

## **Minutes of the April 18th, 2019 Harvard Cable Access Committee Meeting**

Approved June 26th

**Committee Members Attending:** Bill Johnson, Nick Browse, Amy Bassage, Chris Jones

**Others Attending:** none

**Called to order at 7:06 PM**

### **Meeting Minutes:**

- Minutes of the March 20th, 2019 meeting were approved.

### **Staffing Update:**

- Bill has received six qualified responses for the station manager position. However, while speaking with the town of Berlin, he learned about an independent contractor named Brittany Blaney who, for the past 12 years, has been working as a part-time station manager (30 hours per week) for three separate towns. Blaney also employs a handful of people who allow her to manage all the work.
- Bill proposed that we “flip” Harvard’s model and employ a part-time (20 hour) station manager while keeping a full-time employee on board, namely Hristina.
- Amy liked the model, and she like Brittany Blaney too who has a working relationship with community schools, an excellent knowledge base, and a good background working with kids.
- Bill heard secondhand from Hakan that Hristina enjoys working in Harvard and for Harvard. She remains passionate about videography and loves working with the students from both schools. Whether or not she has aspirations to become a station manager is unknown at this time.
- Nick thinks the flipped model could work and has advantages.
- Should we approve the flipped model, Hakan Sahin, current HCTV committee chair, would be interested in being the part-time station manager. He would need to resign his position on the committee, obtain liability insurance, and establish an EIN number.
- Nick asked about hiring Hakan as an employee versus a subcontractor. Bill believes a subcontractor model is easier to manage and easier on the town. Nick believes that the current model we have is tricky. When a station manager leaves there is a huge hole to fill, and a new station manager comes with their own priorities and idiosyncrasies.
- Bill likes the “flipped” model because it offers greater flexibility and maximizes growth opportunity with Hristina. The station and town, for that matter, will save money with a part-time station manager (20 hours a week at \$40 per hour). Anya cost more to employ, and that’s before you include benefits.

- Tim Bragan and Alice Von Loesecke are on board with the new model if the committee would like to pursue it. We can pull together a contract this fiscal year, without putting it out to bid, so long as the contract does not exceed \$5,000. We cannot negotiate a FY20 contract until the funds have been appropriated at the May 24th town meeting.
- **Bill made a motion to change the current HCTV staffing model to a part-time station manager employed at 20 hours a week as a subcontractor. The station would also keep a full-time person employed, working underneath the part-time station manager. The committee approved the motion unanimously.**
- Amy emphasized that whomever we hire, we have to consider how that person will and can work with the schools. Chris seconded Amy's thinking.
- The committee will look to interview both Brittany Blaney and Hakan Sahin in 30 days so that Hakan can formally resign from the committee. Nick will inform Hakan that the station model has in fact changed.

#### **Treasurer's Report:**

- Bill projects that we will underspend for FY19 by \$5,800.
- The \$50,000 stipend from Charter has arrived and has been deposited. We are in good financial health.

**Meeting adjourned at 8:20 PM.**