



HR Committee Agenda

December 4, 2023 at 3:00pm

Join Zoom Meeting

<https://blueskyschool-org.zoom.us/j/92430770418?pwd=bDZENkEyUDVBbXpOakczaFBlakwrZz09>

Meeting ID: 924 3077 0418

Passcode: 880198

Attendance: Christine Graupman, John Mizuer, Amy Larsen, Amy Chicoine, Emily Torvik, Darren Sonestahl, Gabra Lokken, Julie Johnson, Danielle Sanders, Danielle Fackler, Heather Novak, Carla Anderson-Diekmann, Mandy Kasowicz, Dave Bjorklund, Gaia Buttweiler, Jim Stocco, Scot Brown, Heidi Housh

Committee Charge: Creating practices to recruit highly qualified staff and retain staff. Review and update the staff handbook to reflect best practices within BlueSky regarding employment issues.

Agenda:

- 1) BlueSky Steps and Lanes Revision
 - a) Current BlueSky [Steps and Lanes](#) Payscale
 - b) [Spreadsheet](#) for Steps and Lanes payscale comparison between schools.
 - i) If you have any salary data of local schools around you feel free to include the information on this spreadsheet for the committee to review.
 - (1) You can add additional column if you feel like I missed something
 - (2) Enter whatever information you have on the spreadsheet
 - c) Discussion on Changes that should be made to the current steps and lanes payscale
 - i) Education Lanes - add additional lanes? How should this be calculated?
 - ii) Revision of starting salary and cap salary
 - iii) Revision of salary increases between steps
- 2) 2024 Benefit Enrollment Reflection

- a) [Feedback from Staff](#)
- b) Suggestions from the committee for changes for FY25

Upcoming Meeting Times: