

BlueSky Charter School
Special HR Committee Meeting
Wednesday, November 11, 2015
2:00 PM

Location:

<https://join.me/sarabluesky>

Phone: 1-734.746.0035

Conference ID: 229-352-310

1. Call to Order

2. Roll Call – Paula Forbes, Amy Larsen, Amy Anderson, Jodi Helder, Angie Rackstraw, Dave Bjorklund, Sara Neu

3. Agenda:

I. Establish guidelines for annual staff raises-see attachment “Employee Salary Increase Guidelines”

It was discussed by the committee that in previous discussion regarding this topic, it was always agreed that a percentage of salary increase based on the cost of living increase was better than a flat dollar amount raise. The committee agreed that it would not be responsible to write any type of policy that guarantees a raise in the event of a fund balance, as the board may choose to use those funds for something other than salary increases.

It was decided that possible salary increases will be reviewed on a yearly basis. If there is a fund balance in any year, the committee will meet to discuss the amount of the fund balance, the strategic goals of the school, the general cost of living increase for that year as well as industry salary standards and make a determination whether or not to recommend salary increases.

II. Review staff survey results regarding addition of staff benefits-see attachment with results

The results of the staff survey were discussed. It was noted that the two options that received the most votes were to reinstate the 403 b matching contribution as well as increase the amount the school contributes to medical insurance premiums.

The committee will ask the finance committee to provide a cost analysis of both of the top two options in order to help develop a recommendation for the board.

4. Recommendations

5. Adjourn

Future Meetings/Events Below:

December 9th will be the next meeting. The committee agreed to schedule monthly meetings and if there is nothing to discuss, then it will be cancelled. Sara Neu will set up monthly meetings through May.