28.75
A00Q	ARSLAN, LATIF	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Spouse	Approved	09/01/2016	853.23
A00Q	ARSLAN, LATIF	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee and Spouse	Approved	09/01/2016	35.70
A00Q	ARSLAN, LATIF	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Spouse	Approved	09/01/2016	20.17
A00T	ATAR, BROCK	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	1163.50
A00T	ATAR, BROCK	MHO	Pre-Tax	(2016 - 2017)	MetLife HMO	Employee and Family	Approved	09/01/2016	53.54
A00T	ATAR, BROCK	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	20.17
A00T	ATAR, BROCK	MV6	Pre-Tax	(2016 - 2017)	MetLife Vision	Employee and Family	Approved	09/01/2016	20.17

A00T	ATAR, BROCK	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee and Family	Approved	09/01/2016	28.75
A00U	ATAY, AHMET	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	1163.50
A00U	ATAY, AHMET	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee and Family	Approved	09/01/2016	53.54
A00U	ATAY, AHMET	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee and Family	Approved	09/01/2016	28.75
A00V	ATWATER, KAYLEIGH MARIE	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	09/01/2016	387.83
A00V	ATWATER, KAYLEIGH MARIE	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee Only	Approved	09/01/2016	18.79
A00V	ATWATER, KAYLEIGH MARIE	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee Only	Approved	09/01/2016	10.08
A00X	AZARI, NASIMI	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	09/01/2016	387.83
A00X	AZARI, NASIMI	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee Only	Approved	09/01/2016	18.79
A00X	AZARI, NASIMI	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee Only	Approved	09/01/2016	10.08
A002	BABAE, MAHYA	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	09/01/2016	387.83
A002	BABAE, MAHYA	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee Only	Approved	09/01/2016	18.79
A002	BABAE, MAHYA	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee Only	Approved	09/01/2016	10.08
A011	BAL, KEREM	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	53.54
A011	BAL, KEREM	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee and Family	Approved	09/01/2016	28.75
A011	BAL, KEREM	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee and Family	Approved	09/01/2016	853.23
A015	BEELER, BRIAN	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Spouse	Approved	09/01/2016	35.70
A015	BEELER, BRIAN	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee and Spouse	Approved	09/01/2016	20.17
A015	BEELER, BRIAN	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee and Spouse	Approved	10/01/2016	548.59
A00B	BEKEDAH, JOSEPH KESEY	KPP	Pre-Tax	(2016 - 2017)	Kaiser PPO	Employee Only	Approved	10/01/2016	68.55
A00B	BEKEDAH, JOSEPH KESEY	MPP	Pre-Tax	(2016 - 2017)	Mettife PPO	Employee Only	Approved	10/01/2016	10.08
A00B	BEKEDAH, JOSEPH KESEY	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee Only	Approved	11/01/2016	1163.50
A00B	BELL, MEGAN ROSE	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	53.54
A00B	BELL, MEGAN ROSE	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee and Family	Approved	09/01/2016	28.75
A00B	BELL, MEGAN ROSE	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee and Family	Approved	11/01/2016	387.83
A00U	BENAVIDES, JUAN FELIPE	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	11/01/2016	18.79
A00U	BENAVIDES, JUAN FELIPE	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee Only	Approved	11/01/2016	10.08
A00U	BENAVIDES, JUAN FELIPE	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee Only	Approved	11/01/2016	1163.50
A00V	BENDER, ANGELIQUE NICOLE-VI	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	11/01/2016	53.54
A00V	BENDER, ANGELIQUE NICOLE-VI	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee and Family	Approved	11/01/2016	28.75
A00V	BENDER, ANGELIQUE NICOLE-VI	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee and Family	Approved	09/01/2016	1163.50
A017	BIDAK, FARUK	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Family	Approved	09/01/2016	53.54
A017	BIDAK, FARUK	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee and Family	Approved	09/01/2016	28.75
A017	BIDAK, FARUK	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee and Family	Approved	09/01/2016	18.79
A018	BIDAK FATMA, IREM	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee Only	Approved	09/01/2016	10.08
A018	BIDAK FATMA, IREM	MV5	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee and Spouse	Approved	09/01/2016	853.23
A0C8	BITTINGER, CB CONNIE	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee and Spouse	Approved	09/01/2016	35.70
A0C8	BITTINGER, CB CONNIE	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee and Spouse	Approved	09/01/2016	20.17
A0C8	BITTINGER, CB CONNIE	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee and Spouse	Approved	09/01/2016	387.83
A019	BLACK, TAWNIE CHRISTIANA	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	09/01/2016	68.55
A019	BLACK, TAWNIE CHRISTIANA	MPP	Pre-Tax	(2016 - 2017)	Mettife PPO	Employee Only	Approved	09/01/2016	10.08
A019	BLACK, TAWNIE CHRISTIANA	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee Only	Approved	09/01/2016	387.83
A01A	BLOCK, ELYSE J	KHM	Pre-Tax	(2016 - 2017)	Kaiser HMO	Employee Only	Approved	09/01/2016	18.79
A01A	BLOCK, ELYSE J	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee Only	Approved	09/01/2016	10.08
A01A	BLOCK, ELYSE J	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee Only	Approved	09/01/2016	1645.77
A01B	BOATMAN, TERRI F.	KPP	Pre-Tax	(2016 - 2017)	Kaiser PPO	Employee and Family	Approved	09/01/2016	53.54
A01B	BOATMAN, TERRI F.	MHO	Pre-Tax	(2016 - 2017)	Mettife HMO	Employee and Family	Approved	09/01/2016	28.75
A01B	BOATMAN, TERRI F.	MV6	Pre-Tax	(2016 - 2017)	Mettife Vision	Employee and Family	Approved	09/01/2016	28.75