KBBI Board of Directors
5/17/2023, 5:30pm
KBBI Boardroom and Zoom
AGENDA

We provide news, information, and entertainment to foster community engagement.

1. Call to Order and Roll Call
2. Approval of Agenda
3. Introduction of Visitors
4. Minutes of 4/19/2023 Meeting
5. General Manager's Report and Objectives Review
6. Community Advisory Board Report
7. Committee Reports (or reports of activity in these areas)
    a. Governance Committee
        i. KDLL Vendor Contract
        ii. Covid Leave Policy
        iii. Healthcare Policy Addendum
        iv. Resolution for Alcohol Sales at Concert on Lawn
    b. Internal Affairs Committee
    c. Public Outreach Committee
8. Old Business
9. New Business
    a. Executive Session to discuss personnel
        i. AS 44.62.310(c)(1) describes the subjects that may be discussed in executive session as follows: b: subjects that tend to prejudice the reputation and character of any person, provided the person may request a public discussion
    b. Committee Schedule
10. Action Items
11. Comments from visitors, staff, CAB members, board members

Next Meeting: 06/21/23, 5:30pm, KBBI Boardroom, and Zoom

Board of Directors Meeting Minutes

May 17, 2023, 5:30 p.m.

3913 Kachemak Way, Homer, AK 99603 (Hybrid, due to covid-19)

BOD Present: John Anderson (VP & chair of meeting), Jack Cushing, Kyle Schneider, Wayne Aderhold;
Absent: Jacques Longpre, Mel Strydom, Robert Purcell (travelling)

Staff: Josh Krohn

CAB: (on Zoom) Paul Allan

Visitors: Kim Fine, Rachel Brennan, Corrine Smith, Susan Pacillo; (on zoom): Ingrid Nixon, Kathleen Gustafson, Kate Stornetta

Quorum?: Y

1. **Call to Order/Roll Call**: @ 5:33p
2. **Approval of Agenda**: Moved, Kyle S; 2nd, Wayne A.; Out of respect for visitor's time & assumption some would like to speak to the Board, Wayne A. moved to amend to allow "comments" of Visitors during #3; approved unanimously.
3. **Introduction of Visitors**: (John A.) read off list of visitors (above) & allowed opportunity to address the Board:
    a. Ingrid Nixon: host of Story Borealis; thanks for opportunity to join; will be "fly on the wall"
    b. Kathleen Gustafson: host of many programs; "here to listen in"
    c. Paul Allan: sitting in for Kathy Carrsow on CAB; interested in hearing any statement after Executive Session
    d. Kate Stornetta: a "listener" & here to "listen in to the meeting"
    e. Corrine Smith: former reporter (until yesterday); leaving early to be reporting in Bristol Bay; has comments on firing of Hope McKenney (gave out copies of her letter)
    f. Kim Fine: supporter & teacher; requested to have "comments" moved up in the agenda;
    g. Rachel Brennan: volunteer, concerned about the firing of Hope McKenney & management; bad taste regarding fundraising due to events, including Jeff Lockwood; wants to understand;
    h. Out of respect for visitor's time & assumption some would like to speak to the Board, Wayne A. moved to amend to allow "comments" of Visitors during #3; 2nd Kyle S., approved unanimously.
        i. Kim Fine: gave prepared comments supporting Hope McK's work for KBBI; disappointed in her firing on April 24th; criticized the process for dismissal (as followed vs as written); noted "at will" employment and KBBI values, and noted 2 ways for termination: "immediate" (the serious stuff - listed), "progressive discipline" (read the procedures, incl notice); noted appreciation for Staff & BOD at KBBI; 2 "immediate" terminations in 7 months (Jeff L, then Hope M); feels KBBI abandoned the process; where is transparency? Feels it's capricious & a loss for the community;

ii. Rachel B: filled with anger; long time association with the station since ’81; feels bad for loss of Jeff & Hope; safety nets?; loss of healthcare; what am I supporting?; thank you to Corrine & Hope; 3 months after Jeff L. left & people don’t know why he’s gone; feels the community deserves answers;
iii. Susan P.: wanted to know if the Board would be making a statement at some point (John A. indicated there would likely be one later); (later) added that she had been in the community since ’74 & hopes that things can be resolved;
iv. Corrine S.: appreciates the opportunity to speak; came to KBBI to work with Hope M; didn’t know much about KBBI; connected with the statewide news system; appreciated Hope M’s work with reporters around the state & editing abilities; listed names of people Hope helped (things that weren’t public); had plan for Hope M to work “remotely” which she thought was effective; attended Press Club in Anchorage etc, “were on a high”, then shocked the next day with her sudden firing; would like that to be avoided in the future for any newsroom – admits to not having all the information due to confidentiality but thought there should have been a process; feels destabilizing work environment; did not like “solo” reporting after doing that in Haines; newsroom needs support & hopes it can be built back up in Homer for the sake of community; thanks again for the chance to speak; (Rachel B) added concern for having her niece work at the station now;
v. Kathleen G: here as a worker representing self and also her fellow workers for support; here at BOD meeting because BOD is only body that can question the process; that’s her main reason for being here.
vi. Wayne A: wanted to assure the Visitors that a) the BOD represents everyone at KBBI, not just management, b) (to Kathleen G comment) Josh did consult with the BOD (Wayne A and Robert P) prior to making his decision, c) acknowledged that “progressive” discipline is preferred route but (as Kim F noted in the policies) there are cases that require “immediate” termination, d) considers the Jeff L and Hope M situations unrelated and should not be considered a “pattern”.
vii. Corrine S: expressed desire that Hope M receive clear follow up communication so she can understand why the immediate termination was justified. (John A) acknowledged but said that the public should not expect a lot of detail in any BOD statement that might be made tonight after Executive Session. (Corrine S) Also asked about getting clarification about Jeff’s “byline” (Wayne A) stated he’d just heard about the “byline” issue today & asked if Josh could elaborate. (Josh) noted that Jeff was not fired; he resigned; at Hope’s urging some months after Jeff’s departure he cleaned up the “bio page” about 6 months after he resigned and inadvertantly removed the (linked?) bylines; there was never an intent to fire Jeff; Josh consulted with NPR on the proper “best practice” for dealing with former employees and his bylines will be reinstated; (Rachel B) again expressed concern that the policies be written and clear.

4. **Minutes of 4/19/23 Meeting** (approval**)**: Wayne A noted one “hole” regarding whether Kathy C/CAB made comments at the end of the meeting; it was agreed she had left early, so none; moved to approve, John A; 2nd, Kyle S; approved unanimously, as amended.
5. **General Manager’s Report and Objectives Review**: (Josh K)

a. Ojectives review: main goal was "fundraising"; gave summary & noted we surpassed $18k goal (with $21,797), 144 donors, 13 new members incl 5 from Seward; thanks for Loren for organizing with lots of work from home with sick family (including Josh out with the same); John asked about "goals" (just $, or members too); Josh explained;
b. Concert on the Lawn: bands in place; food vendors in place; have some volunteers but need more; need to submit alcohol permit application; posters available for taking; stage will be borrowed from SalmonFest (may need to build next year);
c. Homer Shares the Road PSA produced with students from Fireweed Academy
d. Coordinating with Ben May/AK Solar for plans to raise the needed funds for transmitter solar, with target of September 1st to "check in" & possible installation in October (Stellar's Eider issues need to be respected).
e. Update on standby generator for transmitter: had visit from Koehler mechanic & will follow up with remote troubleshooting tomorrow; (Kyle) cost estimate? (Josh) none yet

6. **Community Advisory Board** (report): (Paul A) John noted receipt of draft report from Kathy C; Paul acknowledged complete report; noted that noone seems to know exactly how the CAB is supposed to work (after Kathy C has consulted with other CAB's); most meet quarterly but Kathy & Paul feel it should meet more often; CAB should function in conjunction with the BOD including member input; planning on about 6 months to figure out the mission of CAB; expect updates at they progress; (kudos from all of BOD on their efforts); noted CAB is low on members so encourage interested persons.
7. **Committee Reports** (or reports of activity):
    a. **Governance:** (John) noted meeting on 5/3/23(John A, Josh K, Wayne A) regarding things below for action today:
        i. **KDLL Vendor Contract:** (see copy in meeting packet) Josh gave a brief review; no major changes from last version but some minor updates; resulting proposed amount is $289 higher than previous; KDLL Board reviewed and indicated approval; Josh has also reviewed with Jenny Neyman, GM for agreement on any changes; noted changes to plan for jointly covering KPB Assembly meetings based on addition of write up of meeting report and associated split in fees; Robert will execute on his return; moved to approve, Kyle S; 2nd, Jack C; approved unanimously.
        ii. **Covid Leave policy**: (see packet) John noted that the personnel policy had been amended at the start of Covid-19 to give additional leave to Staff if Covid was contracted; moved to approve (the change), Wayne A; 2nd, Jack C; approved unanimously.
        iii. **Healthcare policy addendum:** (see packet) John noted employee stipend policy is a win-win with savings to the station and better coverage costs to employees; John noted that the requirement to use the stipend for insurance had been previously questioned by Wayne A … and all agreed that he had yielded to the argument that the benefit was intended to assure its use for employee healthcare (which generally equates to obtaining "insurance"; moved to approve, Kyle S; 2nd, John A.; unanimously approved. (Jack C) asked if that cost showed up in the budget; Josh said it would now.

iv. **Resolution for alcohol sales at Concert on the Lawn:** John noted the Board must approve a resolution as part of the permit process; moved to approve, Wayne A; 2nd, John A; unanimously approved.

v. **Grant applications for solar at transmitter:** John noted that Josh has requested volunteer time from any BOD willing to fill out grant applications.

b. **Internal Affairs:** did not meet – no report

c. **Public Outreach:** did not meet – no report

8. **Old Business**: none

9. **New Business:**

a. Executive Session: (Wayne A) moved to go into Executive Session per AS 44.62.310(c)(1), **para (b):** to discuss personnel issues. 2nd, John A.; unanimously approved; (Wayne A) requested Board only at start; with Josh K available to call in later; Board went into E.S. at 6:40p; out of E.S. at 7:44p and back "on record" & John A noted that Kathleen G. and Kate S. were still on Zoom; (Kyle S.) read this statement: "On behalf of the Board of Directors of KBBI the Board of Directors of KBBI acknowledges the concerns of the public with regards to the termination of Hope McKenney and it has been discussed in Executive Session. Further information has been received from all involved and it is the position of the Board that we cannot comment of personnel matters." (John A. asked if Josh K. wanted to add anything); (Josh K) The situation surrounding Hope McKenney's dismissal was in violation of our personnel policies and was grounds for immediate dismissal and cannot discuss any of the details because he doesn't wish to soil Hope's reputation and would wish that she will take this as a learning experience and continue on as a professional in this industry. He is available if anyone would like to talk to him about it.

b. Committee Schedule: (John A) running late so look for emails on meetings and show up.

10. **Action Items:** none

11. **Comments** from:

a. Visitors: (John A) asked if Kate S. or Kathleen G. had any further comments; no response on Zoom (video on both were off, mics both on "mute" & no audio response)

b. **Staff:** (Josh K) Concert on the Lawn is coming up & still looking for volunteers, plus has posters for the taking; thanks to both Board and public for their support;

c. CAB: none

d. **Board**: (Jack C) no comment tonight other than "this is one of our duties"; (Kyle S.) thanks for Staff for coverage in recent months, including new DJ's; (Wayne A) appreciation for the public's involvement as we're a public station; we appreciate everyone (Staff & volunteers) from "top on down"; is available if anyone wants to contact him; (Jack C) also available for contact & appreciates Staff & volunteers; (John A) echoes what has been said by rest of Board, appreciates the Staff & Josh; great to be back in Homer in person in physical touch with the station and everyone.

12. **Adjourned at** 7:50p

/w.a./