**BlueSky Charter School**

HR Committee Meeting

Wednesday, October 11, 2017

2:00 PM

**Location:** [**Join meeting: sara-neu**](https://plus.google.com/hangouts/_/blueskyschool.org/sara-neu?hceid=c2FyYS5uZXVAYmx1ZXNreXNjaG9vbC5vcmc.6ec6fnto5j963878831klpur3d&authuser=0)

**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:**

1. **Discuss meeting schedule for the year**

It was decided to change meeting date to the 2nd Thursday of the month, at 2pm. If there is nothing on the agenda, the meeting will be canceled.

1. **Topics to be discussed throughout the year**

 Topics expected to be discussed in this committee during the 2017-18 school year:

1. Revise policy on obtaining a Master’s Degree-assess the amount and possibly redetermine submission dates.
2. Once the new phone system is put into place, look at internet/cell phone reimbursements to make them simpler and possibly increase amount.
3. Look at staff salaries and also new staff hire chart to see how staff all compare.
4. **Health Insurance Renewal**

Neu reported that PEIP sent claims experience this year for the first time. The data was analyzed by our broker, DeAnn Fiore, who indicated that in order to go out for bids, our claims experience should be 80% or less. BlueSky’s claims experience for the previous 2 years came out to be 236%. Therefore, BlueSky did not receive any bids for health insurance and is suggesting that BlueSky remain with PEIP in 2018.

The renewal rates with PEIP are good. For the 2 most popular plans, the HSA and the Value plan, there will be no increase in 2018. The Advantage or “High” plan increases approx. 1%. Dental insurance has a slight increase as well. Johnson suggested a special school board session to discuss the health insurance, so open enrollment can begin before the next board meeting scheduled for Oct. 25, 2017.

**4. Recommendations**

The committee recommends that the board approve the PEIP option.

**5. Adjourn**

**Future Meetings/Events Below:**

Thursday, November 9, 2:00