



## HR Committee Agenda

February 16, 2023 at 2:30pm

Join Zoom Meeting

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

Meeting ID: 910 8046 6809

Passcode: 351460

Attendance: Danielle Fackler, Julie Johnson, Amy Larsen, Carla Anderson-Diekmann, Jodi Helder, Mandy Kasowicz, Heather Novak, Gaia Buttweiler, Heidi Housh, Molly Kinnamon, Dawn Mensing, and Leslie Egner

### **Agenda:**

#### 1) Staffing Updates

##### a) Tech Admin Assistant

- i) Conducted interviews last week
- ii) Have an offer out for a new Tech Admin Assistant to start next week Thursday, February 23rd

##### b) Admin Assistant - Level 1

- i) Two interviews scheduled Thursday and Friday of this week

#### 2) Paid Time Off for 23-24 School Year

##### a) School District and Charter School PTO Comparison Spreadsheet:

[https://docs.google.com/spreadsheets/d/1rqb00gmD\\_r1Gxl32zqz3UgWsmYuaoJwTQgZnsgk6zvM/edit#gid=0](https://docs.google.com/spreadsheets/d/1rqb00gmD_r1Gxl32zqz3UgWsmYuaoJwTQgZnsgk6zvM/edit#gid=0)

- ##### b) Goal of evaluating the PTO plans is to make sure we are offering a plan that benefits all staff and provides a little more flexibility. Also, to

decrease the amount of absences in the spring (use it or lose it with the 2 personal days).

- c) BlueSky could merge all time off balances into one bucket (not separate sick, personal days, vacation time, etc).
  - i) If this happens how would we converge current time off balances into one bucket?
  - ii) Would need to figure out the max days an employee could accumulate.
  - iii) Would there be a "payout" out system for unused days?
  - iv) There would need to parameters put in place i.e. black out days/weeks
    - (1) With blackout days/weeks there would be exceptions that staff could get approval for i.e. daughter's wedding
  - v) It would be nice for staff to feel trusted to take time off and have the freedom to do so.
- d) A lot of districts and charter schools have a "pay out" system for any unused sick time. For instance employees are paid \$100/day for unused sick time.
  - i) BlueSky currently pays staff 25% of unused sick time when an employee is terminated.
  - ii) School districts are funded differently than charter schools
  - iii) Make sure that if we change the time off plan that the new policy is not discriminating against groups. For instance, if there is a "pay out" benefit for unused time single mothers or fathers would most likely not be able to benefit from this.
- e) When considering time off should take into consideration the cost for if that person needs sub coverage
- f) Likes a PTO plan where you accumulate time off
- g) Do a little more research on time off plan options and what would look like for BlueSky. Create a couple of different time off plan options. There will be more conversation around this.
  - i) Is it feasible for the budget?
- h) Sick and Safe Time
  - i) Under the paid sick leave bill, employees would accrue one hour of earned sick and safe time for every 30 hours worked up to a maximum of 48 hours of earned sick and safe time a year.

- ii) Passed by the House, if passed by the Senate this will go into effect by 2025.
- i) Bereavement Leave
  - i) It would be nice to have more flexibility to use this beyond just immediate or close family i.e if your best friend's mom died.
  - ii) If we move all of time off into one bucket we wouldn't have to worry about this.
- 3) Discussion on Compensation and Budget
  - a) Why is the fund balance so high
    - i) Due to COVID - received funding and didn't do as much the year of 2020 (staff development conferences, student activities, etc).
    - ii) To help prepare for any uncertainties. For instance health insurance increased this year 30%, but we had only budgeted for a 7% increase.
      - (1) If an employee chooses to not use health insurance can they receive some type of compensation
        - (a) Legal stipulations for getting paid out
    - iii) Suggestion: to look at paying staff higher salaries - not keeping up with inflation.
      - (1) Current pay scale has staff making 2% yearly increases
    - iv) Other districts are offering great benefits with longevity pay and retirement/severance pay.
- 4) Next Meeting Agenda Items
  - a) Discussion of longevity recognition options

Upcoming Meeting Times:

March 16

April 20

May 18