

Human Resources Committee Agenda

September 10, 2019

- The September meeting was held at 2:30 pm in the computer lab. Lori, Molly, Evi, Shelly, Leah were present.
- Policy 712: The board wants HR committee to look at the end date for ending employment. Last day worked? Last day of pay? Affects things like Flex, Life Insurance, PLT. Each member will contact one other charter to school to ask about their policy. (Molly- Coulee, Lori-LaCrescent, Evi- Ridgeway, Shelly- Riverway)
- Tuition Reimbursement Policy- Non-Montessori:
Do we want to add definitions for high turnover, shortage, hard to fill?
Do we want to add “areas of need as determined by board”
What about the ABS License? It covers multiple license areas- are they limited to the 12,000 for one license or 12,000 for each one under it.

Items not discussed yet:

- From BOD: Review 861 (FMLA) and Policy 712 -Feedback?
- Job Descriptions
 - Lori- follow up info from conference
 - EEOC
 - Review returned job descriptions
 - Update job descriptions
- I9 audit
- Employee Evaluations
- Employee Handbook
 - MN wage disclosure
 - Access to personnel files
 - Right to dispute documents

- Discrimination against disabilities policy
 - FMLA policy
 - Policy 712
 - Boundary policy
- Adjourn meeting at 3:30. This is the last HR meeting of the 2018-2019 school year.