**BlueSky Charter School**

HR Committee Meeting

Wednesday, May 8, 2014

11:00 AM

**1. Call to Order**

**2. Roll Call –** Jim Stocco, Amy Larsen, Amy Anderson, Angie Rackstraw, Sally Spreeman, Jodi Helder

**3. Approval of Agenda**

**4. Old Business**

**4.1 2014-2015 Salary Increases**

The committee reviewed 4 options for salary increases.

**Option 1** = 2% salary increase for all staff = $57,000

**Option 2** = 3% salary increase to “old” staff and 1% increase to “new” staff = $63,000

**Option 3** = 3% salary increase to “old” staff and no increase to “new” staff = $59,000

**Option 4** = 3% salary increase to all staff = $72,000

These dollar amounts are approximate and based on employee start dates of 2011 or before = “old” and 2012 to present = “new”. The committee ruled out Option 4 as too expensive and didn’t think ‘new’ staff should receive a 3% increase. Several committee members favored Option 3 but would also consider Option 2. Discussion ensued about how the salary ranges would have to increase to accommodate for the 3% increase to ‘old’ staff. An increase to ‘old’ staff only would like create a salary difference between “new” staff with the same years of experience and degree. Committee members agreed there will always be some difference in salaries based on licensure and other factors when hired. Rackstraw mentioned in business staff usually receive salary increases so they move to the middle of a salary range quickly. Spreeman explained this is done but based on performance evaluations, higher performance ratings increase the move towards the middle salary range. Anderson inquired how staff salaries would be guaranteed to meet within the next salary range when their years of experience increase. Spreeman explained if the school is able to consistently give 1%-2% increase each year than staff would automatically align with the next salary range. If there is no increase one year than the years of experience would have to be adjusted to reflect this and keep staff salaries in alignment. The committee agreed it was important to get input from all staff. Larsen suggested providing information at the next staff meeting on May 14, staff could ask questions and then respond to a survey on which options they would recommend.

**6. Adjourn**

**Future Meetings/Events Below:**

Thursday, May 15 @ 3:45 pm