



HR Committee Agenda

October 18, 2022 at 1:00pm

Join Zoom Meeting

<https://blueskyschool-org.zoom.us/j/93996026427?pwd=NEI5MjhDTitLSnBZdlo1VmEwWXNYdz09>

Meeting ID: 939 9602 6427

Passcode: 718165

Attendance:

Agenda: Dave Bjorklund, Jodi Helder, Carla Aanderson-Diekmann, Danielle Fackler, Amy Larsen, John Mizeur, Gaia Buttweiler, Mandy Kasowicz, Dawn Mensing, Julie Johnson, Heather Novak, Heidi Housh, Molly Kinnamon, and Leslie Egnor

1) Steps and Lanes:

- a) We will be reevaluating the steps and lanes pay scale next fall/winter. We will be looking at the capped step and making sure we are considering staff who are above the cap step.
 - i) Currently we have 15 staff who have over 23 years of experience.

2) Health Insurance/Open Enrollment Update

- a) Working with new insurance broker
 - i) Kraus-Anderson Insurance
 - ii) Went out to for bid on Thursday, October 13th
 - (1) Leslie will be putting together a chart with a breakdown of premium rates for PEIP to compare with the bids that are received from other carriers

- (2) The premium rate for PEIP increased by 30% for the 2023 year
- iii) Benefits will all be available in one online portal.
 - (1) Staff can login and enroll to all benefits in one spot
 - (2) HSA will be under one bank under BlueSky versus employees having to contact their banks to open up an account.
 - (a) Question about staff being able to continue using their current HSA with their bank. Leslie will have to verify this, but thinking we will want to stay consistent and have all staff use the bank BlueSky will be using

3) Staffing Updates

- a) Looking for another EA to work 15 hours
 - i) One of the newly hired EAs had to scale back her hours from 32hrs/week to 20hrs, which is why we are looking for an additional EA.
 - ii) Interviewed one candidate on Monday, October 17th; we are moving forward with background and reference check

4) Substitute Program

- a) We have 2 subs who have completed the asynchronous and 2 subs who are working through the training.
- b) The 2 subs who have completed the asynchronous training will complete the job shadow training on Tuesday, October 25th.
- c) Based on the Lead meeting we will be creating a survey to create a sub committee.
 - i) Thinking no more than 10 members on the committee
 - (1) Including those who have had a good sub experience and those who have not had a good experience.

5) Employee Recognition/Appreciation ideas

- a) Monthly Employee Spotlight - highlighting staff at the end of the month.
 - i) Will be highlighting one new employee and one veteran employee

- b) Quarterly Updates on what Teams are up to - Leah Sickmann agreed to highlight the middle school team in November.
- c) Suggestion - Staff would like to be recognized by receiving more time off or pay

Upcoming Meeting Times:

November 17

December 15

January 19

February 16

March 16

April 20

May 18