

**OISRA Board of Directors
Meeting Minutes 6/11/11**

Following are the Minutes for the second special meeting called by Board President Randy Hewitt to address appeals to the Board of Directors ensuing from actions taken at the Alpine Division meeting of April 23, 2011.

Meeting Start: 12:20 PM

Location: Ray's Food Place meeting room, Sisters, OR,

Attendees: Board members Randy Hewitt, Todd Williver, Eric and Laurie Martin and Executive Director Richard Sellens. Board member Greg Timm and secretary Bev Timm were prohibited from attending due to Greg's involvement in the appeal and Bev's personal relationship to Greg.

Minutes were kept by Randy Hewitt. An audio recording of all discussion was made by Richard Sellens.

Topics:

- Coaches Code of Ethics Appeals filed by:
 - Sean Mailey
 - Jack Walker
 - Brandon Currie
 - Mike Ilg
- Alpine Division Steering Committee inaction
- COSL girls team conduct

President Hewitt opened the meeting by noting that there were four appeals and that each appeal needed to be considered in its entirety and separately from one another. All Board members present had reviewed and were in possession of all the documented correspondence and information presented to the Alpine Division Steering Committee on or before April 23, 2011. No new documents, evidence, or testimony was included in the Board review other than the submitted appeals.

SEAN MAILEY APPEAL

Appeal is based on the decision by the Alpine Division Steering Committee discussion and vote of April 23, 2011 invalidating his original complaint. Coach Mailey's appeal identified at least three distinct violations of the Coaches Code of Ethics at the Awards Assembly by coach Greg Timm, including:

1. Confrontation by Coach Timm directed at Sean Mailey just prior to the beginning of the Awards Assembly
2. Expressing disagreement with the race officials while on stage in an official capacity
3. Inciting discontent among the parents and racers from his team and failing to quiet the discontent and/or encourage good sportsmanship behaviors in those same people.

Consensus among all Board members present confirmed that each of these violations of the Coaches Code of Ethics by Greg Timm did, in fact, occur and were supported by numerous witnesses at the Awards Assembly. Mailey appeal upheld.

JACK WALKER APPEAL

As a member of the Alpine Division Steering Committee, coach Walker's appeal notes that the steering committee discussion did not clearly distinguish between the various aspects of the violations of the Coaches Code of Ethics, namely:

1. Public disagreement with the jury
2. Seeking out and confronting another coach regarding involvement in a jury decision.

Consensus was reached by all Board members present that the Alpine Division Steering Committee had failed to acknowledge the undisputed facts that the above violations did occur. Walker appeal upheld.

BRANDON CURRIE APPEAL

On behalf of the Three Rivers League, Coach Currie's appeal included the following points that were not confirmed and/or acknowledged by the Alpine Division Steering Committee:

1. Public, unsportsmanlike disapproval of the race jury decision by Greg Timm resulted in escalation of Awards Assembly crowd displeasure.
2. Failure of the OISRA to meet the organizational purpose as stated in the Bylaws by not taking corrective action.

Consensus of the Board was reached pertaining to coach Currie's first issue. Regarding coach Currie's second issue, the Board was in agreement that the results of this meeting and appeals process would meet the objective of attempting to uphold the adherence by all parties to the Coaches Code of Ethics.

MIKE ILG APPEAL

As a member of the Alpine Steering Committee, coach Ilg's appeal to the April 23, 2011 vote of no action regarding Coach Timm's Code of Ethics violations, includes two issues:

1. He requests that Greg Timm be removed from the Board of Directors
2. He asks that the unsportsmanlike behavior of the awards assembly attendees needs to be addressed by the Board.

Despite the Board's previous findings that coach Timm did violate the Coaches Code of Ethics, it is not within the Board's legal authority under Oregon law to remove a member from the Board.

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Regarding coach Ilg's request for Board action regarding the attendees, the Board will be taking action regarding Coach Timm and the Bend High School girl's team. Coach Ilg's appeal was upheld but with qualifications detailed in the penalties discussion.

PENALTIES

Penalties for the above violations of the Coaches Code of Ethics were discussed at length, beginning with a history of previous penalties enacted by the Board for other pertinent offenses. Several penalty options were introduced and extensive discussion regarding the seriousness of the charges and the appropriate level of sanctions.

Hewitt moved and Eric Martin seconded that the appeals filed to the Board pertaining to Greg Timm's multiple violations to the Coaches Code of Ethics are upheld. As a result, the following sanctions are imposed:

IMPORTANT NOTICE: This section of the Minutes has been omitted from website posting to protect the privacy of the involved party. Any OISRA member can request a non-transferable, complete copy of these Minutes by contacting Executive Director Richard Sellens.

As Executive Director, Richard Sellens will notify Greg Timm and the Bend High School Athletic Director with the appropriate summation of these Board actions.

ADDITIONAL ISSUES

1. While discussing the above appeals, it was a consensus of the Board that the Alpine Division Steering Committee be admonished for failure to take action regarding the indisputable Coaches Code of Ethics violations. A letter to the Steering Committee will be drafted and approved by the Board.
2. It was also agreed by consensus that the Athletic Directors of the COSL schools receive a letter drawing attention to the girl's unsportsmanlike behavior while receiving medals during the awards ceremony, with a copy of the letter sent to the COSL coaches.

Meeting adjourned: 2:10 PM