**BlueSky Charter School**

HR Committee Meeting

Thursday, November 8th, 2018

2:00 PM

**Location: meet.google.com/gfv-ukqx-tnh**

**1.  Call to Order**

**2.  Roll Call –** Paula Forbes, **Amy Larsen, Sara Neu,** **Jodi Helder**, **David Bjorklund**, Dawn Mensing, **John Mizeur, Julie Johnson**, **Heather Novak,** **Gaia Buttweiler,** **Amy Chicoine**

**3.  Agenda:**

* **Review new policy regarding personal days for licensed staff.**

 Sara N. presented that admin have a concern that since BlueSky has many licensed staff who have been here more than 5 years, that many staff would take a week off every year and that would become unmanageable as well as costly in terms of hiring sub coverage. It was suggested that licensed staff only be allowed to change 3 sick days into personal days every other year.

It was discussed that with this change, admin and department leads will need to manage who is out a little more than what is happening currently. Sara N. presented that HR and the Admins will have a meeting to determine what the procedure will be for requesting time off in order to ensure that there is enough coverage so that students are not affected. In addition, it was agreed that a sentence will be added to the policy indicating that licensed staff can take more than 2 consecutive days off once every 2 years. Sara N. to draft this wording and send it out to the committee for approval.

The topic of performance pay vs. longevity pay was also brought up. Sara N. to set up a meeting with Paula, Amy L, Julie J, Amy C, & Jodi Helder to explore this option further.

**4. Recommendations**

**5.  Adjourn**

**Future Meetings/Events Below:**

2nd Thursday of every month, 2:00 pm

Next meeting Thursday December 13th, 2:00 pm