

BlueSky Charter School
HR Committee Meeting
Wednesday, April 30, 2014
9:30 AM
Meeting Minutes

1. Call to Order

2. Roll Call – Amy Anderson, Amy Larsen, Jodi Helder, Jim Stocco, Sally Spreeman

3. Approval of Agenda

4. Old Business

4.1 New Hires Salary Analysis

Concerns about new hires being paid more than other staff was brought up at the last committee meeting, so, Spreeman compiled a list with degree, years of experience and starting salary of all new hires within the last 18 months. All new hires were within the appropriate salary range, except one who was slightly less than the appropriate salary range. Discussion ensued about needing to have flexibility within the salary range when making an offer as some teaching positions are more competitive, there could be several qualified candidates for a position and/or a candidate may bring other qualifications that will benefit the school.

5. New Business

5.1 Updated Salary Scale

The school's salary scale was updated to reflect the three years of experience that accommodates for the staff salary reduction a few years ago. Discussion ensued about how to allocate the funds available for salary increases next year. Concerns were expressed about staff that took a reduction in salary a few years ago and the need to restore their salary back. Larsen indicated she will consult with Scott Brown @ BKDA to determine if the funds available are enough to restore the 3% salary reduction and if it is sustainable in upcoming years. This may mean that staff hired within the last couple of years may not receive a salary increase this year.

6. Adjourn

Meeting adjourned at 10:30

Future Meetings/Events Below: May 8, 2014 @ 11:00 pm