

IEBU/SBU Board Meeting Minutes

March 1, 2023

NOTE: Location, The Hive, Code 322039#

(Approved 04-03-2023)

5:30 Gathering, snacks and socialization

6:00 Call to Order

Attending:

Clark Cosby
Gary Teale
James Whiteley
Rich Hobson (Treasurer)
Bob Francis (Assignor)

Not Attending:

Kerry Kelly
Kevin Gawenit
Efrain Rosadovelasquez

Approval of Board meeting minutes for February 7, 2023. (Tabled due to lack of a quorum)

Assignor's Report (Bob Francis/Kerry Kelly)

- 2023 Umpire Ratings (discussed but tabled for review/approval at a later meeting)

Treasurer's Report (Rich Hobson)

Old Business

- American Legion/SIYB 2023 Contracts Confirmation/Update (Rich/Clark)
 - SIYB contract has been signed and approved (see Addendum)
 - American Legion contract still in process
 - Men's League contract; negotiations pending
- Recruitment Plan Update (Gary)
 - 39 inquiries, 19 projected to become certified
 - 6 partially through the process
 - 7 sporadic contact, not likely to proceed
 - 7 no longer interested
- Mentoring Program Update (tabled to next meeting)

New Business

- **Upcoming Election in June** (tabled to next meeting)
- **2023 All-State Finals Selection Process.** To be eligible, umpires:
 - Must do a minimum of 10 varsity games

- Must complete the RTO certification
- Those chosen must be available for both weekends of the regional/state tournaments
- Names are gathered from the membership of those who would like to participate in the tournaments
- A committee will then submit a list of recommended umpires to the WIAA/WOA
- Evaluation Program (Clark Cosby/Gary Teale)
 - Gary distributed a draft evaluation form (see Addendum)
 - Formal evaluations offered to members
 - Evaluations would be pre-arranged/transparent
 - Game fee would pay for two evaluators
 - Mentors would be provided for two pre-evaluation games
 - Feedback provided to assignors and the rating committee
 - Assignors would pass along more informal feedback to the board/rating committee
 - Informal evaluations could be done at tournaments
 - Wording revisions suggested to the evaluation form
- Bonus/incentive Program Ideas/Suggestions included:
 - \$50.00 for new umpires that do more than 50 games
 - Ironman award
 - Most travel miles award
 - This issue should be discussed further at upcoming meetings
- Member Agreement Revision (Rich Hobson)
 - Gary asked that Bob and Rich develop a revised/condensed Member Agreement (similar to SBO's) that can be approved at a future board meeting, or by board consensus minutes via email.
- Disciplinary Concerns
 - Discussion around umpires that are not competent, an embarrassment to the organization, and/or not open to constructive critique. How should this issue be addressed was also discussed, but with no clear resolution. Where there is a liability issue (physical interaction with a player), then that would clearly need to be addressed with a board decision. It was suggested that no disciplinary action should be taken based on rumors or personality clashes, but be based on established factual information.

8:00 Adjourn