
SHPA HR Committee Meeting – March 11, 2019

Approved by the board April 4, 2019

Attendees:

Lisa Barnidge
Carolyn Farrell
Molly Lee
Sara Nue
Carl Schlueter
Kerry Tieman
Dan Woodle
Celeste Wiederholt

Absent:

n/a

Other Attendees:

Leah Lellman
Brent Peterson
Kelly Ryan

Mission

Seven Hills Preparatory Academy engages students in a rigorous Classical education, designed to prepare *each one* for strong citizenship and life-long learning.

Human Resources Committee Charter

The Human Resources committee is a committee of the School Board of Directors. The purpose of this committee is to review specific topics as assigned by the board of directors for the purpose of making a recommendation to the board of the appropriate action to take. Common topics that may be discussed by this committee include common personnel functions such as compensation and employee benefit structures, staffing practices such as attracting and retaining staff, as well as communications among employees. The committee should refrain from handling specific employee performance concerns; those should be handled by the executive director in coordination with the full board of directors.

1. Reviewed the math needs of our students and the necessary supports
 - Currently the Bloomington Campus has 1.5 FTE
 - Brent Peterson is allocated 0.5 FTE as a math specialist at the Bloomington Campus, but sometimes spends closer to .80 FTE
 - Richfield Campus has 1.0 FTE math specialist

- Middle School has less than 3.0 FTEs teach 7 different courses of math
- Acknowledged that there are many needs of students and many students have multiple needs
- A workgroup will be organized to determine the scope of our math needs and develop strategic options to meet those needs

2. Staff Morale

- Mr. Schlueter discussed the staff survey that was administered last fall
- Mr. Schlueter discussed morale at both a joint staff council and BC staff meeting
- Mr. Schlueter is working with the BC administration to improve morale
- Outside of the direct feedback from the survey, additional opportunities were discussed to improve the morale of staff
 - Discussion was had regarding recognition of length of service through benefits and being offered flexibility to use the PTO they have earned
 - Administration will review PTO policies
 - HR will look at the compensation package next year and consider possible flexibility
 - Opportunities to show the value of our staff was also discussed
 - Role of the Team Lead to show value to others on the team
 - Cognitive Coaching Seminar as whole staff activity to learn how others like to be recognized
 - Possibility of teachers organizing social events

3. Future Agenda Items

- Review snack list
- Review Employee and Parent Handbooks
- Look at data regarding substitute costs and usage for PTOs
- Continue to look at recruitment efforts

Recommendations to SHPA Board of Directors

1. Recommend approval of the March 11, 2019 HR Committee meeting minutes