



School District 4084, July 26, 2015 *Board Meeting Minutes*
Approved August 24, 2015

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

Special Meeting to Discuss At-will vs contract employment – July 26, 2015

Present: All Board Members + Nikki Carpenter

Administration is looking for board direction related to at-will vs contract. If determined “at-will” then counsel believes there is a fair amount of work to be done to update policies and procedure. If moving forward with contractual employment, then existing policies are generally in line with a contract environment. Administration needs direction to be able to proceed with updating of policy recommendations and employee handbook.

Q: Does it appear that we could be “al la cart”

A: Counsel visited with Eugene Piccolo (SP). 90+% of charter schools in state are at-will employers.

Administrations recommendations: Proceed with contractual.

Q: If contractual, but eliminate seniority, then what?

Motion KL/LJ: All NSCS employees will be offered one-year contracts.

Discussion: limited discussion with a fair amount of laughter. UNANIMOUS.

ADJOURN: PS/MC

Prepared by: David A. Nolle Secretary

Approved: August 29, 2015