

**Walpole Media Corporation (WMC)  
275 Common Street, Walpole, Massachusetts 02081**

**Board of Directors Meeting - Executive Session  
July 12, 2023  
via Zoom**

An Executive Session of the Board of Directors of WMC called to order on July 12, 2023, at 7:02 p.m. by Jean Kenney.

Board members present: Jean Kenney, Nancy Dayian, BJ Burke, Rich McCarthy, Brian Denitzio, Nancy Niles. Tamarah Green was not present at this meeting.

Jean Kenney called the meeting to order and then she called for a motion to waive the reading of and accept the June 2023 meeting minutes, the motion was made by Rich McCarthy and seconded by Nancy Niles. Vote to accept 6-0-0.

Executive Session

The purpose of this meeting was to discuss and vote on compensation for the Walpole Media Corporation employees. The following information was provided to board members by Jean Kenney prior to the meeting for review.

Tamarah contacted several regional Executive Directors to determine average salaries for public access employees. The lower salaried employees are generally members of larger staff groups; however, those employees generally move to other organizations after 2-3 years. The higher paid employees have been retained for upwards of 5+ years. It is our hope that the current WMC employees will remain for several years.

Based on her research and evaluation of her staff performance Tamarah proposed the following increases for her staff:

**Jess Kergo - a 4% increase**

- Producer of News program
- Develops and executes social media campaigns across all channels
- Youtube view are up significantly

Brief discussion about what a great job Jess has been doing. Rich McCarthy asked if this will be an annual increase and Jean Kenney explained that the increases would be revisited each year. Motion to approve the salary increase by Brian Denitzio seconded by Rich McCarthy Vote to approve 6-0-0

**Nick Piccirilli - a 4% increase**

- Sports producer
- Film Festival behind the scenes coverage
- Training community volunteers

-Municipal coverage

Nick is an extremely dedicated employee. Salary only slightly below Jess because she came on as first employee. Motion to approve Nick's salary increase by Rich McCarthy seconded by Nancy Niles. Vote to approve 6-0-0

### **Patrick Zysk - an hourly rate increase**

Patrick covers virtually every municipal meeting and often tapes as many as three meetings per day. Patrick has also begun operating the camera for many of Jess Kergo's shoots and has covered almost all of the holiday celebrations. WMC offered Patrick medical insurance coverage, but he has gotten his own coverage.

Motion to approve hourly rate increase by Nancy Dayian seconded by Rich McCarthy  
Vote to approve 6-0-0

### **Tamarah Green 4.5% increase**

Jean Kenney shared the proposal below for Tamarah Green's salary for discussion and vote by the board. I'm proposing this increase based on the increased number of interns and employees that Tamarah has managed during the last year. Tamarah has also increased the number of offerings On Demand and the community has been thankful for the increased WMC presence. She is extremely proactive and responsive whenever there is a need to resolve any issue. Tamarah also consults consistently with Peter O'Farrell regarding the TV Production classes and the studio.

Nancy Niles commented that Tamarah is invaluable and that we do not want to lose her. Jean senses that Tamarah is happy and appreciates the support she gets from the board. There was agreement that from other board members that we need to keep Tamarah's salary competitive.

Jean Kenney shared comments from Jim D'Attilio (who was not present at the meeting) that he was in agreement with the salary proposals and felt staff retention was of the utmost importance.

Motion to approve the salary increase for Tamarah Green by Rich McCarthy seconded by Nancy Dayian. Vote to approve 6-0-0

### **Jeffrey Mattson Donation**

Jeffrey Mattson was a long-time Walpole employee who was a long time volunteer and contributed to WMC. His mother recently made a donation to WMC of \$20,000 to be used in any way that the WMC sought fit. Tamarah proposed the following allocations of the donation to be discussed by the Board:

20% (\$4000) to TV Production/ Peter O'Farrell to be designated based on the needs that the students indicate. 80% (\$16,000) to WMC.

WMC will allocate 20% of that amount (\$3200) for a memorial to Jeffrey Mattson within the school/studio/WMC.

Tamarah has asked that the Board consider providing one-time bonuses from the remaining funds (\$12,800) to the WMC staff in order to reinforce their value to WMC.

There was lengthy discussion about this proposal with several members of the board expressing discomfort with using part of the donation to provide bonuses to staff.

There was additional discussion about the upcoming renovation to the HS that would include improvements to the studio and the opportunity to honor Jeff with a plaque in the new space.

Nancy Niles proposed using the a portion of the donation to establish a scholarship in Jeff's name that could be awarded to a student studying media production. BJ Burke provide information about establishing a scholarship via the Walpole Scholarship Foundation.

The board felt that further thought and discussion needed to take place before a final decision was made. Motion to TABLE the decision by Nancy Dayian seconded by Rich McCarthy. Vote to table until future meeting 6-0-0

#### Old Business

- Innovation Grant application will be discussed in the next meeting and have a vote prior to school starting.

Ms. Kenney scheduled the next WMC Board of Directors meeting for Thursday, August 17th, 2023, at 7PM via Zoom. **Note: due to conflicts the date of the meeting is a Thursday not our normal meeting day of Wednesday.**

Rich McCarthy made a motion to adjourn, seconded by Nancy Dayian. Vote to adjourn:6-0-0. Meeting adjourned at 8:15 pm.

Respectfully submitted by:  
BJ Burke, Secretary/Clerk