

**BENJAMIN FRANKLIN CLASSICAL CHARTER PUBLIC SCHOOL**

**HUMAN RESOURCES COMMITTEE MEETING**

**March 20, 2017**

**Location: Head of School Office**

8:13 call to order

Present: Renee Blaine, Kathy Urkevic, Beth O'Toole, Deb Schwab, Heather Zolnowski, Jennifer Powell, Joe Perna

Absent: Mark Titlbaum

Motion to approve the 2/27/17 minutes as written by Deb Schwab, seconded by Kathy Urkevic.

The HOS evaluation survey is ready for distribution. Heather will show Renee how to input the document in to Google Forms and make it accessible only by Renee. Beth will send Renee the password for the [hr@bfccps.org](mailto:hr@bfccps.org) email account. This account has the ability to email all faculty/staff with [allbfccps@bfccps.org](mailto:allbfccps@bfccps.org) email address. Renee will present the survey at the April 25<sup>th</sup> faculty meeting and Heather will not attend that part of the meeting.

Renee shares with the committee that the BOT has agreed to put off rolling out a new compensation philosophy until there is a definitive timeline for the new school. Since the goal was to roll this out in conjunction with opening the new building it makes sense to also push both out until that time.

Renee would like to look in to having a wellness fair for the faculty and staff to have the representatives from the different benefits providers. Kathy suggests that the staff may not be interested in having more than just representatives (i.e., having smoothies, Farmers' Market, etc.) due to time constraints. Open enrollment is in June. Jennifer has the health care broker coming out the end of May. Renee suggest having the actual health care representatives come out. Kathy will reach out to the teachers to see if there would be any interest in having more of a "fair" format than what has been typically offered.

Renee wants to come up with a flyer with an "internal marketing" concept – "What sets BFCCPS apart?" Kathy said one of the biggest reasons she has heard teachers like the Charter concept better is not having to participate in the state evaluation process. Teachers have to maintain a binder in public schools on how they are measuring to standards and it takes a significant amount of time away from planning time. Heather adds that the state is also ranking teachers. Heather says the biggest questions she gets during interview process relate to evaluation, professional development, and teacher input (FIT). Some of the advantages of our school include: idea of summer courses and having control over what they offer, ability to run after school clubs, control over what and how they are allowed to teach, the ability to change more quickly to meet the needs of the students, no union dues. Kathy thinks offering a longevity bonus would be a great incentive for teachers in the 3-5 years range.

**9:01 AM Motion to adjourn** motion to adjourn made by Beth O'Toole, seconded by Jennifer Powell.