APPROVED

Magnolia Public Schools

Minutes

Regular Personnel Committee Meeting

Date and Time
Thursday February 22, 2018 at 6:30 PM

Location
MPS Central Office: 250 E. 1st St. Suite 1500 Los Angeles, CA 90012

Committee members who joined remotely joined from the following location:
- 11935 Dorothy Street, Los Angeles, CA 90049 (Dr. Saken Sherkhanov)

Personnel Committee Members:
Dr. Saken Sherkhanov
Ms. Diane Gonzalez

CEO and Superintendent
Dr. Caprice Young

Committee Members Present
D. Gonzalez, S. Sherkhanov (remote)

Committee Members Absent
None

I. Opening Items

A. Call the Meeting to Order

D. Gonzalez called a meeting of the Personnel Committee of Magnolia Public Schools to order on Thursday Feb 22, 2018 at 6:36 PM.

B. Record Attendance and Guests

All committee members participated in the meeting.

C. Pledge of Allegiance

B. Torres, MPS Executive Assistant led the Pledge of Allegiance.

D. Public Comments

There were no public comments.

E. Approval of the Agenda

D. Gonzalez made a motion to approve the agenda as presented.
S. Sherkhanov seconded the motion.
The committee **VOTED** unanimously to approve the motion.

Roll Call

D. Gonzalez Aye
S. Sherkhanov Aye

F. Approve Minutes of Personnel Committee Meeting- January 16, 2017

S. Sherkhanov made a motion to approve minutes from the Regular Personnel Committee Meeting on 01-16-18 Regular Personnel Committee Meeting on 01-16-18.
D. Gonzalez seconded the motion.
The committee **VOTED** unanimously to approve the motion.

Roll Call

S. Sherkhanov Aye
D. Gonzalez Aye

II. Recommended Action Item

A. Recommendation to Approve the Proposed School Leader Salary Scale

Item II A Approval of the Proposed School Leader Salary Scale and Item II B Approval of the MPS Employee Pay Raise Scale for Full-Time Teaching Positions were presented and discussed together. C. Young, MPS CEO and Superintendent, explained the proposed changes to the salary scales. She explained that the proposed scale would increase the base salary and salaries will vary based on performance, experience and other categories that are explained in detail in the scale. C. Young, explained that with the current budget, MPS does fall in the negative but staff is confident that with higher student enrollment numbers and budget cuts, all schools will be able to meet their budget targets. N. Montijo, MPS Chief Financial Officer, explained that each school budget was

reviewed individually to ensure all schools were able to sustain the new scale. O. Revish, MPS Human Resources Director, explained that she had done a comparison of salary scales amongst other charter management organizations, she stated that even with the new proposed scales, MPS salaries are lower than other similar organizations. D. Yilmaz, MPS Chief Accountability Officer, explained the process of the creation of the proposed salary scale, he explained that input from different stakeholders was considered. There was a lengthy discussion on the proposed salary scales, all questions were addressed.
S. Sherkhanov made a motion to approve Item II A Approval of the Proposed School Leader Salary Scale and Item II B Approval of the MPS Employee Pay Raise Scale for Full-Time Teaching Positions .
D. Gonzalez seconded the motion.
The committee **VOTED** unanimously to approve the motion.

Roll Call
S. Sherkhanov Aye
D. Gonzalez Aye

B. Recommendation to Approve the MPS Employee Pay Raise Scale for Full-Time Teaching Positions

Item II A Approval of the Proposed School Leader Salary Scale and II B Approval of the MPS Employee Pay Raise Scale for Full-Time Teaching Positions were presented and discussed together. Refer to information above for more details.

III. Discussion Item

A. Home Office Salary Benchmarks

C. Young, MPS Chief Executive Officer, explained the Home Office Salary Benchmarks to the committee. She explained that staff had done a comparison of salaries amongst similar executive teams at other charter management organizations before presenting this item. Her recommendation was to adjust the salary band for the Chief Financial Officer position which was the only position that was reaching the higher end of the salary band. S. Sherkhanov, Committee Member, recommended that this item be reviewed by the Finance Committee. This was a discussion item, no actions were taken.

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:16 PM.

Respectfully Submitted,
D. Gonzalez