

Eagan Athletic Association - Board Meeting Minutes

Thursday, August 11, 2019

President, OPEN			Director of Basketball, Jackie Boldt	
President-Elect, J.J. Kirby	X		Director of Cross Country, BJ Knight	
Treasurer, Megan Brewster	X		Director of Football, Josh Anderson	X
Administrative Officer, Trudy Kenney	X		Director of Lacrosse, Leslie Defries	
Director of Facilities, Greg Byrne	X		Director of Soccer, Skip Newton	X
Director of Program Initiatives, Amanda Becker	X		Director of Softball, Jacki Stalboerger	X
At-Large, Dan Schulz	X		Director of Track, Kathy Windels	X
Administrative Assistant, Heather Lorentz	X		Director of Rugby, Eric Curtin	X
			Director of Volleyball, Beth Sagvold	X
			Director of Wrestling, Lisa Jensen	X
			Director of Baseball, Jack Esser	X

Meeting was called to order at 8:00 p.m. by Administrative Officer, Trudy Kenney

President Vacancy- Trudy Kenney

This special meeting was called to fill a now vacant EAA President position within EAA. Dave Grounds resigned as President of Eagan Athletic Association on Wednesday, July 31, 2019 via email. Trudy cited his reasons for resigning were due to accepting a new job and recent complaints received over an approved waiver of a flagged background check. Dave spent hundreds of hours working through several difficult issues across multiple sport programs in 2019.

Trudy nominated President – Elect, J.J. Kirby to fill the President role through the remainder of 2019. This nomination was seconded by Dan Schulz. This was followed by a short question and answer session with J.J. regarding his plans for the future of the EAA Board and his leadership style. After the session, Trudy requested a motion in favor of electing J.J. Kirby to serve as President for the remainder of 2019. The motion was unanimously approved by all in attendance and carried. Absentee electronic votes from Jackie Boldt and BJ Knight were also in favor of electing J.J. Kirby will serve as the EAA President effective August 11, 2019 – December 31, 2019.

Post Vote Discussion

How does EAA Board, as a group, help to minimize parent flare ups such as was seen this year? Suggested to better educate parents on policies. Questioning whether sub-boards and coaches know how to properly address upset parents. Suggested to discuss to coach selection process in parent meetings going forward. It was also suggested to have copies of the parent and player code of conduct policies on hand so that if someone is getting out of control, a coach could approach that person, give them the policy and remind them they are in violation of EAA policy and could face consequences if behavior continues.

EAA Youth Safety Policy was dispersed to all present and reviewed. Trudy would like to propose changes to the appeal process that include a no appeal option for offenses listed in #1-3 OR a no appeal option on all offenses #1-5 on the current background check policy. (See below). J.J. will forward the proposed changes via email and ask everyone to vote electronically on the two different amendment options. The Board has seven days to respond to the proposed changes.

Greg Byrne challenged the wording under the appeal process that states; *“The disqualified coach or applicant may present information or documentation to the appellate panel to dispute the findings of the background check and make a case for reinstatement or relief from this policy.”* Greg indicated that his interpretation of this statement is to appeal only if incorrect findings were reported on a background check and not to appeal whether EAA would acknowledge the offenses and issue a waiver to coach anyway.

Signs

Coaches are seeing an increase in parent outbursts at games. Yelling at umpires, referees, other teams and parents etc are increasing. Eric Curtin suggested EAA make signs that could be placed at all games

that state: (Sign 1) Please Remember: 1) These are kids. 2) This is a game. 3) The coaches are volunteers. 4) The referees are human. 5) This is not a national championship. (Sign 2) Before you complain have you volunteered yet?

This could be an additional effort made by EAA to try decrease parent outbursts at youth sporting events. Trudy stated funding for signs could come out of the Marketing budget for 2019. Eric will email out the sign layout to the EAA Board.

Motion to adjourn this meeting was made by Megan Brewster and seconded by Beth Sagvold. Meeting adjourned at 8:56pm.

Upcoming Meetings

Finance Committee– Sept. 9th and Nov. 11th, 7pm @ ECC - Boardroom

Marketing/Technology Committee – TBD

Next EAA Board Meeting – Sept. 26th, 7:30pm @ Civic Arena, Mezzanine Room

Eagan Athletic Association (EAA) Policy on Youth Safety Effective June 17, 2018

EAA strives to protect all of its participants. Accordingly, EAA requires all coaches and volunteers to submit and pass annual background checks prior to having any contact with participants, including any initial practices. Coaches and volunteers must proactively complete and pass a background check prior to coaching or volunteering, and as an ongoing annual requirement for existing coaches and volunteers. Remember, EAA's coaches and volunteers are not entitled to coach or volunteer.

Existing or applying coaches or volunteers may not be allowed to coach or volunteer if they have committed any of the following:

1. All sexual offenses, regardless of the amount of time since the offense. Examples include, but are not limited to: child molestation, rape, sexual assault, sexual battery, statutory rape, prostitution, solicitation, or indecent exposure.
2. All felonies that constitute crimes against a person, regardless of the amount of time since the offense. Examples include, but are not limited to: murder, manslaughter, aggravated assault, kidnapping, or robbery.

3. All misdemeanors that constitute offenses against a person within the past ten (10) years. Examples include, but are not limited to: drug offenses, theft, embezzlement, fraud, burglary, assault, domestic violence, hit and run.

4. All misdemeanor drug and alcohol offenses within the past two (2) years or multiple of such offenses within the past ten (10) years. This includes, but is not limited to: driving under the influence, drug possession, disorderly conduct, public intoxication or possession of drug paraphernalia.

5. Any offense within the past five (5) years that could be considered a potential danger to children or demonstrates a propensity for violence.

The above list is not exclusive and the EAA Executive Committee reserves the right to disqualify a coach or volunteer if it is in the best interest of EAA youth or volunteers. If disqualified, the coach or volunteer will receive an email, notifying them of the disqualification. The disqualification email will also inform them of their right to appeal the disqualification.

Appeal process: A disqualified coach or volunteer can appeal their disqualification by requesting an appeal hearing within eight (8) days of receiving the email notifying them of their failure to pass the background check. Within 10 days of the request, Members of EAA's Executive Committee and/or a sports Director (or Directors) who the disqualified coach or volunteer has no past association with, will hold a hearing on the matter. The disqualified coach or applicant may present information or documentation to the appellate panel to dispute the findings of the background check and make a case for reinstatement or relief from this policy. The appellate panel may request a copy of a pre-sentence investigation, court transcript, charging document or court disposition of a crime that resulted in the disqualification, if applicable. The coach or applicant is encouraged to have these documents prior to the Committee's request. Within 5 days of the hearing, the Executive Committee will issue its decision arrived at its sole discretion.

Waiver/Limitation: If a waiver is granted by the Executive Committee it remains in effect indefinitely as long as future registrations are timely completed, and no new criminal offenses are committed. A limitation may be granted for one or more years. An internal record will be kept by the Director of Coaching for both categories.