

**Minutes of the Foundation for Creative Broadcasting Board of Directors
January 11, 2007 Rio Nuevo Conference Room, 52 W Congress, Tucson
*APPROVED 2-22-07***

I. CALL TO ORDER

By Dave Olsen at 5:40pm.

II. ATTENDANCE

Present: Dave Olsen – President, Quetzalli Bartholomaei – Vice President (arr 6:00), Marilyn Stringer – Treasurer, Hank Childers – Secretary, Mary Buckley, Ben Changkakoti, Don Copler, Jim Lipson, Melanie Morrison (6:10 - 6:40), Elaine Schramm, Hardy Smith, Margot Veranes, Kathleen Williamson (5:40 - 6:10 due to telephone technical difficulties)

Absent: Gene Armstrong, Lil Espinoza

III. REVIEW AND ADOPTION OF 12-21-06 MINUTES

Minutes amended by Hank Childers to clarify CAB participation in GM interview process. Motion by Ben Changkakoti to accept amended 12-21-06 minutes, seconded by Mary Buckley. Motion passed unanimously.

IV. OLD BUSINESS

a) Personnel Committee: Ben recommends formation of a board personnel committee. This committee would consider the following sorts of issues:

- criteria and procedures for vacation and sick leave
- position descriptions
- annual evaluations
- options for merit increases
- grievance procedures
- personnel recordkeeping and archiving

The employee handbook would be reviewed and revised as necessary. (Randy Peterson pointed out that the handbook was created in 1998, has never been amended, and is seriously in need of revision. In his view the benefits package may be out of sync with current pay levels. The standard employee contract recognizes that changes to the employee handbook take effect immediately upon revision.)

Discussion to clarify the BOD's role in employee matters vs that of the General Manager. Generally the BOD is concerned with policy from a direction standpoint, while the GM is concerned from an implementation standpoint. Dave Olsen appointed Ben Changkakoti to chair a newly formed Personnel Committee. Hardy Smith will join him on this

committee, as will Marilyn Stringer (after February, when her schedule opens up). Dave Olsen will also participate on this committee. The purpose of this committee at this point is to review and assess the current situation.

V. NEW BUSINESS

a) Lil Espinoza: Dave Olsen reported that Lil had contacted him, indicating that she was no longer able to participate as a BOD member. Ben Changkakoti made a motion to accept Lil's resignation. Motion seconded by Elaine Schramm. Motion passed unanimously.

VI. GM REPORT / FINANCIALS

Randy Peterson distributed financial reports to the BOD, noting that December has not yet closed, and that there could still be some changes related to closing the previous fiscal year. He noted that things are tight, but that all bills received are reflected in the financials, and that this is fairly typical as we head toward a pledge drive. Underwriting is down at this point, but the staff is addressing this.

VII. CALL TO AUDIENCE

No comments from the audience members.

VIII. EXECUTIVE SESSION

Ben Changkakoti moved that the BOD go into executive session to discuss the General Manager search process. Seconded by Mary Buckley. Motion passed unanimously. BOD went into executive session at 6:30pm and returned at 8:05pm.

IX. POSSIBLE MOTION ON GENERAL MANATER SEARCH COMMITTEE RECOMMENDATION

Hank Childers made a multi-part motion to:

- Accept the recommendation of the General Manager Search Committee
- Authorize the BOD Executive Committee to enter into negotiations with the candidate, with the authority to hire
- Withhold identity of the selected candidate until negotiations have been successfully concluded

Motion seconded by Elaine Schramm. Motion passed with no "No" votes and one "Abstention".

X. ADJOURNMENT

Motion to adjourn by Marilyn Stringer. Motion passed. Meeting adjourned at 8:10 pm.

Next meeting to be determined.

Respectfully submitted,

Hank Childers, Secretary