

## **Minutes of the IESA Officials Action Team**

**Date of meeting: September 26, 2007**

Present at the meeting were: Nicole Schaeffbauer, IESA Associate Executive Director; Barry Burnett, Arthur; Bill Fritcher, Teutopolis; Jay Marshall, Richmond; Tom McLaughlin, Quincy; Andy Stremlau, Winchester; David Ulstad, New Lenox; Scott Herrmann, Niles Gemini.

### **The IESA Officials Action Team makes the following recommendations to the IESA Board of Directors:**

1. Beginning with the 2008-09 school year, officials hired for all athletic activities must be IHSA licensed officials.

RATIONALE: To reduce liability for officials and schools. Hiring licensed officials will insure that those working contests are aware of current rules.

2. To adopt the following fee schedule for officials assigned to a state series contest that is postponed or suspended:
  - a. An official is notified before arriving at the site: No compensation.
  - b. An official arrives at the site and the contest is suspended/cancelled before it begins: A show up fee is provided to the official which is one half of the game fee.
  - c. Contest is started, then is suspended until the next day: Official gets full fee for the started game and then a full fee for the completion of the game the next day.

RATIONALE: Consistent policy for all sports and all schools.

3. To be considered for post-season assignment, officials must have worked 5 junior high dates the previous year and be contracted for 5 junior high contests for the current year.

RATIONALE: Rewards those who have made a commitment to junior high level competition.

4. Officials Rating Forms to be offered and made available to all coaches in all activities.

RATIONALE: Rating forms offer coaches an opportunity to give feedback and for officials to receive feedback.

5. Post the approved list of officials by sport in the Member Center.

RATIONALE: This would provide the membership with a listing of the officials who have chosen to work the IESA post-season.

6. Create a permanent Officials Advisory Committee. The Committee would be composed of a school administrator and officials representing all of our athletic activities. The Committee would meet the Wednesday of Week 41.

RATIONALE: A permanent Committee would be able to continue the work of the Action Team with regard to recruiting, policy, recognition, and future concerns.

**The IESA Officials Action Team the following Points of Emphasis:**

1. Schools should confirm all game commitments with officials prior to the contest. The Committee encourages all schools to follow-up with officials. Correspondence should be sent to the officials prior to the contest to confirm contest details.
2. Hosting officials. Include hosting game official materials in each activities initial mailing.
3. Regular season cancellation policy. Include in each activities Terms and Conditions the Q&A for by-law 5.080.

**IESA Official's Recognition Program recommendations:**

1. For those working the state finals 08-09: Polo shirts with IESA State Final Official. For every year following: State Final polo shirts for those who are new to the state final. For the 2008-09 season, 350 shirts would need to be purchased- budget \$6,300- \$7,700. This would be the initial expense. Each succeeding year, only new officials would receive a shirt.
2. Recognition of state finals worked- Recognized in 5 year increments. Letter of recognition and service. At 25 years, a plaque would be awarded. Recognition would begin with the 2000-01 school year.
3. Recognition of officials in the program- A special letter is to be included in the programs.
4. Recognition of officials on website- Listing of the state final appearances of officials by year.

**The IESA Officials Action Team has targeted the following areas for improvement:**

1. Recruitment of officials to the IESA- Design and mail material to the officials associations. Highlight our website and our opportunities.
2. Recruitment of individuals into officiating-
  - a. Target our schools. Develop materials and brochure for getting administrators to work in some younger guys with their veteran officials for regular season contests.
  - b. Give some ideas for getting some materials in the hands of the high school.
  - c. Use the website as a tool for making information available to those who may be interested in getting involved.
  - d. Include an ad in all programs regarding the recruitment of officials. This would be a staple ad not a filler ad. Also include PA's

**Items discussed by the Officials Action Team**

1. The hiring of an Officials Department Director
2. The hiring of regional officials by the IESA Office
3. Discussion regarding the IHSA Officials Department
4. Targeting college students
5. Hosting officials

The next meeting of the Committee was set for Wednesday of Week 41 (April 9, 2008).