

Board of Director's Meeting

SGV BUA

11/30/2020 – Zoom meeting

Roll Call

Board Members:

Jim De La Torre - President – present

Jeremy Hamlett – Vice President - present

Tim Triplett — Secretary\Treasurer - present

Will Fortner - present

Mike Martinez - present

Kendall McCarthy – Instructional Chair – present

Phil DiPrima – Assigner – present

Richard Ilizaliturri– present

Luis Ortiz –absent

Jack Johnson – absent

Jim called the meeting to order at 6:09pm. Jim said we need to add an item F to the agenda to discuss the IC contract. **Mike motioned to approve the agenda for today 11/30 with the added item. Will seconded the motion. Everyone voted on the 11/30 agenda with the one added item and it was approved.** Jim asked for comments regarding the 11/2 meeting minutes. Richard said there is one spelling error. Ron's last name should be Sowers under the IC interviews. **Mike motioned to approve the minutes. Will seconded the motion. Everyone voted and approved.**

Open Forum:

- No one had anything.

President's report – Jim De La Torre:

- Jim mentioned the email that he sent everyone regarding CIA of Southern Section. Due to restrictions, they closed their doors on Wednesday and are working remotely indefinitely. This doesn't look good for us as far as having a season.

VP's Report - Jeremy Hamlett

- Nothing to report.

Secretary\Treasurer report - Tim Triplett:

- Tim discussed the financial document he sent out. It shows the cost of membership that he was requested to provide. If we offer a credit it would be \$28.

Assignor's report – Phil DiPrima:

- Phil only had the assignor's agreement with his notes. Nothing else to report.

Committee Reports:

- Nothing to go over for committee reports.
- Mike did say that he spoke to a couple members, Jason Plourde and Al Cone, and they both agreed to be on the Audit committee.
- Richard is working with Kendall on the IC Committee.

Board of Director's Meeting

SGV BUA

Action Items:

- **IC curriculum and meeting dates:**

- The board asked Kendall to add an additional date for the 1-3-year officials. The rookies need 2 additional hours. They usually take the certification test the week after everyone else, so they have a week longer to prepare. Kendall said we can have this meeting early and prepare them for the exam so they can be certified with everyone else. Richard and Kendall will determine a date and send it to the board for approval.
- Kendall's curriculum plan is:
 - Every Friday cover 2 rules
 - Finish rule 2 with 10 important definitions this Friday, as well as 15 contradictory rules.
 - Rules 3 and 4 the following Friday. Then 5 &6, 7&8, 9&10.
 - Throw in some mechanics, maybe one or two so they aren't bombarded with all of them at once.
 - Two rules every Friday and every meeting we will review what we've gone over.

Jim asked if the study guide and certification test get changed, will it affect the lesson plans and quizzes. Kendall said no, we will be more than prepared. Kendall submitted 10 questions to Scott Tomlinson today per his request for the IC meeting tomorrow.

- This Friday Kendall will give the steps every umpire needs to follow once Phil assigns them a game. Will also include what procedures they should follow all the way up to putting the ball in play.
 - Classroom instruction – Richard is handling years 1,2,3 which is 7 members. Carlos Salazar is handling 21 members and Kendall is handling 23 members.
 - Kendall asked for the names of those that haven't paid. Tim said the financial sheet he sent shows who has paid. The only person not listed is Richard and one other person. Jeremy thinks it's a good idea, but he thinks the board needs to send an email first and then Kendall can follow up. Richard said we should be careful with the pandemic and be sensitive to everyone's situation.
 - Richard asked Kendall to send his outline to the BOD.
 - Jim asked Tim if we have breakout rooms for the different instructions. Tim said yes, we would just need email addresses. Phil said everyone needs to be able to view video in order to see the presentation. Tim said the board needs to set some guidelines regarding how this is going to happen. If people call in via telephone only, they won't see presentations. Phil said it should be mandatory to have video. Jeremy said we need to figure out a way to keep people engaged with this platform.
 - Jim said we will get an outline and the meeting dates with the additional date for the first- and second-year guys from Kendall tomorrow and then we can do an email vote to approve it, no need to wait until the next meeting. If there is some discussion, then it will have to be added as an agenda item for the next meeting.
 - Kendall asked how long we can go before a decision is made about a season. Jim said Bob told him they are meeting the first week of January. Jim said Glendale and Pasadena are not discussing any sports until Feb 1.
- **Associate Membership dues**
 - Associate membership dues are \$80. Richard asked if it is \$77 and we are adding the \$3 to make it \$80. Jim said they are not getting instruction materials. Tim said it may be too late to discuss, but we do need to talk about people taking advantage of being an associate member so they can pay \$80. He doesn't think it's fair and isn't sure anything can be done but wanted to bring it up. Tim said maybe we can offer some additional benefits to be a full member. Jim said associate members don't get a free invite to a banquet. Richard said you must be a full member of some

Board of Director's Meeting SGV BUA

unit and said associates are not eligible for playoff games. Jim said we need to continue not allowing them to be playoff eligible. Richard referred to the numbers that Tim provided on the financial document. Our hard costs are \$4618 and if we divide that by 60 members, we get \$77 each. This would be a \$28 credit. Jeremy discussed some calculations based off 50 members with an extra 10% for reserves. His breakdown was each member (50 members) pays \$92.50 and \$2.50 would go to reserves. The credit would be \$500. He thinks each member should contribute 10% of our current balance, which is \$1221. Each member would pay \$2.50. This would increase our balance by \$125 giving us a small reserve. Jeremy thinks we need to be careful about how much we ask for. Jim said right now we have 10 members that pay the \$80 associate fee not the \$105. Richard said associates would not get any credit in 2022 because they are not full members. Jeremy said we need to talk about the reserve and how much we want to build in. Phil said he doesn't think associate members will want to pay the \$80 if they don't get anything back. Jim said no other unit gives associate members anything back and in basketball even full members don't get anything back. Phil said we will not get an associate to pay anything until they know there is a season. He says to not offer them a credit isn't prudent. He is worried that they will decide to just not pay the \$80 and go to another unit to work possibly full time. There is going to be a need for officials everywhere and those guys who are associates in our unit will have no problem filling up their schedule elsewhere. Tim said he understands what Phil is saying but with the shortened season, he doesn't think anyone will be able to fill up their schedule without working multiple units and multiple sports. Tim thinks we are going to have to eventually get rid of the associate membership, everyone will pay the same amount. Jim agreed, but it would have to be sometime in the future, a year or two from now. Jeremy mentioned an article in the Referee. He also said that he has already decided not to take any credits with any of the sports he officiates. He is paying his full dues to all of them and will pay full dues in 2022. He said officiating has done a lot for him and it is time to give back to officiating. He feels we need to get a message out to the members. Covid sucks, it has affected everybody, we didn't miss manage our funds, we haven't done anything illegal, it's just what happened to us. We need to ask the members, what has officiating done for you and how can you give back. He feels we need to build some kind of reserve. Tim will update the financial sheet with a line item showing calculations for 50 members along with the one for 60 members. Kendall said there is no need to pay him the \$500. **Richard made a motion to extend our due date for our fees of \$105 to Dec 30th without any penalty. Jeremy seconded.** Tim said he has not paid the general liability insurance yet; it is due tomorrow. He proposed we delay paying that because we are not on campus. Tim said we have enough to pay it, but we can't pay Arbiter in Jan if we pay it. **Everyone voted on Richard's motion and approved.** An email will go out to the unit letting them know there is an extension for dues until Dec 30th without penalty. Richard suggested that instead of Kendall calling everyone himself, after the communication goes out, each board member could call 5 members and wish them Happy Holidays and if they haven't paid find out if there is anything we can do to help. Will asked how many board members have not paid their dues. Jim said he is one of them. Will thinks we should be examples and have ours paid first. Richard said he disagrees because we don't know each other's financial situation. Kendall asked if we have anything in place for someone who really wants to umpire but only has \$50. Richard said that can be worked out by the board on a case by case basis. Tim said he will work with all members and has in the past. Tim has already been allowing people to make payments.

- **Getting members to pay:** Jim asked how can we get members to pay dues.
 - No one had any good ideas on how to get members to pay. Richard said he could reach out to some of his friends in the unit and see if they need payment plans, if that would help.

Board of Director's Meeting

SGV BUA

- **Fundraisers:**
 - Jim is taking this off the agenda. This will be tabled for now.
- **IC and Assignor contracts:**
 - IC Contract - Kendall said everything is good on his contract. He already signed the hard copy and put it in the mail to Tim today. He also emailed it. When Tim receives it, he will forward it to Jim to sign. Then we can send a copy to Kendall and Jim.
 - Assignor's Contract – Phil sent his changes in email today.
 - In the top section, he changed it to 2021 and 2022 season.
 - In number 1, he added, The CBUA-San Gabriel Valley unit agrees to pay all fees associated with the use of the Arbiter Sports website account associated with the unit. He added this because Arbiter is a big operation expense and he isn't paying for it. Jim said yes, the unit has always paid for it. Everyone agreed with this change.
 - Phil highlighted this last sentence the assignments shall be compensated monetarily for clinic assignment duties as determined by the board of directors. This means the unit would pay me to assign umpires to the field clinics and the arbiter if I'm using the arbiter and saying, okay, these five guys are gonna go work with Kendall and this day these guys and go here. And guys, whatever, like we've done in the past. I don't think I should be compensated for that. Jim said the compensation is what he already gets. These are voluntary assignments for them to accrue hours. Tim said this contract was put together from other unit contracts and basketball contracts. Tim said down the road when we can afford it, Phil should be paid for assigning scrimmages, summer leagues and things like that. Phil said this section is a unit sponsored clinic. Phil wants this taken out. Everything starting with Assignor shall be compensated will be removed.
 - On number 3, he would like this added, It is understood the umpires ultimately have the responsibility to confirm assigned games directly with the home school and the schools have the responsibility to communicate directly with each official regarding any changes to their home games per the CIF Blue Book. The Assignor will not be responsible for any game fees for any officials who show up to a game site for a canceled game. Tim said this is an item we should make sure we tell our members at the meeting.
 - On number 4, cross out the dates. ~~(2020-2021)~~ Don't have the date.
 - On number 5, Phil doesn't think it needs to be there. It seems redundant. If we keep the master schedule available for everybody. Everyone agreed to remove.
 - On number 6, just remove dates again. ~~(for the 2020-2021 seasons)~~.
 - On number 7, Phil reworded it - A unit qualified member list will be provided by the Secretary/Treasurer. If unable to fulfill this requirement, the Assignor must contact the home school to make every effort to reschedule a contest on a date a time when a qualified member is available to work the game. Everyone was ok with changes.
 - On number 8, in bullet 2 just changed to at games. Also added, Remove or reassign any member to a different game on the same day or a different day based on the level of play or the importance of the game. Removed last bullet, redundant with line number 7. Everyone agreed with the changes.
 - On number 9, Phil made these changes. Bill each umpire \$5.00 per game assigned. The \$5.00 assigning fee is to be paid by each umpire regardless if the game is played or not once accepted. The Assignor shall be responsible for collecting these fees. Each member is to pay game their assigning fees.
 - On number 10, added \$5 and the words game assigning in last sentence.
 - On number 11, changed some grammar - Boys games at any single school during the season. If possible, a member should not work more than 4 Lower Boys games at any single school. There will be more than this exception so I would like this removed - ~~exception would be tournaments where the Assignor does not know which teams will be in competition~~. Everyone is ok with the change.

Board of Director's Meeting SGV BUA

- On number 12, no change.
- On number 13, ~~Submit a report by TBD (1 week before Unit Playoff Meeting) to the playoff Committee Chair listing all members who worked playoffs.~~ This doesn't make sense to Phil. This info would be posted on the Arbiter under the Master Schedule.
- On number 14 -17, no change.
- On number 18, It is understood exceptions may need to be made during the season. ~~Exceptions shall be made known to Assignments Review Chair, within 72 hours of assignments being made.~~ I don't think this is reasonable to expect the Assignor to take this extra step with assignments and the assignment review committee during the season. It should be reviewed with the assignment review committee during the end of the season review.
- On number 19, Assign any Varsity rated umpires transferring to the SGV Unit not more than 15 Varsity level games in their initial season with the SGV Unit Phil said this could severely hamper the ability to recruit new officials to our unit. He would like this reworded or removed. Tim will add something like every effort will be made to adhere to this pending the availability to assign all baseball games at the end of the sentence.
- On number 20, Phil reworded this. No-Call No-Show policy to the BOD by TBD and distribute to each member directly and by posting. Tim asked if we can have every sign the independent contractor form. Phil said he can create something, 2 separate documents attached together. No show policy, uniform policy, distribution policy and then the independent contractor page. Phil or Tim will collect the signed forms and Tim will hold on to them. Phil will put something together and present it to the board for approval.
- On number 21, no change.
- On number 22, add distribute to each member directly and by posting.
- On number 23-25, no changes.
- On number 26, This working agreement shall be in force for two years from the date of the agreement. This should be reworded to read "shall be in force until the last date of the agreement as listed in the opening paragraph of this agreement." The way it is worded right now would mean this would be in effect until Dec 2022, which is several months after the agreement would end. Or, just remove it since it is redundant with item 23. Beyond the discretion of the BOD
- On number 27-28, no changes.
- Add number 29, I think this is important to have in the agreement, not just for me, but for future assignors and in the spirit of transparency: The Assignor shall make the Master Schedule available for the entire unit membership, to the Board of Directors only, or any other group of members as directed by the Board of Directors.
- On The Board of Directors: Number 1. Reserves the right to at any time, add, delete, or modify any guidelines they deem necessary. Said changes would terminate this agreement and would require a new agreement to be executed by the Assignor and the Unit. Phil is going to sleep on this item. Everyone will try to come up with verbiage that everyone is happy with so Phil can sign it. Phil will sign the agreement if the 10 days is removed. We will start an email with ideas on how to word this so we can make a decision.
- On Assignment Review Committee: Number 5 ~~Beginning TBD a weekly update must be posted on the Arbiter.~~ This should be removed. I don't think the Assignment Review will need to perform weekly updates. Jim said let's just say that the assignment review committee will present a review at the end of the season and it will be presented to the board.
- Tim said we are supposed to have our first meeting next Monday. Is there an outline for what we are going to do. Jim said we will introduce the current board and update them on anything we might have. Tim asked if we wanted to put together an agenda like we do for the board meeting. Phil said we should do a meet and greet, short with no instruction and give everyone 3 hours. Jim said they can ask any questions they might have, and we might get some more payments. Tim proposed working on the email

Board of Director's Meeting SGV BUA

and pushing the first meeting to Dec 14th. Jim asked if an email can go out tomorrow letting the members know we are pushing the first meeting to Dec 14th. Tim said we should create the email first and then include this with it. We should get it out by Wed or Thurs morning.

Next meeting will be **Monday, December 21st at 6:00pm.**

Jim adjourned the meeting at 9:20pm.