

# CIAC OFFICIALS' ADVISORY BOARD

## ADVISORY BOARD MINUTES

February 13, 2018

### MEMBERS PRESENT:

Gloria Bellucci, Chris Burns, Buddy Chernovetz, Joe Delbuono, Ray Faustich, Pat Javorski, Jay Kelleher, Hank Koritkoski, Dave Leete, Dan Scavone, Lev Torgerson, and Joe Tonelli, CIAC Staff

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### ACTION ITEMS/DISCUSSION ITEMS

On a motion by Jay Kelleher, the minutes of October 19, 2017 were approved.

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### MEMBERSHIP REPORT

3732 individual officials occupy 4,815 officiating slots. 2137 officials are members of the NFHS Officials Association.

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### FINANCIAL UPDATE – MULTI-SPORT REFUNDS

Joe T reported that we decided to wait until the spring registrations to distribute the multi – sport refunds to be certain that we included any 2 sport officials who joined a spring sports board, making them eligible for the 3 - sport refund. Therefore, the refunds will be processed during the month of April. The NFHS refunds will also be processed after our spring sport upload to the NFHS.

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### ATHLETIC DIRECTOR'S UPDATE

Before calling on Dan for his report, Joe thanked him for his efforts with the Recruitment and Retention Strategies Survey to the New Officials' Contacts on each board, and for all the work he is doing with recruitment in general. Dan reported that he and Diane Callis, the athletic director at Bulkeley HS and the Officials' rep on the CAAD Board, reported on the officials' shortage and the recruitment efforts to the athletic directors and league reps to solicit their support. They emphasized that coaches, AD's and leagues have a vested interest in helping recruit new officials to ensure that games on all levels get covered. Dan brings a dual perspective to these meeting which is very beneficial. Dan stated that he will have more to report at the May meeting.

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## **OLD BUSINESS / INFORMATION ITEMS**

### **PRESEASON COACHES' RULES MEETINGS FOR SPRING COACHES**

These spring rules clinics are being finalized and will be posted on line and emailed to athletic directors. These meetings continue to be beneficial to the coaches and the officials' leadership since it keeps the lines of communication open between the groups.

### **NFHS ONLIN RULE INTERPRETERS MEETINGS**

Many of our rule interpreters continue to take part in these meeting to get the new rules from the national interpreters and rules editors. Because we are considered a 100% state by the NFHS, we can have an interpreter from each board participate in the online rules meetings. We can also include some assistant interpreters who wish to attend. A schedule of these meetings was distributed as well as a "Save the date flyer" for the "in person" meetings coming up in July for the sports of Volleyball, Field Hockey, Soccer, Football, Swimming & Diving and Gymnastics. Early conversations indicate that Connecticut interpreters should be well represented at these meetings at the Hyatt Regency in Indianapolis.

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## **NEW BUSINESS**

### **NON - RECOGNIZED OFFICIALS BOARDS - EXCLUSIVITY CLAUSE**

Exclusivity means that at all levels of play the CIAC requires all member schools to use only officials who presently are members of a recognized officials group and on the approved list established by CIAC unless assignments cannot be filled due to the shortage of officials. It also means that no new group of officials will be allowed to become eligible to officiate contests in member schools unless they become part of the state officials group which is presently recognized by the CIAC for negotiating purposes.

CIAC does not regulate middle schools. However, there are middle school guidelines that recommend that middle schools utilize the service of certified officials. The boards recognized by CIAC must meet established recognition standards and have experienced assigners who schedule the refs for these games. Boards that have any concerns in this regard should contact the school system athletic director from the town where the middle school is located.

### **RECRUITMENT AND RETENTION STRATEGIES SURVEY**

Dan Scavone, Joe and Jadwiga developed a survey and recently sent it to the new officials' contacts regarding recruitment and retention strategies and we received a 100% response, which tells you that all boards are interested in this initiative. We are in the process of collating that information to share with all boards. It will also be a major topic at the state-wide meeting where reps from all boards will be in attendance. We are going to recommend that one of the board reps that attend the state-wide meeting be the new official's person.

We are also going to solicit the assistance of coaches, athletic directors and leagues to help identify and attract prospective officials' candidates. Many boards have mentor and observer programs to not only work with new candidates, but also work with their current officials to prepare them for the varsity level. Recruitment has to be a team effort and CIAC will do everything we can to assist boards in this regard. The new officials contact on each board, the board leaders and the CIAC recognize this challenge, and it sends a loud and clear message that we must be proactive and ramp up the recruitment and retention efforts. In past years, many officials were school teachers, but

that's no longer the case because their duties and time commitment has increased. The CIAC assists the officials' organizations in all sports with the recruitment process. We have a recruitment brochure entitled "Get in the Game" on the CIAC website that outlines the benefits of becoming a high school sports official and provides the contact information for new officials as well as a 1-minute PSA that encourages new official's candidates to contact the CIAC for more information. We are often the first contact for new candidates and we then refer the prospective official to the new officials' contacts for the board in their area of the state.

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### **SPORTS REPORTS - AROUND THE TABLE**

The group shared some thoughts regarding their particular sports. Since recruitment of officials will always be a topic of interest, some of the comments dealt with their recruitment efforts and strategies they found to be helpful. All agreed that personal contact with new candidates was the most effective way to follow up with interested candidates. Also, all agreed that the current officials are your best recruiters and some boards provide an incentive such as a gift card or reduced membership fees. This part of the meeting always results in a sharing of information that is beneficial to all attendees and will always be part of our CIAC Officials Association Advisory Board meetings. The discussion on recruitment continued at dinner. Stay tuned for more information to follow as we develop an action plan designed to assist all boards attract and retain new officiating candidates in all sports.

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### **ADJOURNMENT**

With no further business, the meeting was adjourned at 5:55 pm. The next meeting of the CIAC Advisory Board will be held on Thursday, May 10, 2018 @ 4:00 PM @ CIAC. The state- wide meeting will be held on Thursday, June 14, 2018. Food 5 P.M - Meeting start time 5:30 P.M.