Greenvale Township Board of Supervisors Work Session and Meeting Minutes Thursday, January 19, 2023

Present: Supervisors Tony Rowan, Dave Roehl, and Chairman Charles Anderson; Treasurer Wayne Peterson and Clerk Jane Dilley

Others Present: Perry & Mary Collins, Eric & Patti Christianson, Cindy Roehl, Andy Anderson, Ken Malecha, Gregory Langer, Scott Norkunas, Linus Langer, Tate Stanton, Dan Stanton, Jerry Bolton, Maynard Bolton, Mary Langer, Bruce Paulson, Cody Huntington, Kurt Hembd, Victor Volkert, Jess Bodnar, Vicky Langer, Dean Odette, Linda Wasner, Craig Wasner, Nick Darling, Judi Malecha, Erv Ulrich, Duane & Cindy Larson, Rusty Kluver, Ron Welbaum, Danielle Piraino (Sharing Our Roots)

Work Session: The Board held a work session at 6:00pm to discuss and review agenda items before the regular meeting. After the Pledge of Allegiance, Supervisor Anderson asked if there were any additions to the agenda. Clerk Dilley added that after a previous meeting, Lisa Legvold asked for a review of prior meeting minutes, both during the pandemic and post-pandemic to see if Open Meeting Laws were followed post pandemic. Dilley found one instance, post pandemic, from October 2021 where Supervisor Rowan called into the meeting and was part of discussions. The minutes reflect that motions passed without detailing the number of votes, except for one motion that passed with a 3 – 0 vote, meaning Rowan was allowed to vote. The Board allowed Rowan to participate in the meeting without the proper audio and video feeds and without the meeting being posted to properly identify remote participation by a Supervisor. Therefore, an Open Meeting violation occurred. Lisa followed up with a request the township invest the necessary resources to bring in required audio and video resources so members of the Board or the Planning Commission could participate remotely. This item will be added to the agenda under New Business.

Clerk Dilley called law enforcement at the request of Supervisor Anderson to attend the meeting as Linus Langer had become unruly and argumentative during the work session and between the work session and the regular meeting.

Regular Meeting:

Opening of the Meeting:

Chairman Anderson called the meeting to order at 7:00pm with the Pledge of Allegiance. The audience was reminded to sign the attendance sheet and to silence their electronic devices.

Approve Agenda: Rowan moved to approve the agenda with the addition of obtaining audio and video capabilities to allow remote attendance as was discussed at the Work Session. This item will be under New Business. A motion was made by Rowan to approve the agenda. Roehl seconded. Motion carried 3-0.

Introductions: Mike Couri, Township Attorney

Approve Meeting Minutes: The October 3, 2022 Special Meeting minutes were reviewed. Anderson moved to approve these minutes. Roehl seconded. Motion carried 3-0. Anderson made a motion to table the December 15, 2022 minutes. Motion was seconded by Rowan. Motion passed 3-0.

Citizens comments:

Dean Odette spoke. Thank you to the Planning Commission for the hard work, we're moving forward with the businesses, good job. If there are nonconforming land uses that have not submitted an application, he urges them to do so. Clerk Dilley remarked the last day for submissions is March 30, 2023, which is 120 days after the effective date of the ordinance. Work on the plaque honoring past Board members continues, having done 1858 - 2022. Waiting for the Dakota County Historical Society to reopen. The Historical Society will verify the work that's been done. They are also interested in preserving our old minutes books.

Nick Darling said he wanted it noted that before he purchased his property on Foliage Ave, he spoke to Greg Langer about whether he could run his

landscaping business from there. Yes, that is an allowed usage. Now the township has a new ordinance that officially allows his business to continue. His thanks to the Board and the Planning Commission.

Ken Malecha referenced the last meeting where lots of people spoke – some topics were very emotional. Both Lisa and Mark Legvold spoke, Mary Langer spoke, so did Cindy Roehl along with many others. Since Charles Anderson has been Chairman of the Board of Supervisors, people have been allowed to make citizens comments. Citizens comments were often not allowed, and on a limited basis when allowed. Whether we agree or disagree, it is good to be able to come up here and address the Board, with his thanks to the Board. However, a couple of topics that were brought up during citizens comments that he wants to address. First, was when his patriotism was taken to task. Malecha has the utmost respect for active military members, veterans, and those employed by the government in various capacities. Another had to do with Planning Commission (PC) member Mark Legvold not being able to participate in the December PC meeting by phone while out of town. Malecha often attends meetings in Eureka Township, where he learned that remote participation could not be allowed if the meeting was not posted properly. Should he have known about the full extent of the requirements for remote participation? Possibly, he's been Chair of the PC for four months. Mark Legvold also should have known; he has been Vice Chair for five and a half years. Eureka outfitted their Town Hall with multiple large screen monitors and the communication software and equipment to allow audio and visual meeting capabilities. They did so with their APRA (Covid relief funds) money. Greenvale also received ARPA monies -\$40,000 and the prior board gave it all away. Malecha endorses the topic of obtaining technology for remote participation being discussed by the Board later in the meeting. As for the Greenvale Township Preservation Watch (GTPW), he thinks a better name would be the ACAP – the Anti Charles Anderson Project. The GTPW got started shortly after Charles Anderson was elected to the Board of Supervisors in March 2020. He, his family, his business have all been dragged through the mud. Anonymous complaints. Malecha sees Anderson working harder and harder for the good of the township; if he has a fault, it's that he's too nice. Also, Malecha has been accused publicly of having a "quid pro quo" relationship with Charles Anderson. "Quid pro quo" means you give something

and get something in return. In jest, Malecha wanted to know why he's not getting anything from Anderson. There is no quid pro quo! The GTPW professes to fact check their articles, but they contain much misinformation. Malecha then asked if there were any members of the GTPW in the audience. One person. Bruce Paulson, raised their hand. Malecha asked if Bruce would please take this "fact based" article back to them for a retraction. Malecha read from a recent GTPW newsletter "Love the Township" that talked about once the new slate of PC members were selected in June 2022, the newest members of the PC chose Charles Anderson as their Board Liaison. Malecha asked a couple of the audience members who are on the PC if they voted to make Anderson the liaison. Volkert said he was certain that wasn't in the PC's authority. Norkunas didn't vote on any such item. Malecha then read from the June 15, 2021 Board of Supervisor meeting minutes. Present were Chair Greg Langer and Supervisors Tony Rowan and Charles Anderson. Anderson made a motion for Langer to keep the Chair position, Rowan to be responsible for roads and Anderson would become the liaison to the PC. Rowan gave the motion a second, and the motion passed. Malecha reiterated his request for a retraction – the PC had nothing to do with making Anderson the Board liaison to the PC. Malecha then cited another example of false reporting. The GTPW newsletter reports that after the November 10, 2022 Public Hearing and subsequent PC meeting, because the ordinance amendment addressing nonconforming land uses, citing the lack of performance standards [NOTE: both our attorney and planner have told us we cannot place performance standards on the applicants under the new ordinance], the PC still voted to recommend passage of the ordinance amendment with most PC members voting for, and Mark Legvold voting against. Malecha then referred to the minutes from the meeting which show Mark Legvold voted in favor of recommending passage of the ordinance onto the Town Board, with the vote being 5-0. The GTPW is very good at publishing incorrect information, but they never apologize and they never say they made a mistake.

Victor Volkert spoke and asked the Board about the status of our request for an audit by the State Auditor's office. Anderson said we are being ignored. We are being advised to hire our own audit firm, which would cost a lot of money. Anderson said we should put it on next month's agenda and make a decision.

Amy Wold, daughter of Charles and Donita Anderson read a letter on behalf of her mother. Mrs. Anderson has had a very rough year with health issues, and with the recent turn of events processing the nonconforming land use application for Charles Anderson Enterprises, she is extremely upset. Mrs. Anderson is one of four Odette sisters who own the property south of Charles and Donita Anderson's home and business. Each sister owns an undivided onequarter interest in the property. The comments that will be read are directed at Jerry Bolton, Mark Legvold, Greg Langer and the GTPW, who saw a chance to discredit Charles Anderson and saw an opportunity to do so with her three sisters, one of whom has had a stroke, is in a rest home and is a vulnerable adult. Any moment Greg Langer will jump up and say this is a lie, which is what he does when he doesn't like what's being said. Several of the persons named above have contacted realtor Victor Volkert and asked many questions about the Odette property and estate. This is completely out of line, and you have involved yourselves in a dispute that does not involve you. None of the Odette sisters have stepped foot on the Anderson property in 20 years. Nor have the sisters ever contacted Charles or Donita and said there was a problem accessing the field behind the property. What you have been successful in doing is driving a larger wedge between sisters that you have nothing to do with. What you have accomplished is to turn this from a family issue into a civil matter. She states you are horrible people who will stop at nothing to pursue your agenda.

Mary Langer addressed comments to the Board. She appreciates the opportunity to have her comments heard. How would our citizens respond when the words "township politics" are said? As a citizen, the words ugly, biased, and prejudiced come to mind. She attended the last two Board meetings and heard the January PC meeting online. Citizen Greg Langer, while speaking, was interrupted by some audience members. They shouted and spread misinformation. What is troublesome is that those audience members are on the PC – Ken Malecha and Scott Norkunas. Then at the next PC meeting, Malecha slandered Greg Langer and did not allow a response. Langer is a former Board Supervisor who has served our community admirably for years. No citizen should be interrupted during their time on the floor. She believes we have two members of the PC who are serving with prejudice. We need unbiased

leadership and asks the Board to consider the removal of Malecha and Norkunas from the PC.

Clerk Dilley also asked to speak as citizen but asked with the Board's permission to do so at the end of the meeting.

Clerk's report: The time period for filing for office is now over. We have two candidates for Supervisor: Charles Anderson and Greg Langer. There are two candidates for Treasurer: Wayne Peterson and Linus Langer. The last day for candidates to withdraw was today (January 19) at 5:00pm, so the slate is finalized. Later in February, a notice will be published in the newspaper listing out the candidates. A sample ballot will be included. Election day is Tuesday March 14, followed by the Annual Township Meeting which will start shortly after the polls close at 8:00pm.

There is a lengthy list of year end reports to produce for various entities. Wayne Peterson has been working on W-2s. Clerk will do Form 941 and annual recap. A payroll audit report is to be provided to the Minnesota Association of Townships Insurance Trust (MATIT) which is used in determining our annual Workers Compensation premium amount. The Subsurface Sewage Treatment Systems (SSTS) annual report is due at the end of January. Our Septic Inspector, Darrel Gilmer, offered to complete this report on our behalf for a fee of \$200. The Clerk sought Board approval for Mr. Gilmer to proceed. Anderson made a motion, seconded by Roehl to have Gilmer prepare the report. Motion carried 3 – 0. Peterson has already completed the annual report of indebtedness. Dilley listed other reports due to the US Department of Labor and the Metropolitan Council. The US Department of Commerce has asked for building permit information.

We need to schedule our Board of Audit meeting. Rowan made a motion to have the meeting at the same time as usual work session. Anderson seconded. Motion carried 3-0.

Treasurer's Report: Wayne did an audit of the I-9 forms we have on file. Only one of twenty four forms is properly completed. I-9 form is a two-step process which records proof of citizenship. It appears the instructions given to people were incorrect. The I-9 is not a "self-determinant" form; it requires approval by the employer (the Township). The first part of the form has been completed by the "employee" (Board, PC members, Clerk, Treasurer, Road Superintendent, election judges), but no documents were provided as required for the employer to review, such as a passport, a Social Security card or a birth certificate. Clerk Dilley has taken this on.

Two Certificates of Deposit with Community Resource Bank mature today. CD rates are not favorable at this point. Peterson recommends consideration of making an investment in the 4M fund which has a current rate of 4.1%. Anderson made a motion to proceed with a 4M fund investment. Rowan seconded. Motion carried 3-0.

The CTAS records between the Clerk and Treasurer do not balance. The last time the two sets of records balanced was as of November 30, 2021. Each month thereafter, the Clerk's CTAS records do not agree with bank records with amounts varying between \$100 and \$159,000. Upon receipt of the Clerk's laptop from former clerk Langer, Dilley quickly determined the information in CTAS was incomplete and contained a number of errors. Peterson determined there were approximately 40 checks not recorded in the former Clerk's CTAS records. Some check numbers were assigned as having been claims processed in August, when in reality they were processed in prior months. Some claims were missing in their entirety. Two options are available going forward: 1) undertake a correction of all erroneous or missing transactions, which would be very time consuming, expensive and some records may not be able to be corrected, or 2) declare the Treasurer's CTAS records as official for all of 2022. These alternatives were discussed with the township attorney. Peterson prepared a written motion for the Board's consideration - to adopt the Treasurer's records as official for the year and transfer the data to the Clerk's computer via flash drive. This is a one-time only correction. Mr. Couri stated that there is no state stature requiring the Clerk and Treasurer create parallel sets of accounting records. It is a best practice but is not required by law. He thinks it is a common sense

approach. Roehl asked Peterson how we know his records are correct. Peterson has disclosed the few instances when he doesn't balance to the bank and it is corrected before the next Board meeting. Also, it is the Treasurer's records that the Board has reviewed and accepted each month. Peterson reported that a prior Board Chair asked if all these hours were necessary when reviewing a pay claim for the Treasurer. Yes, they are, and this proves it. Anderson moved to transfer the Treasurer's CTAS records to the Clerk's computer and start fresh. Motion was seconded by Roehl. Motion carried 3-0. Peterson also requested authority to start making payments to PERA via Electronic Funds Transfer (EFT) – their request. Rowan so moved; Anderson seconded. Motion carried 3-0. Peterson presented the Treasurer's Report as of December 31, 2022.

\$	129,698.00	bank balance 12/01/22
\$	6,949.00	deposits
\$	(18,592.00)	checks cashed
\$	118,055.00	bank balance 12/31/22
\$	(4,234.00)	outstanding checks
\$ \$	1,175.00	deposits in transit
\$	114,996.00	reconciled checking balance
\$	251,275.00	savings 12/31/22
\$	54,124.00	CDs 12/31/22
\$	420,395.00	total financial position 12/31/22

Rowan made a motion to accept the Treasurer's Report; Roehl seconded. Motion carried 3-0.

Report of Roads and Construction: Tony reached out to Dennis Luebbe of Rice County, he is in seminars all week. He got a call back from his secretary. It was our understanding that Rice County would amend the agreement. Luebbe's message said he thought we were signing the contract and then Rice County would make the corrections. Anderson moved we table this until next month. Rowan seconded; motion carried 3-0. Jerry Bolton reported challenges during December, including the holidays. Trying to keep taking the ice off. Drive

carefully! Anderson has had a few discussions with the Dakota County about County Road 90. They've been grading off the slush and ice and have added gravel at least four times. Volkert said Castle Rock Township is having problems with residents pushing the snow from their driveway across the road into the right of way. They are notifying residents they will face fines if this practice continues. Volkert wonders if we should be considering this. Bolton said we've gotten on people, so it's not much of a problem now.

Planning Commission (PC) Report: Malecha reported the PC met January 12. No permits were submitted. For zoning, Rusty Kluver attended, presenting soil borings from three proposed lots. Legvold read through the subdivision requirements from the Ordinance Manual and Clerk Dilley sent Kluvers a copy of that section of the manual. Had a request from the Kathleen Budin family to clarify the number of building rights on the family farm. There are no notations in the Buildable Rights Book, nor is there a file on this property. Malecha is aware Bernard Budin was part of a transfer of building rights with Kathleen Budin. He provided letters signed off by the Township. Malecha updated the Building Rights Book and instructed the Clerk to issue a letter that three building entitlements exist on the property. The PC has reviewed applications under the Nonconforming Land Uses Ordinance the last two months. It has been brought up by both our attorney and the planner there should be a limitation of the appeal period. At the last PC meeting a motion was made to request the Board approval to contact the planner for new language. The range of appeal period being considered is 30 or 60 days. This will be heard at a Public Hearing scheduled to coincide with the February 9, 2023 PC meeting. The PC will discuss it after the Public Hearing, make a recommendation to the Board, and the Board will make the decision. Rowan made a motion to hire the planner to amend this language. Anderson seconded. Motion carried 3 – 0. The grant Request for Proposal (RFP) has been sent out to five firms: 1) Northwest Associated Consultants (Steve Grittman, our current planner), 2) Bolton & Menk, 3) WSB & Associates, 4) Short Elliot Hendrickson and 5) Stantec. The RFP contains language that the chosen planner will need to work closely with the Town Clerk and Town Attorney. Malecha would like to add the Planning Commission to this list. In the Policies and Procedures Manual contains language that a PC member can request the Board for approval for the Township Attorney be present at a

future meeting. Mark Legvold has made this request. Anderson so moved, Roehl seconded. Motion carried 3 – 0.

Malecha stated there were several applications reviewed at the last PC meeting and are ready for consideration by the Board.

Couri then described the process of the review and approval or denial of applications made under the Nonconforming Land Use Ordinance (aka "Safe Harbor"). The Board's role is to approve or deny the application by majority vote. If the Board votes to deny, a written findings of facts must be supplied which support the denial. The Board is not required to find additional facts but may consider issues involving the health, welfare and safety of residents.

The Clerk read aloud the full Resolution drafted for the Board's approval of the first application as a Legal Nonconforming Land Use. The Wasner's property address is 4909 315^{th} St W, Northfield was the first application reviewed; PID # 16-02400-01-011. Resolution number is 2023-01 and details the information contained on the application. Couri asked if there were ever two day events. Wasner says oftentimes the day before the event is a set up day for a wedding. They do not host rehearsal dinners. The set up day and the event day are counted as one event, and the application was amended to reflect this. Anderson moved to approve the application; Roehl seconded. Motion carried 2-1, with Rowan voting no.

The next application reviewed was from Duane and Cindy Larson. Clerk read the variable excerpts from Resolution 2023-02 recognizing the property address of 7740 280^{th} St W, Farmington with PID # is 16-00400-01-016 is approved as a Legal Nonconforming Land Use. Anderson made a motion for approval, Roehl seconded. Motion carried 3-0.

Darling Properties South, LLC was reviewed. The application is approved as a Legal Nonconforming Land Use via Resolution 2023-03 for property address 28410 Foliage Ave, Northfield with PID #16-00200-28-010. Anderson moved for approval, seconded by Roehl. Motion carried 3-0.

Dan Stanton's application was reviewed. The application is approved as a Legal Nonconforming Land Use via Resolution 2023-04 for property address 29860 Honey Grove Way, Northfield with PID #s 16-42500-01-052, 16-42500-01-043, 16-00800-76-015 and 16-00800-76-012. The application has been amended to show what land uses are permitted on each PID #. Rowan moved for approval, seconded by Anderson. Motion carried 3-0.

Skip Ruppe's application was reviewed. Scott Norkunas is representing Mr. Ruppe who is out of town. The application is approved as a Legal Nonconforming Land Use via Resolution 2023-02 for property address 29676 Foliage Ave, Northfield with PID # 16-01100-010-55. Anderson moved for approval, seconded by Rowan. Motion carried 3-0.

Charles Anderson's application was reviewed. He stepped away from the Board table. Andy Anderson sat in for the review. The application is approved as a Legal Nonconforming Land Use via Resolution 2022-14 for property address 9240 295th St W, Northfield with PID #16-00800-51-010. Rowan moved for approval, seconded by Roehl. Rowan commented that part of the business is acquiring vehicles and equipment in need of repair, and either use them or sell them. How to establish that this doesn't represent expansion? They would retire pieces of equipment from their equipment list. They will agree to no more than nine customer vehicles on site for repair at one time. Motion carried 2 – 0.

Nathan Gerlach's application was reviewed. The application is approved as a Legal Nonconforming Land Use via Resolution 2023-04 for property address 32815 Dresden Ave, Northfield with PID #s 16-02500-76-017 and 16-02500-76-015. Anderson moved for approval, seconded by Rowan. Motion carried 3-0.

Building/Grounds: Roehl reported he has received information from John Exner, Dakota County, regarding grant money for a clean up day. He made a motion that we proceed with the grant and he be in charge of the clean up day. Anderson seconded. Motion carried 3-0.

Old Business: <u>Credit Card:</u> A credit card for the Clerk and Treasurer was discussed again. Treasurer Peterson just purchased toner for the big printer for 11 | Page

a total of \$600. Intend usage for supplies and possibly software. Ultimately decided on a limit \$1,000 for each. It is important that the credit card payment dates coincide with Board meeting dates. Rowan remarked we cannot have a debit card, as there is very little recourse for recovery if an error is made. Couri added that software renewals can be expensive. Would work with Castle Rock Bank in Farmington. Approved in concept via motion from Anderson, second by Roehl. Motion carried 3-0.

Return of Township property: Anderson asked for the Board's thoughts on this topic. Roehl is in favor of pursuing return of documents and emails. All current Board, PC members and staff will have to turn over their records when they depart. Rowan asked if this was still necessary since the Treasurer's CTAS records will now become the Clerk's CTAS records for 2022. There is very little overlap between CTAS records and missing documents/emails. Anderson commented that building entitlement records are a big gap. A tour of the file room would help portray the state of our documents. Roehl read a proposed motion that would authorize Jane Dilley to request the Township Attorney file an action in District Court on behalf of Greenvale Township and Jane Dilley, the successor of the town officer, to compel Linus Langer to provide all papers, electronic documents including emails during his tenure as Greenvale Town Clerk to Greenvale Township and Jane Dilley. Anderson seconded. During the discussion, Couri mentioned that exchanges with Linus Langer's attorney have not yielded any forward movement. Clerk Dilley read an email from that Langer sent to Couri in late September 2022 where the topic was that when using a personal computer and conducting municipal business, any documents belong to the municipality. Linus responded saying that he was "contemplating the damage to the township and everyone" if the emails were released. Dilley asked Couri for permission to read his response to Langer. Couri: This is an issue of what the law says, not what any one person believes may be damaging. The Township is only asking to access to emails dealing with Township business. Returning these emails cannot be damaging to the Township as they belong to the Township and should be in the possession of the Township. I am not aware of any damage that may occur by the Township possessing emails that belong to it. This request was made more than a week ago. There is simply not much to contemplate on this issue. Please confirm you will forward all of the emails to 12 | Page

the Township by this Friday. Anderson asked for a roll call. Roehl – yes; Rowan – no; Anderson – yes. Motion carried 2-1. Jerry Bolton asked about the cost of this. Without going to court, just filing motions could run \$5-10,000. Bolton asked if it was worth it. Dilley suggested a less expensive option would be for Linus to comply. Anderson said he has talked to Supervisors from other township about this issue and the consensus is to step away from this issue would set a terrible precedent. Roehl then read a similar motion for his authorization to pursue document retrieval from Greg Langer. Anderson seconded. Greg Langer contends all the documents in his possession are his copies. The Township has the originals. How would you go about searching our property? Langer contends all files he brought with him to meetings stayed in the Town Hall after the meetings. Roll call: Roehl – yes; Rowan – no; Anderson – yes.

Need to approve an expenditure to Bolton & Menk for retrieval of emails and documents. Anderson made a motion to proceed. Roehl seconded. Motion carried 3-0.

New Business: Website changes: Jessica Bodnar provided information about some changes she has undertaken. Plans are to repurpose the News tab and making it an Ordinance tab. Consistent document naming. For minutes, a new link for 2023 and we will keep three years "on top" with a link to archived minutes. Also addressed a new computer for the Deputy Clerk to use for the website. Her preference is for anything but an Apple product. The purpose of this is to have a laptop that is used solely for website administration and to hold software needed for same. Peterson suggested looking at Aldrich Technology for a refurbished business class laptop. Anderson made a suggestion they will consider an option of spending up to \$1,000 – come back with some recommendations.

<u>Township email addresses</u>: Couri drafted a resolution (2023-07) requiring all Township employees be required to use a Township sponsored email. The user and the Clerk would have the passwords – and kept at a third location along with procedures for retrieval. Anderson asked about storage. We haven't investigated this fully. Storage is already an issue in our current arrangement.

Anderson made a motion to proceed in concept, Roehl seconded. Motion carried 3-0.

Audio/visual "Zoom" needs for remote participation: Patti and Eric Christianson will investigate options on behalf of the Township allowing remote participation by Board of PC members. Primary concern would be cost. They will make certain all laws will be complied with in their proposal. The pandemic allowed meetings via telephone only. Post pandemic we are under standard rules. Absent person has to be able to see and hear the other Board members. The audience must be able to see all Board members. The absent person must be in a public location, so others can be in that remote location at the same time. Varying exceptions for health and military reasons. A four day posting period is recommended.

Review and approve Claims: The board reviewed the claims for the month. Anderson moved to pay claims as submitted, Rowan seconded. Motion carried 3 - 0.

Adjourn: Rowan made a motion to adjourn the meeting, Roehl seconded. Motion passed 3-0. The meeting was adjourned at 10:00pm.

Submitted:

Jane Dilley

Town Clerk

Approved:

Charles Anderson, Chairman

Board of Supervisors