



HR Committee Agenda

February 26, 2024 at 3:00pm

Join Zoom Meeting

<https://blueskyschool-org.zoom.us/j/96993912968?pwd=N3NpT1ExU09TeG1KZGNERQ3A4QmhYUT09>

Meeting ID: 969 9391 2968

Passcode: 798722

Attendance: Carla Anderson-Diekmann, Amy Larsen, Dave Bjorklund, Scott Brown, Dawn Mensing, Sarah Miner, Danielle Sanders, Danielle Fackler, Gabra LokkenDarren Sonenstahl, Matthew Shcemp, Mandy Kasowicz, Amy Chicoine, Heather Novak, Emily Torvik, John Mizuer, Gaia Buttweiler, Jim Stocco Leslie Egnor

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) Discussion on Q-Comp participants: who qualifies and how are all positions evaluated under Q-Comp
 - a) Anyone who has a teacher salary off the steps and lanes scale and who qualifies for TRA would be eligible to participate in Q-Comp.
 - b) Should staff with little to no student interaction participate in Q-Comp
 - i) Q-Comp Coaches are having a hard time identifying goals with certain positions that have limited student interaction. The standard rubric in place doesn't pertain to those with limited student interactions. Specifically the below positions:
 - (1) Registrar
 - (2) Due Process - old special ed rubric would work well
 - (3) Instructional Designer - decision was
 - ii) It was decided that specialized rubrics would be created for the outlier positions that do not fit the mold of the standard Q-Comp rubric.

- c) Future action points with employees being set-up into Q-Comp
 - i) HR Specialist will notify the Q-Comp Coordinator of any TOSA positions with limited student interactions.
 - ii) Q-Comp Coordinator will work with Q-Comp Coaches to create any special rubrics needed for these positions.
 - iii) Additional training will take place with these customized rubrics so that coaches know how to guide and evaluate staff with their goals.
 - (1) This process will be reevaluated if it is not efficient or effective for staff.

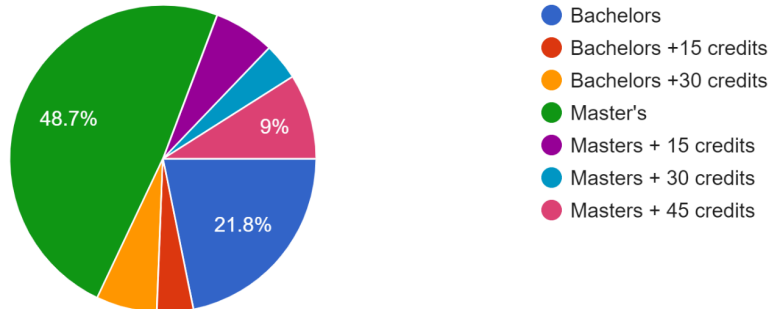
2) Steps and Lanes Pay Scale

- a) Steps and Lanes [proposed scale](#) with education lanes.
 - i) Changes made:
 - (1) Additional education lanes: there are now 7 (previously 5)
 - (2) There are 3 proposed charts for the next year where salaries are increased by 0.5% (previously there was one chart and the bottom and top salaries stayed stagnant)
 - (3) Between each step with each year there is a 2.99% increase
 - (4) Cap was extended to 25 years or we could keep the cap at 23 years as it has been previously.
 - (5) Include stipend amount to cap, suggested increase of \$1,000
 - ii) Committee Feedback:
 - (1) What message is it sending if we have a cap?
 - (a) A cap amount doesn't seem fair to veteran staff
 - (2) Reevaluate the stipend amount if there is a cap so that it is more middle of the road
 - (3) Consider moving salaries up by a specific dollar amount versus a percentage
 - (a) percentages become a lot more money towards the top of the salary scale.
 - (4) Understand that BlueSky has to be within budget
 - iii) Next Step - bring proposals to Finance Committee for feedback
 - (1) Proposal 1 - Keep the steps and lanes scale at a 2.99% increase between steps without a cap salary
 - (2) Proposal 2 - Do not have a capped salary but lower percentage of salary increase between steps
 - (3) Proposal 3 - Have a capped top salary, but increase the stipend amount
 - (4) Discussion about having a fixed dollar amount for raises versus a percentage.
 - iv) Will chat through finance feedback with the HR Committee during our April meeting.

b) Results from the Education Lane Survey:

Which education lane would you fall in?

78 responses



- i) Bachelor's: 21.8%
Bachelor's+15 credits: 3.8%
Bachelor's+30 credits: 6.4%
Master's: 48.7%
Master's+15 credits: 6.4%
Master's+30 credits: 3.8%
Master's+45 credits: 9%

Upcoming Meeting Times:

Monday, March 11th at 3pm

Monday, April 8th at 3pm