

(Board minutes not yet approved as of 1/25)

Facilitator: Shaheed

Note Taker: Mel

Meeting called to order at 6:06 pm

1. Welcome KBOO members and visitors:
2. Read House Rules and Meeting Guidelines: NEW COMBINED VERSION!
3. Introductions
 - a. Board member present: Del, Patrick, Matthew, Mel, Rose, Sekoynia, KatMeow, Shaheed, John, Kipp
 - b. Board members absent: Tommy, Adam
4. Opening Public Comments: Limited to 1 minute per person. Daniel Flessas and several supporters commented on Daniel's character, allegations against him, and the disciplinary process. Other commenters mentioned supporting Daniel through an accountability process.
5. November 2016 minutes approval – approved.
6. Discussion and approval of agenda – approved.
7. Station Manager Hiring Process: interviews with candidates 1) Amber Peoples and 2) Delphine Criscenzo and Gil Cardon. (Closed Session).
8. KBOO staff person discussing what their job really entails: Ani Haines, Volunteer Coordinator. KBOO has 500 active volunteers. 15-20 people per month attend volunteer orientation. There is an extensive volunteer-led training program. In the process of implementing a new volunteer tracking system, Volgistics.
9. Station Manager's Report: reviewed financials briefly and then discussed the 2007 POC Caucus findings and steps taken to address them through our Beloved Community work.
10. Board Liaison Committee Reports (30 min)
 - a. Finance Committee: Significantly over budget for income for December (170.18%) and YTD (132.99%). On target for expenses for December (99.11%) and YTD (99.85%). Best December we've had in 3 years and we have another week-long membership drive coming up 2nd week of February. We deposited

\$25k back into operating reserves and will deposit the remaining \$25k when we receive the remaining CPB funds. Finance committee did not meet this month.

b. Governance Committee: Shaheed will join the committee. The committee will develop a process for volunteer grievances and appeals.

c. Nominating Committee: Adam joined the committee. We are looking to involve youth volunteers in the annual meeting this year (rescheduled for early September). We need to recruit new board members to take Matthew's and Del's seats, since they were hired on as staff. We will put out an announcement that board applications are due February 18th and will be considered at the February board meeting on the 27th. We'll also need to elect a new President and Vice President at the February meeting.

d. Program Committee: putting out a job description for program evaluators and will start recruiting for them. They will get 2-3 assignments per month and will listen to the programs and then provide feedback/evaluation. Creating a feedback form and process for committee to receive and act on feedback.

e. Personnel Committee: minutes sent today. Motion to adopt a background check policy as specified below:

KBOO performs full background checks, including checks to the national sex offender registry, on all employees. Full background checks will also be made on personnel already employed by KBOO at the passage of this policy.

KBOO also checks all volunteers against the national sex offender registry, and performs full background checks on volunteers in certain positions, including financial, driving, and youth-supervisory positions.

KBOO assesses backgrounds on a case-by- case basis. In determining whether the offense may result in denial or discontinuation of employment status, KBOO considers the nature and gravity of the offense, the lapse of time since the conviction or listing on the registry, and the nature of the job in question as it relates to the nature of the offense committed.

Motion passes unanimously.

Maybe Personnel Committee and Governance Committee can be merged?

f. Development Committee: no updates.

g. Executive Committee: existing officers, Treasurer and Secretary, will be in charge until new President and Vice President are elected at next meeting. Sekoynia agrees to draft the agenda for next meeting.

- h. Events Squad: Kipp is the new liaison. No other updates.
- i. Engineering committee: push for more remote training, more board operating training, more digital editing, etc.
- j. Strategic Planning Support Work Group: no updates. Will meet in February.
- k. Community Advisory Board: no updates.

11. Agenda items:

- a. Committee Liaison responsibilities: send minutes, post minutes on website, ensure the committee meets, that there's an agenda, etc.
- b. Motion to offer the Station Co-Manager positions to Delphine Criscenzo and Gil Cardon, contingent upon satisfactory background check results, effective February 1st, for a salary of \$50,000 total, split between them (\$25,000 each).

9 in favor, 1 abstention. Motion passes.
- c. Personnel Committee will bring recommendations to the board re: process for volunteer grievance and appeal.
- d. Board agrees to go into closed session to address volunteer grievance at next meeting in February.

12. Closing Public Comments: staff and board members discussed Daniel Flessas's case that was discussed during opening public comments, what the process looked like in this case, and what the future process for volunteer grievances and appeals should look like.

Meeting Adjourned: 10:03 pm