



Personnel Minutes

January 13 , 2021. 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/sgGvPp7OdYs>

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: 4:18

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

Ex Officio: Nikki Carpenter

- I. Concerns from audience: none
- II. Approve January 13, 2021 Agenda: (Motion to approve by Dreher seconded by Bruzek: Bruzek, Aye; Dreher, Aye; Gallagher, absent; Pierson, Aye; Sauls, Aye; Tietge, Aye)
- III. Approve December 9, 2020 Minutes: (Motion to approve by Dreher seconded by Tietge: Bruzek, Aye; Dreher, Aye; Gallagher, absent; Pierson, Aye; Sauls, Aye; Tietge, Aye)
- IV. Committee membership/roles
 - A. Welcome new committee member Tanya Bruzek- Welcome Tanya
 - B. Resignation of Carla Tamburro- Discussion was held on the Executive Director appointing another non-licensed staff to the committee. At this time
 - C. Designation of secretary (Motion to appoint Nikki Carpenter as the clerk of Personnel Committee by Tietge seconded by Bruzek: Bruzek, Aye; Dreher, Aye; Gallagher, absent; Pierson, Aye; Sauls, Aye; Tietge, Aye)
 - D. Discuss meeting time/schedule for 2021
Meeting times will continue to be on the second Wednesday of the month at 4:15.

- V. Old Business:
 - A. Continuation of work after retirement
 - 1. NSCS School Board tabled to January meeting

- VI. New Business:
 - A. Policy 401 Equal Employment Opportunity - MSBA Mandated
Motion to approve Policy 401 Equal Employment Opportunity as revised by Dreher seconded by Tietge: Bruzek, Aye; Dreher, Aye; Gallagher, absent; Pierson, Aye; Sauls, Aye; Tietge, Aye.

 - B. Policy 402 Disability Nondiscrimination - MSBA Mandated
Motion to approve Policy 402 Disability Nondiscrimination as revised by Dreher seconded by Sauls: Bruzek, Aye; Dreher, Aye; Gallagher, absent; Pierson, Aye; Sauls, Aye; Tietge, Aye.

 - C. Policy 413 Harassment and Violence - MSBA Mandated
Motion to continue Policy Policy 413 Harassment and Violence as written by Dreher seconded by Sauls: Bruzek, Aye; Dreher, Aye; Gallagher, absent; Pierson, Aye; Sauls, Aye; Tietge, Aye.

- VII. Committee Reflection - The members of the Personnel Committee would like to thank and recognise Carla Tamburro for her contributions and dedication to this committee. Productive, collaborative, welcoming, great discussion and a comfortable place to voice our views.

- VIII. Next Meeting: Wednesday, February 10th at 4:15 pm

- IX. Adjourn: (Motion to adjourn at 5:12 by Sauls seconded by Bruzek: Bruzek, Aye; Dreher, Aye; Gallagher, absent; Pierson, Aye; Sauls, Aye; Tietge, Aye)