

BENJAMIN FRANKLIN CLASSICAL CHARTER PUBLIC SCHOOL

HUMAN RESOURCES COMMITTEE MEETING

8:00 AM – HEAD OF SCHOOL OFFICE

Attendance: Beth O’Toole, Kathy Urkevic, Jennifer Powell, Heather Zolnowski , Deb Schwab, Mark Titelbaum

Absent: Renee Blaine

8:15: Call to order

Beth O. welcomed everyone and explained that she will be running the meeting in Renee’s absence.

Review and updated the HR Committee Charter as needed. The Charter will be presented at the October Board meeting for approval.

Discuss projects and timelines for the 2016 – 2017 year

- **Compensation:** The FIT for HR sent out a survey regarding compensation during the first week of school. The teachers indicated an overwhelming no on the Sturgis “pay for performance” structure. Many ideas came out of the survey. One teacher suggested a pay for performance idea that would change the evaluation structure to be more quantitative. Retiree health benefits, more stipend/higher paying stipends, increasing percentage-to-Franklin schools as the teachers are here longer (so 85% base and increasing each X number of years to be at whatever agreed upon % of Franklin we decide upon), longevity bonus, a set dollar amount of increase rather than an across the board percentage increase.
Kathy will put together a bullet pointed list and share with the committee. Heather and Jennifer will attempt to quantify the budgetary impact of the ideas to present to FinCom at the October 6th meeting. After FinCom the ideas will be presented to the Board for approval. After Board approval the FIT/RAT can move forward with fleshing out the ideas further.
- The committee would like to look at additional employer sponsored benefits. Jennifer shared that the benefits are put out for bid every year and Heather adds that both compensation and benefit tweaks would likely improve the hiring process.
- Both work agreements and the Head of School employment agreement should be reviewed this year.
- The process for the Head of School Performance Review should be discussed and reviewed in an attempt to increase participation from faculty and staff.

8:48: Meeting adjourned