



## HR Committee Agenda

Thursday, October 23, 2025 at 2pm

Join Zoom Meeting

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

Meeting ID: 945 3928 7046

Passcode: 698984

Attendance: April, John, Christine, Mandy, Danielle Fackler, Dawn Mensing, Julie Johnson, Amy Larsen, Gabra, Darren, Cathy, Heidi Housh, Scott Brown, and 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) Department Recognition Weeks

- a) Leslie sent out sign-up sheet to Department Leads
  - i) [Department Recognition - Peer Feedback Form](#)
    - (1) Leslie will send out the peer feedback form the Monday of the department recognition week.
    - (2) Social Media posts will be posted on that Friday and there will be a message in the Weekly Updates. Leslie will also send peer feedback from the form to the department.
    - (3) Leslie will edit the description on the form so that it is clear staff are submitting peer feedback for the whole department and not just one individual. Also, highlight that staff do not need to answer all of the questions, can just choose 1 or 2 questions to respond to.

### 2) 2026 Health Insurance

- a) [Current BlueCross BlueShield \(BCBS\) Plan and Premium Rates](#)
- b) Overview of Health Insurance Bidding for 2026
  - i) BCBS Renewal Proposal **8.1%** premium increase
  - ii) UnitedHealthcare Proposal: **8.8%** premium increase
  - iii) [HealthPartners Proposal](#): **11.3%** premium decrease from current premium

costs

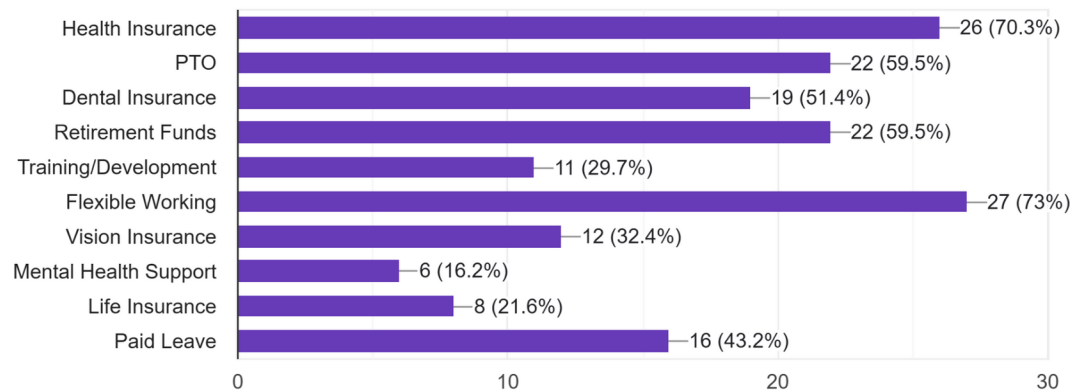
- (1) Similar set-up to BCBS
  - (a) There are 2 co-pay and 2 HSA plans.
  - (b) 2 Network Options: Achieve (High Value for BCBS) and Open Access (Achieve for BCBS)
- (2) For co-pay plans once deductible is met employees are responsible for paying 25% of the co-pay whereas with BCBS employees are responsible for paying 20% of the co-pay.
- iv) The Committee recommends moving forward with the HealthPartners proposal.
- v) Leslie will reach out to Kraus-Anderson to see when we will get the 2026 benefit manual.

### 3) BlueSky Benefit Discussions

- a) September Meeting Notes from [Benefit Satisfaction Survey Results](#):
  - i) Top take aways from survey:
    - (1) Lower health premium rates was the highest “want” for changes to the current benefit package
    - (2) Staff would like more of a discretionary time off plan - looking at changing the time off plan for the 26-27 school year
    - (3) Look at increasing the 403(b) employer match % - could do an analysis on what that would cost for staff
    - (4) HSA contribution from BlueSky
    - (5) Contribution towards everyone’s health insurance, not just for people who use BlueSky’s insurance

Which of these benefits are most valuable to you?

37 responses



- b) If we had additional funds to put into benefits what would the committee like to see BlueSky do with those funds?
  - i) At other companies staff appreciate contributions towards HSA
  - ii) 403(b) has the most impact for the most people.
    - (1) If the employer match percentage increases the more likely more people will contribute towards Nationwide.

(2) 403(b) Match Calculations:

<b>09.30.2025</b>					
<b>Current Participants</b>	<b>Gross Pay</b>	<b>BlueSky Match</b>	<b>Annual</b>		<b>Annual</b>
1.00%	\$ 246,336	\$ 1,879	\$ 45,092	<b>Increase</b>	
2.00%	\$ 246,336	\$ 3,758	\$ 90,185	\$ 45,092	
3.00%	\$ 246,336	\$ 5,637	\$ 135,277	\$ 90,185	
<b>If Everyone Participated</b>	<b>Gross Pay</b>	<b>BlueSky Match</b>	<b>Annual</b>		<b>Annual</b>
1.00%	\$ 246,336	\$ 2,463	\$ 59,121	<b>Increase</b>	
2.00%	\$ 246,336	\$ 4,927	\$ 118,241	\$ 59,121	
3.00%	\$ 246,336	\$ 7,390	\$ 177,362	\$ 118,241	

- c) Sharing time off amongst employees
  - i) It is a good idea, but BlueSky has to consider equity.
  - ii) There is a difference in cost between employees because salaries/wages vary.
  - iii) If BlueSky would allow time off sharing the amount of hours that are accrued and the max hours will most likely have to be relooked at.
  - iv) There is an option to donate hours to the pool and not to one individual
    - (1) If time is donated to a pool staff would need to submit a request to utilize that time. There would need to have an approval process in place.
      - (a) Would the HR Committee approve requests?
  - v) If a policy is set up to allow staff to share PTO it would make more sense to combine time off plans into one PTO bucket.
    - (1) Scott Brown recommends that this would make the most sense to transition time off into one PTO bucket for next school year if we would like to move forward with this.
  - vi) Need to have more of a conversation of combining time off plans before making a decision on this.
    - (1) Making a change to allow sharing of PTO is putting the cart before the horse.
  - vii) Committee Members Experience in similar PTO sharing programs:
    - (1) Employee Management Time Off - had a bank of time and could use it whenever. Staff had the ability to cash it out.
    - (2) A previous employer only allowed employees to donate vacation time, not sick time.

Upcoming Meeting Dates/Times

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