

KSUT, Inc. Board Meeting

April 15, 2026

Attending: Kirsten, James, Susan, Beth, Robert, Meg, Eddie

Absent: Mikki, Mike

Called to order 5:32 pm

Meeting agenda – Kirsten proposed we move the Strategic Plan and Board Resolution be discussed under the ED report. James motioned to change the agenda, Beth seconded. Unanimous approval.

Minutes – Minor corrections. Meg motioned to approve with corrections, Robert seconded. Unanimous approval.

ED Report

- Accounting Transition: Tami reported an engagement letter with Jamie Mathews was issued for assistance in setting up the separation of accounting/payroll from the Tribe. The fee is \$3700 per quarter. Quickbooks was purchased and the Payroll Dept will take on payroll for approximately \$6000-\$7000 per year. Next month the mid-year budget to actual and mid-year adjustment will take place and the fees associated with the transition will be included. Tami said so far the fees related to transition are reasonable and as expected.
- Board Resolution – once the MOA is finalized (tentatively July) the board will review and complete the resolution. The resolution is to demonstrate board support for the separation of accounting/payroll functions from the Tribe.
- Audit review: This year was much simpler than in the past since it's not a full audit. The audit is expected to be final in spring some time. It's not as time-sensitive as in the past since it was required to receive CPB funds.
- Towaoc tower repair: – AT&T will begin to repair the tower May 4. So Tami said they will not move forward with a temporary fix at this time. AT&T is prepared to spend several days to conduct repairs. Damaged equipment replacement cost is about \$4000.

- NPR lawsuit win – Tami hasn't heard whether an official appeal has been filed. Some people thought that win restored funding, but it does not. Tami recorded a spot to clarify that misconception. She said KSUT is getting a lot of positive feedback on the win and involvement in the suit.
- Strategic planning – Tami and Susan have continued working on this and put together a timeline for completion. The board reviewed the timeline and there were no changes. Kirsten thanked all who had responded to the survey. Comments were made regarding how the system prompted respondents to expand on some of their answers.

Tentative date for the board retreat: September 18 – 9 am to 3 pm. This will be in lieu of the board meeting (Sept. 16). Susan will send an email to Mikki and Mike to see if that date works for them.

- Q2 2021 ERT Funds: finally came through and the amount is more than expected due to interest that was added to the amount.
- Solar Installation: Tami will need to get a structural analysis on the building to evaluate whether the solar installation can be accommodated safely.
- Spring fund drive/Reserve funds: The spring fund drive went well. Membership revenue is only about \$85,000 short of the annual goal and we are at the mid-year point. Three months worth of expenses have been put away as a reserve. Some of the ERT funds will go toward the reserve.
- KSUT Sessions: Tami reported the equipment (camera equipment and lighting) purchased for the live performances (KSUT sessions) is really impressive. Colten has taken on learning to use the equipment. Because it takes time for the production and posting of sessions, Tami said they are cautious about not doing too many to stay within staff capacity.
- May 16 Round Dance: The event will be held from 5 to 11 pm (dinner 5-6, then dance after at the Casino Conference Center). Sheila gave updates in the staff mtg today and Tami said it's really going to be special. The SKA party...etc. events are coming together well.
- Policy review: – The board reviewed the recommendations for the Document Retention policy currently in place. Recommendations were provided by FZA in 2012. Susan

questioned if there are any additional requirements related to the FCC. Tami will check on that and will also check with Jamie Mathews to determine if there is an updated recommendation list. There was some discussion about back-ups of critical information that is to be permanent. Tami will check with Amy Barry at TIS. The Tribe has a shared drive that is routinely backed up. Susan will update the policy as needed such as changing “Administration Director” to ED.

- Conflict of Interest – Signatures still needed from Eddie, Mikki, and Beth.
- ED Evaluation: After discussion it was determined that Meg will update the ED Evaluation policy to reflect the established timeline. ED evaluations will occur in the last quarter of the fiscal year, with any earned merit increase effective in the first quarter of the new fiscal year. Kirsten will begin the process to evaluate FY25 (delayed due to finalizing ED Evaluation Policy).

Tami has not had a merit increase in some time. Kirsten will send out the official notice for FY25 to move the process forward. Tentatively the Executive Committee will review the drafted evaluation 5/20/26. The evaluation will likely be presented in June.

- Board Calendar: The ED evaluation timeline brought up the point that the board may want a calendar with key dates. Susan will look at setting up the Google calendar with email reminders going out to the board.
- Beth will be a contract employee acting as the Native Lens liaison with the Tribe. This was reviewed by the board with respect to the Conflict of Interest policy and the consensus was that it would not be a conflict. Next meeting May 20.

Beth made a motion to adjourn, Susan seconded. Unanimously approved.

Meeting adjourned 6:45.