



Staff Report
June 21, 2017

This report is meant to provide updates to the Board of Directors Personnel Committee:

403(b)

Compass Charter Schools offers a 403(b) retirement plan to its staff. For those who are not credentialed, CCS offers up to a 10% match. (Those staff who are credentialed are enrolled in the California State Teachers Retirement System and receive a match of 12.58% this year, with rates increasing year. The 2017-18 match is 14.43%; 2020-21 match is 19.1%.) 23 staff (27.7%) are currently enrolled and 12 receiving matching funds. The average match is 6.7%. The next opportunity for staff to join and/or make changes to their plan is July 1 through July 15. They are able to join and/or make changes quarterly.

All-Staff Retreat

We will be hosting our annual in-person All-Staff Retreat at Paradise Point in San Diego from Monday, July 31 through Friday, August 4. Training will focus on the new StrongMind system, with some opportunity for department and division training. There are several evening social activities planned as well. We have also partnered with the American Red Cross to host a Blood Drive on-site for staff, guests and the community from 7-12 pm on Friday, August 4 as our way to give back to the community.

California State Teachers Retirement System

Due to the closing of Academy of Arts & Sciences: Sonoma and Academy of Arts & Sciences: Thousand Oaks & Simi Valley, we have begun the process to notify CalSTRS and the two (2) County Offices of Education (Sonoma and Ventura) of our closure and are moving our employees who are in these files to our LA file. This has no impact on our staff. The only impact is how we report contributions each month for employees and from the employer, which will be through our LA file to the Los Angeles County Office of Education.

Celebrations

At our Annual Meeting on Monday, June 26, we will present the Certificated Employee of the Year Award to Kasey Bentley, Head High School Advisor, and Classified Employee of the Year Award to David Brasch, IT Coordinator. We will also present the Employee of the Year. Staff nominated their peers throughout May, and our 2016 honorees read through the nominations and selected our 2017 honorees and honorable mentions.

Hiring Update

We continue to update our tracking document, which helps us monitor our recruiting process. This tracks when a position is posted, how many applicants we receive, when we make an offer and when the new employee starts. *See attached.*

S.T.A.F.F. Committee

Our S.T.A.F.F. Committee continues to meet and create opportunities for staff to engage in fellowship in a virtual setting. The Spring event was a Happy Dance Contest, where staff submitted a video of them showing off their “happy dance.” The first place prize is a wireless waterproof speaker. They are also hosting End of Year Lunches for our staff on Friday, June 30 in Fresno, Thousand Oaks, and San Diego.