



USASF Board of Directors Call

January 10, 2018

IN ATTENDANCE:

Ann Lehrmann, Brian Elza, Carlos Onofree, Catherine Morris, Dan Kessler, Debbie Love, Happy Hooper, Jeff Fowlkes, Jim Chadwick, John Newby, John Nichols, Justin Carrier, Kristen Rosario, Mike Burgess, Morton Bergue, Roger Schonder, Steve Peterson, Tres Letard

ABSENT:

Joelle Antico

GUESTS:

Ali Stangle, Amy Clark, Grady Garrison, Karen Wilson, Lynn Singer

Jim welcomed everyone and informed the Board that Grady Garrison will be a guest on calls going forward. Grady is USASF legal counsel and will be available to advise on related subjects.

AGENDA

Growth Task Force

Jim recognized the Growth Task Force initiative as the most fact-based initiative that the USASF has undertaken. The discussion today serves two purposes: 1) How do we create a ramp to make it easy to get into All Star? 2) How do we keep athletes in the sport longer?

Jim asked Ali to provide a summary of recommendations from the Cheer Rules Committee after review of Growth Task Force discussions and member input related to new growth products, Club Open Level 5, the XS division and bottom ages for Senior divisions.

Ali reviewed that she conducted a webinar that was open to all members to present and gather input on the above topics. A recording of the webinar was made available to everyone who registered for the webinar but didn't attend. A survey was provided to webinar attendees, and everyone who either attended the webinar or watched the video were given the opportunity to send input by email. A total of 600 people either saw the live webinar or watched the recording. There were 81 survey responses and/or emails, and Ali read EVERYTHING that was submitted.

All information was presented to the Cheer Rules Committee. Here are their recommendations:

FUNDamentals, Novice, and Prep programs

All programs were well received by members. After reviewing member input, the recommendation from Rules Committee is to move forward with these three new programs.



VOTE:

The FUNdamentals, Novice and Prep proposal passed unanimously.

Club Open 5

After reviewing member input, the Rules Committee recommends:

- Team size: 5-24
- Ages: 14+, following international age dates
- Scoring: club scoring

VOTE:

The Club Open Level 5 proposal passed 12 to 1.

Discussion followed proposing that all athletes over the age of 19 be required to pass a background check. Further discussion suggested age 21 and older. More information will be gathered and a proposal brought to the next Board call for consideration.

Adjusting XS Team Size to 18

Ali explained that input from members and opinion of the Rules Committee on this topic was mixed, and recommends that we gather additional information from programs that have XS and S teams to make a more informed decision. Ali will bring a proposal to the next Board call.

Bottom Ages for Senior Divisions

After reviewing member input, the Rules Committee is in favor of adopting the following bottom ages for Senior Divisions beginning in the 2018-19 season:

- Non-Worlds Senior Divisions: age 11
- Worlds Senior Divisions: age 13

VOTE:

The motion passed unanimously

Motion for Worlds Senior Division bottom age of 13 beginning in the 2018-19 season:
(Clarification that no athletes would be "grandfathered" to gain eligibility to this division outside of the age requirement as of August 31, 2018)

VOTE:

The motion passed unanimously.

Jim reminded the Board of the importance of holding to this decision.



Division I/II

Ali reported that the DI/DII topic received the most input of all topics, and that opinions are widely varied. Discussion included the possibilities of leaving DI/DII as is, allowing programs to self-select with a variety of specifications, lowering the current number that defines DII, determining whether to include Prep and the new FUNdamentals and Novice in athlete counts, whether multiple location programs should be considered separately or collectively, and if a potential age grid change of requiring DI/DII to be the first split at events may impact this conversation.

Jim suggested that Ali identify the additional information needed to have a fact-based discussion, create a group to gather it and come back to the Board with options for vetting. Ali will collect input from both small and large programs and put together recommendations for a separate Board call.

Disciplinary

Case A

A coach received a red light determination on his background check and was not approved in the appeals process. He forged an email from Amy Clark to his boss indicating that he did receive a green light determination.

Disciplinary Committee Recommended Penalty: Ineligible membership
None opposed. Board approved by consensus.

Case B

Information previously provided to the Board about this case was reviewed:

- When the social media postings in question were brought to the attention of the USASF, we opened a discovery phase
- USASF had a discussion with the owner who was pictured.
- The Disciplinary Committee convened and temporarily suspended the coach's membership while discovery continued
- The coach was provided with all evidence collected
- He obtained legal counsel to form a response and asked USASF to expedite the process, which we did
- On the committee call on 1.9.18, we confirmed there were no conflicts of interest with the coaches hearing the case
- The committee reviewed all evidence for each specific charge



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- Of the seven charges, the coach was found guilty in five, and not guilty in two, due to ambiguous wording in the Professional Responsibility Code
 - The committee reviewed precedence for penalties, and felt that, due to the egregious nature of the charges there needed to be some additional accountability and an education and/or community service component would be beneficial

Penalty recommendation:

- \$1000/charge (total of \$5000), plus 10hrs of education (type and scope to be determined by USASF)
- additional \$10k fine OR 50 hours of community service (type and scope to be determined by USASF)
- Membership status of ineligible for 3 years – can't attend Sanctioned Events

Penalty recommendation for the gym:

- Membership probation for 5 years – if there is any charge in the future, it automatically goes to hearing and any fines levied are doubled

Discussion included clarification of what it means for the coach to not be permitted to attend events. The Board determined that the coach may not attend Sanctioned Events as a spectator for the balance of the 2017-18 season, and may attend as a spectator, but not be recognized as a coach or owner at events for both the 2018-19 and 2019-20 seasons. Additionally, the BOD reserves the ability to adjust the penalty in the future based on the coach's behavior.

VOTE:

The Disciplinary Committee penalty recommendation passed 7-1.

Meeting adjourned.

Follow Up January 16, 2018:

Due to the concern over whether USASF could prohibit anyone from attending a Sanctioned Event, this clarification was emailed to Board members and asked for another vote.

Recommended Penalty Adjustment:

3 Year Member Ineligibility (2017-2018, 2018-2019, 2019-2020 seasons) - Per the PRC "The owner/coach has been found guilty of non-compliance and membership is temporarily void for a period of time determined by the committee. They may not attend any USASF Sanctioned Events." The Committee states the following clarifications to the PRC definition of Ineligibility status in regard to: "May not attend Sanctioned Event": [The ineligible member may not be deemed or perceived as a coach in any capacity while attending a USASF Sanctioned Event. The Ineligible member may not interact with the athletes in a manner consistent with](#)



coaching. The ineligible member may not engage in activities at the event specifically for owners or coaches, i.e., VIP, Coach Hospitality Suites.

Resolve: A quorum of the Board voted unanimously to approve the recommendation to clarify the coach's penalty regarding event attendance. The coach will be advised