WJFF Radio Catskill Board of Trustees Meeting Minutes
March 5, 2020 at 6:00pm
Minutes approved 3-5-2020
Phone conference 515-603-3186 Code 1054135#

Trustees Present by Phone: Tim Bruno, Duncan Cooper, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart
Trustees Absent: None
Staff Present: Dan Rigney
Members of the public present who identified themselves: none

A quorum being present, Thane Peterson called the meeting to order at 6:04 pm.

Tim Bruno was available for questions at the beginning of the meeting then he disconnected at 6:05pm.

Motion: (Geary / Stuart) that the board go into a closed session to discuss a personnel matter
In Favor: Duncan Cooper, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart
Opposed: None
Abstaining: None

Motion: (Schwartzstein / Gordon) that the board go back into an open meeting.
In Favor: Duncan Cooper, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart
Opposed: None
Abstaining: None

Motion: (Page / Stuart) that the board approve the resolution regarding the temporary employment of Tim Bruno at the station and his leave of absence from the board during that time. See full resolution below.
In Favor: Duncan Cooper, Kirsten Foster, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart
Opposed: Kathy Geary
Abstaining: None

Resolution of the Board of Directors of Radio Catskill Employment of Temporary Assistant General Manager

Resolved, that the Board of Directors hereby approves the hiring of Tim Bruno, Director and Vice President, as temporary Assistant General Manager until such time as a permanent Assistant General Manager can be hired.
The Board finds that Dan Rigney, General Manager, interviewed several job candidates for the past several weeks, and none of the candidates who were offered the position have accepted. Given the current environment of low unemployment, Dan believes it could be quite some time until a new employee is hired. The Board finds that Dan also considered alternatives including part-time employees, volunteers, and other Board members, but determined he could not obtain the skilled and reliable assistance necessary.

The terms of employment are 32-hours per week with hourly compensation at the rate of $15.00 an hour, subject to mandatory withholding, none of the benefits afforded to regular employees, and only those benefits and other conditions of employment that are required by law. The Board finds that these terms of employment are fair and reasonable to Radio Catskill.

The Board deems it desirable, in order to avoid conflict of interest, that Tim take a temporary leave of absence from the Board of Directors for so long as he is engaged as temporary Assistant General Manager. Tim has agreed to do so.

The Board directs that the employment of Tim Bruno shall last only until a permanent Assistant General Manager is hired and commences employment, and further, shall not extend beyond July 1, 2020, without further authorization of the Board of Directors.

**Motion**: (Schwartzstein / Smith) to add Tim Bruno as a signatory on WJFF bank accounts with Jeff Bank.

**In Favor**: Duncan Cooper, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart

Opposed: None

Abstaining: None

**Motion**: (Peterson / McCullough) to appoint Kirsten Foster to the Nominating and Governance committee as an interim member until Tim Bruno returns from his leave from the board.

**In Favor**: Duncan Cooper, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart

Opposed: None

Abstaining: None
Motion: (Peterson / Smith) to appoint Kirsten Foster as the interim Vice President of the Executive Committee until Tim Bruno returns from his leave from the board.
In Favor: Duncan Cooper, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart
Opposed: None
Abstaining: None

Motion: (Geary / Stuart) to approve these minutes in their entirety as of 3-5-2020.
In Favor: Duncan Cooper, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart
Opposed: None
Abstaining: None

Motion: (Geary / Stuart) to adjourn at 6:40pm.
In Favor: Duncan Cooper, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart
Opposed: None
Abstaining: None

Submitted by Kathy Geary, Secretary