



Fremont Football League, Inc.
 P.O. Box 624
 Fremont, CA 94537

BOARD MEETING MINUTES

DATE	LOCATION	DURATION
10/2/2023	Zoom Special Called Meeting	Start: 7:37 pm End: 12:39 am

MEMBERS IN ATTENDANCE	Russell Sass, Regina Cuff, Tamee Pires, Lisa Caldera (Mediator role for this meeting), Steve Pope (early departure), Rueben Rodriguez (dropped for a bit), Gina Sass, Monique Nails, Fatima Rocha, Nick Valdez, Bree Pires, Karen Williams, Andre Christian, Rheannon Reyes (early departure)
AGENDA	Urgent Meeting
NOTES	<p>Meeting was initiated due to many issues happening on the field during our home game week 5, 9/30/2023.</p> <p>Russell initiated meeting stating with all the issues and feelings, he didn't feel he could lead the meeting with the many things to be reviewed, he asked Lisa Caldera, a fellow board member – Player Agent, to mediate this meeting.</p> <p>Lisa started the meeting with the recommendation of the meeting providing an opportunity for all to say what they experienced in regards to the altercation involving Francis Jones and the Anthony Family. Lisa asked Russell to start with a 5-8 minute speaking opportunity.</p> <p>RS – Russell started with his goals which were to hear everyone's voice, move forward and protect our families. Russell's point of view was he heard GMA Anthony say that man called me a b***h when asked who, she said the coach in the red hat and pointed up at the stands. When he looked up, it was Francis so was keeping an eye on the family on the field for the reason of picture taking. He then saw Mark Anthony throw a punch at Francis. He rushed to the scene and found Nick, Bryan, Dre and other coaches trying to disengage the fight. He found Mark with a ripped shirt. He mentioned people walking back and forth. Spitting. He stated the officials said they won't start until the field was cleared. Francis said he wasn't leaving until Police arrived. Police arrived, Francis was heading out and Sr Anthony came and starting talking to Francis. He says Dre came back over and it wasn't being handled well. Police interviewed Mark, GMA, & Francis. He stated Police asked for an interview with Jayme who he came out and got from the field during the 10U game. He saw Police Officers enter the stands. He stated Mark had to leave the premise. He felt there was confusion with saying both Mark and/or his Mom had to go. RS says he talked to Jen about a plan for Francis. He says she was still upset that Mark was still in there. Confusion regarding if GMA should leave. Russell had to leave and left it in Fatima's hands.</p> <p>His final feelings were regardless of who starts, we can't react that way.</p>



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Neither should have been on the field. GMA too, needs to be removed. With the situation, only an altercation could be the result.

Dre – He was on the field with Rueben readying for the 10U game start. He says Rueben saw something and asked him to take care of it. He took off to go break up the fight. Dre says he asked Mark to go, he said he was looking for his phone. Francis wouldn't give up the phone as Dre told him to. Police arrived and he stated Russell asked him to get statements. He says there was an off duty cop at the scene. He states he heard Francis said scoot to the GMA and the GMA replied with excuse me sir and FU B****h and walked away and tried to address it with Kelly. Dre says Mark said Francis called him a N****r He says Kelly was talking about Cass and Dre continued to get Mark off the field. Dre says Mark had to leave the stadium, officer said he had to stay in there. He said he was aware Francis was still there in the car until after 10U and 12U half. Dre says she's a woman and he's a man and he felt no man should talk to a woman that way. Dre feels Mark was in the wrong to start the fight.

FR – She was at the snack bar. Saw Nick in the stands. Went up the stairs, saw Francis with blood and saw GMA was shaking. GMA says she was calm when Francis said scoot. Tried to calm down the older man. Mark's son Amari asked if his Dad was going to jail. What examples are we showing?

BP – She was under the cheer tent with Tamee and Lily her Jr Coach. Heard the FU back and forth at first thought it could have been banter. When realized it was heightening, looked behind and could see only legs and the lady voice and body walk away and come back and continue the FU back and forth talk three times. At that time, Tamee got up, the lady had walked away. After the incident she was in the parking lot with Jen and family and witnessed the GMA taking pictures and yelling at Francis while in the police car driving away.

TP – Under the cheer tent with Bree and Lily, heard the back and forth, watched the ladies legs walk away and come back three times to continue the talk. When I got up and around the tent, saw the lady walking down the aisle towards the scoreboard direction. Saw Russell under the EMT tent so went down to advise of the situation and possible problem we may have as she saw the woman with the dog and blanket and came around the other side of the tent and saw it to be Francis. Russell stated he was aware of a situation with the family on the field. We turned around to noise and the altercation had begun. Russell took off immediately as well as many others. Saw Francis get thrown between the two bottom seats of the bleachers and punches thrown. Was on the track when the group was trying to move the situation to the field. Cass was standing on the bottom of the bleachers yelling at the refs and everyone to start the game. Very hard to watch this type of thing on our sideline.

KW – Scootch, scootch. Excuse me may be a better word. She witnessed the start from the track while releasing and meeting with her 8U cheer team



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families. She thought it was possibly children in the stands and rushed up there and saw Cass pushing/pulling people. Bryan was aiding Francis off the field and she was walking with him unaware of the phone situation. Francis said he was calling the police. She felt everyone involved had to leave. She says it's the responsibility of the Police Officers and the Board members to escort all involved off the field. She says the Anthony family were still inside eating food inside the gates while Police were there. Only one person was hauled off in the car and not one scratch was on his hands. His face was covered in blood. Nobody was removed from the field as she was at the snack bar. She saw GMA taking pictures and antagonizing Francis while in the police car. Racism, no. Bad words said but the fight and outcome was not. She also asked why Jen isn't attending the meeting.

LC – Answered the question in regards to Jen's attendance with that when an incident involves one's family or close member, it is best they don't attend
RS – Says he had heard that Jen wasn't very happy about the circumstances and got together with Lisa who together felt this was the best for all including Jen. He then felt he didn't know Jen real well and asked Kelly to contact and advise her of the meeting situation.

RC – She viewed Cass yelling from the stands about the delaying of the game. She told him that this type of yelling was not making things better.

She saw GMA taking pictures and laughing at Francis in the car while circling the parking lot a few times looking for a place to park. She mentioned hearing Mark on the phone by the fence by the snack bar showing lots of disrespect.

MN – Wanted to know about the N****r words. Dre says he has evidence. From her perspective, she thought it could be kids like Karen felt. She became a parent first knowing there were children on the field that may need help and went there. She saw Francis bloody, Cass on the field trying to be a field monitor and helping. When someone told him he couldn't he understood and left. She says Marks son was very worried and told Helen he witnessed.

If racial terms are used, zero tolerance. Blatant disrespect. Can't condone racism.

RR – Rueben says he talked with everyone. He saw it happen. When we wear coaches uniform it means something. Fights don't belong there. Francis was apologetic. Why not de-escalate? Could have flagged me down to help out at anytime. GMA was dismissed. Expectations for board is big. As an AD he is a coach too. GMA's first game to watch Amari. He's talked with Mark and Francis and says this is an isolated case. Racism is a deal here. We must stick to our guns and set a precedent. Feels we could have avoided this.

Dre – Knew both families. Talked with the Anthony family. He feels the man cannot talk to a woman in this way. He told Mark it shouldn't have happened

NV – Nick heard the scuffle and he jumped the fence into the into the stands. He found Francis with 3-4 people standing over him. Cass was there not doing much and was told don't f*****g touch me. On the field Nick worked with Jen to get the phone from Francis and she did and was able to give to Nick.



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Words are words, I've heard many. That is no reason to put hands on you. Francis did not throw the first punch. The Off Duty Cop made himself known to all arriving police officers and said he'd help with the investigation. I think it was all wrong.

GS – Police report was requested and not available until possibly 10/4

KW – Has anyone checked in on Jen? Can Jen be heard? Do not condone racism. We need to check on Jen.

RR – N word was used on the 12U football team amongst Jaime and Daniel. AD taking care of it.

LC - Has not reached out to Jen or any of the other families regarding the incident.

RS – Says she wasn't ready to talk to him. Jen says she wasn't getting answers. He had to leave. Felt bad.

KW – Kids on the field were concerned. Did anyone see Francis take the first punch?

RR – Amari was concerned about his Dad. People questioned why we started the game. Board members have to step up. Human factor first.

LC – How do we move forward from this?

SP – As Rules Director, reviewed extensively and states all rules lead to expulsion.

RR – Francis is done in regular season. Mark Anthony played in FFL and coached in FFL. Francis bounced around and both are good coaches. Feels we should suspend to end of the season.

MN- How concerned the son was about his dad, saddening.

RS – Cass was suspended as a coach but not from the field.

TP – Suspension wasn't posted on the EB as all other disciplines were throughout the season. (RS added some excerpts from it on the Zoom chat) and mentioned sending it to Kelly as she had asked too.

RR – Appeal to be end of the season to be reviewed by board. This was an isolated incident, no revenge.

LC – The league cannot provide a 100% guarantee of safety.

RR – Second chances – redeem themselves

RS – Doesn't feel that Francis can be back this year as a coach

TP – Incident with Cass on Saturday after being asked to leave the field under the cheer tent. Was walking on the field carrying a wagon and he called her name three times and she turned around as they got louder and Cass proceeded to stand at the edge of the track pointing at his feet and asked her to confirm he was off the field and wanted to be sure she saw he was off the field. She wasn't around when he was asked to leave but felt he again made a scene to all standing around. Wanted all to be aware of the situation.

Dre – Talked about in writing information regarding the incident

LC – Course of action. Two individual personal assault

Suspension 2023 Season Incident date 9/30/23



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Both Mark Anthony and Francis Jones were suspended due to this event Suspension for remaining 2023 FFL league events including but not limited to practices, games, picture day. Any questions to Russell for clarification before assuming if something is allowed/not allowed. Appeal format: email Russell with changes reflected, counseling, etc to reflect change in behavior, to request a return to the FFL community as a fan/parent only. Can initiate appeal on/after 10/22/23.

MN – Any retaliation, zero tolerance

SP – Motioned for these suspensions and RR seconded it. 13 yes votes.

Discussed having more issues to discuss and it was 10:15.

MN – Feels we need to continue. All the issues are weighing heavily on all of us and need to finish it.

SP – Bowed out, he is traveling in TX and is 12:15 there.

Dre – Doesn't know much about Cass. Says he just lost his sister and recovering. RR and Dre recruited Cass to join our league.

RS – Our growth is good but with it sometimes comes issues. Continue and build, move forward.

TP – Asked if Cass had done an appeal to the suspension just issued. Russell says he had been working with Cass with some options for the appeal but one was not done as yet.

RR – We need to uphold the suspension on Cass. He brings value. He is baiting RS – Cass violated the parent code of conduct. He lost rights, privileges, fields, practices in the suspension

MN – All items to be returned, badges, shirts.

RS – Violated his suspension and code of conduct contract. Next step suspended from all activities.

RC – Had the opportunity to improve and didn't even try

LC – Discussed appeal in 2024

Dre – What about Cass's kids.

LC & RS – Feel we have to look out and think about the majority of the kids.

RR – Customer service is what we must be

MN – Mentioned issues with Cass suspension had gray area

RS – Have had talks with Cass and he is aware of suspension from all FFL activities until 1/31/2024. He can appeal for 2024.

The first suspension as a coach was for incident on 9/23 with the refs and was ejected. The league suspended Cass due to not adhering to the requests to leave the sideline, stands and field. Now reviewing the lack of adherence to the suspension as he was on the practice field last week after receiving the suspension, on the game day field on 9/30, yelling from the stands.

Resolution was to issue a new suspension from all FFL activities with an appeal process available on 10/22

Motion was made by Regina and seconded by Karen 12 Yes votes



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RS - Next 12U Players incident during the 9/30 game
RR – Jaime said something to Daniel regarding losing his QB position who then retaliated with saying the N*** word. Talked with Viet. Daniel didn't say it racially, they all just say it. I am meeting with all the teams to discuss what we hear on the sideline on the regular. We shouldn't be saying anything like this on our fields. Kids being kids. We hear it. Emotions up for everyone. Coach Thomas sent them to the stands. I've got this.
MN – How do we control that? Parents want it addressed to the board. How do you respond to this? RR says he talked to the family. Consequences like extra conditioning. MN read the email from Omar and Amanda. It mentioned throwing a punch. What happens with that and what consequences? RR says the grade of a swing is made when they happen. Obviously, he was responding. Viet has a plan. One on one meeting. Will find out from that our action required. This is not our first rodeo. I did talk with Omar. The kids are friends. Human aspect. Head coach to approach the situation. Has to walk a fine line in the training aspects of coaching. Coaches and referees always try to remove that word from the field.
RS – Recommend Viet to resolve with families and players. If not, escalate back to the board. Education vs expulsion. The word with violence is not OK Different teams handle things based on their team culture.
Dre – Address the whole football league and teams. Referees give a 15 yard penalty when they hear it. Talked with Jaime and his mom.
MN – Coach Viet to handle it with AD
RS – Asked Lisa to answer the email that it is under review and copy RS

Jayme Moses

TP – Shes been hard to deal with since a meeting between herself, Cass, Russell, Kelly and all cheer coaches regarding an incident with Cass's daughter Mimi and two other girls in cheer at the playground half hour after practice ended. We met to discuss how it was handled, he was abrasive, made the staff and all attending uncomfortable. At the end of the meeting Russell asked if everyone felt things were resolved and we all answered yes Jayme was never the same with any staff. We have all tried to make it seamless for the kids. She was yelling on the field during the 9/30 incident with her 10U cheer team getting ready to start the game on the field. Once the game had started, Russell came out as the police wanted to interview her and I stood in to coach her team. When she returned she was very angry about the whole situation. She received a call on the field from the police officer asking her to clarify a few things as she showed me her phone. When Cass and herself were found under the cheer tent long after the incident and asked to leave, she walked up to me and said he was only there to get a water bottle that she held. I was not near the area at the time they were asked to leave the tent, I saw them there from the gate and was



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notifying Kelly as she was in charge and knew he was suspended and should not be on the game field trying to avoid further issues.
KW – IMO it may implode. We have lots of stuff to do to close the year out for cheer. New halftimes for homecoming and Halloween, Showcase.
Indoor practices, we are close nit environment with all teams.
If coaches feel it, girls will feel it too.
Dre – Feels a discussion meeting would be good.
TP - Possible mediator was discussed with Lisa who said more info would be required.

Mark's Mother
RS – Violated the Spectator Code of Conduct. She should be suspended from future games. Regina agreed and motioned and Tamee seconded.
Monique feels she shouldn't be suspended. Dre & RR know her. Fatima says she was shaking. Question arose how could Mark have found out about the incident in the stands and RS state she talked with him. Motion was cancelled due to more immediate discussion. RR, Dre, Monique didn't want.
Lisa suggested we provide her a warning in the zoom chat.
KW – She didn't seem like a victim. Walking up to the car, yelling, taking pictures.
Dre – Jen felt nobody had her back. He gets it.
GS – Motioned for a warning to be given and MN seconded it.
9 yes and 2 no votes.