



HR Committee Agenda

November 17, 2022 at 2:30pm

Join Zoom Meeting

<https://blueskyschool-org.zoom.us/j/91080466809?pwd=MTlwV1ZFd1hmazNzMkdGSnJsbGs3QT09>

Meeting ID: 910 8046 6809

Passcode: 351460

Attendance: Amy Larsen, Carla Anderson-Diekmann, Jodi Helder, Julie Johnson, John Mizuer, Danielle Fackler, Dawn Mensing, Heidi Housh, Mandy Kasowicz, Gaia Buttweiler, Dave Bjorklund, and Molly Kinnamon

Agenda:

1) Benefits Open Enrollment

- a) How did the benefits meeting go last Friday, November 11th?
 - i) Some staff are still confused about benefits
 - ii) The Benefits Administrator who spoke was great, very knowledgeable
- b) Ease online enrollment portal
 - i) It is more tedious and sends too many reminders
- c) Benefits Suggestions:
 - i) Compensating/rewarding staff who do not take on health benefits
 - ii) Look at BlueSky doing a match or contribute something towards HSA

- (1) Maybe BlueSky can contribute the amount they would be paying for an employee to be on health insurance and have it go towards the HSA
- iii) Cash in lieu
 - (1) This could be considered incentivizing staff to not part-take in the health insurance so could this be an option?
 - (2) At a committee member's previous school district they offered a stipend amount of \$600 to go towards health insurance
- iv) Look at budgeting for different benefits in the future (i.e. orthodontics)
- d) Benefits Open Forum meeting tomorrow, November 18th from 12:30pm to 2:30pm

2) Staffing Updates

- a) New Special Education Teacher Opening
 - i) Looking for someone ideally with ABS license
 - ii) One interview scheduled this afternoon, November 17th at 4:30pm
 - iii) Only one valid applicant so far
- b) Hiring another EA
 - i) One of our EAs cut down their hours and to provide enough support for students we are looking to hire one more EA who can work 20hrs/week.
 - ii) Posted for position
 - (1) One applicant applied so far

3) SMARTer Time Off

- a) Amy Larsen and myself met with a rep from the SMART system a couple of weeks ago to fix online portal time off balance issues
 - i) Their team has gone in and updated the time off balance system from calendar year to FY
 - ii) Leslie is going through currently and double checking/updating balances
 - iii) Goal to have this completed by the start of the new year

- iv) May potentially schedule a training session with staff to go over how to use the SMARTer portal

4) Substitute Program

- a) We have created a Substitute Committee of nine members
 - i) Have met 2 times so far and are planning to meet one more time to tie up all loose ends
 - ii) Have talked through processes of requesting sub coverage, who is responsible for finding a sub, when it is appropriate to have sub coverage, etc.
- b) Currently have 18 internal subs and 10 external subs (2 previous employees and 8 TOC subs).

Upcoming Meeting Times:

December 15

January 19

February 16

March 16

April 20

May 18