

BlueSky Charter School
HR Committee Meeting
Thursday, May 10, 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, Dan Ondich, Renee Parcheta**

3. Agenda:

I. Discuss compensation options, items to research over the summer

The committee discussed options for increasing licensed staff personal days. Options discussed were awarding extra personal days based on seniority, allowing staff to roll over a certain number of personal days to a maximum number, allocating staff to take additional “discretionary days”. Sara Neu will work on compensation stats over the summer to help aid the committee in deciding which option may be the best.

Dan Ondich and Sara Neu then presented concerns that have come up regarding staff utilizing time off. Ondich explained that some licensed staff have requested personal days the day before the leave is to be taken, and this makes it difficult to find a sub to cover. Also, there have been staff who have rescheduled live sessions so they do not interfere with outside appointments or days off that the staff is wanting to take. The committee discussed creating a process for requesting time off and having a conversation about this issue at the staff retreat. Sara Neu will start working on this process, along with Dan Ondich, to bring to the committee when it resumes.

Sara Neu presented that there are also many unspoken policies in regards to time off that are not written anywhere. For example, the rule that staff must submit a time off form if they miss and in-person meeting, or staff cannot take the last day of school off. Sara Neu to create a list of these unspoken policies and discuss them at the staff retreat, with possible addition to the handbook next school year.

Julie Johnson suggested that the committee look at ways to allow staff to receive a stipend for extra duties. It was decided that Sara Neu will form a sub committee that will include Scott Brown, to discuss options and develop a scale.

4. Recommendations

5. Adjourn

Future Meetings/Events Below:

See you in September!