

**BlueSky Charter School**  
HR Committee Meeting  
Thursday, December 14, 2017  
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. Discussion of staff compensation/longevity recognition**

Neu presented that there have been several staff members who have approached her concerned about the new hire salary schedule. Staff have been concerned that their salaries do not fall within the appropriate portion of the scale and therefore are concerned that new staff who do not have as much education/experience as current staff would be hired at a higher rate than current staff. Neu explained that the new hire salary scale is only one tool that is used when determining a new hire's starting salary. HR also takes into account the salaries and education/experience of existing staff in the department and ensures that new staff will not be hired with disproportionate salaries to those who are already in the department. Johnson suggested that this policy be written and added to the employee handbook. Neu will draft a policy and bring it to the next HR committee meeting for reviewal.

The discussion then turned to brainstorming ways in which BlueSky can recognize staff for their longevity and or/excellent performance. Many ideas were discussed, including structuring the raises at the end of the year based either on performance or longevity. It was decided that Larsen would talk with some other charter schools who use steps & lanes to find out how this works for them & how they handle raises. Neu will research ways in which BlueSky could possibly use what licensed staff are already doing for Q-Comp to help determine raises based on performance. Neu will also develop a sample rubric that includes what performance measures would be used. Neu will bring her findings to the next HR committee meeting with the intent of deciding on a few options and then sending a survey to all staff.

**4. Recommendations**

**5. Adjourn**

**Future Meetings/Events Below:**

Thursday, January 11, 2018

**BlueSky Charter School**  
HR Committee Meeting  
Wednesday, October 11, 2017  
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. 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.

**II. 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.

**III. 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**

## **5. Adjourn**

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

Thursday, November 9, 2:00