



Minutes Board of Directors Conference Call Wednesday January 30, 2019

Board Members in Attendance: Jim Anderson, Morgan Fuller-Kolsrud, Megan Hansley, , Ginny Jasontek, Krista Karwosky, Erin King, Michele Kraus, Linda Loehndorf, Margaret Mahoney, Sheila McNabb, Britt Rooney,	
Staff in attendance: Adam Andrasko	
Excused: Yolanda Jackson, Mariya Koroleva, Lori Zabel	
Call to Order At: 9:00 PM EST	BY: Linda Loehndorf

Topic	Approval of Retreat Minutes	Presented by	Linda Loehndorf
Discussion	<p>Linda asked if there were any corrections to the minutes. Erin King replied that one correction had been received via email.</p> <p>Motion: Sheila McNabb moved to approve the minutes as corrected. Seconded by: Megan Hansley. Vote – passes (abstained Jim Anderson, Krista Karwosky, Britt Rooney)</p>		

Topic	Employee Waiting Period for Health Insurance Coverage	Presented by	Linda Loehndorf
Discussion	<p>Linda reported that the CEO, Adam Andrasko, has asked the BOD to eliminate the 60 day wait for employees after they begin work to receive their health insurance benefits. He feels this is a concern for the new potential hires to ask them to wait for health coverage.</p> <p>Discussion about the topic gave some history that this has been the policy with USA Synchro for a long time. Some members thought this seemed like a long wait, while others said it is more standard with smaller companies. It was stated that we need to weigh the financial concerns, verses employee concerns and competitive pressure concerns. A compromise was reached that USA Synchro change the wait period to 30 days and that the extra money for the extra month of health benefits needs to be part of the offerered salary to the employee. USA Synchro’s budget cannot absorb the extra cost.</p> <p>Motion: Britt moves that we start no less than 30 days after the date of hire and that the requirement of management is that it is maintained within the budgetary requirements even if that means lowering the salary of the individual. Seconded by: Jim Anderson</p> <p>Discussion: Margaret Mahoney suggested that it is the CEO’s responsibility to figure out the budgetary requirements and this should not be part of the motion. Britt Rooney replied that she thinks it should be part of the motion so we have historical context and perspective in the future when others are looking at why this change was made. This will be reflected in the minutes for the future. Adam agreed that this is not a budget issue, since we are not adjusting it the budget, we are only changing the policy on the waiting period.</p> <p>Motion: Britt amends her original motion: Britt moves that we authorize the change in the waiting period to be eligible for health insurance from 60 days to 30 days with no authorization to increase the budget. Seconded by: Jim Anderson Vote: passes</p>		

Topic	Employee Vacation Time	Presented by	Linda Loehndorf
Discussion	Linda reported that the CEO, Adam Andrasko, has asked the BOD to review the policy for vacation time. Currently it states that after 30 days of employment, you start accruing vacation time but you cannot use that vacation time until after 6 months on the job. This has been in the employee manual for a long time and has not presented any challenges thus far. Employees are offered to have comp time after long weekend events. BOD members agreed that the 6 month waiting period is not unusual in the workplace. Therefore it was the BOD's decision to leave it as it is written.		

Topic	Update on Sponsors	Presented by	Linda Loehndorf
Discussion	<ul style="list-style-type: none"> Linda reported that Adam has signed a new agreement with Pleatco for the coming year. The sponsorship money promised by Pleatco has been increase from \$10,000 to \$15,000. Adam has also signed a merchandizing agreement with TEAMIP. They will guarantee \$30,000 upfront annually with an additional 30% of apparel royalties. USA Synchro lost the contract with Swim Outlet, which in the past has given us \$2,500 in VIK. Linda reported that the final amount earned from the annual campaign was \$26,661.81. 		

Topic	Treasurer's Report	Presented by	Britt Rooney
Discussion	<p>Britt reported that she felt the December income statement was confusing in terms of the monthly and YTD incomes from November to December were not congruent. She suggested that the statements should include a list of all transactions which constituted the changes from month to month and it should be more clearly reported.</p> <p>Jennifer Hawkins, Operation Director, is preparing for the USOC audit which will be next week.</p>		

Topic	Olympic International & National Team Update	Presented by	Ginny Jasontek
Discussion	<p>Ginny Jasontek reported that she thinks the 12&U and 13-15 National Team Trails in Scottsdale, AZ January 19-21 went very well. We had a good turnout in number of competing athletes and Scottsdale did a great job hosting the trials. The last phase of these trials will conclude for these two teams in April at the US 13-15 and US Junior Championships.</p> <p>Additionally, Linda reported that she had a good conversations with Emma Tchakmakjian, the Senior Team Captain on the phone. Emma said how well everything is going, how motivated all the athletes are and how great it is to be training with the new coaches Andrea Fuentes and Reem Abdalazem.</p>		

Topic	Old Business	Presented by	
Discussion	Megan reported on the USOC request to update our code for athlete elections and said that Betty Hazle reported that what we approved during the BOD Retreat in January did not fully satisfy the USOC's request. Betty will improve the language and submit it to the BOD for approval.		

Topic	New Business	Presented by	
Discussion	Linda will be sending out a request to the vice presidents and zone chairs to get their committee member lists. We need to insure the people on the committees are current. She will also be directing the committees to increase athlete representation per the new USOC requirements.		

Moved to adjourn by: Ginny Jasontek	2 nd by: Britt Rooney	Vote: unanimous
Adjournment at 9:53 PM		

NEXT MEETING: February 27, 2019 at 9:00 EST

Respectfully Submitted,

A handwritten signature in cursive script that reads "Erin L. King". The signature is written in black ink and is positioned above the typed name.

Erin L. King, Secretary