

# IAABO – Central Maine Board #20

## Executive Committee Meeting Minutes

RLC Engineering  
267 Whitten Rd., Hallowell

Monday, Aug. 22, 2022  
5:30 p.m.

- The meeting was called to order by President Clough at 5:38 p.m.
  - Present: Ms. Clough, Mr. Bridgham, Mr. Nadeau, Mr. Baehr, Mr. Richardson, Mr. Barstow, Mr. Lamarre
  - Absent Excused: Mr. Scott
- President's Report
  - Ms. Clough was pleased to report that Mr. Ed Baehr was awarded an IAABO Foundation Chair via sponsorship of Central Maine IAABO Board #20.
  - Ms. Clough has reached out to local coaches who have expressed concern about the officiating shortage. We will share any information with coaches to assist with our recruiting efforts and seek ideas from them in an effort to increase our membership.
- Secretary/Treasurer's Report
  - Approval of 5/22/22 Executive Committee Meeting Minutes
    - Motion by Mr. Nadeau, seconded by Mr. Baehr to accept the minutes as presented.
    - **Motion passes 7-0**
  - Financial Update
    - Mr. Barstow provided an updated regarding the bank balance, with \$12,370.58 available as of the August 1<sup>st</sup> Treasurer's Report.
- Interpreters' Report
  - Mr. Nadeau confirmed that the statewide Interpreters Meeting will be held in mid-September.
  - Mr. Nadeau has been coordinating with the five current IAABO University students in process with their learning.
  - The Interpreter is working on his first presentations for our board's opening clinic.
- Commission Representative's Report
  - Mr. Baehr reported that the next Commission meeting will be in early October.
- Other Reports from Officers & Committees
  - IAABO, Inc. Committee Reports
    - Mr. Bridgham reported that the Budget and Audit Committee will be meeting in the coming weeks. He also reported that the MPA Officials Advisory Committee will be meeting on November 7<sup>th</sup>.
    - Ms. Clough reported that the Women's Coordinating Committee met last night with no information to report from that meeting.

- Old Business
  - Update regarding the recent \$1,000 contribution to the IAABO Foundation.
    - By consensus, the Executive Committee approved an amendment to our Policy Manual, adding an annual protocol for potential IAABO Foundation Chair nominees, as deemed appropriate.
  - Update regarding renewal of the Assignor's contract.
    - President Clough confirmed that the Assignor and the Board had reached an agreement in principle, providing a three year contract renewal effective in March, 2023. The contract is verbatim language to the current contract, and is expected to be signed in the coming weeks.
    - The Committee discussed potential reimbursement of the Assignor for the cost of the online evaluation tool through Arbiter. The Executive Committee by consensus decided to wait on reimbursement, as online evaluations may be eliminated in the future with the rollout of the Professional Development Program.
    - The Committee discussed the status of assigning fees collected by the Assignor. As there is concern related to the Assignor's current compensation related to fees, the Committee requested that the Secretary/Treasurer conduct a survey of assigning fees of the other Maine IAABO boards.
  
- New Business
  - Update concerning the draft Professional Development Program (PDP), replacing the current ratings system.
    - Mr. Baehr provided an update related to the PDP. He outlined the need to move away from the subjective peer ratings program and utilize observers more for ranking purposes. He also outlined that for the coming season, he would be working with Assignor Tourtelotte to use the current ratings for assigning the first half of the season, and blend in the new PDP for second half assignments.
    - By consensus of the Committee, it was determined that a mentor program should be reestablished. Mr. Richardson was delegated to work with Mr. Baehr and Mr. Nadeau to create a list of potential mentors and mentees.
  - Discussion regarding the Pool A & B three-person training program.
    - Ms. Clough brought forward the need to increase three-person games for the purpose of improving training.
    - Mr. Lamarre brought forward the idea of having sub varsity games covered by three person crews, so that potentially veteran officials can work with Pool B candidates.
      - By consensus, the Committee supported the idea of Assignor Tourtelotte offering a prorated rate for officials working three-person sub varsity training assignments.
      - The committee also endorsed the idea of utilizing floor education and the potential Cony League for this training.
    - The Committee discussed the idea of increasing the Pool A numbers and the Pool B candidates by possibly waiving the entry fee, eliminating current recertification requirements, and utilizing non-countable games/tournaments to provided needed experience.
  - Discussion and action regarding the draft Conflict of Interest policy.
    - Mr. Lamarre discussed the draft Conflict of Interest policy that he has put together. The committee discussed the content of the policy and supported it in principle. Mr. Barstow volunteered to edit the document as needed and share with the committee for further editing and eventual adoption.

- Discussion and action regarding recruitment/retention initiatives in relation to our budget.
  - Ms. Clough spoke about the need to streamline information that we provide to officiating prospects, with a goal of working to get them involved. She also spoke of the opportunity to speak to officiating when opportunities present themselves.
  - Mr. Baehr brought up the development of a program that will be catered to Winthrop seniors to teach them basics of officiating.
  - The idea was brought up to present a mug to officials who work their first tournament, as a way of improving retention and showing appreciation.
    - Motion by Mr. Nadeau, seconded by Mr. Baehr to purchase mugs for officials that worked their first tournament game, not to exceed \$100.
    - **Motion passes 6-0 (Bridgham absent)**
- Update regarding Buckfield HS/MS assigning.
  - Buckfield High School and Middle School have approached our board and Western Maine IAABO Board #21 regarding the idea of shifting assigning services to the Western Maine Board. The reason for this request is that according to data presented by Buckfield Athletic Administrator Dave Kilborn, there are more officials closer to Buckfield on IAABO Board #21 versus our Board.
  - As part of this discussion, the idea of Oceanside High School and Middle School also potentially having interest in changing boards to our assigning territory, given the their playoff games are now in the Portland area.
    - Motion by Mr. Baehr, seconded by Mr. Nadeau to allow Buckfield HS/MS to transition assigning services to Western Maine IAABO Board #21 and direct the Secretary to communicate with Oceanside HS/MS concerning their potential request to transfer to our board due to Oceanside now playing tournament games in Portland.
    - **Motion passes 6-0 (Bridgham absent)**
- Announcements
  - No announcements
- Adjournment
  - Motion by Mr. Richardson, seconded by Mr. Baehr to adjourn at 7:54 p.m.
  - **Motion passes 7-0**