



HR Committee Agenda

Thursday, September 18 2025 at 2pm

Join Zoom Meeting

<https://blueskyschool-org.zoom.us/j/94539287046?pwd=bf7uRbH7un7xtwTRi8rJoCQAwxdAgo.1>

Meeting ID: 945 3928 7046

Passcode: 698984

Attendance: Jodi Helder, April Scharnberg, John Mizuer, Dawn Mensing, Christine Graupman, Amy Larsen, Julie Jhonson, Danielle Fackler, Molly Kinnamon, Gabra Lokken, Heidi Housh, Darren Sonenstahl, Cathy Parker, Mandy Kasowicz, Leslie Egner

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) Recognition Ideas

- a) Continuing department spotlights and social media posts
 - i) Potentially implement a system where staff can submit comments and praises for departmental achievements ahead of scheduled spotlights
 - b) Deliver coffee, bagels, snacks, etc to staff on staff meeting days
 - c) "Mug Shot" - program where staff can nominate other staff to recognize. If a staff member is chosen then they choose the next staff member to recognize
 - d) "You Rock" Award - rotating virtual trophy passed around for great work.
 - e) Employee of the Month - nominations and then choose your perk?
 - i) Perks can be: half day Friday, lunch delivered, coffee delivered, etc.
 - f) Recognition Wall - Peer Recognition
 - g) Digital Badges - Give fun badges for achievements (examples: Office Superhero, MacGyver Award, Meeting Magician, Eternal Optimist, etc).
 - h) Video Shout-Outs - record quick thank-you messages
- Feedback from the Electives Team: Electives teachers don't feel they need individual recognition and prefer to continue department spotlights and social media posts if we can write the narratives. We feel that rewards that go out to the whole group at meetings are better than individual rewards, like coffee and treats on staff meeting days. Have

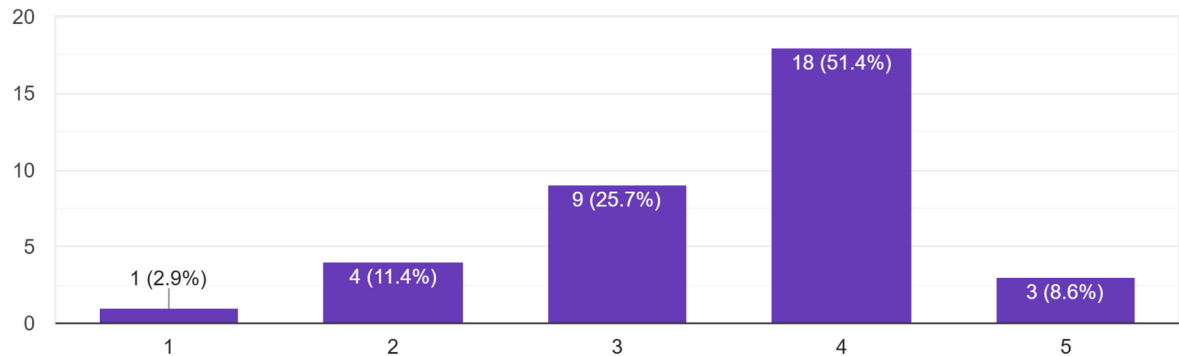
healthy competitions like who made the most phone calls this month or had the most two way conversations. Similar to many years ago, individual notes from admin to each teacher were shared publicly praising each teacher individually for their strengths. Use money to buy things for everyone, similar to the apparel we get.

- Staff Recognition Recommendation from the Committee:
 - Recognizing the staff as a department, versus doing individual recognitions like what was happening with the incentive drawing.
 - Continue to do department spotlights and posting that on social media
 - Leslie will connect with Team Leads to schedule department weeks
 - Leslie will send out a survey to staff the week before a scheduled department week for staff to submit their own personal acknowledgements or “kudos” to the department and Leslie will share that with the department specifically
 - It is nice on in-person staff meeting days when there are special staff appreciation initiatives, for instance having the coffee barista before the staff meeting. So we will continue to do things like that for all staff.
 - We did budget \$2,000 for the incentive drawing for this school year so we could use this money towards initiatives like this.

2) Review Benefits

a) [Benefit Satisfaction Survey Results](#)

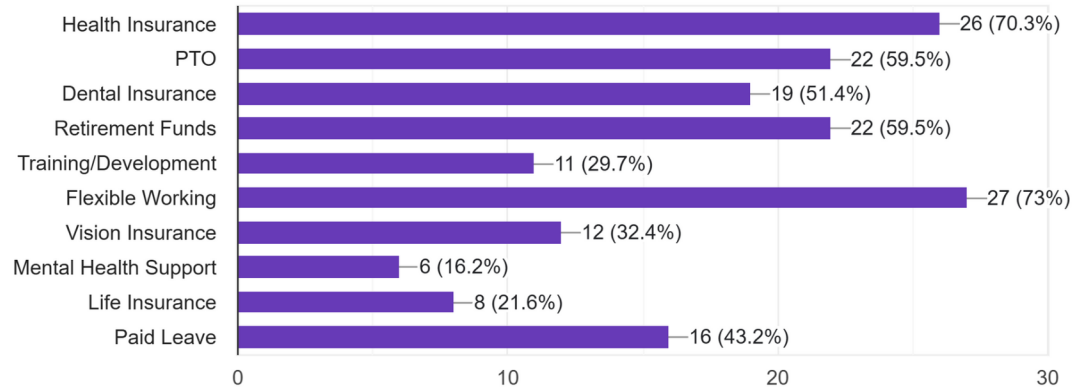
How satisfied are you with BlueSky's current benefits?
35 responses



Scale: 1 - Extremely Unsatisfied
5 - Extremely Satisfied

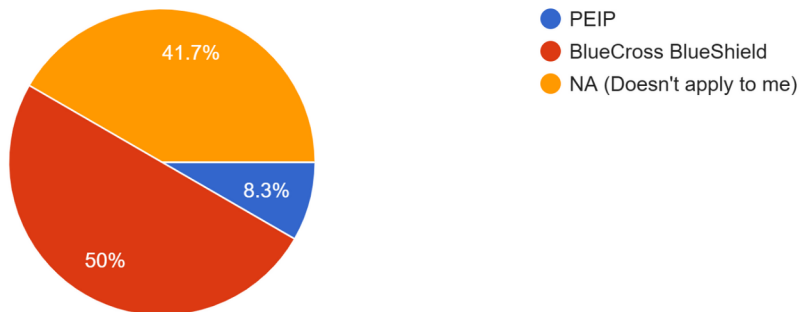
Which of these benefits are most valuable to you?

37 responses



In the last couple of years BlueSky has switched health insurance providers. In 2023 PEIP was the insurance carrier. PEIP was a tiered system which health insurance provider have you preferred?

36 responses



- Take aways from survey:
 - Lower health premium rates was the highest “want” for changes to the current benefit package
 - Staff would like more of a discretionary time off plan - looking at changing the time off plan for the 26-27 school year
 - Conversation about staff who use their spouse’s health insurance plan receiving some sort of compensation
 - Look at increasing the 403(b) employer match % - could do an analysis on what that would cost for staff
- [Salary and Benefits Percentage of Total Revenue](#)

b) Update on 2026 Benefits

- **Met Life Insurance**
 - Short Term Disability
 - Group Life
 - Voluntary Life
 - Legal
 - ID Protection

Added Supplementary Benefits Under MetLife:

- *Hospital Indemnity Insurance* - Supplemental health insurance that provides someone with payment when they are hospitalized - helps to reduce out-of-pocket costs.
- *Critical Illness Insurance* - type of supplemental health coverage that pays someone a lump-sum of money if you (or a covered family member) are diagnosed with a serious health condition listed in the policy. It is meant to help with costs that medical or disability insurance might not cover.
- *Accident Insurance* - supplemental policy to help with finances from an unexpected injury or an accident.
 - All of these new additions are voluntary
 - All of these are paid directly to you and it can be used however you need - medical deductible/copays, living expenses, travel, home help, etc.
- Dental and Vision will still be covered under Lincoln Financial
- HSA and FSA will still be under HealthEquity
- Pending Decision: Long Term Disability - if this will be covered under Lincoln Financial or MetLife
- Haven't received health insurance rates for 2026 yet

3) MN Paid Leave Options

Insurance Carrier Plan vs State Plan

- a) MetLife - 0.87% Insurance Rate
 - i) Proposal would be good through the 2027 calendar year
 - ii) MetLife has already created a state leave program for companies in

Colorado back in 2024 - familiar with this process

- b) State - 0.88% Insurance Rate
 - i) Rate will most likely increase for the 2027 year - premiums are recalculated every July 31st
 - ii) Since new to the state there could be delays in claims being processed
- Premium costs are split between employer and employee

Upcoming Meeting Dates/Times

Thursday, October 23rd at 2pm
Thursday, November 20th at 2pm
Thursday, December 18th at 2pm
Thursday, January 15th at 2pm
Thursday, February 19th at 2pm
Thursday, March 19th at 2pm
Thursday, April 16th at 2pm
Thursday, May 21st at 2pm