

Minutes
WORT Board of Directors Meeting
June 18, 2025 | 6:00 PM
Hybrid meeting in Vinyl Library
Zoom link in Google Calendar

Directors:

- Stu Levitan (President) Present
 - Tanya Graham (Vice President) Present
 - Daniel Graupner (Secretary) Present
 - Nicole Allee (Treasurer) Present
 - Thom Jones (Staff Representative) Present
 - Laura Gutknecht Present
 - Jeff Spitzer-Resnick Present
 - Julia McAnly Present
 - Phil Rhein Present
 - Shannon Heibler Excused
 - Listener-Sponsor (Vacant)
- Call meeting to order. The meeting is called to order at 6:00 pm CST
 - Adopt agenda. The agenda is adopted unanimously
 - Approval of May 2025 Minutes Tanya moves and Nicole seconds to approve the May minutes
 - Communications from the public.
 - President's Report - Motion to Recommend Amending Annual Meeting Agenda to Eliminate Candidate-Question Period.
 - Executive Committee actions since the last meeting: - Approve Position Description and Hiring Committee for Donor Relations Director
 - Treasurer's Report
 - Finance Committee Report
 - Financial Reports - QuickBooks
 - Credit Union Balances Link should be updated (NMA) Nick from Numbers For Non-Profits we be scheduled address the new board after the new class has been elected.
 - Nicole moves and Dan seconds for staff to submit its 2026 budget to the FinComm by September first 2025. Motion passes unanimously.
 - Board/Staff Retreat Debrief
 - Staff Reports
 - Technology and Facilities
 - Business Development
 - Donor Relations
 - Music Director
 - News, Talk, & Public Affairs
 - Volunteer & Outreach
 - Instagram Analytics
 - Digital Production Director
 - Committee/Work Group Reports
 - Engineering Committee Report
 - DEI Committee

- ❑ Policies and Bylaws Committee Report - ACTION ITEM: APPROVE VOLUNTEER HANDBOOK, AS AMENDED (Addition of Policy on Artificial Intelligence). Phil moves and Nicole seconds to approve the Volunteer Handbook as amended. Motion passes unanimously.
 - ❑ Personnel Committee

We have been very busy. We have 7 candidates for the News Director position. The deadline is Friday, June 20th @ 11:59 PM. We're still hoping for a couple of internal candidates.

We have formed the Donor Relations Director hiring committee. It hasn't met yet, nor has the job been posted due to negotiations with the union re: starting wage, which will be discussed further in closed session.

We are still on schedule for July/August staff evaluations.
 - ❑ Programming Committee Report
 - ❑ Elections Committee Report
 - ❑ Community Advisory Board Report
 - ❑ Task Force on WORT's Future Report
 - ❑ Old Business
- ❑ Motion to go into closed session to discuss proposed Memorandum of Understanding with IBEW 2304 regarding wages Dan moves and Laura seconds to discuss the proposed Memo of Understanding with IBEW 2304.
- Jeff moves and Dan seconds: to enter into a Memorandum of Understanding to amend the CBA as follows: to raise the starting rate of the Donor Relations Director and the News Director to \$40,000 - \$50,000 and raise the wage for any collective member paid less than the new starting rate of the new hires to that same rate effective with the new hires' first paycheck. Motion passes unanimously.
- Nicole moves and Phil second to leave closed session. Motion passed unanimously.
- ❑ Return to Open Session
 - ❑ Goodbyes
 - ❑ Adjourn Stu moves and Nicole seconds to adjourn. Motion passes unanimously.

The WORT Board of Directors meets on the third Wednesday of every month. 2025 Board meeting dates: January 15, February 19, March 19, April 16, May 21, June 18, July 16, August 20, September 17, October 15, November 19, December 17.