

ACV Board Meeting Minutes
TASO – Austin Chapter Volleyball
August 30, 2017
IHOP IH 35 Austin TX 6:45pm

ACV Board Members

President – Charlie Tamez

Vice President – Roni Downey

Assigning Secretary – Janiece Nelson

Recording Secretary/District Director – David Plaisance **absent, unable to attend (out of town for work)**

Treasurer – Bonnie Caddell

At Large Rep 1 **Members with last names starting A through G** – Rhiannon Stracener **absent**

At Large Rep 3 **Members with last names starting O through Z** – Gilbert Mokry

At Large Rep 2 **Members with last names starting H through N** – Chez Slayton **absent**

Non-Voting Board Members - None

ACV Members

Harvey Madrigal, Christle Miersma, Ian Evans, Kevin Carlyle **none able to attend.**

Special Guest Expected: None

Call to Order 6:50PM

Charlie Tamez

Welcome and Opening Remarks 6:50PM

President, Charlie Tamez - **Charlie expressed his disappointment that none of the invited ACV members were able to attend as he'd hoped to get information directly through in person conversation rather than via email**

Approval of Minutes from Previous Meetings: July 2017 **Charlie and Gilbert expressed confusion about what had been distributed, citing they hadn't seen the board meetings but they had seen the general meeting minutes. The other members present verified they'd received the minutes. Roni noted that was the meeting she couldn't attend and she did receive the minutes. Bonnie motioned to accept, Gilbert seconded, all voted to approve the July Board member meeting minutes.**

Tabled Agenda Items and Action Items from Previous Meeting:

Proper procedure for Ethic Concerns **Tabled until after Roni and Charlie meet, after the board meeting, to review all the feedback received by the board on Charlie's proposals so they could bring them back to the board for approval. Gilbert asked about the timing and Charlie said it would be at a future board meeting.**

Board Communication Protocols – David **Tabled due to David's absence (editor's note – this was settled at the July 13 board meeting as reflected in the minutes).**

Downey

Update Website to publicize last chance training **Roni noted this was completed.**

Nelson

Update Chapter Assigning Fees document to reflect current season dates **Janice noted this was completed as it had been sent to Ian**

Payment Options **Janice noted this was completed as it had been sent to Ian**

David

Action Item – procedures for proxy voting to send to the bylaws committee. David had distributed this to the board and the bylaws committee. Roni responded via email with clarifications. Roni and David spoke about this at the Ann Richards match and were in agreement with what Roni clarified. No other action has been taken – in progress. (editor’s note, it’s unclear what should be happening next).

Tamez

Meet with Committee Liaisons Charlie was able to meet with Gilbert and Bonnie and will be meeting with Roni later. Chez had to cancel. He said Rhiannon was good.

ACV Board/At-Large Reps.

Action Item – ACV Board to provide pros/cons about the TASO deadline Tabled (editor’s note – this item refers to the TASO deadline of September 1 for accepting new members. David had asked for board input that could be presented at the next off season Volleyball board meeting in February by the district director.)

Action Item – ACV Board to review policies and procedures (Probation). The board was to review the chapter policies document to determine where probation was defined (editor’s note – it’s not there; instead probation is mentioned several times in the bylaws and the inference in Article XI Discipline Section 2 “The Board of Directors shall recommend verbal reprimand, probation, suspension, and/or termination of any member from the Austin Chapter...” is that probation provides for an individual to continue to officiate while under directives/guidelines to correct an issue.) The board members present started looking through the current bylaws/policies. Charlie noted it had been removed from the chapter application (editor’s note – not clear what this means as item 2 mentions “failure... to attend annual required trainings and chapter meetings may result in probation, suspension or termination...”). Roni referenced Article XI, Section 2. Discussion ensued about what’s been done in the past and what we’re doing now to be consistent in the application of discipline. It’s not clear what the next actions are here.

Action Items – Board Reps. to discuss options and provide the board feedback for consistency of member in good standing requirements. Charlie recalled this was to be handled by the at-large reps and then escalated to the board’s leadership as necessary. Gilbert, the only at-large rep present, said he’s been contacting his members and copying Roni. This item will be noted as ‘in progress’ and tabled until a later meeting when input from the other at-large reps could be heard.

District Director Report: none as David was absent.

Treasurer’s Report: 7:10PM Bonnie Caddell

\$862.93 in Checking and \$6,268.13 in savings for a total of \$7,131.06. One scrimmage payment from Lake Travis came in today that isn’t reflected in the totals. Total scrimmages billed was \$13,625. Gilbert noted that we only budgeted receiving \$10,000 so the excess could help balance our budget. Bonnie provided a scrimmage comparison by school showing last year vs this year. Roni asked Janiece how many scrimmages came in at the last minute – many did including a few private schools. Janiece noted several had overages that weren’t scheduled. Bonnie said of the \$13,625 billed we’ve only deposited \$700, so once all is collected we’d have balances nearing \$21K. Charlie asked if we could put the pizza back into budget and Gilbert, Roni, Bonnie noted that we could do that if we wanted to run a deficit again. Gilbert noted we should concentrate on the final meeting food rather than reviving bringing food to the general meetings.

Bonnie raised that Round Rock ISD, who we billed \$1950 for scrimmages, is asking for our articles of formation that we can’t provide yet. Charlie has personally visited the lawyer’s office three times and was told we’d be getting paperwork within three to six weeks but it’s not been delivered as promised. Roni was able to get the lawyer on the phone during the meeting. The lawyer said he thinks the state charter has been filed and we’re missing the tax id – he said he’d be able to get back to us within a day or so.

Charlie raised the item about Regents wanting to use ArbiterPay. Discussion ensued about IRS reporting requirements and the distribution of 1099s. Discussion ensued about the mechanics about using ArbiterPay. Leander ISD was discussed as an example where officials had the option of using

ArbiterPay or receiving a check (editor's note – I know Leander offers a direct deposit option but not through ArbiterPay). No next action was mentioned.

Assigner's Report: 7:34PM Janiece Nelson

She noted she had much to discuss in Executive Session.

She's getting a lot of declines rather than turnbacks. Many of the decline reasons are a direct contradiction to their availability (one example provided had an official declining a match that was 20 miles away even though their availability showed a 100 mile radius). Gilbert defended that the 100 mile radius was an Arbiter default to which Janiece responded that she's said several times at meetings that the person needed to update their availability and distance they could travel within Arbiter. Board members said they weren't familiar with this feature despite Janiece having covered it during meetings. Roni, using herself as an example, said she hadn't accepted a match on Tuesday because she can't she leave in time to be at the match 30 minutes before. Janiece's response was that we are so short we need everyone working and that when explained in the match report there wouldn't be a penalty. Charlie suggested Janiece explain this more at the next meeting.

Discussion ensued about blocks and what was cleared vs not cleared in Arbiter. Further discussion ensued about what we needed to communicate to members.

Roni said she's write up instructions and Janiece would create a presentation.

Janiece says she's tried having people do their own blocking and it hasn't been working, so she's been doing it for them. Charlie's response was that she shouldn't be doing that and she shouldn't be assigning people who wouldn't keep their information updated, saying he didn't want those officials in our chapter if they didn't care enough to do what was needed to be done. Janiece said that the board needed to set the example and that wasn't being done – there was no response to that comment. Instead Charlie noted that because the board had been inconsistent in applying standards/penalties that the board was responsible for allowing this to continue.

Janiece said we'd done an auto-update but most of the board didn't understand what that meant as the auto-update in the past meant something different, so it needed to be re-explained.

Janiece reported we had several members who routinely would arrive late without notice, including several getting to a match 30 minutes prior to match start but not be dressed. She provided a copy of all the match reports by coaches and officials and said she'd distribute via email to the board for review. Charlie said the trainers and the reps need to see the reports.

Gilbert said we were still baby-sitting officials. Despite that Charlie said Janiece should be contacting officials by phone or text messages who repeatedly decline.

Bonnie asked whether or not Arbiter had previously been set up that you couldn't decline without calling first? And that the availability couldn't be changed after the season started without calling Janiece. Charlie said we should start fining officials per our policies. Charlie adamantly stated that we shouldn't be doing the extra work for members and would support members being fined for not fulfilling their responsibilities, but could not support if the board continued to undercut him on penalty application.

Result of all the discussion was to table to executive session the discussion of 25 members who were declining matches for what were deemed to be unreasonable reasons, including one official who turned down a match and stated they wanted a different assignment.

Janiece handed out the TASO ID cards and Charlie said the cards should go to the at-large reps for distribution at the next meeting.

Janiece turned over her file of communications regarding one member who has since had dues/application fees refunded.

Agenda Items: 8:15PM

Budget Recap **Completed**. Charlie asked about pizza at general meetings being put back in the budget. Roni replied it had been previously covered.

ACV Member Meetings attended or missed **Tabled** - Charlie asked about what consequences we were enforcing in general or if was to be on a case by case basis. Roni noted all should be contacting their at-large reps ahead of the meeting about their plans to attend, and if going to be absent, if the absence would be excused. Anyone else that was absent would be contacted for the reason why they missed. Charlie noted all at-large reps should cc each other about what was being excused so we could have consistency. Charlie noted this should be cc'd rather than bcc'd given the previous agreement about board communication protocols. *Action item – have Gilbert create a list of valid excuses for missing meetings and bring to the next board meeting.*

Bonnie asked about what the consequences were going to be for missing meetings and Charlie responded that already discussed and was to be covered in the letter the board had discussed (missing meetings, not taking tests, or meeting other chapter requirements). Roni noted she'd created a document distinguishing state vs local requirements and repercussions for failing to meet them (and got blasted for) but never published it because the board had failed to enforce requirements in years past. Roni also expressed concern about TASO requiring five meetings but not specifying member attendance requirements without consequences. Bonnie reiterated that TASO requires 5 meetings be held. Charlie said ACV requires attendance at three. Bonnie noted that ACV requires attendance at the pre-season training and completion of the test which covers two of the five meetings and considers completion of them plus work during the scrimmage very important but didn't consider the other three meetings as important to which Roni asked why even hold them if they weren't going to hold equal weight. She asked why incur the cost? Charlie noted this would be something for our district director to bring up to which Bonnie noted it's already been raised several times as other chapters don't enforce the requirements like we do. Roni mentioned she was asked why scrimmage attendance couldn't be counted as a meeting. Charlie/Bonnie said we could. Bonnie said she raised having some meetings be online. Charlie noted PAVO requires members to watch videos throughout the season and failure to do so would preclude them from being considered for post season. *Action item – Charlie to call Arbiter to see if they can do something similar to PAVO.*

The result of all this discussion was that letters would be sent to all members that were deficient in meeting ACV requirements and it would be up to next year's board to handle penalty enforcement.

Upcoming Training - New members, Veteran officials 8:25PM Harvey is handling the October meeting.

Charlie wanted to know what was being covered at the upcoming meeting – sub management, horn usage to end time outs were mentioned. Charlie wanted to ensure the topics were pertinent and addressed clearly and succinctly. Roni noted unnecessary delay management would be covered.

Roni mentioned David had brought up a question from a member about what could occur when the R1 whistles for a reserve after the server drops the toss after the first beckon. Since the new rule says that nothing can occur there was question about whether, some officials thought that literally nothing could happen, including the right server exchanging places with the wrong server and serving the ball within the new five seconds.

Roni said the trainers have asked if they can have administrative access to Arbiter and, without discussion, Charlie said no. There was no further discussion amongst the board on this topic.

Roni also said the trainers wanted to know about evaluation trainers so they could conduct more evaluations – this was tabled to Executive Session.

ACV member questionnaire - for members to fill out at meeting 8:30PM Charlie passed out a sample questionnaire he developed asking members for input. Rather than using a tool like SurveyMonkey, he wanted to distribute at the meeting because he felt it there would be more responses. He asked for board feedback after going over a few of the questions he crafted. Gilbert noted he didn't think the membership knew who were our webmaster was after reviewing questions about the webmaster and website. He suggested asking members what they'd like to see on the website. Bonnie suggested asking members what they wanted to see offered at the meetings. Roni offered that you don't want surveys to be too extensive, especially if you plan to do a lot of them. Charlie noted he only planned to this one. Roni thought it was a lot but and Gilbert agreed. Charlie thought it was short. Bonnie suggested having less essay questions and more yes/no questions with a place that if the answer was no, to have them comment. Roni concurred with that idea. Gilbert suggested having them contact their at large rep if they had an interest in running for board position or joining a committee. Charlie asked if there other ideas for them to be emailed to him.

Assignments – Process followed **8:36PM – previously discussed in this meeting**
At-Large Rep – communication with members **8:36PM previously discussed in the meeting**
Member Actions - emails, and communication **8:36PM** – if members send something unprofessional to us we, as board members, cannot respond in kind because we're held to a higher standard. Charlie told/advised us to not respond in an unprofessional manner.
Member Rankings - Adjustments as needed **8:39PM** – Janiece showed the board where the rankings lived in Arbiter. Further discussion was tabled until Executive Session.

Old Business/New Business: 8:41PM – Roni discussed sending a card to Travis High School in appreciation for the use of their facility, but no agreement about what to compensate THS had been decided. Bonnie said she wanted to pay THS the same consideration we provided Brentwood. Roni motioned we pay the THS Booster Club \$150 and Charlie seconded. All were in favor. Roni asked for feedback on the newsletter.

Executive Board Session(s) as required: 8:44PM start

Executive session ended at 10:16PM

Charlie asked the board members to tell him what they were going to say at the general meeting.

Roni told Janiece bluntly that she's been hearing officials gripe and she doesn't want Janiece to be attacked at the meeting. She didn't care about officials attacking her but she didn't want Janiece to be attacked, but we need to have something prepared to show the way assignments are made. She further commented it was OK for Janiece to say that she's not doing things the same way as Marilyn and that she's her own person and officials shouldn't expect that things would be done the same way Marilyn did.

Roni was concerned Janiece was going to 'get hit' and we needed to have a clear document about assigning that the board has reviewed, agreed, and was in the minutes to help head off any complaints. Charlie recommended Janiece prepare a document outlining her assigning process and letting the board know about that in advance so the board could be uniform and stand by Janiece about how she's doing her job, and that if anyone had questions about how they're getting assigned they should send those questions directly to Janiece. Gilbert noted that Marilyn had tried to keep officials from only working at one site no more than three times. Charlie suggested that she send officials emails about when they get reassigned and that she delegate more to Kevin.

Charlie said that the assigners should not be assigned before the rest of the members as a professional courtesy to the members. Janiece responded that she has to keep herself close to her home because of the calls she gets from officials so she can be available to answer those calls. She also noted she has assigned herself less tournaments. Charlie brought up his personal experience about being reassigned and not getting enough notice – Janiece said she's been doing that to the best of her ability.

Roni asked if Janiece would keep her match over giving it to someone else that had their match cancelled due to Hurricane Harvey and the answer was that it depends because the circumstances might not allow Roni to cover. Janiece responded with an example of what she's been doing. Charlie noted his feelings that as President, he wanted to know officials were being assigned and Janiece's job was to be the Assigner. He said nowhere did it say she couldn't assign herself matches. He doesn't want people trying to reach her while she's working a match (citing his own example where he showed up in Lockhart in the wrong location and didn't get a

notification of any change). He said, 'If there was no one else available to that caliber of a match, then I understand that, I do get that.' Janiece responded that there are officials who think they are at that caliber and she needed board support to control/deal with the grumbling from officials that may occur. She repeated that she doesn't feel she has the board's support. Charlie didn't respond directly to that comment, rather he reiterated that it goes back to the board agreeing on member rankings and that the majority of the next board meeting would likely deal with ranking review to give her that support. Charlie said that until the next meeting, where rankings will be reviewed, the board needs to let any member that expresses concern/dissatisfaction with their ranking is what it is right now. Janiece has been saying that to officials but they counter by asking why she can't change those and she responds that she's not in a position to do that. Gilbert suggested she tell them that's a board function and Janiece responded that she had, that everyone on the board had had input on the rankings. Roni said it's been advertised several times but now there's noise because they're not getting varsity tournaments or certain varsity assignments. Charlie again repeated his request that Janiece prepare a report of what she's going to present and give that to the board ahead of time so if the board is asked questions they can respond with the same information she'll be presenting. Janiece asked, that if there's something she needs to be sure to include, to give her that information. Roni said she'd forward some items she'd received from members.

Adjourn Meeting: 10:26PM Motion to adjourn by Bonnie, seconded by Roni. All in favor.