



Personnel Minutes (Draft)

December 9, 2020. 4:15 via Google Meet

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. Persons may monitor this meeting from a remote location through our streaming link: <https://youtu.be/azyurjzO3Vc>
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)

Call to Order: 4:22

Attendance: Tanya Bruzek, Janna Dreher, Gina Gallagher, Shelly Pierson, Jim Sauls, Carla Tamburro, Robbie Tietge

Ex Offiicio: Nikki Carpenter

1. **Concerns from audience:** none
2. **Approve Agenda:** Motion to approve the agenda (Motion by Dreher second by Tamburro: Dreher: Aye, Gallagher: Aye, Pierson: Aye, Sauls: Aye, Tamburro: Aye, Tietge: Aye)
3. **Approve Minutes:** Motion to approve the minutes with the following changes; change title from D Personnel to Personnel Minutes and change agenda to November minutes (Motion by Gallagher second by Tamburro: Dreher: Aye, Gallagher: Aye, Pierson: Aye, Sauls: Aye, Tamburro: Aye, Tietge: Aye)
4. **Welcome New Committee Member Tanya Bruzek**
 - a. Discuss meeting time/schedule for 2021
 - b. Committee membership/roles

Tanya was not present. We will welcome her and revisit the meeting time and day at the next meeting. The schedule still stands as the second Wednesday of the month at 4:15. Gina spoke about committee roles and responsibilities and conflicts of interest.

5. **Old Business:**
 - a. Discuss TRA and continuation of work

Each person went around in the order of roll call and presented opinions and information. The main topic centered around whether a policy should be created to allow for a teacher to retire and be rehired. Discussion included possible outcomes for the individual, consequences for the school and implications for the TRA fund itself.

Motion was made to send this to the Board (retire and be rehired) and see if they would entertain the possibility of a policy (Motion by Gallagher second by Sauls: Dreher: abstained, Gallagher: Aye, Pierson: Nay, Sauls: Aye, Tamburro: Nay, Tietge: Aye)

6. New Business:

7. Committee Reflection

Much appreciation was expressed for the time and thoughtfulness people put into the issues and for the varied points of view that were expressed.

8. Next Meeting: January 13, 4:15

9. Adjourn: 5:55 Motion to adjourn (Motion by Tietge second by Sauls: Dreher: Aye, Gallagher: Aye, Pierson: Aye, Sauls: Aye, Tamburro: Aye, Tietge: Aye)