

In Camera:

- Bailey and Jessica Barclay catch up Hannah on history of Joel's role here and creation of Creative Director position.
- Bailey: So it's up to all of us, not just our opinion.
- Hannah: "As soon as you use the words 'conflict of interest' people's backs go up."
- Jessica: we could ask him to do presentation on his initial intent w this contract,
- James: Keep in mind there's actually no reason to keep it how it was initially created.
- Jessica: Yes, exactly. And also, it was never properly approved by Board. Joel got EE contract wage upped to \$600, and got a retention bonus. Then, a year later, split contract into CD and EE, without hanging EE responsibilities, splitting wage. As far as I can find, that was never approved.
- Bailey: Are you okay with this not being discussed and put off til next month?
- Mikaela: I'd like it to be approved, because the position should be approved.
- Bailey: idea w putting it off, allows Joel to give presentation on what he thinks should be done, and us to gether info on bg.
- Jessica: Oh, that information is all in the minutes.
- James: If you want to save face and not burn bridge, could have him there.
- Bailey: Hannah what are the rules in your class for when someone oversteps?
- Hannah: I'm looking at this with new eyes. I think your idea is probably ideal. You guys are not as versed as probably he is, and if you engage with him today he will have more content for argument. This sets precedent.
- Mikaela: The contract should have been approved, and I don't feel comfortable with it just continuing to slip through.
- Bailey: I want to fight the fight for you Mikaela. I was not expecting for Joel to be here today, and I would like for us to all be completely prepared.
- James: Could we have a temporary approval of new duties, and have you report on them next time?
- Jess: To be fair, the new contract has been functioning exactly as intended, bc it's accurate to her current duties.
- Bailey: Let's approve it for trail basis, even tho we know you've been doing it exactly as should. Then we'll let Joel do presentation on how he thinks it should be. Hear him out, then back up that it was put in place in very proper way.

All in agreement that this is an excellent compromise.

- Bailey: Do you want to tell us the big difference between the contracts, Mikaela?
- Mikaela: So video content isn't even the duties. When I took over this position, Joel explained to me that it was literally video and the Zine. I found that video was not of interest to editors, staff, rest of paper. Just doing own thing. Also, left huge vacuum in Multimedia. I was doing both, about 35 hours a week in Multimedia, but inly about 5 in CD. So we combined for new CD contract, so it's more in line w what we're doing as organization, apper.

- Bailey: I propose we approve ur contract on trial basis until the next meeting.

Gurleen Kaler motions to approve Creative Director contract on trial basis until next meeting when there will be lengthy discussion prepared, James Tait seconds.