



Personnel Minutes

March 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/xDTWk4g7eAo>

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: 4:16

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

Ex Officio: Nikki Carpenter

Concerns from audience:

- I. **Approve March 10, 2021 Agenda:** (Motion to approve by Dreher seconded by Bruzek: Bruzek, Aye; Dreher, Aye; Gallagher, Aye; Pierson, Aye; Sauls, Aye; Tietge, Aye)
- II. **Approve February 10, 2021 Minutes:** (Motion to approve with two correction by Dreher seconded by Gallagher: Bruzek, Aye; Dreher, Aye; Gallagher, Aye; Pierson, Aye; Sauls, Aye; Tietge, Aye)
- III. **Old Business:**
 - A. **Retire and Continuation of work update** - The task force met twice and reported back to the board. The School board after a lengthy discussion decided not to move forward with a policy. More information on the school board decision can be found in the February 2021 School Board Minutes.
 - B. **426 Nepotism in Employment-** adoption date clarification needed for the motion made at last month's meeting.
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 Bruzek: Bruzek, Aye; Dreher, Aye; Gallagher, Aye; Pierson, Aye; Sauls, Aye; Tietge, absent)
 1. Adoption Date: 12/16/2013

C. Policy 427 Employee Longevity Committee members researched Longevity policies from other charters, districts and Osprey Wilds. The committee had a lengthy discussion and recommended continuing the policy as written. The committee would like further review of the policy at the Salary Benefits Task Force Meeting.

Recommendation from the Personnel Committee to continue Policy 427 Employee Longevity as written. (Motion to approve by Tietge seconded by Dreher: Bruzek, Aye; Dreher, Aye; Gallagher, Aye; Pierson, Aye; Sauls, Aye; Tietge, absent)

IV. New Business

A. Salary Benefits Task Force Meeting -First Meeting scheduled on Tuesday, March 23rd at 3:00 p.m. Shelly will be sending out a meeting invite to all Personnel and Finance Committee members.

V. Committee Reflection: Great meeting, thank you for all the input, feedback and discussion, loved the variety and perspective from all committee members.

VI. Next Meeting: Wednesday, April 14th at 4:15

VII. Adjourn: Recommendation to adjourn at 5:18 (Motion to approve by Tietge seconded by Bruzek: Bruzek, Aye; Dreher, Aye; Gallagher, Aye; Pierson, Aye; Sauls, absent; Tietge, Aye)