**Attendance:** Dan Tweten (Pres); Joe Bear (VP), Shaulee Iverson (Secretary), Lenae Bear (Treasurer), Heather Rostenbach, Gerard Mortenson, Jill Mazur **Absent**: **Others**:

1. Review of Minute deferred until the next meeting.
2. Reviewed remaining tasks for Kite Fest
   1. Opened a new Drive Location specifically for Kitefest. This will show the open actions.
      1. <https://docs.google.com/document/d/1M2osW0qfnTmKRlRJO9eihCUxgZi7YxLP/edit?usp=drive_link&ouid=118174072833518659757&rtpof=true&sd=true>

* 1. Dan will send out a communication to get more people to volunteer, even if it is only for a partial shift.

1. Skating Director Statement of Work
   1. Last meeting we discussed having a Director position to have a person who is available and whose job it would be to address the issues in the job description rather than having board members do it.
   2. This would likely require a reclassification from independent contract to an employee
      1. [Employee or Independent Contractor? A Guide to the New Rule | U.S. Department of Labor Blog (dol.gov)](https://blog.dol.gov/2024/01/10/employee-or-independent-contractor-a-guide-to-the-new-rule)
      2. Prevents conflict of interest caused by independent contractor overseeing and potentially interfering with the operations of other independent contractors.
      3. This will increase costs due to FICA, Work. Comp., Unemployment insurance, and complexities of payroll. Will have to plan on eventually not having an accountant as a treasurer. The cost impact would be enough where we would likely need to maintain the same club size to make it a break even proposition year over year.
   3. Job Description:
      1. Heather had started a job description previously based on Border Blades; we’ve also received feedback and proposals for new contracts. These have been consolidated into a new STAFFING folder in the following location under BUDGET (the Policy document is updated accordingly).
         1. <https://drive.google.com/drive/folders/1YHEf8wvgg2vOKGW0z4k18gITM4-DzgBH?usp=sharing>
      2. Reviewed Heather’s document: discussion on the role of finding private coaches. The wording will need to be updated to specifically state this board’s intent: We want to make sure we have a sufficient pool of private ice instructors to support a competitive program, but parents will still be the one’s choosing (and may also find their own). The club will not be in the business of picking, recommending or otherwise managing independent contractors unless there are violations of policy, law, etc.
      3. ALTERNATIVE TO THE DIRECTOR POSITION: Board will continue to monitor the bulk of the duties, with separate contracts for different roles, with the contractors having minimal oversight authority.
      4. ACTIONS
         1. Board to review and markup the following document prior to June 6, 2024 (to allow time for clean up, clarifications and potential conflicting terms before the June 10th Meeting)
            1. <https://docs.google.com/document/d/1K2rbxiblda6NECliuc23NhPd_jIQg073RNuJqG_y_Fw/edit?usp=drive_link>
         2. To get more applicants, we may be able to remove the skating requirements and make this an administrative position, and have the instructor requirements covered by an independent contractor.
   4. Upcoming Meeting: June 10th 5:30pm
   5. No further business: Meeting adjourned

**Calendar**

May 31-Jun 1 Kite Fest

June Registration Committee Meeting

July Registration Policies / pricing established

Aug Board Meeting: Finalize Policy Handbook / Approve Junior Coach payscale

Aug Session 1 Signup / Advertising Opens

Sept Session 1 Starts

Oct Session 2 Signup / Advertising Opens

Oct Session 2 Starts

Dec Session 3 Signup / Advertising Opens

October 1: Charitable Deer Tag Deadline [Miscellaneous License and Permit Applications | North Dakota Game and Fish](https://gf.nd.gov/licensing/miscellaneous)

October 11, 18 or 25 Trivia Night

Jan Session 3 Starts

Jan Last Day for Ice Show Signup

Feb 13 Giving Hearts Day

April 4-6 Ice Show

April 20 Easter