



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

BOARD MEETING MINUTES

DATE	LOCATION	DURATION
10/5/2023	Zoom Meeting Special Circumstances (not in person)	Start: ? pm End: 11:41 pm

MEMBERS IN ATTENDANCE	Russell Sass, Regina Cuff, Steve Pope, Tamee Pires (late), Bree Pires (late), Nick Valdez, Fatima Rocha, Rueben Rodriguez, Lisa Caldera, Andre Christian, Monique Nails, Karen Williams, Jill Troche, Rheannon Reyes
AGENDA	See Notes
NOTES	<p>TP – Minutes taker arrived to meeting late. Some highlights being discussed at this meeting at the time of my arrival and duration of the meeting</p> <p>Kelly had requested a time on the agenda for this meeting to ask to be brought back to the board and had some ideas moving forward. Had written an email to the board members regarding her quick departure and of possible return.</p> <p>Russell and Rueben both communicated with Kelly regarding her leaving the board at the time of our 10/2 meeting on 10/5 prior to this meeting</p> <p>RR – Discussion with Kelly in regards to her leaving the board and the feelings that 4-5 families have regarding our board and herself regarding racism. He says that when he leaves next year these families will most likely leave with him and then she can run things as she'd like. Felt her way of talking to some and not all was not always appropriate and feels for this year she should lay low. He says him and Dre stand up for Kelly all the time in regards to anything families say. He feels Kelly has contributed so much.</p> <p>KR – Our league rules are not being followed and no one helps to enforce them. If families have felt this way in regards to me, it would've been nice to know long before now. She found it very hurtful to be called a racist. To learn about it at this late date, she felt she was not allowed to know or deal with it. She felt she was unable to possibly mend any relationships.</p> <p>LC – This type of information should have been shared. Proper process should have been used in any type of situation. Perception is that when discussing with the board, all know. We aren't doing any better. Kelly has faith she could cross correct. The league has to have each others back.</p> <p>RS – Asked Kelly if she wasn't interested in returning following this conversation during the meeting. He mentioned we haven't handled things correctly, need to find a way, a path to get what's best for the league.</p> <p>LC – We have to have all the info coming into this league.</p>



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SP – All situations need to be handled by the board. We need to treat everyone with respect. Treat each other well.

KR – Non-discriminating policy didn't happen either.

RS - Kelly had mentioned a policy at the beginning of the season was needed. Discussed communication with Kelly for a possible return in a different role. He read the communication provided with alternate roles he'd like her to keep and others not on it. He was trying to put people in places regardless of titles where their strengths are. This had been added to the agenda for discussion, board wide.

RR – Discussed that he and Dre tried to work with the 4-5 families. Does not want the league to be known as racist.

Dre – Talked to Kelly, need to use chain of command. Cannot be aggressive.

Kelly excused herself from the meeting citing she couldn't be with the board with Rueben and Russell. She will continue to support the league as a parent and parent volunteer as needed.

Jaime/Daniel 12 U incident

RR – Stated that Amanda and Omar did not want to discuss. He and his coaches are unable to rectify and needs to elevate it to the board level. He knows the families well and will have to recuse from further involvement. Later left the meeting. GS asked about him dropping from Zoom and Russell explained he had mentioned no involvement.

SC – Says he saw Jaimes arms first up. Jaime won't stop touching me. Amanda says WTF, they are friends. Coach Thomas kicked them off the field. Nick brought them back to the field.

NV – Linda was mad (Nicks mom) he wasn't on the field as she had come from Modesto. The kids said they were sent up to the stands. Nick didn't realize that Thomas had sent them up there for disciplinary reasons. It should be Head Coach, AD, Player Agent, Board to deal with situation.

MN – Brought up to board – not enough done, soon enough. Have we even verified with Daniel the word was used.

Board realized there was not enough information to make any decisions on the subject.

RS – Asked LC to send a note to Amanda advising her the board would need to investigate.



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