

UPPER ST. CLAIR HOCKEY ASSOCIATION

Board Meeting—November 15, 2017 (at Ice Castle)

Board Members Present

Frank Buonomo
Mike Daley
Dave Speer
Laurie Petito
Prashant Gosai
Erik Happ
Brad Sileo
John McShane
Ed Gaussa
Bill Goodman
Laura Schuster
Pete Gialames
Jesse Sweet

Board Members

Absent

David Finn
Brian Ruffner

Additional

Attendees

Erica Goodman

The Board Meeting was called to order by President Frank Buonomo at approximately 7:00 p.m.

Fran Buonomo noted a few items at the outset of the meeting:

- Holly Perella resigned her position as VP—Registrar due to the fact that she no longer has a child participating in USC hockey. The Board thanked Holly for her dedicated service. It was noted that per the requirements of the bylaws, the Board had conducted a vote (by email) to name a replacement to serve as VP—Registrar for the remainder of Holly's current term. Pete Gialames was nominated and affirmed as VP—Registrar by such vote. Pete was welcomed back to the Board.
- Senior Night has officially been scheduled for February 12, 2017 at Ice Castle. Frank swapped ice slots with Baldwin so that USC has the ice from 5:30 to 6:50 before the 7:00 game against Penn Trafford in order to conduct Senior Night festivities. Laurie Petito will work with parents of current juniors to organize the event.

COMMITTEE REPORTS:

Report of the Secretary

- Jesse Sweet presented the report of the Secretary. Jesse noted that two sets of minutes needed to be approved—September 20, 2017 and October 24, 2017. Separate motions were made to approve the minutes from the both such board meetings. The motions were seconded and passed.
- The Board agreed that the October 24 minutes reflected a special purpose meeting, and that due to the subject matter of those minutes, they would not be posted on the USC Hockey

website. A notation will be placed on the website indicating that any member of the organization may request a copy of the minutes to review.

- Jesse also noted that per prior informal discussions, he and Brad Sileo have begun the process of reviewing the Bylaws in order to recommend changes. Jesse and Brad will share their recommendations with the full Board for review and discussion. The intent is to have the Board reach consensus and then circulate proposed revisions to the Bylaws to the entire membership for review.

Treasurer's Report

- Dave Speer presented the Treasurer's report.
- The association's current bank balance is approximately \$92,000.
- The organization has spent approximately \$66,000 so far this season.
- Current forecasts show an ending balance of about \$22,000 after this season.
- Dave noted repeated problems with invoices (and lack of invoices) from KO Sports relating to the organization's jersey orders. Discussion was held regarding the potential to change vendors for next season. An RFQ will be considered.

Report of the VP—Registrar Report

- Pete Gialames was present for his first meeting as VP—Registrar.
- Pete noted that there was nothing of significance to report regarding Registrar functions.

Report of the VP—Fundraising

- Bill Goodman stated that there was nothing new to report. No fundraising will be conducted during the holiday season.
- Discussion was held regarding charity fundraising which has been conducted (as noted in previous Minutes).
- The Board thanked Chrissy Sileo for her excellent work in organizing much of the fundraising efforts.

Director of Communications' Report

- Erik Happ presented the Communications report.
- All organization communication systems are operating smoothly.
- Erik noted that members can use Amazon Smile to direct 0.5% of their purchases to supporting the organization.
- Erik stated that he would send out email alerts regarding Amazon Smile.

PIHL Representative's Report

- Prashant Gosai presented the PIHL Representative's Report.
- Prashant noted that PIHL is using TeamSnap for communications, and that it may be available to associations with functionality for payment and registration (subject to increased charges).
- PIHL's Board had a lengthy dialogue about poor conduct at games (parents vs. parents, parents vs. referees and players vs. players on the ice).
- It was noted that February 1 is the deadline for nominations for person wishing to run for a position as a VP on the PIHL Board.

Report of the VP—Director of Operations and Coaching

- Mike Daley reported on the status of coaching, particularly at the Varsity level.
- Discussion was held regarding various issues such as team discipline and leadership.
- The Board agreed to conduct a survey of players.
- Mike and Frank will work on this initiative and will report back to the Board.

Equipment Manager's Report

- John McShane presented the Equipment Manager's Report.
- Additional discussion was held regarding the potential to change vendors for jerseys next season.

OLD BUSINESS:

- The appearance by Judge Arnoni, previously scheduled to be held during a pasta dinner, is being rescheduled. Frank will contact Judge Arnoni and will schedule an appearance at Ice Castle, which will be mandatory for all high school payers.
- Following up on the October 24, 2017 Board meeting, the Board drafted two new sets of policies—one pertains to social media use by the players (the "SOCIAL MEDIA POLICY & GUIDELINES FOR PLAYERS"), and the other is a set of team rules and expectations applicable to all teams (the "UPPER ST. CLAIR HOCKEY ASSOCIATION RULES/EXPECTATIONS").
- Copies of both policies are attached to these minutes. They have been distributed to all member families via email. Players and parents will be required to sign the social media policy.

NEW BUSINESS:

- It was noted that the MS1 team was invited to participate in an invitational holiday tournament at Shady Side Academy from December 26-29. The cost to participate is \$1300. A motion was made to reallocate budgeted funds from the Meadville Varsity Tournament (which the team is not participating in) to this MS tournament. The motion was seconded and passed by unanimous vote.

The next regular meeting of the Board will be held on December 13, 2017 at 7:30 p.m. at Ice Castle

Meeting adjourned at 8:20 p.m.

Respectfully submitted,

Jesse Sweet, Secretary



UPPER ST. CLAIR HOCKEY ASSOCIATION RULES/EXPECTATIONS

IN GENERAL:

We have a long tradition of excellence and sportsmanship. Please remember that participation with the Upper St. Clair Hockey program is a privilege and not a right.

The board and coaching staff expect accountability, respect, and responsibility. You must have a tireless work ethic in order to compete and be successful with your education and USC Hockey. Respect and sportsmanship are extremely important to our program and our staff.

EXPECTATIONS:

- Your first responsibility is to your academic requirements. If you have problems, ask your teacher or counselor for help. Work hard to be an excellent student and always respect your teachers and administrators.
- All rules established in the Upper St. Clair School District's Parent-Student Handbook will be followed at all times, including disciplinary action handed out by the school district.
- Respect your teammates, coaches, opponents, officials, and yourself, by conducting yourself in a proper manner. Always remember, you are representing your school and community.
- Be respectful of the coach's decisions, practice policies, as well as other rules for the team.
- You are expected to attend all games, practices, and team functions. You must communicate with the coach or business manager if you are unable to attend.
- Players should arrive at the scheduled time, work diligently, and bring a positive and constructive attitude at all team functions.
- If there is any type of conflict or issue with the team or program, speak to a coach immediately so the issue can be resolved. You may also speak with the vice president of coaching or president.
- All school policies regarding alcohol, tobacco, etc., along with performance enhancing substances for sports, apply to athletes at all times.
- Any conduct unbecoming of an Upper St. Clair athlete will be dealt with according to the Consequences section of this policy as well as any action handed out by the school district.
- All players must respect the rules of the game, officials, opponents, staff, parents, and spectators at all times
- All players must read and acknowledge Upper St. Clair's social media policy and return it signed to their team manager.

INDIVIDUAL AND TEAM APPEARANCE:

Your appearance influences how others view our program and school. Game day dress requirements are to be followed by everyone on the team.

- Varsity – Dress clothes (i.e. collared shirt, tie, sports jacket, dress pants)
- JV – Business casual (i.e. golf shirt and dress or khaki style pants)
- MS – USC track suit

Properly wear and maintain your uniform along with all other equipment.

LOCKER ROOMS:

- Absolutely NO cell phones or other recording devices are allowed in the locker room.
- Keep the locker room area clean and free of debris. It is your responsibility as a teammate to make sure you hold each other accountable for keeping the locker room clean.

CONSEQUENCES:

These rules/expectations are to be followed and they are in place for many reasons. Failure to follow established team rules/expectations may affect a player's game time and/or status on the team.

- Students found in violation of team rules/expectations will be spoken to by the coaching staff. Coaches may also notify parents if there is concern.
- Violating team rules/expectations may result in disciplinary action affecting game time and/or removal from the team.
- Disciplinary action is at the discretion of the coaching staff and USC Hockey Board.

MEDICAL INFORMATION:

In order to participate in school-sponsored athletic programs, the following documentation must be completed and submitted to the Athletics Office prior to participating in practices, scrimmages, and/or contests:

- Sports Physical: Sports physicals must be completed on or after June 1 of the upcoming school year and is valid for the entire school year. Sections 1-5 of the physical form, located on the USC school website, should be completed by a parent/guardian and student. Section 6 must be completed by a physician.
- Sports physicals are required for students from Fort Couch Middle School and Upper St. Clair High School who plan to participate in interscholastic athletics.
- Baseline Concussion testing verification will be attested by every family.
- Forms should be turned into the respective schools athletic office.

INJURIES:

Please report all injuries to the coach as soon as they happen. In the event a player is injured and under the care of a physician, that player will not be allowed to return to participation without documented clearance from that physician.

CONTACTING THE COACHING STAFF ABOUT MISSING A GAME OR PRACTICE:

If a player is going to be absent from a practice or game because of illness, schoolwork or family matters, the coaching or business manager needs to be contacted as early as possible so the coach has ample time to make any necessary adjustments.

ELECTRONIC COMMUNICATION BETWEEN PLAYERS AND COACHES

All electronic communication between players and coaches, including emails and text messages, must also include at least one parent/guardian of each player in the communication.

COMMUNICATION BETWEEN STAFF AND PARENTS:

If parents would like to contact the coaching staff, they are more than welcome to do so. However parents should not contact the coaching staff to inquire about:

- Their child's playing time
- Team systems or strategies
- Lines or Lineups
- Parents must also respect USA Hockey's 24-hour rule before contacting the coaching staff or team manager.
- If a parent or child has a concern they should contact the coaching staff to setup a meeting. We are more than happy to guide and give advice, but we want the player to take the initiative in taking charge of the situation.



SOCIAL MEDIA POLICY & GUIDELINES FOR PLAYERS

Playing and competing for the Upper St. Clair Hockey Association is a privilege. Panther players are held in the highest regard and are seen as role models in the hockey community. As leaders you have the responsibility to portray your team and yourselves in a positive manner at all times.

Snapchat, Instagram, and other social media sites have changed society's communication, and are used by the majority of student-athletes in one form or another. Student-athletes should be aware that third parties including school administrators, teachers, college admissions, college coaches and employers could easily access your profiles and view all personal information. This includes all pictures, videos, comments and posts. Inappropriate material found by third parties affects the perception of the student-athlete and the Upper St. Clair Hockey Association. This can be detrimental to a student-athlete's future.

Examples of inappropriate and offensive behaviors concerning participation in online communities may include depictions or presentations of the following:

- Photos, videos, comments or posts condoning the use of alcohol, drugs and tobacco.
- Photos, videos, comments or posts that are of a sexual nature. This includes links to websites of inappropriate material.
- Content online that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual or entity (examples: derogatory comments regarding another organization, taunting comments aimed at a player, coach or team at another institution and derogatory comments against race and/or gender).
- No posts should depict or encourage unacceptable, violent or illegal activities (examples: hazing, sexual harassment/assault, gambling, discrimination, fighting, vandalism, academic dishonesty, underage drinking, illegal drug use).

If a player's profile or comments are found to be inappropriate in accordance with the above behaviors, he or she will be subject to disciplinary action, which may include:

- Written warning.
- Discipline from the coach.
- A hearing with president and vice president of coaching/operations.
- Penalties as determined by the coaching staff and the USC Hockey Board, including but not limited to possible suspension or removal from the team.
- Referral to the school district or local authorities.

If you are ever in doubt of the appropriateness of your online public material, stop and consider whether it upholds and positively reflects your own values and ethics as well as the Upper St. Clair Hockey Association. Remember, always present a positive image and don't do anything to embarrass yourself, your family or your team.

Please remember that USA Hockey and the Upper St. Clair Hockey Association prohibits cell phones, cameras and recording devices in the locker room at any time.

By signing below you affirm that you understand the Upper St. Clair Hockey Associations Social Media Policy and Guidelines for its players. Also, you affirm that failure to adhere to this policy and guidelines may result in consequences that may include suspension or removal from your team, and you may be subject to additional penalties imposed by the Upper St. Clair Hockey Association, Upper St. Clair School District, and USA Hockey.

PLAYERS PRINTED NAME _____

PLAYERS SIGNATURE _____ DATE _____

PARENTS SIGNATURE _____ DATE _____