



## Personnel Minutes

February 10, 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/YUOE\\_HsMtek](https://youtu.be/YUOE_HsMtek)  
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: 4:21

**Attendance:** Tanya Bruzek, Janna Dreher (joined at 4:26), Gina Gallagher, Shelly Pierson, Jim Sauls, ~~Robbie Tietge~~

**Ex Officio:** Nikki Carpenter

**Concerns from audience:** none

- I. Approve February 10, 2021 Agenda:** (Motion to approve by Bruzek seconded by Sauls: Bruzek, Aye; Dreher, absent; Gallagher, Aye; Pierson, Aye; Sauls, Aye; Tietge, absent)
- II. Approve January 13, 2021 Minutes:** (Motion to approve with additional language "no changes will be made." to IV B. by Bruzek seconded by Dreher: Bruzek, Aye; Dreher, absent; Gallagher, Aye; Pierson, Aye; Sauls, Aye; Tietge, absent)
- III. Old Business:**
  - A. Continuation of work after retirement**
    - 1.** Task force met Monday Feb 8, in progress to board. Still in progress the committee met once and will be meeting again.
- IV. New Business:**
  - A. Informational - Salary Freeze Update**
    - 1.** FYI- The Finance Committee has recommended to the school board to unfreeze 20-21 salaries.

**B. March Policies for review**

**1. 426 Nepotism in Employment**

Recommendation for the Personnel Committee to continue with the addition of the adoption date added to the policy. (Motion to approve by Dreher seconded by Burzek: Bruzek, Aye; Dreher, absent; Gallagher, Aye; Pierson, Aye; Sauls, Aye; Tietge, absent)

**2. 427 Employee Longevity- Discussion held and the committee will do some research on what other schools with longevity pay.**

**V. Committee Reflection:** Good meeting, nice that the meetings have streamlined, good conversation, apologize for the technology difficulties

**VI. Next Meeting: Wednesday, March 10th at 4:15**

**VII. Adjourn:** (Motion to adjourn at 5:16 Dreher seconded by Sauls: Bruzek, absent; Dreher, absent; Gallagher, Aye; Pierson, Aye; Sauls, Aye; Tietge, absent)