

Wednesday Sept.1, 2021

**Call to Order:5:05pm**

**Attendance: Jenna, Celeste, KM, Brian, Alyssa**

**Check-in How are people coming to this meeting?**

### **Execom Updates**

Alyssa is being seated to the Executive Committee, 6 out of the 7 board members polled via phone responded yes to her seat appointment.

Board Budget Review Meeting Scheduled for September 13th.

Brian would like to participate in a donor stewardship training doodle poll sent by KM to find a date most people can attend.

Brian interested in Strategic Planning/Development Director info?

Vice Chair Ruba is on a leave of absence due to personal issue. Will be available for a one on one budget review with KM and partial Sept board meeting.

### Management Updates

MacRae is leaving KBOO-found a job that meshes well with her mission and goals. Will stay on for two weeks and has sent a list of jobs she is in the middle of and willing to complete in the next two weeks. Is willing to serve in a limited contracted position if KBOO needs her during the transition.

### **Facilities Update**

Rooftop HVAC is going to cost less thanks to a sweet hook up/deal.

### **Volunteer Coordinator**

Management made an offer to a qualified candidate Evette and is waiting to hear back.

### **Shift in Check Ins**

Management needs to reduce the number of one on one check-ins with staff not only to avoid burnout/micromanagement/waste of time especially with regard to PT workers, but also to prepare staff to be able to function with one manager, after Celeste and Jenna leave.

Finance and management will continue to meet with regularity.

This may lead to some operational issues moving forward, but management is hopeful that the union will work with us during the next bargaining session to allow team leadership roles or team leads who will manage their departments.

### **Addressing Burnout**

Jenna burnt out working 40 hours a week..

### **Asian Women leaving KBOO**

Jenna notices there are not asian women left volunteering at the station and is feeling uncomfortable. This is of great concern and is not being discussed enough. Noted DJ Anjuli left due to programmers that bookend her show disrespecting her, allergies to the dogs being let in the building, state of the air rooms being inhospitable and unclean and general dirtiness at KBOO. Noted that the PAC had a protest on air for a year and no one did anything to make the station more welcoming to Asian and Pacific Islanders. Noted that Asian/Pacific Islanders are often not being specified when we talk about diversity at KBOO unless it is in a tokenizing manner.

## Update Schedule for Committees

### **Goals are :**

- 1)The Board will discuss and vote on a new **Schedule for Committees** at the September meeting.
- 2)Reduce the number of committee meetings. (Apart from Fiance/EXE/Nominating)
- 3)Reduce staff time in meetings allowing for less burnout

Draft Schedule and info for board meeting

### **Engineering**

Meetings will be held quarterly with reports to the board via the board liaison  
-Management will advise engineer to form a technical advisory group with standing professionals.

### **Finance**

Will continue to meet regularly for updates on financial situation, however the newly seated Treasurer will be attending and providing the board with quarterly detailed reports and monthly summaries instead of relying on the accountant.

### **PAC**

Will meet quarterly

### **Governance/Personnel Committee**

Will meet biannually

## Union Issues

KM and EXE board needs to talk with Gene for help formulating a letter to CWA to advocate that the union communicate to management in a more timely manner as soon as possible to avoid any other lapses and or impacts to operations and staff well being.

## Rate of Pay Changes

Jenna would like to receive the same pay of Celeste moving forward. Was okay volunteering to take less pay at first but would like that to be reconsidered now.

In light of our Bookkeeper stepping down, EXE com would like to take a vote in order to start this process today, instead of waiting for the next board meeting. This way we can take action while we still have a person on staff to make the necessary change.

### **VOTE:**

KM Motion to start paying Jenna Yokoyama same amount as co-station manager Celeste Carey immediately.

Brian Second

Unanimous approval.

Adjourn 6:41