

Vision Statement: Redwood Community Radio envisions a community of listeners who, guided by the example of RCR programming, work together to create better, more just and sustainable world systems to ensure that all humans and other living species on earth move toward a higher quality of life and are able to survive challenges in the time ahead.

Mission: Redwood Community Radio will encourage a communication center of open airways (KMUD) for all voices to inform, educate, entertain and inspire the listening community through quality programming.

Proposed Agenda
Redwood Community Radio Board of Directors
October 10, 2017, 4:00 pm
Healy Senior Center, Redway CA

I. **Call to order** Opening comments from the President; meeting ground rules.

II. **Roll call**

BOARD-APPOINTED: Treasurer Sarah Scudder, Christine Doyka, Mark Marchese

MEMBER REPS: Maria Savage, Secretary Rob Bier, Sarah Starck

PROGRAMMER REPS: President Jimmy Durchslag, Vice President Zac Gonzales, Eden Goldberg

STATION MANAGER: Cynthia Click

III. **Approval of August and September minutes**

IV. **Approval of agenda**

V. **Open time** (Speakers will be assigned an amount of time not to exceed five minutes.)

VI. **Consent Calendar**

A. Change Policy Manual Section 5.5.2, Vacation to eliminate annual payouts for unused vacation time and to set standards for accrual. (Please see attachment.)

B. Change Bylaws, Article 3 regarding notification of Members in case of special meetings. (Please see attachment.)

VII. **Finance committee report**

VIII. Old business

- A. Programmers Guide

IX. New business

- A. Change Bylaws, Article III, to remove specification of June as time for annual members meeting.

- B. Dedicate one day of pledge drive income to the Mateel Community Center.

X. Committee reports

- C. Programmer representatives
- D. Member representatives
- E. Community Advisory Board (CAB)
- F. Correspondence Secretary – Doyka
- G. Development – Savage
- H. Pledge Drive – Durchslag
- I. Policy – Bier
- J. Mediation – Doyka
- K. Management Evaluation
- L. Input – Marchese

XI. Committee meeting schedule

Unless otherwise noted, all meeting take place at KMUD, 1144 Redway Drive, Redway CA. Persons planning on attending a meeting should confirm beforehand that no changes from this schedule have taken place.

- A. Board of Directors 2nd Tuesday, 3:30 pm, Healy Senior Center
- B. Development 4th Tuesday, 3:00 pm
- C. Executive 3rd Tuesday, 11:00 am, Calico’s upstairs
- D. Policy 3rd Wednesday, 11:00 am
- E. Finance 4th Tuesday, 1:00 pm
- F. Pledge Drive 3rd Tuesday, 1:00 pm
- G. Board talk show October 11

XII. Closed session – Personnel

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ATTACHMENT TO AGENDA, CONSENT CALENDAR

Deleted language is lined-out. New language is underlined.

ITEM A, POLICY CHANGE

5.5.2 VACATION

Vacation time accrues for employees (minimum 24 hours per week) from the first day of employment and can be used after the completion of 30 days of employment. Vacation time must be accrued before it can be used. The accrual factor is based upon a 40-hour work week. This would be: five ~~eight~~ days for the first year, 10 days the second year, 15 days after five years and 20 days per year thereafter. Employees who work less than 40 hours will accrue vacation at the appropriate percentage of this rate. ~~There will be a limit of one year of unused vacation time earnings for the year that the vacation day is based upon. Unused vacation days will be paid out each December. Vacation accrual will not be carried over, so that every year begins with a clean slate.~~ Unused vacation days may be carried over to subsequent years, with the proviso that no more days than 1.75 times the employee’s current annual accrual rate may be accrued. Vacation days may only be converted to a cash payout upon separation. RCR strongly encourages each paid employee to use vacation time each year. The intent is 1) that each employee actually gets an annual rest, and 2) that prolonged absences not negatively impact RCR. Exempt employees will accrue vacation hours based on actual hours worked.

[This policy change will take effect on January 1, 2018.]

ITEM B, BYLAWS CHANGE

Article III. Meetings

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Section 4. Special meetings of the Board may be called by the President or three of the Directors. Special meetings of the Board shall be held upon four days' notice by first-class mail or 48 hours' notice delivered personally, by email or by telephone. Telephone shall be the first method used to attempt to contact Directors. The articles or bylaws may not dispense with notice of a special meeting.

ATTACHMENT TO AGENDA, NEW BUSINESS

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ITEM A, BYLAWS CHANGE

Article III. Meetings

Section 1. There shall be an annual meeting of the Members ~~preceding the regular June Board meeting~~ for the purpose of nominating their representatives to the Board of Directors and for conducting other business pertinent to RCR.

Section 2. The Board of Directors may call other meetings of the membership, as needed.

Section 3. The Board of Directors shall meet at regular monthly meetings and as necessary. There shall be a quorum of five Directors to conduct business. The date and time of the upcoming meeting shall be set at the previous meeting.

Section 4. Special meetings of the Board may be called by the President or three of the Directors. Special meetings of the Board shall be held upon four days' notice by first-class mail or 48 hours' notice delivered personally or by telephone. Telephone shall be the first method used to attempt to contact Directors. The articles or bylaws may not dispense with notice of a special meeting.