APPROVED

Magnolia Public Schools

Minutes

Personnel Committee Meeting

Date and Time
Monday March 7, 2016 at 5:30 PM

Location
Teleconference Dial: 1.844.572.5683 Code: 1948435

Regular Personnel Committee Meeting:

Personnel Committee Members:
Mr. Saken Sherkhanov
Mr. Nguyen Huynh

CEO and Superintendent
Caprice Young

Committee Members Present
N. Huynh (remote), S. Sherkhanov (remote)

Committee Members Absent
None

I. Opening Items

A. Record Attendance and Guests

All committee members joined remotely.

B.

Call the Meeting to Order

S. Sherkhanov called a meeting of the Personnel Committee of Magnolia Public Schools to order on Monday Mar 7, 2016 at 5:34 PM.

C. Approve Minutes of Personnel Committee Meeting- January 20, 2016

N. Huynh made a motion to approve minutes from the Personnel Committee Meeting on 01-20-16 Personnel Committee Meeting on 01-20-16.
S. Sherkhanov seconded the motion.
The committee **VOTED** unanimously to approve the motion.

II. Action Items- Committee Recomendations for Full Board Approval

A. Approval of Teacher Compensation Plan

T. Boatman, Chief of Human Resources, presented the 2016-17 teacher compensation plan to the Personnel Committee. She mentioned that a survey was sent to teachers to obtain their feedback on health benefits and current pay scale, this feedback was incorporated into the new scale. C. Young, Chief Executive Officer and O. Diaz, Chief Financial Officer, explained what the budget variances would be if the compensation plan was approved. MPS staff believe that the new pay scale will strengthen staff retention numbers through the offer of multi year contracts, health benefits and equality amongst subjects taught. The creation of this scale was based on executive team efforts along with approval of school principals. This salary scale continues to use the point system therefore, teacher increases will vary per employee based on experience, degrees, extra duties and other factors. MPS Executive team provided feedback and addressed questions. Committee members requested additional information, they would like to obtain feedback from the principals on the presented scale. No actions were taken.

B. Approval of Changes from 12 Month Agreements to 10 Month Agreements

T. Boatman, Chief of Human Resources, presented the change from 12 month employee agreements to 10 month employee agreements. She explained that this modification will not change salaries, therefore there are no budget implications. With this modification, teacher salaries will be paid evenly through out 12 months. Magnolia Public Schools will institute summer holdback, this system spreads teacher salaries out evenly through 12 months. The new proposed contract dates will align with the school calendar in order to better comply with STRS & PERS reporting. The approval of these changes will allow MPS to begin this new process in fiscal year 2016-17. All questions were addressed.
S. Sherkhanov made a motion to recommend approval of Changes from 12 Month Agreements to 10 Month Agreements.
N. Huynh seconded the motion.
The committee **VOTED** unanimously to approve the motion.

Roll Call

S. Sherkhanov Aye

Roll Call

N. Huynh Aye

C. Approval of Benefits's Broker Services

T. Boatman, Chief of Human Resources, presented the Benefit's Broker Services to the committee. She explained the Request For Proposal and interview process of the four companies that applied. She also explained that Magnolia Public Schools (MPS) has been using the same broker for several years and it was in the best interest of the organization to re-bid the contract at this time. Re-bidding allowed MPS to search for competitive prices. The interview team recommended Montage Insurance Solutions to be the new MPS broker due to recommendations of other Montage clients and Montage's experience with other CMOs, they are familiar with the HRIS system that MPS uses and they demonstrate commitment to customer service. T. Boatman explained that this broker set a $75,000 cap of commission and anything over that will be reimbursed back to MPS. Current health benefits will not be changing but we will have the option to add other benefits. There will be no budget implications with this change. MPS might benefit financially from the change due to the cap the new broker commits to. T. Boatman addressed all questions.

S. Sherkhanov made a motion to recommend approval to award Montage as the new Benefits Broker Services Provider.

N. Huynh seconded the motion.

The committee **VOTED** unanimously to approve the motion.

Roll Call

S. Sherkhanov Aye

N. Huynh Aye

III. Discussion Item

A. Update on Personnel Committee- 18 Month Plan

T. Boatman, Chief of Human Resources, updated the Personnel Committee on the progress made toward the goals stated in the 18 month Personnel Committee Plan. She addressed all questions. This was an information 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 7:00 PM.

Respectfully Submitted,

S. Sherkhanov