



Palo Alto Soccer Club
Board Meeting –May 15th, 2018
7:30-9:30 pm

I. Call to Order and Welcome

1. Meeting was called to order at 7:45 pm.
2. Attendees: Ed Camarena, Solly Malchin, Tanya Zaghi, Neal Aranson, Natasha Parrett, Jonathan Chow, Rodrigo Baptista, Tammy Perales, Savio Carrijo

II. Minutes and Matters Arising

Review and Approve March 20, 2018 Minutes: March Minutes approved unanimously

Review and Approve April 24, 2018 AGM minutes: AGM minutes approved unanimously

Ed motioned to incorporate the SVSA board member appointment policy language that was approved via email into the minutes and the vote that appointed Jim Smith to replace Drew on the board of SVSA. Motion to incorporate into minutes was seconded and approved unanimously.

Ed motioned via email on May 7 to incorporate the following policy for SVSA board appointments. Motion was seconded by Ron. 6 approvals, one did not vote. Motion was approved.

“SVSA board positions designated to be filled by PASC representatives shall be filled as follows:

1. The Executive Committee of the board of directors shall bear primary responsibility for identifying and interviewing interested and appropriate candidates for the SVSA board.
2. Upon completion of the interview process, the Executive committee shall recommend SVSA candidate(s) to the board for full approval.
3. The board of directors shall approve and appoint the SVSA board members to one year positions subject to the removal/replacement policy.

Removal/Replacement: The PASC designated SVSA board representative serves at the pleasure of the PASC board. Upon resignation or a vote of no confidence by the PASC board, the board may remove and replace a board member mid term. Pending the approval process of new SVSA board members, the PASC president and if necessary the vice president (if two positions are vacant) shall serve as the PASC representatives to the SVSA board. “

Ed motioned via email on May 7 to appoint Jim Smith now as Drew's replacement so they can start a transition before Drew moves out of the Bay Area in early June. Motion was seconded by Ron. 6 approvals, one did not vote. Motion was approved.

III. Picnic update

Neal providing update on the picnic. Preliminary information shows PASC earned about \$1,000 but costs still being tallied.

IV. Board committees / Administrative issues

Natasha discussing committees and the need to fill certain committees such as the disciplinary committee and the finance committee. Natasha recommended Jonathan, Natasha, Ed, and Rodrigo to form the finance committee. Natasha nominated Tanya to head the disciplinary committee together with the executive director and the referee coordinator. Neal indicated the Social Committee consisted of Neal, Patria Smith, Jessica Clark, Sarah Dellenbach
There was no objection to the proposed composition of these committees.

There was a discussion regarding a personnel issue. Disciplinary committee will follow up and provide recommendation to the board. May consider clarification to coaching manual that expectation of playtime is increasingly earned especially as go to 9v9 and 11v11.

V. Technical Director Update

Savio on Tryouts: more than 150 registered. Great turnout on the younger age groups. Players from YDP and PASC Rec league that are recommended for competitive teams are to be offered a spot on competitive teams in most cases. Large influx at 06 and 07 girls. Cubberley grass is a great setup with the large space. Youngest age groups (In-house and 2011) that commit to expectations with rare exception will get a spot because we can develop these players. The club is building a great reputation because players that join when young will have a spot through graduation of high school as long as they stay interested in competitive soccer.

Could use assistance on tryout field breakdown. Follow up to find volunteers for breakdown. Coach assignments are done. One PASC alumni to join as a coach which is great that we complete the circle from player to coach. Need super high energy with the youngest age groups. Will have mostly coaches with three teams and few with a single team so there will be fewer coaches.

VI. ED Report

US Soccer representative for the girls is coming to visit the club.

Sent survey out (only 90 replies so far). Recommendation is to resend after tryouts.

Byga.net: finishing up the registration details. Tammy is still coming up to speed on the nuances of the software. Need to finalize the fees.

VII. Discretionary funds for team going to Regionals

03G Blue attending regionals in HI. The team is fundraising and is seeking funding from CalNorth and Redwood League. Ed motions to provide the same level as provided in past years for teams going to Regionals (Rodrigo noted that this was \$3000 last year). Solly seconds. \$3000 approved from discretionary funds. 5 approve. Natasha abstains.

VIII. Budget, Finance, Personnel Employment Status

Natasha presented discussion related to the recent state supreme court decision on independent contractor vs W2 employees. She found an employment lawyer that can provide guidance. As an independent contractor, the worker pays ~15.75% in self employment tax to cover FICA and Medicare. As employees, the employer must provide worker's comp, and pay half of the social security, medicare. ~15.7% self employment tax and the other half is withheld from the employee. Natasha presented possible salary adjustments if we make this change. Additional cost is worker's comp that must still be investigated. The club will need to explain the difference in the new system. It is believed that if salaries are reduced by the amount of the employer portion, the result for the coach should be about the same.

Ed moves to have employees cover the majority of the FICA and Medicare cost with a ~7% reduction in planned salary of an independent contractor. Ed also motions for PASC to plan to cover worker's comp unless quote is materially higher than expected and has to be revisited. Ed also motions that with this assumption, we maintain the draft fees that were shown at the AGM. Neal seconds. All in favor.

Natasha moves to approve \$1500 to legal end for advise and CPA to talk to coaches about taxes with this change. Neal second. Unanimous.

Ed moves to approve budget and fees as presented in the AGM. Natasha seconds. All in favor.

IX. Miscellaneous

US Soccer may be offering online training for safety and abuse issues. Natasha recommends requiring coaches and managers to do assuming it is free and trackable. Otherwise we will provide different training.

Manager must have a staff pass. This needs to be enforced. Executive director will follow up with coaches. Manager coordinator will clarify as needed.

Meeting adjourned at 9:50.