



Approved by Board September 24, 2024

Northern Lights School of Dance Board of Directors

Meeting Minutes

Meeting 6

September 21, 2024

Northern Lights School of Dance, Dance Studio A

Directors in attendance:

- Kristie-Anne Boucher, Acting Chair
- Karen Campbell, Treasurer
- Allison Lloyd, Secretary
- Betty Burns
- Mary Caldwell
- Miranda Colbert
- Alicia Heynen

Directors absent:

- Lindsay Hartland, President
- Natasha MacDonald, Vice President
- Sarah Edwards

Others in attendance:

- Marcy Mills, Dance Instructor
- Jennifer Kosmenko-Eastland, Dance Instructor

1. Call to order

Meeting called to order at 6:35 p.m. Saturday, September 21, 2024, Kristie-Anne Boucher, Director, presiding as Chair.

2. Discussion with instructors

The Board met with two senior staff to discuss their concerns regarding their dance instructor contracts and coverage for the Artistic Director's maternity leave. The responsibilities outlined in the Artistic Director's job description were reviewed.

Senior staff were asked to provide the Board with a written list of the duties in the Artistic Director Job Description that they are currently performing and the

additional tasks that someone will need to assume over the Artistic Director's maternity leave .

Senior staff noted that they will need some time to consider how much of the Artistic Director's job they are willing to take on.

Arrangements to ensure the successful delivery of the upcoming Nutcracker shows were discussed.

Karen Campbell will prepare a chart with the information provided by the instructors on which missing elements of the Nutcracker production require a solution.

The Board agreed to give further consideration to concerns raised regarding rates of compensation, scheduling, communications with staff, the distribution of duties and employment status.

Senior staff stated that they would continue to invoice NLSD at the rates set by the 2023-24 Board while amendments to their contracts are pending.

3. Adjournment

The meeting was adjourned at 9:24 p.m.

ACTION ITEMS

- Karen Campbell
 - prepare a chart with missing elements of the Nutcracker production.