



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

BOARD MEETING MINUTES

DATE	LOCATION	DURATION
10/9/2023	Zoom Special Meeting Overview	Start: 7:32 pm End: 10:16 pm

MEMBERS IN ATTENDANCE	Russell Sass, Regina Cuff, Tamee Pires, Bree Pires, Monique Nails, Fatima Rocha, Nick Valdez, Gina Sass, Karen Williams, Andre Christian, Jill Troche Guest speakers: January Family – Amanda & Omar, Jones Family – Jen Coach Viet, statement of Coach Thomas read by RS
AGENDA	12U Player incident from 9/30/2023 game
NOTES	<p>Special meeting called to make a final decision on this incident. It was elevated to the board level on 10/2 and investigation was required for evaluation of all sides.</p> <p>The board provided the opportunity at this meeting for all sides to be heard, statement to be read and to finalize the decision for the request of suspension on Daniel Jones from the January Family due to use of a racial word and physical altercation. The request from the January Family was done it writing and read at the 10/2 meeting.</p> <p>RS started with a brief overview of the planned guests and order of how the meeting was going to go.</p> <p>First set of guests were from the January Family, Omar and Amanda. They provided their version of the story as neither of them were present. They provided what Jaime had stated as well as their opinion on the situation.</p> <p>Next guest was Jen from the Jones Family. She provided her version of the story as she was not present during the incident. She provided what Daniel had stated as well as her opinion on the situation.</p> <p>Next guest was Coach Viet who provided his version of the incident and the attempts of settling this without it being elevated to the board level.</p> <p>A statement from Coach Thomas was read by Russell. Seemed to be a different view than Russell had heard from him prior, was noted.</p> <p>Coach Nick provided his input which we had heard in our initial meeting. He provided more depth as well as new occurrences that he felt could be helpful. Nick Jr was asked to speak and was asked a few questions by Russell.</p>



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We then all went around giving our opinions of the information provided. Some initial feelings were changed as discussion continued. We did feel we heard many different things from people and finding the perfect truth and answers were just not going to be possible.

We did learn of some things we want to have a zero tolerance policy on which include actions for any racial acts or words and physical or threat of physical altercations on or off the field. We plan on working on initiating them right away as this could have alleviated this long issue much quicker.

We as a board feel we didn't do a good or timely job of handling this situation. Initially it was stated the head coach and AD would handle and then elevated to the board many days later. Board didn't have enough information to make a decision. Tonights meeting was the result of gathering enough information to make what was a thoroughly discussed and sound decision.

Regina made a motion for the board to take accountability to the families for the lack of timeliness of an outcome in this very important matter. The Board is to facilitate a meeting between the boys, their families, the coaches to apologize to their coaches, each other and move forward. Both boys are to be given written warnings in regards to language, racial language and physical altercations not being allowed.

Motioned was seconded by Bree. Votes 5 yes 3 no 3 abstain