

## Personnel Minutes

May 13, 2020 at 1:39 p.m. via Google Meet  
Pending Approval



**NSCS Mission:** *North Shore Community School excels in connecting our students' academics and learning with their natural and social environments in a nurturing community setting.*

**Committee Purpose:** Review policies related to working conditions (eg. compensation, terms of employment, environments) for NSCS staff and make recommendations to the NSCS Board.  
(Updated November 2019)

*Due to the declared health pandemic and the declared state of emergency and pursuant to Minnesota Statute 13D.021, until further notice, all NSCS Personnel Committee meetings will be held by teleconference or other electronic means. In accordance with Minnesota Statutes 13D.021, members of the public are not permitted to attend this meeting due to the current health pandemic. The public is encouraged to watch this meeting online at: <https://youtu.be/wbG13pw95Zc>*

### Call to Order:

**Attendance:** Janna Dreher, Robbie Tietge, Shelly Pierson, Gina Gallagher, Jim Sauls, ~~Carla Tamburro~~

1. **Concerns from audience:** no audience
2. **Approve Agenda:** Motion by Tietge to approve as written, second by Dreher. Dreher: Yes, Tietge: Yes, Pierson: Yes , Gallagher: Yes.
3. **Approve Minutes:** Motion by Dreher to approve as written, Second by Tietge. Dreher: Yes, Tietge: Yes, Pierson: Yes , Gallagher: Yes.
4. **Old Business:**
5. **New Business:**
  - a. Preliminary Grade Level Numbers and Staffing for 2020-2021- 356 student applications for K-6 and preschool is full. 52 Kindergarten applications presently. Splits are being considered to adjust the discrepancy in class sizes, and to allow for smaller class sizes and school growth; K-1, 2-3, 4-5.
  - b. Policy 403: Employee Grievance and Grievance Form: Grievance form is on the website. Revision of language includes explanation of access to the form on the website and also includes language related to resolving issues. Motion by Tietge

to approve revisions as written, Second by Dreher. Dreher: Yes, Tietge: Yes, Pierson: Yes , Gallagher: Yes.

- c. Policy 426: Nepotism- Motion by Tietge to approve as written, Second by Dreher. Dreher: Yes, Tietge: Yes, Pierson: Yes , Gallagher: Yes.
- d. Policy 432: School Closure: With the recent state executive order for school building closure and the move to distance learning, the following suggestion is added to the policy: Under general statement of policy, letter C. If the state issues an executive order closing school buildings or moving schools to distance learning, staff compensation will be aligned with the state executive order.

Motion by Sauls to approve 432 as presented, Second by Tietge. Dreher: Yes, Tietge: Yes, Pierson: Yes , Gallagher: Yes, Sauls: Yes.

- 6. Committee Reflection:** Positive meeting, went smoothly for a distance meeting, pulling up documents. Thank you Janna for taking minutes.
- 7. Next Meeting:** Scheduled for October 7 at 3:05.
- 8. Adjourn:** Motion by Sauls to adjourn at 2:48, Second by Pierson. Dreher: Yes, Tietge: Yes, Pierson: Yes , Gallagher: Yes, Sauls: Yes.