

August 24th 2020
KBOO Foundation Board Agenda
Via Zoom Meeting:<https://zoom.us/j/466500368>
6:10PM-8:00PM
Timekeeper:Laurie
Notes:Sarah
Facilitation:KatMeow
Stack:Theresa

Attendance: Sarah, KatMeow, Emma, Marvin, Theresa, Laurie,
Shaheed

1 Call to Order /Introduction **10min**

[Review Abbreviated House Rules/KBOO mission](#)

2 Approval of Agenda **1min**

Unanimous

3 Approval of July meeting minutes **1min**

Laurie moves to accept minutes from July/Augustmeeting

Theresa 2nds

Passes Unanimously

4 Old Board Business **15min**

Sarah makes a motion to voting on bylaw revision proposals 1&2 from
personnel committee and brought to the general meeting in September
2021

Ruba 2nds

Passes unanimously

ARTICLE VI: BOARD OF DIRECTORS

Section 14. Compensation. [Current text: Board members shall not receive any salaries for their services. No person shall serve as a staff and Board member at the same time,] [NEW TEXT: **regardless of whether the person is paid or unpaid in the staff position, except with unanimous approval of all currently seated Board members**].

ARTICLE VI: BOARD OF DIRECTORS

CURRENT:

Section 5. Election. At each annual election, the members of the corporation shall by ballot elect one-third of the members of the board, the nominees receiving the most votes being elected. Candidates may run for election by submitting a statement of interest to be received by the Nominating Committee, or its designee, at least nine calendar weeks prior to the election. The board of directors shall be responsible for ensuring that an adequate number of candidates representative of the diversity of the corporation's members are nominated. The election shall be conducted by mail and at the annual meeting. The election shall be concluded at the annual meeting by a count of ballots returned by mail and ballots cast at the annual meeting. The results of the election shall be announced by the president, or the president's designee, at the annual meeting.

PROPOSED REVISION TO ALLOW ELECTRONIC VOTING (revised text in bold):

Section 5. Election. [This part remains unchanged: At each annual election, the members of the corporation shall by ballot elect one-third of the members of the board, the nominees receiving the most votes being elected. Candidates may run for election by submitting a statement of interest to be received by the Nominating Committee, or its designee, at least nine calendar weeks prior to the election. The board of directors shall be responsible for ensuring that an adequate number of candidates representative of the diversity of the corporation's members are nominated.] [REVISED TEXT: **The election shall be accomplished by mail through a paper ballot or, if the member consents, by electronic ballot, or both, as authorized by the Board. A member who agrees to vote by electronic means in an election is not bound to vote by electronic means in a future election. The election shall be concluded at the annual meeting by a count of paper ballots returned by mail,**

electronic ballots returned one week before the annual meeting, and paper ballots cast at the annual meeting. The nominees receiving the most votes will be elected. [The rest remains unchanged: The results of the election shall be announced by the president, or the president's designee, at the annual meeting].

Unanimously approved by the committee; to go to the board for their approval, to appear on the September 2021 ballot.

Emma motion:

The KBOO board resolves to move 61,000 from the year end surplus thus fulfilling the goal of having 200,000 in operating reserves.

2nd by Theresa

Unanimously voted yes

Theresa motioned

to vote to appoint Co-manager Jenna Yokoyama as a second check-signer on KBOO account at OnPoint Credit Union as requested by the finance committee

Laurie 2nd

Unanimously voted

New Board Business

10min

Special Meeting Needed-Set date/time

(this was postponed due to lack of agreement)

Ruba-any days but wednesday

Marvin-anytime evenings

Sarah not thurs friday

5 Committee/Station Manager Reports

Station Manager

5min

We have a gift check to present to Meals on Wheels as a promotional opportunity to partner with local non-profits

Celeste: we have had two Union CWA 2 meetings
We are dealing with wages, work assignments
Staff: 22% salary increase 4% cola 2% step
Offered a 2.5% increase without cola and step
It would be 133,000 to do this

Mike and MacRae are working on saving 1200 per year in the expenses
Hoping to close the gap in the revenue

Jenna:

all programmer meeting-on covid, on Justice Diversity Equity Inclusion
Belonging (JDEIB), meetings on what that means for program hosts

Changed the volunteer requirement for programmers from 5 hrs or 3
shifts per drive, to 24hrs per year
Also doing evals

Facilities: windows boarded up, staff decorated boards.
League of Women Voters are not able to count votes due to COVID...

Executive Officer's Report

5min

Finance

5min

FY2021 [slide presentation](#)(collaborated on as team led by MacRae)
Looking at financials and will have for September meeting
There could be other COVID revenue but we didn't budget any
additional aid

Sarah-why aren't we aiming for a 5 or 6% increase if the staff is asking for 22% increase

Gene-it's not doable at this time

Emma-is there a chance that staff will strike?

Celeste-we don't know the rationale, but there are new workers that want \$20/hr and that would mean that other workers would take a pay cut to make that happen...

MacRae-Staff thought that we should all have equal pay, we want to be in solidarity with each other. Some of us have frozen our rates so that we could have a gap in pay.

Nominating

5min

(Annual Meeting Rescheduled: Date November 7th-rest of dates will be set by nominating committee)

Programming

5min

Development

5min

Laurie: Tom is great-we raised as much money this year. Please take a look at attachments that Tom forwarded to the board.

Laurie's letter as template

Katmeow-do we want our own personalized response link-Mike can set that up. You can write

Let Tom know if you want to solicit underwriting.

KBOO merch is raising quite a bit of \$ without doing much work. -buy [KBOO stuff](#).

Celeste-we downplay the store. We lead people to the donate and not the get your swag on.

Tom-if we have a specialty design then we could do that...

Asks from Development Committee

- Personal asks (personal URL) you can get from Katmeow
- Underwriting (get out the vote) contact Tom

Other Ad Hoc

Bargaining team

Sarah motioned

to moved public participation up in the agenda

Seconded by Theresa

Unanimously passed

10 Public participation

10min

Ellen: Things I ordered were damaged.

Celeste-Sorry about that-Contact Tom for help with that.

Personnel

5min

BREAK.....**5min**

6 Executive Session

15min

Personnel/Finance

Reviewing confidential information-- forthcoming --- and then making a decision at the next board meeting about next steps/actions.

11 Adjournment:

1min

The next meeting is to be held on Monday, September 28th, 2020 at 6PM.