

**BlueSky Charter School**  
HR Committee Meeting  
Thursday, February 26, 2015  
9:30 AM

**Location:**

<https://join.me/alarsenjoinme>

Phone: 1-213-226-1066

Conference ID: 928-595-866

**1. Call to Order**

- 2. Roll Call** – Paula Forbes, **Amy Larsen, Amy Anderson**, Jodi Helder (on maternity leave),  
**Angie Rackstraw, Dave Bjorklund, Sally Spreeman**  
(Sara Neu also was in attendance)

**3. Approval of Agenda**

**4. Old Business**

**4.1 Review process and decision from FY15**

Summary:

The HR Committee discussed and recommended options for increasing staff salaries. These discussions also generated an update to the BlueSky New Hire Salary Scale. At the May 8th, 2014 committee meeting, 4 options were discussed with the resolution being to survey the staff. The staff were surveyed on May 16, 2014. The results were reviewed, discussed and a recommendation was forwarded to the Finance Committee. On May 21, 2014, the finance committee agreed with the HR Committee recommendation and forwarded it to the board for final approval. The board approved it at the May 28, 2014 Board Meeting. *Employees hired prior to December 2011 had their salaries restored to their 2011 rate. In addition, a 1% salary increase was given to all staff.*

[May 8, 2014 HR Committee Meeting Minutes](#)

[Results of staff survey](#) regarding compensation options, May 16, 2014

BlueSky's current [New Hire Salary Scale](#)

Charter School [Compensation Survey results](#) from MACS

**5. New Business**

**5.1 Discuss recommendations for compensation changes in FY16 budget  
(i.e. 403b match, salary increases)**

The committee reviewed current salary scale and discussed that it was used as a guideline for new hires but also that we would like to use it for pay increases, if possible. Currently, everyone should be within their range. However, they may be at various levels within that range that may not be consistent with their total years of experience depending on when they were hired, if they negotiated new hire salary, and what type of license they carry. For example, a teacher may

have a Master's degree and 2 years of experience which would put them in the first salary range category at the high end, however, they may be at the low end of the range. This may present the need to adjust the salary ranges, again, once we implement a salary increase to staff as it might create scenarios in which employees are no longer within their range on the scale. The committee reviewed the MACS compensation survey and found that 41% (21 out of 52) of the charters that participated in the survey used steps and lanes. The committee was not in favor, at this time, of implementing that system because it did not provide the flexibility of salary negotiation upon hire nor does it take into account potential budget short falls.

The committee proposes that Larsen review the FY16 budget and determine the cost to BlueSky of a 3% salary increase. This would, 1) for the most part, keep the current salary schedule accurate, 2) allow us to reward the hard work of the staff, 3) remain consistent with the national salary increase average (3%), 4) account for the national average of inflation (2.1%), and 4) align with the BlueSky strategic plan High Performing Workforce focus area and goal statement "Recruit, hire, and retain highly qualified staff."

If 3% is an undue burden to the school's finances, Larsen will incorporate, at minimum, a 1% salary increase and bring this back to the committee for review.

The committee also discussed the possibility of adding the benefit of a 403b/IRA match. Larsen will find out the dollar amount needed, if all staff participated, of a 1%, 2%, and 3% match and bring this back to the committee.

The committee will develop a survey to send out to staff regarding their preference on compensation - salary increase, 403b/IRA match, or a little of both. The committee will meet again on March 19th at 10:30 to review staff survey results as well as budgetary implications of various scenarios.

## **6. Adjourn**

### **Future Meetings/Events Below:**

March 19th, 2015 10:30 a.m.