

MINUTES
WORT Board of Directors
Regular Monthly Meeting
September 18th, 2019 | 7:00 PM
Vinyl Library

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

1. David Devereaux-Weber called the meeting to order
2. Adopt agenda
 - ❖ Passed unanimously.
3. Approval of August 2019 minutes:
 - ❖ Passed unanimously.
4. Communications from the public
 - ❖ Elizabeth Deleques said hello. She reminds us via email that we have not been posting audio of Board Meetings to the web site. We responded that we will fix that.
5. New business:
 - ❖ The Personnel Committee will be the hiring committee for the Interim News Director hire. Stu asked about Hiring Guidelines language discouraging hiring the person who held the interim position as the permanent position. Doug proposed that in our announcements for both the interim position and the permanent position, we will state that the person holding the interim position would have equal consideration for the permanent position.
 - ❖ The hiring committee for the Permanent News Director
 - i. Board rep
 1. Stuart Levitan
 2. Kurt Kobelt
 - ii. Staff rep
 1. Thom Jones
 2. Susan Sheldon
 - iii. Volunteer rep
 1. Heather Allen
 2. Kristian Knutson

3. Patty Peltekos (alternate)

iv. Proposed committee carried unanimously.

- ❖ From Doug: WORT sold bonds in 1986. Some bond holders still have not cashed them in, so we should continue to carry those on our books to cover those bonds if holders cash them in. (no vote required).
- ❖ We should modify the Personnel Policy to reference the Collective Bargaining Agreement as the authoritative policy for full-time employees covered by the CBA, and the Union will take it under advisement to add a memorandum of agreement to specify how employee reviews are conducted. The Board voted unanimously to refer this issue to the Personnel Committee, who should forward on to the Policy and Bylaws Committee when they are done.

6. Committee and staff reports

- ❖ Board: Finance Committee did not meet earlier today; reports are in the Shared Drive for this meeting.
- ❖ President Devereaux-Weber reported that the Digital Future committee still had not met. Thom Jones is still working on the web site on the old server, in preparation for migrating to a new server. It does not make sense to drive more traffic to the web site until the site is more robust.
- ❖ Board: Programming (received)
- ❖ Board: Policies and Bylaws Committee
- ❖ Board: Elections Committee
- ❖ Board: Personnel Committee
- ❖ Board: Engineering Committee
 - i. See Thom's report.
- ❖ Board: Security Committee
 - i. See Thom's report.
- ❖ Community Advisory Board Paul Novak reports that Glenn Mitroff proposed Tina Wood as new CAB member; CAB approved. Board approved unanimously.
- ❖ Staff: Technology and Facilities Director (received)
- ❖ Staff: Business and Events (received)
- ❖ Staff: Listener-Sponsor Development (received)
- ❖ Staff: Music Director (received)
- ❖ Staff: Music Assistant
- ❖ Staff: News, Talk, Public Affairs
- ❖ Staff: Volunteer Outreach (received)

7. Closed Session to consider Personnel Committee review of Thom Jones to promote from probationary to permanent status. The Board accepted the Personnel Committee recommendation in a unanimous vote.
8. Motion to Adjourn was approved unanimously