



Jackson Petito <jackson@kbut.org>

BOD Minutes 9/20/23

1 message

Dan Bostick <danielthomasbostick@gmail.com>
To: Jackson Petito <jackson@kbut.org>

Sat, Sep 23, 2023 at 8:07 AM

KBUT Board Meeting 09-20-23

In Attendance

Jackson Petito (ED)
Dave Colucci (Pres)
TJ McIntyre (Treasurer) via Zoom
Dan Bostick (Secretary)
Laura Silva
Autumn Clark
Chris Coady
Mike Loperfido

Staff: Kelly, Tyler

Called to order: Dan calls at 6:20, Dave seconded

Skip to Strategic Plan

Tyler: Dev. Dir.

1. The Development Director will recommend a plan to increase/diversify membership and grant funding to the Development Committee with feedback and approval by the Board no later than December 31, 2023.

Tyler: What do you want? The deadline is Dec 31

Dave: Submit a plan and we'll review it before we adopt it.

Jackson: We will need to change some of the deadline dates

Dave: any other changes or objections

Tyler: Hiring a bi-lingual staff member and board member

Dave: we can change that to a value

Dan: Can we change the "Listening Room" goal to be more broadly about expanding the space requirements

1. The Board of Directors will appoint an ad hoc committee to focus on ongoing space needs to address growth and expansion of services to include a listening room/studio by December 31, 2024.

Dave: #8 we can't expand transmitters across the state, I think this is not do-able

All in favor of removing

Tyler: There's a quarterly newsletter happening already.

Dave: anything else to object?

Jackson: Changes include item 2 priority #5 change to talks, priority 4 #5 remove deadline, #7 remove listening room, #8 remove covering all of Western Colorado.

Dave Priority 5 #6: KBUT staff will evaluate listenership, that is too vague and should be removed

Kelly: Neilson ratings is expensive

Tyler: we do have very good listener feedback

Kelly: We have data about our tuner for online listener

Dave: Maybe the right way is to re-evaluate, date is June 2024

TJ: This is an opportunity for us to agree about the basic metrics and keep a record. In addition to P&L the # of people served and demographics should be recorded a couple times a year.

Dave: So we are going to hold on to that and have a survey to collect data

Tyler: We're probably due for that.

Laura: How many hours a day do you listen, what programs do you listen, etc?

Kelly: Most listeners in vehicle for 15 mins

Laura: I think our drivers probably average 30 mins.

Dave: any other changes needed, otherwise can we motion to approve this with the changes specified?

Laura: I second

Dave: All in favor?

Passes Unanimously

Dave: Strategic plan is approved.

Minutes:

Dan: Motion to approve

Dave: Seconded

All in favor, approved

Staff Hours

Dave: We spoke for over an hour in personnel committee. 3 day min. / 25 hours requirement weekly. Pers. Comm. also recommended a way to keep track of this.

Jackson: What problem are we trying to solve?

Dave: Complaints about no one available at office during business hours, Staff complains about not being able to complete work in the office. The most equitable way to solve this is to make sure we have staff here. Certain staff need time to work remotely which is reasonable but need to split the responsibility equitably. There's a feeling from the board and elsewhere that self mgt of staff hours is not working and leads to inefficiencies. Culture is lax about being in the office. There's a strong desire from employee to have this enforced. It creates a more professional environment and provide a way to have accountability. Monthly staff meeting should also be decided by staff. One person per day should take responsibility for greeting visitors but should not be dictated by the Board.

Jackson: My suggestion is rather than mandating any minimum requirements we should meet with Pers. Comm. in 3 months after making a commitment to keeping the office staffed adequately. Then re-evaluation and revise expectations with the staff working on this in the mean time. The committee can then judge if we have worked it out.

Dave: What would be the reasoning behind not having the 25 hour minimum work week.

Kelly: I don't have a problem with that.

Tyler: I get paid 20 Hours a week + commission and most of that work is outbound. It wouldn't be equitable for me and would require a change to my job description. If it is required it wouldn't be fair to exclude certain employees.

Tyler: Gluing someone to a desk won't create morale or efficiency. There are some suggestions in my memo that would achieve what you want to accomplish in a more effective way. It is important to be here as the face of KBUT. It's hard for us to take that hat off because we are the face of KBUT all the time.

Dave: Is there any requirement that would be OK with you? Based on 3 days/25 hours.

Laura: I think Tyler is feeling that his job description is different than an office job. Maybe it doesn't fall under specific hours. Why is Saturday and Sunday not included. Maybe every 3rd Saturday Kelly is here, and then someone else on Sunday? Is 7 days a week feasible? As a community radio station we should be available and open more.

Kelly: I'm on call over the weekend and am in here all the time.

Laura: I know clocking in/out seems corporate but using an app would show accountability

Jackson: The only feedback I've ever gotten from the board about our operation is that it was unhappy workplace. The last 6 months has been much improved but this discussion in the last week has really made the staff unhappy. I would ask for 3 months to address this and make improvements on our own. We have a block schedule, I'm here in the morning, Courtney is here in the after. We're willing to make a schedule to improve this.

Dave: Not all staff is here and I was definitely getting feedback from other staff that staff not being here is a problem. We as the Board have no way to account for employee work time. We're being told by employees that other employees are not here enough and it's causing inefficiencies and angst. The reasoning behind needing accountability is we're being asked for it.

Autumn: Metrics were requested so that we can know what's happening and everyone feels

Tyler: If I'm in the office then I can't meet with people outside the building.

Laura: You can clock in from home.

Tyler: Is KBUT going to pay for my cell phone because I'm not putting an app on my phone for this.

Laura: We need to have some accountability of hours worked.

Dave: I see this as 2 conversations, office hours vs. hours worked. What is the number that is OK?

Jackson: The staff reports to me. If the board wants metrics I can report this.

Laura: But if we see that staff is working more than 40 hours a week this is good data that means maybe staff needs to be compensated more. It's not threatening. The staff should come up with the schedule of who is here in the office.

Jackson: Sunday morning when Henrietta texts me I don't want to have to clock in to respond to her.

TJ: We're not going to resolve this at this meeting.

Dave: I hear you but the reality is we're going to have to discuss this at executive session. Any one else have anything to add? I move that we move into executive session.

Dan: Seconded

Vote: all in favor

Tyler and Kelly leave

Executive Session 7:10

Motion to return to normal Session by Dave: All in favor

Dave: I motion to approve the budget with amendments discussed in Executive session.

Seconded: Autumn

All in Favor

Motion to return to executive session by Dave

Seconded by Autumn
All in favor
Executive session 8:10

Returned to regular session: 9:17
Motion to Adjourn; Dan
Second; Dave
All in favor