



Board of Directors Meeting Minutes

Date: May 21, 2020

Location: Virtual

Time: 6:30pm

Call to Order

05/21/2020 – 6:30pm

Attendance

BOD Attendees: Benton Strong, Joanna Bird, Mike Lloyd, Doug Miller, David Emmons, Lezley Smith, Stacy Brodzik, Scott Fetterly, Craig Tamaki

Additional Attendees: Kevin Chinn, Leslie Fitzpatrick, John Lindsey

Absent: Randy Churchill

BOARD REPORTS

Online Vote (Between Meetings):

- Jimme contract calls for \$11,000 in annual fees. I think agreeing to that amount for 2019-2020 is reasonable and I recommend moving forward on that basis. **<MOTION PASSES>**
 - Approve: Vaughn, Mike, Steve, Craig, Stacy, Doug, David
 - Disprove: None
 - Abstain or No Vote: Ira, Joanna

President

- Housekeeping: Typically retreat in June. Just getting started with what we want to do. Targeting July for retreat. Chairs to rally their committees over the next few months.
- PNBOA Academy:
 - Volunteer Steve Latimer, Bob Huntsberger, -- Board to add nominations and feedback with minutes approval.
- Officials Pay: Most likely across the state is going to Arbitrator Pay. All officials will be paid within 2 days of your game. You'll submit a game report, and within 2 days you'll be paid for that game.
- Awards: Lezley to send email to ADs for the awards, and ask if we can publish to social media.
- Board Member of the Year: Lezley Smith
- Scholarships:
 - ECOA Scholarship: \$200 each to apprentice of the year and person of the year. But not the best fit for apprentice of the year. Award ECOA to:
 - Person of the Year
 - Highest Registered official: Khal Abdelrazzak
 - Lezley and Stacy's camp would be interested in giving scholarship to the apprentice of the year.
- Membership Survey Debrief:
 - Scott: Evaluator feedback, few evaluators received poor ratings/feedback.
 - Joanna:
 - Adding website feedback to website.
 - Highlight pay, deductions, timelines for pay, etc.



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- FAQs for some of these items
- Benton:
 - Communications: Shorter, more frequent emails, desire for more info on website, SMS. Catalog channels and effectiveness of channels at the retreat.
 - Pulled one out regarding a “training director”, make that part of the title.
 - Lead times and timing: School checks, game scheduling, meetings, scheduling games, lead times, etc. Survey at some point to determine if our members are coming back?
- Leslie:
 - Positive assignor feedback.
 - Pay and same as benton regarding communication.
- Mike Lloyd:
 - Membership meeting feedback
 - Need strong membership program, need officials to be kind to each other. Call out of veteran officials not necessarily treating new officials well.
 - Quicker/more pay
 - Pick and choose leagues, vs take them all. (May help with retention, feedback from young officials not feeling they are put in good positions to be successful).
- Doug:
 - Everyone wants more virtual-type meetings, etc. Maybe we incorporate some virtual meetings throughout the 2020-2021 seasons.
 - How many people haven’t attended a camp/outside training? Find ways to make this more of a priority.
- Stacy:
 - All the information on the board info, meetings, etc. there are specific things directed at board meetings.
 - Director of Training thing jumped out, maybe instead of having an apprentice chair, we have a training chair. Apprentice/training person roles need to be defined more clearly.
- Craig:
 - MSA signatures: Docusign seemed to work in getting it signed on time
- David:
 - Negative feedback of varsity officials to registered officials. Put varsity officials in training mode, be constructive.
 - Takes a long time to get paid.
 - Vulnerable officials coming back next year.
 - Webinars, training, and keeping officials.
- John Lindsey:
 - Pay (front and center on website): draw policy, what they are going to be paid, timelines, etc.
 - Varsity officials feedback that JV officials don’t stick around to receive the feedback.



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- Kevin:
 - Few pointed comments at evaluators (no value to what they are doing)
 - Mentorship and the young officials, not sending first year guys into the den. We need to keep the young guys and find something to keep them engaged.
- Lezley:
 - Communicate the survey to membership. (JB, Benton, and Stacy to put together a digestible version to send to membership-- ppt, present at June meeting).

Apprentice:

- Coordinate dates on all our timelines: Add dates that are important to each member in the board calendar.
- When are committee members needed for approval by Board? Get committees together so we can approve at next meeting.

Secretary:

- Admin Email? Yes, no longer needed.
- Questions Email? Yes, no longer needed
- Member Only Portal: Update the sign on screen to say "are you a member" first, and "sign up" second.

VP

- Board meeting structure: Do we have general topics that get covered in certain meetings throughout the year?
 - Add Agenda documents to the folder for months out. Add items to those future agendas at the retreat. – Done
- Overall COVID response plan:
 - Guidelines for schools, leagues, and own officials for what we should be doing.
 - Hand sanitizer to give to membership- Kevin order form. Approved.
 - Starting point: Who is going to be able to ref? Age of our officials? Vulnerable officials, etc? Send the same survey that NASO did to our membership.
 - WIAA is going to come up with procedures in a memo by July 1st. With the governor phases, they wouldn't be able to work games until July 13th (right now).
 - Survey: Mike to put survey together. Joanna to find SMS + email option for the Survey.
 - Membership meeting alternatives (specifically COVID-related)
 - List of symptoms (from Craig and John L) to send to membership on reasons our officials should turn back assignments.
 - Social media/other online updates



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John Lindsey:

- Several different scenarios, moving sports around (fall sports to spring, not starting winter sports until Jan 1st, etc.) By July 1st there will be a better idea if kids will be in school, or partial kids in school, etc.

CLOSING

05/21/2020- Adjourned: 9pm

Next meeting: 06/16/2020 at 6:30pm

Approved: Mike Lloyd, Dave Emmons, Stacy Brodzik, Benton Strong, Scott Fetterly, Joanna Bird