

The meeting of the Judges Committee was called to order by Committee Chair, Fran Soukup, at 7:02 PM CDT on September 26th, 2025. Fran Soukup, Jerrika Mumford, Tami Lash, Cathie Kindler, Sherri Tallmon and Tor Sorensen were in attendance.

Minutes of the last meeting were approved via email and are posted on the ILR website.

Tami motioned to approve the agenda. Cathie seconded. Motion approved unanimously.

New Business:

The Governing Board requested the Judges Committee propose guidelines to provide clarity in the guidelines. The changes would allow the committee to take steps to resolve conflicts with judges without the formal grievance process.

Fran started by sharing the definitions of concern, protest, grievance, and warning. She shared that the Governing Board has advised the Judges Committee to write letters of concern in the past, rather than letters of warning. The committee discussed the protests & grievances section currently and possible changes and what is unclear. Fran discussed adding the definitions of concern and warning to the guidelines. She also suggested the GB review the definition of protest. Jerrika discussed that the protest definition was revised last year, and is a narrow definition due to the 15 day time limit on filing protests.

Tami motioned to add the following definitions in Section VI.A. Cathie seconded. Motion passed.

3. Concern: important relationship to (ILR-SD). To relate to; to be connected with; to be of interest or importance to.

4. Warning: a formal notice or admonishment that warns an individual of a potential violation or consequence, requiring them to act or cease certain behavior, to avoid negative outcomes.

Fran recommended the guidelines be changed to read concern instead of warning in Section VI.C.3. as noted below and will make the suggestion to the Governing Board:

Section VI. C

3. The ILR-SD Judges committee may submit grievances related to violations of Judges Ethics (Section III.H) or Judge/Apprentice Code of Conduct (Section II.I). The Grievance for violation of the Code of Conduct may be submitted to the Governing Board upon a majority vote of the Judges Committee. Grievances initiated by the judges committee should include at least one first-hand account of an incident (if applicable), and/or a letter of **warning concern** to the judge in question with repeat offense/lack of correction on the part of the judge. The Judge's committee is exempt from time restrictions and fees associated with the grievance process.

Tami motioned to approve the following additions to the guidelines, Section V. Letter I. Cathie seconded. Motion passed.

Section V.

I. CONSEQUENCES OF VIOLATIONS OF ETHICS AND/OR CODE OF CONDUCT

~~(Refer to Section VI. PROTESTS & GRIEVANCES):~~

1. Members are strongly encouraged to follow the ILR-SD Protests and Grievances procedures in Section VI. Only complaints submitted through this process are guaranteed a formal response.
2. Concerns must be brought to show management's attention and the issue should be handled at an informal level whenever possible.

3. In cases where the Judges Committee receives complaints in writing that are found to be credible, the Judges Committee may, upon approval from the Governing Board, issue a letter of concern to the judge and place the letter in the judge's file.
4. A pattern of behavior or an egregious violation may result in the Judges Committee initiating a grievance according to Section VI.

Fran shared that there are a number of apprentices that will be working through the apprenticeships from the recent clinic. The next meeting will be arranged via email when needed.

Tami motioned to adjourn the meeting. Cathie seconded. The motion passed unanimously. Adjourned at 7:51 PM CDT.

Respectfully submitted,
Jerrika Mumford