KSUT Board Meeting
May 17, 2023

Call to Order:
5:36pm

Agenda:
Approved by acclamation. One alteration…there will be no staff guest this month.

Attendance:
PRESENT:
BoD Members – Buz Bricca, Wade Griffith, Kirsten Langmade, Mikki Naranjo, Mike May, Gary Skiba, Linda Baker
Staff - Tami Graham
Tribal Council Liaison: Linda Baker

ABSENT: Eddie Box, Jr (no notice given)

Approval of Minutes:
April minutes: Gary moves to approve; Kirsten seconds. Vote: approved unanimously.

Executive Director's Report

-KSUT will receive a net payout of $183,727 from the Employee Retention Tax Credit program
-We are pivoting from a bigger summer concert co-production with the Community Concert Hall at FLC to a smaller Party in the Park. We have a contract with Ozomatli to perform Saturday, July 1st at Buckley Park.
-Q2 Budget to Actual is late because of a medical problem that a tribe finance officer is working through
- News Director: We are advertising the news director position again, with June 2nd as the deadline to apply .
- Pagosa Folk 'N Bluegrass: Planning is advancing well for PFB, June 9-11. Just over $100K in ticket sales as of 5/12. As always, board members are encouraged to attend, at least for a day, to really get a sense of all that goes into these major KSUT productions.

Board Tenure Tracking Task Force

Kirsten showed us her tenure tracking and attendance recording spreadsheet. Buz moved to approve, and Mikki seconded it. Unanimous.

Board Vacancies:

Kirsten has an idea of someone who might be a good fit. Tami will reach out to this person.

ED Performance Evaluation:

Tami is an exceptional leader and exceeded expectations in all categories.

ED Salary:

Tami has not had an increase since 2019. Wade moves to adjust her salary to 78k; Gary seconds. Passes unanimously.

ED Salary Adjustment Policy

Wade suggested the following addition to the Board policies:

"On an annual basis, concurrent with the Executive Director's performance review, the Board of Directors of KSUT Tribal Radio will review and adjust the ED's salary. Using data from the Colorado Non-profit Association's annual salary survey, the consumer price index as published by the U.S. Bureau of Labor, and the cost-of-living-adjustment utilized by the U.S. Social Security Administration, salary adjustment will be considered with two goals in mind,: 1)ensuring that the E.D.'s salary is adjusted annually to compensate for inflation and 2) that a merit increase is considered annually based on his/her performance."

Kirsten moved we approve; Mike May seconded. It passed unanimously.

Board Meeting Schedule

We will stick with the 2nd Wednesday of the month.

Next Meeting date will be June 14.

Wade moved to adjourn. Gary seconds. Passes unanimously.
Adjournment at 6:41pm.