

BENJAMIN FRANKLIN CLASSICAL CHARTER PUBLIC SCHOOL

HUMAN RESOURCES COMMITTEE MEETING

October 31, 2016

8:00 AM – HEAD OF SCHOOL OFFICE

Attendance: Renee Blaine, Jennifer Powell, Deb Schwab, Mark Titelbaum and Heather Zolnowski

Absent: Beth O'Toole, Joe Perna and Kathy Urkevic

8:17: Call to order

- The HR Committee reviewed and approved minutes from the September 26, 2016 meeting.
- Next, there followed a discussion of 2016-2017 Board of Trustees goal for the HR Committee which is to research and recommend a compensation and benefits strategy for the faculty to be implemented for the 2017-2018 school year and beyond. Part of this discussion included external and internal influences on setting a compensation and benefits strategy. Renee provided the Committee with an overview of Total Rewards and how compensation, benefits and other components such as work-life, recognition, performance management and talent development factor into an organization's strategy. Some of these components are already in place at BFCCPS and were highlighted so that they could be part of a broader communication strategy at a later time.
- The Committee discussed the current compensation benchmark of Franklin Public Schools for compensation and whether that continued to be appropriate now that BFCCPS is a regional charter school. The Committee agreed to evaluate compensation levels for the towns covered in the BFCCPS region because, collectively, they are the most relevant benchmarks. Franklin Public Schools would be part of the evaluation.
- The Committee discussed how to obtain relevant compensation data to help establish pay levels for the faculty. Jennifer is gathering the teacher contracts from the surrounding regions. Heather mentioned that there is a Charter School Survey for compensation which breaks out pay levels by position within the school (classroom, staff, administration and assistants), years of service, enrollment, geographic area served (urban, suburban, rural). The Committee agreed that this data source was not the most relevant because BFCCPS does not lose faculty to other charter schools, but rather to larger district schools. However, it could be used as a secondary source.
- The Committee discussed whether or not performance should be a component of the compensation structure and if so, how it could effectively be implemented in an objective manner.
- The Committee discussed feedback from the Faculty Input Team (FIT) survey about what types of compensation structure and benefits they would like taken into consideration by the Committee and Board of Trustees.
- Mark raised whether or not the school looked into Group Insurance Commission (GIC), the state health insurance and other benefit plans) as an alternative for the school's health and welfare

benefits. The school did review the plans and cost approximately 5-7 years ago but the GIC plans were more expensive at that time. The Committee agreed to take a look at GIC to compare their rates to the school's current rates in order to understand whether or not it made sense to formally evaluate them for the 2017-2018 annual benefits renewal.

- Jennifer provided high level medical plan costs and the percentage shared by the employees and BFCCPS.

9:25: Meeting adjourned