

BlueSky Charter School
HR Committee Meeting
Thursday, January 11, 2018
2:00 PM

Location: [Join meeting: sara-neu](#)

- 1. Call to Order**
- 2. Roll Call – Paula Forbes, Amy Larsen, Sara Neu, Jodi Helder, Angie Rackstraw, David Bjorklund, Dawn Mensing, John Mizeur, Julie Johnson**

3. Agenda:

I. Continuing discussion of staff compensation/longevity recognition

The discussion centered around finding ways to increase staff salaries without putting a financial burden on the school. Forbes suggested that the percent increase given by the legislature should be seen as a cost of living increase and everyone should receive this every year regardless of performance, longevity, etc. However, when the school is healthy and doing well, staff should be rewarded for contributing to that success by being given a raise based on a number of factors such as performance, longevity, etc. The ability to give an increase and the amount would need to be determined by the board on a yearly basis, and if the school is not doing well, no increase would be given. The funding for this could possibly come out of our fund balance.

Forbes also suggested having a kitty available for leaders in the school (department leads, Admins, etc) to be able to give out a small one-time gift to staff who go above and beyond their daily duties and really work hard on something outside of their normal job. This could be given in the form of a gift card. If it is financially feasible to do this, the committee will need to discuss how gifts are handed out and how recipients are selected.

Neu will set up a meeting between herself, Scott, Amy L & Paula either before or after the next board meeting to discuss finances and to determine whether or not it would be financially reasonable to do either/both of these ideas.

4. Recommendations

5. Adjourn

Future Meetings/Events Below:

Thursday, February 8, 2018