

Board of Director's Meeting SGV BUA

12/06/2021 – Zoom meeting

Roll Call

Board Members:

Jim De La Torre - President – present
Jeremy Hamlett – Vice President - present
Tim Triplett — Secretary\Treasurer - present
Will Fortner – 2nd term - present
Mike Martinez – 2nd term- present
Kendall McCarthy – Instructional Chair – present
Phil Diprima – Assigner – present
Jason Plourde– 1st term- present
Johnny Villegas -1st term - present
Jack Johnson – 2nd term - present

Jim called the meeting to order at 6:32pm. **Jason made a motion to approve the agenda for 12/6. Will seconded the motion.** Jim asked if anyone wanted to add anything to the agenda, no one had anything. **Everyone voted and the agenda was approved. Will motioned to approve the minutes from 11/15. Mike seconded the motion.** Phil said he had one correction. The second bullet point in the assignor's report says the name Bob and It should be Brad. Jim asked if anyone had anything else. **Everyone voted and approved the minutes with the correction.**

Open Forum:

- Nothing

President's report – Jim De La Torre:

- Jim said he hasn't heard from Alan Hollisey regarding the meeting that was held concerning wage increases. He will try to find out the result.

VP's Report - Jeremy Hamlett

- Nothing to report.

Secretary\Treasurer report - Tim Triplett:

- Tim said our finances are good. Our account balance is \$4,126.38. We have an insurance payment due next week, which is a 1/3. We will have a payment due 12/22, 2/22 and 4/22.
- We have 12 members that have paid dues so far. No one has contacted Tim regarding payment plans. Jason asked if they could still pay \$105 at the first meeting and Tim said yes. He will work with people on payments if they approach him at the first meeting.
- Tim has made some updates to the website. He has posted our unit meetings, with the address and past minutes. He is still exploring building a new website. He is tabling it until next year because he is too busy right now. He will gather some information regarding a new website for the board at a future time. He thinks it is best to do during the off season. Tim told Kendall if there are things, he wants on the site to let him know. Tim wants to try to put something on the

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website where people can view their attendance. He wants to minimize emails and allow members to see attendance information. It will be view only.

- Tim asked if we are going to talk about what we are doing at the first meeting. He was wondering if we could take some time to give out the awards, maybe Jim or Kendall can give them out. Will said he agreed. It would be a good way to start the meeting. Jim will add it to the discussion items.
- Jim asked Phil if everything was set at San Marino for the first meeting. Phil said yes. Tim asked if we know what classrooms. Phil said rooms 401, 402 and 403. We will be starting in the cafeteria. The meeting will start at 6:30. Tim asked if we could get the Wi-Fi password. Phil said he was ask but he also has a hotspot if needed.

Assignor's report – Phil DiPrima:

- Phil said he has received 3 new schedules since the last time we met.

Instructional Chair report – Kendall McCarthy:

- Kendall said he isn't sure how much time he is going to have at the first meeting, but he is planning to get through his agenda. The first thing he wants to do is raffle off a chest protector and shin guards. All of the money will go to the unit. Anyone interested can buy a ticket for \$1. At the end of the meeting, we can draw a ticket.
- Kendall said if he has the opportunity, he would like to ask some questions from his weekly updates. If there isn't time, he will save it for another day. He has the study guide, he has the answers and the references and everything and he plans to slowly feed them out to the membership, he sent 30 out last Friday. He plans to send out 25-30 every Friday. By the 17th, everyone will have all the study guide questions. All study guide questions that have never been on an exam are in red. He tweaked the questions, so they are all true. There are no false questions.
- Kendall and Steve Delgado are going to run the field clinic on Wednesday, Dec 15th at Arroyo Park. There will be 9 stations. Kendall and Steve will be the umpires. There will be a couple things at the plate and then we will split up. We have two fields. Steve will do 3 man on one field and Kendall will do 2 man on the other. It shouldn't be longer than 2 hours. Jason asked if this one is mandatory. Kendall said there are 2 mandatory field clinics. This will be from 6:00-9:00. There are 2 opportunities to make a mandatory clinic. The other field clinic will be a Saturday. Phil said Feb 5th. He also said there was another date in Jan. Kendall said he is leaving it up to Phil to secure the fields because he doesn't have the contacts. Tim said we have Feb 5th on the website. Kendall said since we sent it out to the members, we can just keep it on that date. Tim said he can add the location of the field clinic to the website once Kendall has it. Tim said if he has the address, he can add it as well. Jim asked Kendall if he had given Tim the study guide to put on the website. Kendall said he has not. Jim said we should get the study guide on the website. Kendall will get it to Tim.
- Al Cone asked to be removed from the master list. He retired and is not coming back. Phil will remove him from arbiter.

Committee Reports:

Discussion Items:

1. **Website** – We already discussed.

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2. **First Unit Meeting** – Jim said we will start in the cafeteria. We will do pledge of allegiance and make announcements. We will then do recognitions, 2020 playoff semifinal and finals participants, and 2020-2021 awards. Jason asked about a discussion we had in July regarding in order to be on a playoff list you should work at least one 3-man game before playoffs start and that could either be thru Phil or a 3 man field clinic. Both Jack and Johnny said they remembered the discussion, but we didn't agree on anything. Jim said if we're going to make it mandatory for them to work it's got to be a high school game because the field dimensions are different. You can't make it mandatory for them to work a 3-man and then do it on a little league or a REC league game. Jack asked Phil if we could organize enough games to where people that should get in the playoffs we can get them under three man. Jim said we have plenty of games. Jim said we should remind members to pay their dues and get insurance taken care of. Tim said he wanted to get a document out to everyone letting everyone know where they can get insurance for baseball. He asked Phil if he could help him come up with that. Tim said he would need about 10 minutes. Tim asked if we are making concussion and covid tests mandatory. Jim said we need to find out if there is anything required of us before we make things mandatory. Kendall will email Scott and ask him. Phil said the information is standard and we have never had to take the concussion test before. It has never been mandatory by CIF or CBUA. The only thing that is mandatory is 18 hours of training, study guide and the classification exam. Phil asked if we are trying to build a new wheel. Tim said he doesn't think we need to make it mandatory. Mike agreed. Kendall said he can cover that in a meeting or field clinic. Kendall will verify if its mandatory. Tim asked Jeremy if there is anything he wants to talk about at the first meeting. He said he will mention that ratings will be coming out but he doesn't really have much. Kendall said we will not break out into classrooms the first meeting. Jason asked if we are talking about the racial equality letter. Jim said that is the next discussion item. Johnny asked if we are sending out the ratings personally, Jim said yes they get an email.

Action Items:

1. **Updated Racial and Social injustice statement** – Jeremy said we needed a first and second to get into discussion. **Johnny motioned and Will seconded.** Tim asked what the motion is for. Jeremy said if it's an action item it needs a motion to approve the letter. Jim said no. Jeremy said well it shouldn't be an action item then it should have been a discussion item. Jim said we are discussing it. Jeremy said it should have been a discussion item. Jim said he didn't put the list together. Jim said Tim made an error so we can make the correction now so is it discussion or action item. Jeremy said let me speak to that point because usually the President, the VP and the Secretary treasurer have a discussion about what's going to be on the agenda, and he asked Jim if he missed an email from him. Jim said no he didn't send an email, let's move on is it action or discussion item. Jeremy said Jim answered every other question tonight so answer this one. Jim asked again if it is action or discussion item. Tim said let's make it a discussion item and apologized for putting it in the wrong place. Jeremy said this isn't on Tim, it's on our President. Jim said he will make it real simple, he already said he wants nothing to do with this and its Jeremy's ballgame. Jeremy said to Jim you're the president, where have you been the last few months. Jim said again, he wants no part of this. Will asked Jim then why he is the president. Jim said ok it's a discussion item so where

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are we going from here. Jeremy asked if we are going back and revising the agenda. Tim said he can revise the agenda and make it a discussion item. Kendall asked why it can't be an action item because we have been discussing it meeting after meeting. Jason said the final copy just came out so we need to discuss it. Jason asked if we could just go ahead and discuss and stop the bickering. Jeremy said he has bit his tongue for too long, this is not right we've been MIA as a board and that is unacceptable. Go back and look at when he was President, how many meetings we had and how we were on it, how come this is allowed to happen. We are skirting around the issue. Jeremy told Jim to do his job as the president or resign. Jim said he could step down right now. Jeremy said perfect put it in writing. Jim said give me the word. Jeremy said I just did. Jim said he would do it right now. Jeremy said perfect. Kendall asked Jim why he wanted nothing to do with the letter and Jim said because he doesn't agree with it. Jeremy said Jim doesn't do anything for with this board and he doesn't want to do anything for the board. Jim said he agrees with the premise but doesn't think we should include the schools. If there is another reoccurrence, we have blanketed ourselves and we get thrown into the mix by taking this action. That is why he doesn't want any part of it. He feels when it occurs it should be between the schools and CIF. Jack said we have many different things going on right now and we need to focus on one thing and try to work through it, whether it's the letter, Jim resigning, or whatever. Jack told Jim he is the president and to take the lead and own it. Jim said this item is on the agenda and its up for discussion. Kendall asked him a question and he answered truthfully. Jim said everyone can agree with it or disagree. It's his opinion and he's entitled to it. He said he has said from the beginning he wants no part of it. Jack asked if the discussion right now is do we send the letter out, do we want to revise it or not send it at all. Jim said he cannot make that decision himself. Jim said he doesn't know; Jeremy took the reins on this. Jack said to Jason and Jeremy that they need to take some ownership and own what we want to do going forward. Jason asked Jeremy if this is something we are going to write every year. Jason said he asks because the letter starts with as we start the 2022 season. Jeremy said he sees what Jason is talking about and said maybe we just change it to say as we start another season. Jason said it also mentions incidents from last year. Maybe we can say incidents in the past. Making these changes makes it more blanket so it doesn't have to be rewritten every year. Kendall said three major incidents happened last season, why would we cover that up. Jason said he isn't saying to cover it up just word it in a way that we don't have to rewrite it every year. Kendall said it was a specific letter and why do we need to send it out every year. He doesn't agree with that part. Johnny said he agrees with Kendall. It was more of a general letter of what was going on at the time. Jeremy said he agreed with Johnny and Kendall. He thinks what Jason brings up is a good point, that if we generalize it even a little bit more, it could just be something that even sits on our website or goes out and it's just it's there year over year. Jeremy said he doesn't think it is something we need to send out every year. We just need to put it out there and let it live. Jason said he is fine with that. Jeremy said he can revise it so it can live. Will said this is probably one of the first times that we had this many incidents in one season, and he thinks we take off the 2022 season and put the 2020-21 season because that's when it initially came to the forefront at 3 different times in the same season. Then you can still use it very year. Kendall said he doesn't understand the conversation of having to send a letter out every year, hopefully by addressing it now let's

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everyone know where we stand as a unit, and we shouldn't have to send a letter out. Will agreed. Jason said but it's something that we can put on our website and it will be a live document so when someone for the 2023 season goes to our website they don't see going into the 2022 year. Will said if you remove the past season you need to put 2021 season. Will said it should be dated. Jack asked if we can agree to let Jeremy tweak it to make it more general and then it can come back as a discussion item. Kendall asked can we be specific about what needs to be tweaked so that we get this out before the season starts, because it seems like we're kicking this down the road. Will said it needs to be out by end of the year. Jeremy said he can work on it tomorrow and then send it to Tim and Phil like last time. Then when they are done send it out to the board to look over. Will said if its ready we can read it at the first meeting. He thinks it should be addressed. Jason and Johnny agreed. Jeremy said we have to action on it tonight or it would have to be on another meeting to action on. He asked Jim if he agreed. Jim said he didn't know. Jack said if Jeremy could rewrite the letter and it will be an action item at the next meeting or special meeting, and we will get this thing approved or not approved by the board. Will asked if we could have a special meeting at 6:00 on Monday prior to the meeting and then read it on Monday night. Jack told Will he is with him, but can we just agree on the first point. Jeremy said as part of the action item, he thinks it should include who were planning to send it out to. The board approves this letter and approves that it will be read to the membership put on the website shared with like whatever we're going to do with it, he thinks that needs to be part of the action item. Jack asked Jeremy if he was planning to send it to people beyond members of our unit. Jeremy said he personally feels it should be sent to all AD's in our school area and to all schools. Jack said he disagrees with that. He said the action item needs to be changed to two separate items, the letter is approved and goes to the members and the letter is approved and goes to AD's. Jack doesn't think the letter should go to the schools. He thinks if we comingle the two items, we are going to have a problem. Jeremy said maybe we just approve it and share it with the membership to begin with. Jack said he thinks that is the best place to start. Kendall asked Jack what problem he has with sharing it with the AD's, we can talk to our unit members face to face. Jack said he doesn't think it's a good idea, it can open a can of worms. Kendall said the can has been open. The schools are involved in this and need to know where we stand on this. Will said the schools are the ones that behaved this way and put us in this predicament. Jack said that this opens up a huge can of worms so if you want this to go to the unit, you might want to start there. If you want to go beyond that that's a separate item, but if you want both of them in one vote it's going to be a problem. Jeremy asked Jack, to clarify, if we pass this approving to share it with membership, then we could bring it back as a future item before the start of the season and after discussion about it, decide if we want to share it with the ADs. Jack said he would be more comfortable with that. Jeremy and Will agreed. Kendall asked Jack, you don't want it to go to AD's today but maybe in two or three weeks you might. Jeremy said if it's going to be impactful and if we do it right, it needs to go out before the start of the season and to Jack's point, we would have a couple months to discuss it as a board before February 12. Kendall said it needs to go out to the schools, more than it needs to go out to our membership. We need to discuss this with our members, that's part of when he tells them what our expectations are. He said it should be a slam dunk, but the schools need to know

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where we stand on this because they're involved. **Jack motioned that we're going to let Jeremy rewrite this and get it back to us within this week.** Jeremy said he can get something to Tim and Phil tomorrow, give them a couple days and then he will send it out. Kendall asked why we can't discuss tonight if we are sending it to the schools or not, we are just kicking it down the road again. Johnny said he doesn't think we're kicking it down the road, he thinks Jack is just trying to compartmentalize this so we can do it one step at a time. This is a big thing, and we need to take our time. Kendall said it has been a big thing the last 7 months and it's not going to get any smaller. Tim said Kendall can call it kicking it down the road, but we need to be prepared for the backlash or what could happen in doing this. We are all liable as board members in regard to what can happen if this is done incorrectly. Tim said he agrees with Jack that we should take this in steps. Kendall asked what about this letter could be done incorrectly, no names are mentioned, and no specific incident is mentioned. Every school knows what happened. Johnny asked Kendall why can't we just do what Jack suggested, getting it to our members, get a feeling from them and go from there. Give us the opportunity to do that. Kendall said we have been discussing this every single board meeting since the incident occurred. Johnny said he agrees wholeheartedly but this is a very important issue that we are talking about. Kendall said we are a month and a half before the season starts and now we are discussing whether we should send it out to the AD's. This was the whole purpose of the letter to address the schools. Now that's in question. He thinks we are kicking the can down the road and we are diluting the whole thing. Now we want to send it to just the membership and that was never the initial discussion. Jim said we never agreed to send it the AD's that was an additional item on the discussion. Kendall asked if we were going to write the letter just for the board to read. Jack told Kendall if we vote right now to send this letter out, it's not going to go. Kendall asked how Jack knows it want go. He asked if he has had prior discussions with other board members on this matter. Jack said no. Tim said none of that has happened. Kendall asked how Jack knows the outcome. Jack said to Kendall, he has had zero discussions regarding this letter with anybody but if you take a look at this right now, if you want to throw it to a vote go ahead and throw it to vote it's your call, but what he's trying to do is get this to a place where we can vote on this thing in a rational manner and get it one step closer to where Kendall is trying to get it, and if he wants to blow this thing up it's not going to happen. Kendall said the whole point of this letter was to send it to the schools and now all we are doing is correcting the letter and you don't even know if we should send it to the schools. It was already decided to go to the schools. Jim said it wasn't decided to go to the schools. Kendall asked who the letter was to go to. Jim said nothing has been voted on. Kendall said so we were wasting our time writing this letter to nobody. Jim said previously we had rough drafts, now we have what we thought was final. Kendall asked who the rough drafts were for, who were they going to. Jim said we hadn't decided that yet. Kendall said so we were generically writing a letter. Jim said it was a generic letter that we were to decide who it was going to. He asked Jeremy if that was correct. Jeremy said nothing had been decided but his intent was to share it and he shared that with everybody. Jeremy said Jim was correct, we had not voted as a board what we were going to do. His intention in writing the letter was for it to be distributed to those people. Jason said it can't be decided until its tweaked again. Kendall said you are tweaking the letter, but you can't decide today who it

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goes to. Jack said until the letter is written we can't decide. Kendall asked what the purpose is of writing this letter if you don't know who you are sending it to. **Jack made a motion that we let Jeremy do what he's going to do, let him write the letter and we come back for an action item, it will be for the membership only and we then can move forward.** Phil said he isn't discussing and so we're not making a motion because he hasn't even had a chance to talk yet. He said this whole issue came up, we all sat around as a board and felt that a statement needed to be made to our members and to our schools, there's no disputing that. What Jim and Jeremy have confirmed is also true, there was never a motion made to approve the letter and then send it to our members and our schools, that hasn't happened yet, because we haven't finalized the letter yet. But everything that has ever been said about this, with the exception of Jim's saying tonight that he doesn't want to be involved with this has been everybody else's basically wanted to get something in writing have it approved and send it out to our members and the schools and it's only tonight, where almost everybody on this meeting doesn't want to send it to the schools, because they are afraid of what it says. Phil said he wanted to hear from everybody that if we approve this letter, whenever it's approved tonight tomorrow and next Monday next Tuesday and why are we not sending it to the schools. Phil said we are taking out the words 2022, what else is going to be tweaked in this letter, what is the point of this letter, the point is to address the racial concerns that exists on the campuses that we work on. So, if we have for months all been in agreement that this was going to go out and now almost everyone is saying, oh no I don't think we should do it or I'm not sure if we should do it. He said everyone is sending a bad message. Phil said he doesn't understand why if everyone is saying they don't want to send it to the schools until we approve the letter, why can't it be discussed tonight. Why is it a problem for everyone to sit in this meeting and do their job and say we're going to send a letter to the school once its approved. Jim asked Phil aren't people entitled to change their mind. Phil said yes that is why he is asking the question. Will said he is ready to send it to the schools and to the members of our unit. Johnny said he's ready to send to the schools that wasn't an issue for him, he thinks, wholeheartedly, we should do that. But he thinks that we should, as a board send it to our members, so they understand what we're going to do, and then immediately after that send it to the schools after you make whatever ratifications you have to make and changes, you have to make to Jeremy's letter. Phil said then why can't we say it right now, why are we kicking it down the road and going to discuss it at another meeting. We need to get shit done. Johnny said let's do it. Jason said he brought up the issue with some things in the letter. His intent was so this could be a living document and we could post it and not have to change it from year to year, or we could keep it the way it is and then change it from year to year. Either way he is okay, he just posed the question he didn't say we should not send it out to the to the schools, he didn't change his mind. He just wanted to make sure that this is done, the right way, so it can be something that we can be proud of, and we can keep on our website. Kendall asked Jason in his mind to make sure this the right way, eliminating 2021 from the letter and making it in the past, would make it sound as though these acts happened in another time, other than 2021. Jason said we can use this as a living document to not only discuss last year, but also things that had happened in the past that shouldn't happen ever again. That's why he suggests changing the wording a little. Kendall said these events happen and its ugly and he doesn't care how embarrassing

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or how someone feels about it, it happened, it needs to be addressed, we spoke about it, we were all on the same page thinking it needed to go out to the schools and now all of a sudden, want to change. Correct a letter from 2021 to the past, this is ridiculous, what are we going to make the next board meeting you're not going to like a sentence that's in there, now we wait another board meeting. Jeremy said he agrees with Jason, feels if we make it more generic it doesn't lose with the spirit of the letter, the spirit of the letter is what's our stance as a unit about this racial injustice. Jason said that is what he meant. Jeremy said to Phil and Kendall's point, that if we've already discussed this as a board and we felt that we should send it out, regardless of the final tweaks, he thinks the spirit is going to be there and that's going to be our stance as a board. He called the question about sending it out to ADs and asked who's for and against so we know what we're up against and if there's more people for, in calling the question, then we can just include that as part of the motion. If we don't have enough votes after calling the question, then we can go back to just having it be approving the letter sharing it with the membership and then do the extra step of the AD. But if we call the question and it looks like we do have enough votes we can just do it in one motion. He asked Jack how that sounded to him. Jack had stepped away and didn't answer. Jeremy asked how that sounded everybody else. Calling the question means without it being official, we're not voting but we're all going to say what our vote would be. That's called calling the question, would everyone feel comfortable doing that. Will said he was fine with it. Mike said he had no problem with it. Tim said he doesn't have a problem with this period. He thinks we need to send it to our unit members first and let them know what we're doing. He said he thinks there are steps that we need to do before we send it out. He doesn't think we need to send it out to our members and AD's and everybody else all at the same time. He said we are giving our opinions and what we need to do is let the unit know what we're doing. Jim said Tim brings up a good point. What happens if we present this to our membership and at our first meeting when we present to them the consensus is, they don't want it to go any further. They appreciate the fact that we bring it up to them, but their consensus is they want to just leave it at that. They don't want it to go out to the ADs. Tim said he isn't concerned about that. It needs to go where it needs to go, but he thinks we need to present it to our members first. If that happens, it happens, but he does think it needs to go to AD's or whoever that is. We need to do what we said we were going to do. How we're doing it, is what he has a problem with. We need to do it right, let the members know, then get the letter out to everybody else. Jason said he agreed with Tim. At that first meeting read it to them and then send it out. Will said let's vote for both of them now. Phil said that has been the plan day one. Johnny asked how we going to address this, then, are we going to have two votes, right now, or are we just going to wait and do it after we tell the members, what are we going to do. Will said let's vote for both right now, we make things so difficult. Jim said ok someone make a motion. **Will made a motion that we vote for both of them tonight. Johnny seconded the motion.** Jim said is it one vote for both or two separate votes. Johnny said one vote for both. **Will seconded it.** Tim asked what the motion is. Are we voting to send the letter to our members and then send it out. Jack asked if we are talking about sending it out as it is right now. Johnny said no, after the changes. Jack said he isn't voting on something until he can read it. Jason said sometimes a sentence makes a difference. He said we can vote either option A to send it to our members first or

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read it to them at the first meeting and after that we send it to the AD's and schools or option B we vote to send both at the same time. He doesn't think the last option is going to fly. Jim asked Will which way he proposed. Will said that we change the verbiage and give it to the members and then the AD's second. Jim asked Johnny if that is the way he wanted it. Jack said there's no way you can approve a letter be sent out that has not been finalized. He said if we want to vote on that and try to approve that tonight, he will not vote yes on something he hasn't seen. Johnny asked Jeremy how fast he could change the language. Jeremy said he can send it to Phil and Tim or to everybody if that is what we want, by noon tomorrow. Jeremy asked Jack what if we add language, like the final board approved draft will be shared, what if we add that language so it shows in the motion that it has to be the final board approved version. Jack said we still have to come back and vote. Jeremy asked if the group wanted him to send to Phil and Tim first tomorrow or just send it to everybody. Johnny said he would like to see it. Jason asked can we approve the letter is re-verbiaged and sent out tomorrow, and then can we vote via email that says we approve it. And then we can say we approve it and let's send it to our members or we approve it and send it to our members and to our schools. Is that something that we can do -so we're voting on approval of verbiage, that's the first thing then we're voting on sending that just to our members and then we're sending it and then the third thing we would vote on would be we approve to send to the members and to the schools, because Kendall sounds like he wants to send this all out altogether. Jason thinks our members should be made aware first, they get to digest it, and then we send it out to the schools. Johnny said we owe it for our members to see it first. Jason said absolutely that's what he's saying. He wants our members to see it first he doesn't want it to be like a blanket email like Phil sends it out through the arbiter where everyone gets it the same time the AD's get it, he doesn't think that's right. Jeremy said we have to be very clear when we share it to the membership that we're not discussing it with them we're sharing it with them and that this is what the Board has approved to do with it. He agrees now that we're talking about it, we should share it with them before sending it to the AD's but we have to be clear that it's not a discussion, we're sharing with them the letter that was drafted by the board and that the board has decided to do xyz with it. Jason said that one thing that may happen, and he hopes it doesn't happen, but we may get some people that leave our unit. Johnny said and if it does happen. Jason said don't let the door hit you. Johnny said this is an issue that has to be addressed. Jason said he agrees. Tim said the letter has to go out. We just need to follow our chains of command. We do our work for our members. He also said he agrees with Jeremy. This is not for discussion and we are not asking their permission. Johnny agreed. Everyone agreed and if someone doesn't like it then to bad, this is our stance. Tim said we can do an electronic vote. We need to be prepared to send this email out just stating what we're trying to do in this motion, when we send out the email, and if any board member once you get it you just need to vote, yay or nay, or if you're going to abstain you just need to put that in your vote. Jason said if we can vote electronically then we should do that. Tim asked if the board wanted to get the email and make edits or have Tim, Phil and Jeremy make the edits and then get it to the board. Jason said he is ok with Tim, Phil and Jeremy making the edits and sending it out. Then we vote to approve it, then vote to send it to membership first and then it's a vote on do we send it to membership and schools, at the same time. Jim said Jason

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needed to make a motion because that is different from what Will said. Jeremy said if we do it that way, we're going back to what we've been talking about for the last 30 minutes, he thought we all agreed, right now, that we do want to send it to the AD's, so it should just be one motion. Once it's ready, once we revise it that you're approving the letter, it's going and we have to word it carefully, it first has to be shared with membership and then at a later date, shared with ADs or schools, however, we want to word it. Will said he originally said all this over half an hour ago. He said he is frustrated about all this going over and over. He said he motioned it earlier and Johnny seconded and we are doing it all over again. Jeremy said he will get it sent to Phil and Tim by noon tomorrow and the final draft to the board by noon on Wednesday. Jim asked then what happens on Wednesday, is it an email vote, or is it going to be a special meeting on Monday, prior to the general meeting what's going to happen. Jeremy said he would do the email vote just so we can get it done and then that way, we could be prepared to discuss it on Monday with the membership. Jim asked if the email vote is going to be per Wills motion to approve it, be read and doled out to the general membership and then also approved to be sent to the AD's, whether it be at a later date, or, at the same time, but that's what going to be voted on. Jeremy said yes. Jim asked if we were voting now. Jeremy said no that happens after everyone sees the letter. Tim said the vote happens via email on Wednesday. Tim said everything will be in the email on Wednesday, so you know what you are voting on, to approve the letter, to tell the membership or read the letter to the membership and then after that it goes out to the Ad's, it's all one motion. Tim said we don't normally do this because there are too many moving parts, but if someone disagrees, they can throw the whole thing down by voting no. Jim said we need to follow the proper protocol, we are always talking about having the proper protocol so there has to be a motion put forth and it has to be seconded, it has to be approved, and then we vote on it and we're skipping it. We just need to cover our bases because what were discussing right now is being recorded so it's in print so we need to cover our bases and it can be done by email this just needs to be put in there, this is the motion set forth, it's seconded by certain person so that needs to be in the email chain and then we vote and approve it. Tim said he agrees. Once the email goes out, someone has to make a motion, it has to be seconded, then there is going to be some discussion and then once discussion is done, then the vote is taken. He asked if anyone had a problem with that. Everyone said no. Mike asked if we are going to have a quick meeting Thursday or Friday to wrap this up. Jim said no we are voting electronically. Tim said he agrees with Mike and we should have a quick meeting to get this ironed out with less emails. Mike said we should get together and just get it done, quick 10 min meeting. We can do the motions and follow proper protocol. Everyone agreed to meet Thursday at 6:30pm. Will can't make it but will try. Jason asked if he could proxy vote. Tim said no its not in the bylaws. Tim said the email will go out for everyone to review on Wednesday and then we meet on Thursday to do everything. Tim said to use the same Zoom meeting link, there will not be a new one.

Mike asked about recruitment since Johnny missed the last meeting and couldn't give an update. Johnny said it was Indeed that we were going to use, but It's going to cost us more money than we can afford. You can put the job notice up for free, but every click after that, when they want to look at the

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advertisement we will get charged. That can range anywhere between five cents to \$1 a click. That doesn't mean that they're going to connect us. They can just look at the ad and then we will get charged. For an example, the cost it would be zero dollars, the sponsor job position range is anywhere from 10 cents to \$5 per click. The board okayed \$100 and we would eat up that \$100 within an hour. They have a subscription, they have a limited one, which is \$500 a month or a full subscription which is \$1,000 a month and unlimited clicks so that's not going to work. It's up to the board if you want to move on this. He also looked at career builders and other different sites and they're all the same they're very expensive. Johnny had an idea we can do, what some of the other associations do is they utilize Facebook, Instagram and they put some type of posting on there that we are having a recruitment day or something and that we need umpires. Johnny spoke to Tim's about Darren handling this for us to get more eyes our way other than just the regular website that we have, the regular San Gabriel valley website. We would utilize other platforms like other associations are using. As far as the wounded warriors goes right now everything's on hold because of the Covid restrictions so nothing's happening there. Jim asked about posting on Craigslist, it's free. Johnny said yes, he was including that with Facebook, Instagram and the other platforms. Jim said Darren is really busy and probably doesn't have time. Tim said maybe someone in our membership can do it, someone good with social media.

Mike asked when we are doing in person board meetings. Jason said we voted to do them on Zoom.

Next meeting will be on **Monday, January 3rd at 8:25pm.**

Jim adjourned the meeting at 7:52 pm.