



HR Committee Agenda

April 20, 2023 at 2:30pm

Join Zoom Meeting

<https://blueskyschool-org.zoom.us/j/91080466809?pwd=MTIwV1ZFd1hmazNzMkdGSnJsbGs3QT09>

Meeting ID: 910 8046 6809

Passcode: 351460

Attendance: Dave Bjorklund, Dawn Mensing, John Mizuer, Gaia Buttweiler, Julie Johnson, Heather Novak, Gaia Buttweiler, Heidi Housh, Danielle Fackler, Molly Kinnamon, Carla AD, Jodi Helder, Amy Larsen, Scott Brown, Scott Brown, and Leslie Egner

Agenda:

1) Staffing Updates

a) Admin Assistant - Level 1

- i) On hold - looking to hire for next school year

b) Lead EA

- i) Filled by Katie Shealy

c) New Openings

- i) High School Advisor, High School English Teacher, Due Process Special Education Teacher, and Middle School Counselor/Advisor

(1) Internal staff resume deadline Friday, April 21st and then based on interest positions will be posted externally.

d) Future openings - waiting on board approval next week

- i) Elective 1.0 FTE, Math 0.5 FTE, 504 Coordinator 0.5 FTE, SPED Teacher 1.0 FTE, 6th Grade Teacher 0.5 FTE, and Technology 0.5 FTE
 - (1) Positions will be posted internally first and then posted externally
 - (2) It is undecided on which elective BlueSky will be hiring for. It depends on Supplemental and also depends on the Visual Arts MTLE requirements.

2) Follow Up from Last Week's Meeting

a) [BlueSky Expense Reimbursement Policy](#)

- i) Amy Larsen made the lodging reimbursement change for both testing and staff meetings to be a round trip travel time of 120 miles or greater
- ii) Going for board approval next week
- iii) The lodging reimbursement for staff meetings/trainings are for 2 day staff gatherings.

b) Cost of Living Acknowledgement Proposal

- i) Has been discussed with Scott Brown about adding this to the FY24 budget
- ii) Was brought to the finance committee for discussion
- iii) Working out details of how this could be structured and hopefully will be able to come back to the final HR Committee with more details.
- iv) There are a few details that still need to be panned out in regards to how the Cost of Living Acknowledgement will be distributed (will it be based on longevity, will all staff receive the same lump sum, etc). Also, it will need to be determined on how BlueSky will calculate the cost of living pay.
- v) If this is approved it is still unclear on when this would be available to staff. Thinking it might be announced in August at the back to school retreat.

3) BlueSky Benefits

a) [Benefit Survey](#)

- i) The survey will be distributed the week of April 24th to staff.
- ii) Change "which benefit you value the most" to a multiple choice question

b) Time off and Benefit evaluation

- i) Mandy got Leslie Egner in touch with Tammy Stahl who is the Deputy Executive Director for a teaching Co-op

(1) Meeting scheduled on Monday, April 24th with their business accountant to go over payroll and benefits, running calculations, and creating spreadsheets.

(2) Anyone from the committee can join the meeting.

- ii) Time Off Eligible Employee Balances (76 Employees)

Number of Sick Hrs	400	399-350	349-300	299-250	249-200	199-150	149-100	99-50	49-0
Number of Employees	21	17	7	4	2	5	5	8	7

4) Additional Comments or Thoughts?

Upcoming Meeting Times:

May 18