

WORT Board of Directors
Regular Monthly Meeting
December 18, 2019, 7:00 PM// Vinyl Library

Directors present: David Devereaux-Weber (President), Stuart Levitan (Vice-President), Alida Lacosse (Secretary)(not present), Martin Kehrein (Treasurer), Gilman Halsted, Doug Holtz (Staff Representative), Katherine Hoveland, Kurt Kobelt, Paul Novak, Marla Rybowskiak (not present)

Also present: Listener Sponsor Development Director Susan Sheldon

President Devereaux-Weber called the meeting to order at 7:01. The agenda was adopted. Minutes of the previous meeting were not yet available for approval. Devereaux-Weber said that they will be presented in the January 2020 meeting.

Communications from the Public: Susan Sheldon told us that she had been approached by several of WORT's larger major donors who wished to contribute to a news intern project with Simpson Street Free Press. Susan wanted to be sure that the Board was receptive to the idea before she pursued it further. Stu Levitan moved and Kathy Hoveland seconded: *The WORT Board of Directors approves the Listener Sponsor Development Director and the News and Public Affairs Director to develop a program to seek major donor funds or grants to recruit and train high school and college students from under-represented groups in broadcast journalism.* The motion passed unanimously.

New Business:

1. Affirm declarations for Community Shares to enable WORT to receive funds from the State Employees Combined Campaign distribution. A copy of the declarations was in the meeting folder. Stu Levitan moved and Marty Kehrein seconded. The motion passed unanimously.
2. The Staff and Finance Committee has completed the 2020 Budget, and the Finance Committee recommends Board Approval. Discussion ensued. The Budget was approved by unanimous vote.
3. In email correspondence on the National Federation of Community Broadcasters (NFCB) email list, Susan Sheldon noticed that the rules for the FLSA regarding the minimum salary for exempt employees had increased, and that the WORT Collective Bargaining Agreement and the Budget would be likely to be affected. Doug responded that the Budget already covered the increase. The Staff worked with the IBEW Representative to draft a Memorandum of Understanding modifying the pay ranged in the CBA.

Board member Kurt is an attorney and discovered that FLSA does not apply to non-profit organizations. So WORT would not need to change salary ranges to comply with this change, and the CBA would not need to be modified. However, in discussion with several Board members, we felt that it would still be appropriate to increase the minimum salary in the CBA. The motion passed with Doug abstaining. The Executive Committee signed the MOU.

4. Staff has recommended a bonus for permanent part-time and interim staff. The amount would be \$100. There would be 9 people affected, so the cost will be \$900.00. The motion passed with Doug abstaining.
5. We distributed an FCC Broadcast Ownership Questionnaire for all Board members to sign.

Eric Finch moved to adjourn and Gil Halstead seconded. The motion passed unanimously.