

MSHA Board Meeting Minutes

December 26, 2018

The special board meeting was called to order at 8:00 PM with the following members present:

<input checked="" type="checkbox"/> Brian Nash	<input type="checkbox"/> John Lord	<input checked="" type="checkbox"/> Jason Hohn
<input type="checkbox"/> Al Huls	<input checked="" type="checkbox"/> Steve Laufman	<input type="checkbox"/> Michelle Loecker
<input checked="" type="checkbox"/> Jeff Bathke	<input checked="" type="checkbox"/> Blake Sabers	<input type="checkbox"/> Cody Miles
<input checked="" type="checkbox"/> Jaycent Reimnitz	<input checked="" type="checkbox"/> Lana Loken	

☒ Sarah Oconner (non-voting Treasurer)

Quorum: ☒ Met ☐ Not Met (must have simple majority of voting members)

Guests: Approximately 30 MSHA Members were present for the meeting.

New Business

Recommended action from the Disciplinary Committee The meeting began with Board President Nash stating we have policies in place, but they are not being followed. Brian gave a timeline of the events. At approximately midnight on Friday, December 21, 2018, Brian was made aware of a video showing two Boys Varsity Players involved in a fight in the locker room.

At 5:58 AM on Saturday, December 22, 2018 John Lord sent Brian, Al, and Jeff the video. Brian called Head BV Coach Josh Enquist and informed him this would be sent directly to the disciplinary committee, due to one of the players being in the hospital. Brian forwarded the video to the committee. Four of the five committee members were able to meet @ 2 PM, which was led by Committee Member Dave Tronnes. The committee gathered the facts they could, and informed President Nash of their preliminary recommendations. The committee wanted to meet with the families before finalizing the disciplinary recommendations.

Rink Director Dan Dobesh contacted Brian Nash on Saturday night, to discuss the status of the situation in the Association. Dan recommended Brian meet with Park and Rec Director Nathan Powell and Mayor Everson.

Brian received a text message from city council member Kevin McCardle on Sunday, December 23, 2018. Brian called him back and had a conversation on the situation.

On Sunday, December 23, 2018, Brian received a call from a parent of one of the players explaining his son was going to be charged with assault and detained by the authorities.

Brian contacted the parent of the injured player to check on his status, who was released from the hospital @ 5 PM Saturday. Brian explained both players would receive punishment for the incident.

Brian met with the coaches on Sunday night to discuss how something like this could happen, and what can be done to ensure it does not happen again.

The MSHA Board met on Monday, December 23, 2018 @ 7 AM. Discussion included the possible recommendations from the Disciplinary Board, and if they were appropriate.

On Monday, December 23, 2018 @ 8:30 AM, Brian met with Rink Director Dan Dobesh, Park and Rec Director Nathan Powell and Mayor Everson. The City was considering severe consequences, to include eviction of MSHA from the building, banning participating players, or the entire team from the facility. The City has not determined sanctions at this time.

On Monday Brian also followed up with the family of the detained player, who informed him the player would be released to his parents.

On Wednesday, December 26, 2018 Brian received a call from Dan French, State Disciplinary Board Member for on-ice issues. The State Board has agreed to let MSHA determine their own punishment, which will be considered by the State Board on January 3, 2019. Brian will contact Dan French after the MSHA meeting tonight to inform him of our ruling. The State Board may determine additional penalties, according to USA Hockey rules. Brian also spoke with Sherry Hunter, Safe Sport Coordinator for the State Association.

The injured player's parent contacted Brian to inform him they would not be attending the Disciplinary Board Hearing.

The detained player's family informed Brian they would not be attending the Disciplinary Hearing. They did ask Brian what he felt the potential outcome would be. Brian explained it could be a suspension for the remainder of the year, and that MSHA will make a determination in the best interests of MSHA, the State Association, and the City of Mitchell.

On Wednesday, December 26, 2018 @ 4:30 PM, Brian met with the varsity team. Players did not want to discuss the details of the incident. Brian directly asked the Team Captain to explain what happened. He stated that it was supposed to be a simple case of locker boxing, and it happened so fast that they didn't know what to do. Brian also met with the Captains and coaches after the rest of the team left. The Coaches were questioned how this happened.

Brian read a letter from the detained player, resigning from the Boys Varsity Team.

President Nash opened the floor for discussion, which included the following statements/questions from members:

1. Players watching should not be penalized for not stopping the fight.
2. Coach Enquist and Coach Grosdidier apologized to MSHA for the incident.
3. Has the team been investigated for who instigated this fight?
4. Are players being bullied into fighting?
5. Many felt the state would not feel the Disciplinary Board's Recommendation is severe enough.
6. Some players should be punished more, as they had more to do with this situation.
7. All players should be punished the same, as they are a team.
8. We should punish as much as we can, but not to affect being disqualified for the state tournament.
9. The team should give presentations to the younger levels about not bullying.
10. We need to change the culture of the MSHA. This needs to be led by someone who does not have a BV player.
11. Players need to have Community Service to work as a team.
12. Coaches need to collect cell phones at practice/games.
13. Are we punishing three coaches for something all coaches do, and none have ever stopped?
14. The coaches failed the Association and the Team.
15. Some were not aware of the rule that coaches had to supervise the players. This is a Safe Sport rule, which all coaches and coordinators are required to complete.

The MSHA Board considered 8 Recommendations from the Disciplinary Committee:

1. The detained player was recommended to be suspended for the remainder of the season. After much discussion, a motion was made by Lana, second by Jaycent to suspend the player from the team for the remainder of the season. Motion carried on a 6-0 vote.
2. The injured player was recommended to be suspended for the remainder of the season. After much discussion, a motion was made by Lana, second by Jaycent to suspend the player from the team for 25% of the remainder of the season (4 games). Motion carried on a 5-1 vote.
3. Head BV Coach Josh Enquist was recommended to receive no suspension. After much discussion, a motion was made by Lana, second by Jeff to suspend Head Coach Josh Enquist from the team for 50% of the remainder of the season (8 games). He is to have no personal or digital communication with the team during this time, to include practice. He will also receive no pay during this suspended time. Motion carried on a 5-1 vote.
4. Assistant BV Coach Jamie Grosdidier was recommended to receive a 3-game suspension and have no contact with the team during this time. After much discussion, a motion was made by Jeff, second by Jaycent to suspend Assistant Coach Jamie Grosdidier from the team for 25% of the remainder of the season (4 games), and to have no contact with the players during these 4 games; other than his own children. He may attend the games as a spectator. He may attend practice. Coach Grosdidier does not receive pay for his coaching, so this was not an issue. His four games may be staggered with Coach Sutherland to allow enough coaches on the bench. Motion carried on a 6-0 vote.
5. Assistant BV Coach Stacy Murtha was recommended to receive no suspension. After much discussion, a motion was made by Jaycent, second by Blake for Assistant Coach Stacy Murtha to receive no suspension. Motion carried on a 6-0 vote.
6. Assistant BV Coach Tate Sutherland was recommended to receive a 3 game suspension and have no contact with the team during this time. After much discussion, a motion was made by Jaycent, second by Lana to suspend Assistant Coach Tate Sutherland from the team for 25% of the remainder of the season (4 games), and to have no contact with the players during these 4 games. He may attend the games as a spectator. He may attend practice. Coach Sutherland receives very minimal pay for his coaching, so his pay was not suspended. His four games may be staggered with Coach Grosdidier to allow enough coaches on the bench. Motion carried on a 6-0 vote.
7. The Captains future was recommended to be decided by the Coaches. After much discussion, a motion was made by Steve, second by Jaycent to strip the three Captains/Assistants who were in the locker room of their title/letter. The team will determine at a later time who the new Captain/Assistants will be. Motion carried on a 5-1 vote.
8. The Team was recommended to receive a 4 game suspension of non-league games, which would be served during the Wisconsin Tournament. They were also recommended to serve community service in the rink over this same weekend. After much discussion, a motion was made by Jaycent, second by Jeff for the Team to receive a 3-game suspension of non-league games, which would be served during the Wisconsin Tournament. They will also be required to serve community service at a later time, to be determined.

Any player who had their phone out in the locker room after this practice will receive a 2-game suspension. Any player who self reports their phone use to Brian within 24 hours of the Team meeting will have their suspension reduced to 1 game.

Any player who has been involved in bullying/hazing on the team will be further investigated and may serve consequences at a later time.

Motion carried on a 6-0 vote.

Brian will meet with the team prior to the next practice, to discuss the following concerns:

1. Cell Phones Policy for the Rink/locker room (penalty below).
2. Relationship of players and coaches, to include comments about fighting out differences.
3. Coach actions with the team, to include supervision.

Cell Phone use in Locker Rooms Any player caught with a cell phone in the locker room will be given a 1 game suspension. Allowance will be made for those who do not have a safe place to store their phone until the coach arrives to collect the phones. However, the phone must be in their bag and may not be used in the locker room. A coordinator may assist, but they must have the Safe Sport Training completed.

A motion was made to approve by Jaycent Reimnitz and seconded by Blake Sabers. Motion carried.

Coaching Director Due to not following the expectations of the MSHA, a motion was made by Blake Sabers and seconded by Lana Loken to remove Josh Enquist as the Coaching Director immediately, to include pay. Brian Nash, Lori Goldammer, and Andy Jerke will handle these responsibilities until a replacement is found. Motion carried.

MSHA Representative on State Disciplinary Hearings Al Huls is the MSHA representative on the State Disciplinary Hearings. Considering Al's personal involvement in this situation, a motion was made by Jaycent, seconded by Jason Hohn to replace Al with Doug Dailey. The hearing will be January 3, 2019. Motion carried on a 5-1 vote.

Brian ended the meeting by stating we should all still be proud of the MSHA, and work together to get through this time. He also thanked Jessica, GV Coach, for her supervision of players and handling of cell phones.

A motion was made to adjourn the meeting by Lana Loken and seconded by Jaycent Reimnitz. Motion carried. The meeting was adjourned at 11:12 PM. The next meeting will be held at the Lake House at 7:00 PM on January 8, 2019.