

**BlueSky Charter School**  
HR Committee Meeting  
Thursday, January 9th, 2020  
2:00 PM

**Location:** [meet.google.com/fcr-aspy-agp](https://meet.google.com/fcr-aspy-agp)

**1. Call to Order**

**2. Roll Call** – Paula Forbes, **Amy Larsen, Sara Neu, Jodi Helder, David Bjorklund**, Dawn Mensing, **John Mizeur, Julie Johnson, Heather Novak**, Gaia Buttweiler, **Amy Chicoine, Carla Anderson-Diekmann, Barbara Degrote, Dan Ondich**

**3. Agenda:**

- Incentive Drawing

Sara N. update: Sara spoke with Brenda R. and is to draft questions to have on the Google sheet that will go to staff who want to enter the drawing. These sheets will feed into a spreadsheet where random numbers will be generated for the drawing. Sara asked for volunteers to help draft this sheet, any volunteers should email Sara.

- Dan to talk about possible changes to the tech stipend.

Dan O. presented that the tech committee has new goals which include managing tech equipment and working on employee safety and efficiency through equipment and ergonomics. A staff survey sent out last year showed that many staff see a benefit to having stand up desks, or at least a laptop lift so that they don't strain their necks to view their screen. The feedback also showed that staff would like to choose their equipment as many are not satisfied with the equipment that BlueSky provides.

The tech committee has come up with 3 options and would like the HR committee's feedback on them. Overview of the options and benefits/drawbacks to be found here: <https://docs.google.com/spreadsheets/d/1k4g1up4TmjLZp5YBdl5L8QeWkiqIGa58JxO-oUEzXfc/edit?ts=5e17911c#gid=0>

The committee discussed the #1 option and the #2 option. The committee asked how much the flat stipend would be and wanted to know if it would be enough to be meaningful to staff to actually purchase the needed equipment. Sara N. also pointed out that as a stipend, the amount would be taxed so staff would not get the full amount of any stipend given. The committee would also like to see in option #1, some options for ergonomic office equipment like laptop stands and standing desks, etc. Sara N. asked if a stipend would cover it in the case of an ADA accommodation; if someone needs an accommodation because of an ADA eligible disability, would BlueSky still provide the stipend above what BlueSky is offering? Dan clarified that in that case, BlueSky would

still provide that accommodation above and beyond the stipend. Dan O. to bring the committee's feedback to the tech committee and Sara N. to look into the legal ramifications of requiring staff to use equipment that BlueSky does not provide and bring results to the next meeting.