# DRAFT AGENDA KPFK Local Station Board Meeting - Regular Session Teleconference Meeting via Zoom (information below) July 13th, 2025 10:30 a.m. (PT) (Meeting notice at Appendix No. 1, below)

#### 2025 KPFK LSB Members

Others:

Lee Thorpe, KPFK LSB Secretary Susan Young, PNB Chair Teresa Allen, Meeting Management Advisor

#### I. Opening Business (10 m)

(a) Chair Convenes The Meeting

(b) Roll Call, Establish Quorum

- (c) Requests for Excused Absences
- (d) Request for Timekeeper/Time
- (e) Landback Acknowledgement
- (g) Approval of Agenda
- (h) Approval of 05/18/25 Draft Minutes

#### II. PROCEDURAL & HOUSEKEEPING MOTIONS (20)

- **A.** Procedure Re: Discussion of Motions. (2 for and 2 against, etc.) (See Appendix No. 3) --5 min
- B. Motion Adopting Standard Agenda Template (See Appendix No. 4)—5 min
- C. Motion to Reconsider Resolution Regarding in Person Meetings and Day and Time of KPFK LSB Meetings. – Announcement re No in Person meetings w/o approval (See Appendix Nos. 5 & 12)-- 5 min
- D. Motion re KPFK LSB Meeting Schedule (See Appendix No. 6) --5 min
- **III.** Committee Reports (9 min )
  - A. Directors' Reports-- 3 min
    - 1. 2025 Revised Bylaws are the current Bylaws. The Judgment is Final. There are no more hearings and no appeals.
  - B. Committee of Inclusion 1 min
  - C. Governance Committee 3 min
  - D. Announcement re No Finance or Personnel Committees due to LSB no longer having purview over station finances. 1 min
  - E. The bylaws now include Fundraising, Membership and Community Outreach as part of the function of the LSB. LSB members are requested to fill out the KPFK Volunteer survey. -- 1 min

#### **IV.** Unfinished Business (7 m)

- A. Motion to Reinstate Michael Novick as iGM. / Substitute Motion (See Appendix No. 7(a) & 7(b)) 6 min
- B. Non-Disclosure Agreement. See Appendix No. 11.—1 min
- C. The following motions will not be discussed because they are now out of order due to the fact that the resolutions as written refer to content of the 2020 Bylaws which are no longer contained in the 2025 / current, updated Bylaws. Under the current Bylaws, the LSB's no longer have purview over finances or personnel and therefore have no committees relating thereto.

(1) Resolution to oppose and reject the PNB Resolution from
the PNB Governance Committee 11-21-24. (See Appendix No. 8(a)(b))
(2) Resolution and Substitute Mation to Be Activation of KDEK Finance

(2) Resolution and Substitute Motion re Re-Activation of KPFK Finance Committee (See Appendix 9(a)(b)) (3) Motion Submitted by Jeanine Rohn re GM Search Process (See Appendix 10)

# III. Management Report (15m)

#### PUBLIC COMMENT PERIOD\* (30m) (Time Certain of 11:45 a.m. - 12:15 p.m. PDT)

\*The KPFK Local Station Board chooses to schedule a public comment period to hear from KPFK Listeners even though telephonic/zoom meetings are exempted from doing so according to Article Six, Section 7 of The Pacifica Foundation Bylaws which states: "With the exception of telephone meetings, all public meetings of the Board and its committees shall include public comment periods."

90 seconds first time speaking; 60 seconds second time speaking (but only if all those wishing to speak have already spoken)

#### IV. New Business 1 min

A. Announcements re Request to fill out volunteer forms in anticipation of the Creation of Membership, Fundraising and Outreach Committees And Everyone should be prepared for next month's Open Discussion by LSB regarding activities LSB can do to assist or support the station without utilization of station staff and resources per the new Bylaws

# V. Closing Statement from the LSB Chair (3 m)

#### VI. LSB Member Community Announcements (4 m)

VII. Adjourn (12:30 P.M. PT) time certain

# Appendix No. 1

Join Zoom Meeting

#### https://us02web.zoom.us/j/86983420905

Meeting ID: 869 8342 0905

---

One tap mobile +14086380968,,86983420905# US (San Jose) +16694449171,,86983420905# US

# Appendix No. 2

# **KPFK LSB Meeting Decorum Policy**

The following policy was adopted by the KPFK Local Station Board on April 17, 2016 entitled **'Meeting Decorum'.** Followed by a long standing Pacifica policy adopted March 26, 2010 entitled 'PACIFICA ZERO TOLERANCE POLICY- NO VIOLENCE'. The "no violence" seems only to apply to governance meetings. If we do not already have an explicit policy to address violence and threats of violence at our radio stations, we should make sure that one is in place and vigorously enforced. Both of the existing policies that I am aware of are included in these minutes:

https://www.kpftx.org/archives/pnb/kpfk/160417/kpfk160417\_4259\_minutes.pdf

# Meeting Decorum

The following rules and progressive discipline apply to KPFK Local Station Board members and the public at LSB regular meetings as well as LSB committee meetings:

1. At a meeting of the Local Station Board LSB members must wait to be recognized by the Chair before speaking. Each speaker shall be allowed to speak for 90 seconds, unless a different time limit is agreed on. No one shall speak a second time unless anyone who hasn't spoken and wishes to speak has done so. No one shall be allowed to speak more than 2 times on any one agenda item, unless giving a report and/or being asked to respond.

2. No LSB member or member of the public may physically assault or touch another person in an unwanted manner at any meeting. To do so will result in the Chair asking the offending person to leave the meeting. Failure to leave may result in the offender losing all future speaking and attendance rights. 3. No LSB member or member of the public may speak without being recognized, interrupt another who has the floor or otherwise disrupt a meeting by any verbal or physical action. The only exception is to make a Point of Order, or other such Point of Privilege as allowed per Roberts Rules of Order, which can be done only by LSB members or members of LSB committees. An LSB member who makes a Point of Order may interrupt another LSB member who is speaking. (See Roberts Rules of Order, Chapter VIII, Point 23, # 3 (a point of order) "is in order when another has the floor, even interrupting a person speaking or reading a report, if the point genuinely requires attention at such a time".) Personal verbal attacks on the character of another should also be considered disruptive and not tolerated. Less formality may be desired in some committees at the discretion of the chair and/or the body. However, if discourtesy or disruption impede the work of the committee more formal procedures should be reverted to, at least for the duration of that meeting.

4. Upon a first minor offense (interrupting a speaker, for example) the Chair would give the offender a warning. Upon a second offense, a second warning should be given. Upon a third offense in the same meeting, the Chair may ask the body to consider depriving the offender of the right to be recognized for the remainder of the meeting. Such a request should be voted on immediately and would not be debatable. If the offender continues disruptive behavior, s/he will be asked to leave the assembly and, if s/he fails to do so, may be barred from future participation.

5. Any non-LSB member who has been reprimanded frequently for disrupting regular LSB meetings or LSB committee meetings should not be appointed to any LSB committee.

6. The attached Zero Tolerance for Violence Pacifica Policy passed in March of 2010 should be followed and adhered to.\*

7. Robert's Rules of Order, Chapter XX, DISCIPLINARY PROCEDURES should be referred to and takes precedence over this motion if anything herein stated is in contradiction to those Rules.

#### Appendix No. 3

#### Motion Submitted By The KPFK LSB Chair

# Motion To Create a Standing Rule Allowing 2 Speakers In Favor and 2 Opposed To Motions Brought Before The Assembly

In order to allow debate on all motions put before the body, the KPFK Local Station Board (LSB)/Delegates Assembly (DA) (hereafter LSB) hereby adopts a standing rule that, unless otherwise agreed upon by the LSB, or unless the motion is out of order, that when motions come before the LSB, that the motion will be read by the Proponent or the Secretary. After the motion has been seconded, the Chair will recognize two speakers in favor of the motion and two opposed to the motion, which speakers shall alternate. The proponent will be the first speaker who will motivate the motion. (90 Sec) If there is opposition to the motion by more than one person, a second person will speak in opposition (90 sec), the third, in favor 90 sec., the fourth, in opposition - 90 sec. The LSB will then vote, unless there has been a motion to amend the motion on the floor. In that case, there shall be a minimum of one speaker in favor (the maker of the motion) and one opposed. The chair shall then decide if there should be an additional round of speakers. After which the LSB shall vote on the Amendment. If the Amendment passes, then it becomes the main motion, and that motion shall be voted upon immediately, assuming that there have been 2 speakers in favor and 2 opposed.

# Appendix No. 4

# Motion Submitted By The KPFK LSB Chair

# Motion Adopting Standard RRONR Agenda Template

Whereas the KPFK LSB seeks to use its meeting time effectively and efficiently with due respect to its many members,

And whereas the board seeks to avoid dilatory points of order and motions, in relation to the setting of agendas,

Therefore, let it be resolved that the KPFK LSB will follow a RRONR for its agendas which does not require board approval.

And that board members will have the option to propose motions for new business,

And that an adjustment may be made to the agenda upon the recommendation of the officers of the board to address urgent matters.

And that any motion relating to the approval of the agenda will be limited to the stating of the subject of the motion without discussion of the merits.

Appendix No. 5

The following motion was reviewed by the KPFK Governance Committee on June 25, 2025 and is forwarded to the KPFK LSB for consideration:

# MOTION TO RECONSIDER RESOLUTION RE: IN PERSON MEETINGS and DAY AND TIME OF KPFK-LSB MEETINGS

I, Jan Goodman move to Reconsider the Resolution passed at the last LSB meeting (on May 18, 2025) which required hybrid "In Person" and Zoom KPFK LSB meetings, and changed the day and time of the LSB meetings from "starting a 10:30 a.m. on the second (2nd) Sunday of each month to alternating Sunday afternoons starting at 1 pm, alternating with a weeknight meeting starting at 7 pm, alternating on a monthly basis.. I voted yes on the prevailing side of the motion. This motion is based on the following:

Whereas after the motion was passed, the Executive Director (ED) of Pacifica listed a number of specifications which must be met before in person meetings can be approved by the National Office in the future. Those specifications included that there must be an insurance policy in place insuring among other things that Pacifica will be indemnified against a third party claiming damages from Pacifica, should a person be injured during the time and at the place that any Pacifica sponsored event takes place, including LSB meetings. And the ED has also stated that although Pacifica has a general liability policy, there is no money in the Pacifica Budget to purchase such "event" insurance at this time; She also stated a number of other requirements, including security concerns; and Whereas the motion does not state which night of the week the LSB meeting would take place; and

Whereas the above stated motion was passed without discussion regarding the fact that future LSB meetings would be at different times and days than had previously been agreed upon (10:30 am on the Second Sunday of the month; and

Whereas this motion was made at the end of the last meeting and there was no time to consider it carefully or to reconsider it during that same meeting; and

Whereas although a venue has been located where KPFK might be able to have "in person" LSB meetings, and whereas neither Pacifica nor the Venue appear to have an insurance policy in place which meet the requirements set out by the ED (a copy of any insurance policy which might defend and protect Pacifica, should an incident occur at the "in person" LSB meeting, was requested of the person who suggested the venue, stating that the venue had an insurance policy, but no such policy has been produced.) And,

Whereas such an insurance policy would, in order to protect Pacifica fully, of necessity include a provision that there be no deductible and would also include a waiver of subrogation (so that the policy would be the primary policy covering the event and not have to exhaust any other insurance policy that Pacifica or the venue might have in place) and no such certificate of insurance including these items has been produced; And,

Whereas such a policy would probably be available between \$100 and \$200 per meeting, no source of funding was identified to pay this amount on a monthly basis; and

Whereas since it is presently not possible to hold in person LSB meetings, which was the main thrust of the motion -- since no

adequate insurance policy Has been produced, nor have detailed Security provisions or etc. been specified as required. And; Whereas the rationale of changing the time of the Sunday meeting from 10:30 a.m. to 1 pm was to allow people more time to drive to the meeting; and

Whereas no day of the weeknight was specified by the motion; and Whereas all members of the LSB can meet at 10:30 AM on Sunday mornings as evidenced by the fact that they have been meeting at that time, and meeting at a different time and place will create a hardship for certain members of the LSB who have made plans taking into account that the LSB meetings would take place on Sunday mornings at 10:30 a.m. as agreed by LSB members earlier in this year.

Therefore, be it resolved that passage of the above-stated motion be reconsidered, taking into account all of the above issues.

Respectfully submitted by Jan Goodman

Citation Notes:

A motion to reconsider is debatable - ROR §37L18

A motion to reconsider Requires only a majority of those present. See Roberts Rules of Order  $37 \$ 

# Appendix No. 6

#### Motion re KPFK LSB Meeting Schedule

Whereas Article Seven, Section 5A of the Pacifica Foundation Bylaws (revised March 2025) specifies that each Local Station Board (LSB) shall meet not less than every other month. And;

Whereas the KPFK LSB maintained a schedule of meeting on the second Sunday of each month at 10:30am Pacific Time via zoom for the period starting March 2024 through April 2025 – with the exception of August 2024; And

Whereas, it is important to maintain a regular schedule to allow station board members to plan to attend LSB meetings;

Therefore be it resolved that the KPFK LSB will not schedule a regular meeting during the month of August 2025 - and on Sunday, September 14, 2025 the KPFK LSB will resume its regular schedule of meeting at 10:30am Pacific Time via zoom on the second Sunday of each month except for months when Mothers Day or Fathers Day occurs on the second Sunday (when the LSB will meet on the third Sunday of the month).

# Appendix No. 7(a)

#### Motion Re-Submitted By Ian Johnston on Behalf of Rodrigo Argueta

#### Motion to reinstate Michael Novick as Int. Gen. Manager

I move that the KPFK LSB urges the Executive Director of Pacifica end the unwarranted administrative leave of interim General Manager Michael Novick, and further that the locally produced programming that was introduced on his watch be returned to the airwaves, including but not limited to Creative Frontline, Be a Better Relative, Radio Insurrection, Street Sankofa, and the locally produced Rebel Alliance newscast.

Submitted by Rodrigo Argueta KPFK LSB member

# Appendix No. 7(b)

#### Substitute Motion Regarding Reinstatement of Michael Novick Motion Submitted By Chipasha Luchembe

Whereas the Pacifica Executive Director has announced the immediate intention to post the position of permanent General Manager for KPFK and for the other four stations in the network,

Whereas KPFK employees past and present as well as members of the public may submit their credentials to be considered for this position,

Therefore, the KPFK LSB will focus attention on encouraging qualified individuals to apply for the position and make recommendations to the Executive Director of appropriate places to post the job listing.

# THIS MOTION IS OUT OF ORDER & WILL NOT BE TAKEN UP INASMUCH AS THE COMMITTEES REFERRED TO BY THE MOTION ARE NO LONGER REQUIRED BY THE BYLAWS

#### Appendix No. 8(a)

#### Motion Submitted by Jeanine Rohn

Resolution to oppose and reject PNB Resolution from the PNB Governance Committee 11-21-24 limiting the voting of all members of Advisory Committees and thereby urge its directors to work to retract this portion of the resolution in order to maintain the active advisory role of the membership and community to the board in keeping with the spirit of the Pacifica Foundation.

Whereas the PNB recently passed a resolution limiting the influence of community members on LSB advisory committees:

The Pacifica National Board instructs the Local Station Boards of all five stations to limit voting membership on committees that deal with governance, finance and/or personnel issues to Local Station Board members from that station. The Pacifica National Board further instructs Local Station Boards of all five stations to conduct personnel discussions pertaining to individuals in closed session attended only by Local Station Board members who have a signed Non-Disclosure Agreement."

Whereas these committees are provided for by the Pacifica Bylaws (Art. 7, Sect 10) and merely serve as advisory to the LSB, are not considered agents of the Foundation or the radio station and do not have the authority to bind the Foundation or the radio station with which it is affiliated, but are managed by the LSB (not the PNB).

And whereas this resolution violates the rights of all KPFK members (listeners & staff) to have active participation in advising the board and disenfranchises them from process which is against the spirit of Pacifica Foundation.

Therefore be it resolved that the KPFK LSB opposes and rejects the portion of the motion passed by the PNB 1-9-25 24 limiting the voting of all members of Advisory Committees and thereby urges its directors to work to reverse this portion of the resolution in order to maintain the

# active advisory role of the membership and community to the board in keeping with the spirit of the Pacifica Foundation.

#### Appendix No. 8(b)

# Resolutions Passed by the Pacifica National Board on November 21st, 2024:

**Resolution #1** "The Pacifica National Board instructs the Local Station Boards of all five stations to limit voting membership on committees that deal with governance, finance and/or personnel issues to Local Station Board members from that station. The Pacifica National Board further instructs Local Station Boards of all five stations to conduct personnel discussions pertaining to individuals in closed session attended only by Local Station Board members who have a signed Non-Disclosure Agreement."

**Resolution #2** "The Pacifica National Board adopts guidelines for safe and respectful behavior standards of conduct for management, employees, board members, volunteers and members others for engagement with the Pacifica Foundation as follows in conformance with the California Corporation Code, federal labor law, Pacifica Foundation bylaws, Roberts Rules of Order and best practices for non-profit corporations:

Behaviors that are not permitted and are subject to remedies including mandatory reporting to law enforcement when warranted:

1. Any forms of physical violence including unwanted touching, or threats of physical harm are strictly forbidden.

2. Any conduct that intimidates, demeans, or provokes others is prohibited.

3. Making false statements or accusations about any individual is strictly prohibited.

4. Unauthorized sharing of confidential information related to the job performance of management, paid staff, unpaid staff, volunteers and other confidential matters such as legal proceedings, real estate transactions, contractual negotiations is prohibited.

5. Personal attacks, name-calling, or insults directed at others is prohibited.

6. Any act to interrupt, disrupt, or interfere with Pacifica or Pacifica station events, meetings, production or activities is prohibited.

#### Consequences for acts of prohibited behaviors may include:

Pacifica national and station management may restrict access to Pacifica premises and productions for any person whose behavior poses a safety concern or disrupts the functioning of the organization for a period of time that depends on management's sole assessment of the severity of the threat to safety or disruption of normal functioning and shall document the violation and the action taken by management.

1. The Pacifica National Board and Local Station Boards may conduct confidential adjudications of Delegate or Board member infractions to consider suspension or removal.

2. The Pacifica Executive Director may revoke a membership for infractions and may set a period of time during which the individual cannot renew a membership.

3. The Pacifica National Board and Local Station Boards may consider removal of committee members or members of the public attending meetings for infractions.

#### Appendix No. 9(a)

#### Motion Submitted by Rodrigo Argueta and Oscar Ulloa

Immediate reactivation of the LSB Standing Finance Committee. Per Pacifica Foundation, Inc. Bylaws and per the Local Station Board Policies & Procedures Manual Drafted Jan 3, 2007. It is a critical limb of the LSB to hold local Station accountable for its operational Income and Expenses, as well review management Budgets in timely calendar cycles.

Be it resolved, these Motions must be recognized as important functional measures for this LSB body to operate in compliance with set forth rules and regulations of this Radio Network known as Pacifica Foundation, Inc.

LSB Staff Delegates: Rodrigo Argueta and Oscar Ulloa"

# Appendix No. 9(b)

# Substitute Motion Regarding Reactivation Of The KPFK Finance Committee

# Motion Submitted By Chipasha Luchembe

Motion to stand up the KPFK LSB Finance Committee to review period operating income and expenses and work with station management to develop the annual budget for submission to the National Finance Committee.

Appendix No. 10

# Motion Submitted by Jeanine Rohn

# Resolution to oppose and rejects the PNB Resolution the PNB Resolution which undermines the bylaws intent to have a genuine LSB role in identifying local management and urges its directors to work to retract the PNBs resolution and have the GM search process abide by the Pacifica Bylaws.

Whereas the Pacifica Bylaws state in Article Seven, Local Station Boards, Section 3:

Specific Powers and Duties provides: "Each LSB, acting as a standing committee of the Foundation's Board of Directors, shall have the following powers, duties and responsibilities related to its specific radio station, under the direction and supervision of the Foundation's Board of Directors:"

"B. To screen and select a pool of candidates for the position of General Manager of the respective radio station, from which pool of approved candidates the Executive Director shall hire the station's General Manager. The LSB may appoint a special sub-committee for this purpose."

"E. To screen and select a pool of candidates for the position of station Program Director, from which pool of approved candidates the station's General Manager shall hire the station's Program Director. The LSB may appoint a special sub committee for this purpose."

Whereas the PNB's recent resolution changes and hinders that role of the LSB GM/PD search committees in the screening candidates for the stations GM position by implementing the following changes:

Therefore, the Pacifica National Board (PNB) specifies the following procedure for Local Station Boards (LSBs) to develop pools of candidates for the position of General Manager (GM) and for the position of Program Director (PD):

1.) The job descriptions for the position of GM and the position of PD will be those determined by the Executive Director (ED). 2.) Job postings for the position of GM and the position of PD will be made by the ED on the Pacifica.org website, on websites for the five stations and all Affiliates and other publications as deemed appropriate by the ED with advice of the LSB.

3.) The resumes and expressions of interest for the position of GM and the position of PD will be returned to an email address designated by the ED.

4.) The ED will provide the responses to the Secretary of the LSB at the station for which a search is being conducted with the names and personal information obscured to assure confidentiality and gender, age and other demographic neutral consideration.

5.) The LSB or a committee created by the LSB to perform the search function will review the submissions and recommend a pool of candidates for the position under consideration but will not contact or interview candidates. It is recommended that five or more candidates be included for consideration by the ED who makes the final decision of whom to hire for GM and five or more candidates for consideration by the GM who makes the final decision of whom to hire for PD.

Whereas these changes are in conflict with the Pacifica Bylaws and would require a Bylaws change with a Pacifica-wide referendum, as this change eviscerates the capacity of the LSB to approve candidates for station management.

Therefore be it resolved that the KPFK LSB opposes and rejects the PNB Resolution the PNB Resolution which undermines the bylaws intent to have a genuine LSB role in identifying local management and urges its

directors to work to retract the PNBs resolution and have the GM search process abide by the Pacifica Bylaws.

# Appendix No. 11

# KPFK CONFIDENTIALITY AGREEMENT

I, \_\_\_\_\_\_, acknowledge that in the course of my status as a paid or unpaid staff member, or volunteer acting on behalf of Pacifica, or my membership on a Pacifica Board or Committee, I may have access to confidential information which if divulged could harm the Pacifica Foundation or the individuals whose information I have access to as a result of my activity on behalf of the Pacifica Foundation.

Properly deemed "Confidential information" is information that is disclosed in confidence and includes the following as wells as information deemed confidential by the Pacifica National Board or a Local Station Board or a committee:

1. Certain limited information concerning potential or actual litigation against the Pacifica Foundation and/or any of its officers, board members, or employees.

2. Certain limited information concerning employees of the Pacifica Foundation, unless the employee(s) agrees that such information may be disclosed.

3. Certain limited information regarding the sale or purchase of Pacifica property.

4. Certain limited financial information regarding the Pacifica Foundation.

5. Information disclosed during a closed session of any Pacifica Foundation board or committee.

6. Personal and/or Financial Information received as a result of acting as a paid or unpaid staff member or volunteer on behalf of KPFK or Pacifica, including but not limited to names and contact information relating to donations, sign-in or sign-up sheets.

I agree that I will not use or disclose to anyone any confidential information regarding the Pacifica Foundation., other than an attorney for the Pacifica Foundation (or my own attorney, provided that my attorney agrees to maintain the confidentiality of this information) This does not preclude Local Station Board members from sharing confidential information provided to the LSB with other LSB members, whether or not those LSB members were present at any given executive session if necessary to conduct the business of the LSB. Similarly, Pacifica National Board members are not precluded from sharing confidential information from PNB executive sessions with their LSBs without explicit PNB approval. I acknowledge that if I fail to carry out this committees on which I sit or other penalties. I may also be subject to suit by the Foundation or by any person whose rights are violated by the improper disclosure of confidential information.

I acknowledge that a decision to make confidential information public must be made by a vote of the KPFK-LSB, PNB or the committee in which the information was discussed and that no individual has the authority to make that decision.

Dated: \_\_\_\_\_

Signature\_\_\_\_\_

Printed Name\_\_\_\_\_

# Appendix No. 12

#### Motion Adopted May 18, 2025 Regarding Time and Place of Future LSB Meetings

""Whereas the California Corporate Codes and CPB rules (and KPFK's policies and procedures manual, followed dutifully for more than a decade) requires Open Public Meetings - and Zoom meetings are inaccessible to those on the other side of "the Digital Divide"...

Be it hereby resolved that the KPFK Local Station Board will resume its long maintained practice of physical meetings, open to the public, at various accessible locations around the signal area, as outlined in the 2007 Policies and Procedures Manual.

Specifically the meetings should alternate between Sundays at 1PM (which gives greater time for people to travel to the meetings, rather than 10AM), and a weekday night, at 7PM, alternating month-to-month."

"people who want to participate via zoom can participate."