

BENJAMIN FRANKLIN CLASSICAL CHARTER PUBLIC SCHOOL

HUMAN RESOURCES COMMITTEE MEETING

December 19, 2016

8:00 AM – HEAD OF SCHOOL OFFICE

Attendance: Renee Blaine, Jennifer Powell, Kathy Urkevic, Deb Schwab, Beth O'Toole, and Heather Zolnowski

Absent Mark Titelbaum, Joe Perna

8:06: Call to order

- The HR Committee reviewed and approved minutes from the October 31, 2016 meeting. Jennifer Powell motioned to approve and Deb Schwab seconded. Unanimously approved.
- Renee shared that the Board has directed the committee to investigate all avenues of compensation, not just pay for performance.
- Mark T. is looking at the GIC plan for benefits. In the Spring we will compare to the market for health and welfare benefits.
- Jenn checked in to our current health renewal as 8-10% less than we had anticipated.
- Renee has been comparing current teacher salaries compared to Franklin Public. To get all of our teachers to 100% of Franklin it is approximately a \$300k spend. She would like to take a look at the grid for all of the Charter region. Ideally she would like each committee member to take a couple of towns and report back. Heather shares that not all districts update the DESE website.
- Renee noted that most of our turnover happens around the 3-4 year mark and after the 10 year mark there is very little. The number of teachers falling in the 3-4 year time frame at the time the new school will open will be significant. It is imperative that we address salary before as soon as possible to preserve consistency.
- Heather is going to set up a google doc with all the regional towns listed. Jennifer will do an initial run through and link where she finds the salary information. The ones she can't find the remaining committee members can call or do further research to fill in the gaps.
- The Finance committee begins budget season in March, so we will look to finalize this before then.
- HOS Performance review and assessment. Beth shared the overview of how the survey went last year. Less than 10 individuals submitted reviews. There was a lot of feedback about how the process was administered in past years, including whether or not the survey should be anonymous.
- Renee is going to review the prior year survey and Kathy will review it with the FIT.

8:55: Meeting adjourned