

**BlueSky Charter School**  
HR Committee Meeting  
Thursday, March 22, 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. Review results of staff compensation survey**

Committee members were given the results of the staff compensation survey to review. A total of 51 staff responded to the survey. The first question, “For which activities would you like to be recognized?”, the top 4 answers were

1. Number of years employed by BlueSky (25 respondents indicated this as their #1 choice and 7 respondents marked it as their #2 choice).
2. Education level (6 respondents indicated this as their #1 choice and 17 respondents marked this as their 2nd choice).
3. Generating new ideas or being innovative (7 respondents indicated this as their 1st choice, 4 indicated it as their 2nd choice).
4. Taking on additional tasks when volunteers are needed (5 respondents indicated this as their 1st choice, 4 indicated it as their 2nd choice).

The open ended comments for this question were largely about wanting to be recognized for years teaching, both at BlueSky and in other districts.

The committee reviewed the second question “Other ways in which you would like to be recognized by BlueSky”

1. Stipend/bonus pay (36 respondents indicated this as their first choice, 6 indicated it as their second).
2. More personal/vacation days (14 indicated this as their first choice, 15 indicated this as their second choice).

The comments for this question varied, with most people indicating a need to raise salaries at BlueSky in order to keep up with the cost of living.

The committee discussed that the results from this survey supports the committee’s recommendation to implement a stipend/bonus structure. The stipend/bonus structure would include multiple ways in which to earn the additional money, and include items such as the top 4 indicated in the staff survey (longevity, education, innovation, additional tasks).

The results to the third question regarding raises being given either as a fixed dollar amount or percentage of salary supports that staff would rather see a fixed dollar amount this year. Neu pointed out that some staff may have responded differently if they knew how much the fixed raise would be.

#### **4. Recommendations**

The HR Committee has 2 recommendations.

1. The HR Committee recommends that we move forward with researching and discussing ways to implement a staff stipend/bonus structure that takes into account the feedback gathered through this survey.
2. The HR Committee recommends the 2% raise be given to staff as a fixed dollar amount this year, which equates to approx. \$1300 per staff member.

#### **5. Adjourn**

#### **Future Meetings/Events Below:**

Thursday, April 12, 2018