

Personnel/Governance Comm September 2021 Minutes

Attendees: Zale, Emma, Tim, Jenna

Excused: Ruba, Gene

1. Check-in/meeting guidelines/agenda approval

- Jenna and Emma both have to leave at 7pm
- Eugene has let Zale know that the finance-related policies will likely come our way in October, after the budget has been passed.
- Jenna has let Zale know that the EEO policy will be a part of the Employee Handbook, and as such is not a matter for this committee.

2. July minutes approved! (linked [here](#)) (no August meeting)

3. Determine plans for October 11 meeting (Indigenous Peoples Day is a staff holiday). Let's honor the day and move the meeting to Wed., Oct. 13, 6pm. Zale will contact Eugene and Ruba to confirm they can make it.

4. Report back from the July and August board meetings: the bylaw revision passed (updating communication methods for special and annual board meeting notification), and Policy 6 will be addressed in September.

5. Update on [PAC Policy Review](#).

- Azia (KBOO Program Director and PAC chair) has not yet gotten back to us on requested changes to on-air handbook. Hope to have more info here in October.
- Emma: the FCC policy is very heteronormative; communicating info about other sexualities is deemed harmful (obscene and indecent) by the FCC.
- Jenna notes that this would be a great conversation for the GRC, or for other radio groups

6. The KBOO Vaccination Policy will be part of the Employee Handbook. It will probably not come back to this committee. If we do see an update on station vaccination policies, it will be part of the station re-opening guidelines.

7. [Development Committee Policy Review](#) (policies 9: Fundraising and 19: Underwriting)

- Zale will get edit access to the linked document and make suggestions stated below
- Policy 9
 - Zale really wants Gene's input on these policies
 - doesn't include language regarding the development director
 - The process seems rather burdensome.
 - Jenna: grants: sometimes volunteers come up with grant ideas, and the grant questions on this policy are asked of whomever wants to apply for a grant; maybe it needs to be a form
 - finance committee definitely needs to be aware of major grants, since often those grants do have specific budget implications, like hiring.

- Zale can think of informal fundraisers that don't go through the dev and fin committees
- Maybe this policy is really only about events that take KBOO resources (e.g., staff, volunteer, equipment, financial resources) e.g. Brenboy has proposed such a fundraiser.
- Policy 19
 - have asked Jill why eliminate sections V & VI (current policy linked [here](#))
 - the language we use is not exactly what's written here; need to allow for more flexible wording that follows FCC guidelines
 - Emma: hasn't noticed this language in the last few years; would be ok with striking the section, but also in favor of allowing for
 - Jenna: perhaps we don't want to list all of the contact information, the way the current announcement is worded.
 - pausing discussion here until next meeting

Jenna moved and Tim seconded to adjourn the meeting. No one opposed the motion.

Meeting adjourned at 7:01pm