

Attendance

Katmeow, Theresa, Sarah, Marvin, Ruba, Emma, Laurie

Public Comment

Jenna Y.: Currently the public affairs director, resigned. If I get appointed as a co-manager I will I decided to resign because I don't believe in working in a hostile work environment and I felt exploited as POC or the work I was asked to do. I inherited a position that has always had too much work. I find that the talk and walk are different. We espouse progressive values. From a staff perspective we should all get paid a living wage. Each full time staff have 2 jobs. They are getting burned out. Why don't we maintain POC on staff? How do we do it? The reality is, yes we need to advertise to the communities but ultimately we need to provide a living wage. The people who are going to apply are going to be people of privilege or really entry level. The level of wage we pay shows that. Our previous public affair I still think it's hostile but not that the staff is mean to one another, but it's about valuing us. Im tired of seeing POC walking. We aren't making conditions to make this happen. I'm hoping that the community can really walk the walk. We need to make a living wage. Think how that is and not just attending board meetings to join committees.

Linda O.O.: Thank you. I'm asking about public comment between items. We are asking to allow time for public comment.

Gene: We have a policy that speaks to that. Policy #44: (insert here)

Officer Election

Emma Motions: To vote on a slate to run as officers Katmeow-Prez, Ruba: Vice Prez, Sarah Secretary, Theresa: Treasurer

Marvin Seconds:

Vote: unanimous in favor

Emma Motions: Marvin for At Large Member of the Executive Committee

Theresa Seconds:

Vote: unanimous in favor

Agenda Review

Sarah Motions to approve Agenda: Katmeow Seconds

Vote: unanimous in favor

Committee Assignments (Liaison in BOLD)

Community Advisory Board (**Emma** but not required)

*Development Committee - (Katmeow, **Theresa**)*

*Events Committee- (**Marvin**)*

*Engineering Committee-(Katmeow/**Theresa**)*

*Finance Committee-(Laurie, **Theresa**)*

*Personnel/Governance Committee (Zale, **Ruba**, Emma)*

*Programming Advisory Committee (**Sarah**, Emma)*

*Nominating Committee (3 board members) (Marvin, **Theresa**)*

*Strategic Planning Support Work Group (Ruba, **Laurie**)*

Theresa motions to approve committee appointments, Ruba Seconds

Vote: unanimous in favor

Sarah motioned to add ratify meeting minutes to the Agenda

Theresa Seconded

Vote: unanimous in favor

Sarah motioned to approve meeting minutes from September and October

Theresa Seconded

Vote: unanimous in favor

Budget Report+Decisions

Yearly Budget Report

95,000 operation loss

19,000 admin fees

10,892 legal fees

BOARD Budget Discussion MEETING NOV 10th 3-5 at KBOO

Decisions

Credit Card for KBOO, is in Delphines name we are switching it into Theresa's name, needs to be in either a Board member or Interim, Pres needs to be the license for the CPB grant, 2nd signer for checks (Emma-needs to be check signer)

Sarah motions to switch KBOO credit card to Theresa's Name. Ruba 2nds

Vote: unanimous in favor

Recruiting Board Members

- Katmeow is doing the website
- Marvin is making a promo
- Emma we need to focus and prioritizing POC people with development and Personnel Committee
- Theresa motions to limit board members to POC, Marvin seconds
- Ruba offers a friendly amendment “we will highly prioritize POC board applicants to the KBOO board”
- Emma suggests that the limiting to POC voices is essential and embracing beloved community
- Theresa doesn't feel like restricting POC is too militant, white people might say, hey wait a minute, I don't need to worry about that.

Those in favor of changing language to “We limit board members to POC id'd people ”
to the the friendly amendment
“We will highly prioritize POC board applicants to the KBOO board”

Ruba Motioned, Sarah Seconded
Ruba, Sarah, Katmeow, Laurie, Ruba, Marvin
One abstention Emma
One no-Therea

We will highly prioritize POC board applicants to the KBOO board

Unanimous voted in favor

Transformation Committee

Sarah motions to table it until the November. Ruba Seconded
Theresa- Discussion- Ruba wants to talk about it.

All in favor-Marvin, Katmeow, Ruba, Emma, Laurie

Opposed: Theresa

Presentation Co-Mgrs

Jenna:

Celeste and I have been talking with staff (not decisions) so we've been sitting in on committees and spoken to them about what their needs are. How long they'd like to be interim. Some want 6 months, some people wants to have a new station manager in right away. I would like the board to take whatever time you need to do a really thorough search for a dynamic SM. We can give you 6 months. We encourage you to take at least 3 months. Our goal is to create stabilization.

We would like to figure out the hires and figure out personell issues. Take on the backlog of grievances. Full staff for SM and that they've been trained. Documentation and stabilization.

We know about splitting the salary and no benefits

Celeste: There are things that we are trying to work on to keep the board challenges.

Emma- Uncomfortable with the lack of benefits

Sarah-I second that, maybe setting up a health savings account would work.

Jenna- I don't need benefits, I have with my other job

Celeste- I can skate by....

Laurie: How might you divide up the station work

Jenna: We are going back to having staff check ins

Theresa Whats our payscale

Jenna- 50,000 divided between the two

We need to vote on 6 months

Emma: sol

Jenna suggests 5 months with 1 month transition

Emma: Motions to have a contract for Celeste & Jenna for 6 months with the last month as a transition month with the new Station Manager

Unanimous in favor

Sarah motions to go into Executive Session Ruba 2nd

Unanimous in favor

Exec Session

- **Staffing Issue Update**
- **Grievance**
- **Finance Issue**
- **Conflict Res: Member Kyle**
- **Staff Letter Re: Theresa**
- **Communication**

Emma Motioned to End Closed Session

Ruba 2nd

Unanimous

Emma Motioned to end meeting

Ruba 2nd

Unanimous