



BOARD #11

Disciplinary Committee ♦ Paul Zoppi ♦ 109 Scotts Way ♦ Wilmington, DE 19810
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Fellow Board #11 Members,

During the June 6th Executive Committee meeting, I was asked by the E-Board to head up a Disciplinary Committee to examine how the Board goes about implementing disciplinary actions for all members (i.e. fines for missed meetings, callbacks, not working league games, etc.). Over the past few years, the Executive Committee has heard from numerous officials who have expressed their opinions that some of our disciplinary actions and policies have been excessive and/or unfair.

In assembling the Committee, I reached out to about a dozen or so members who, in my humble opinion, represented a cross-section of our Board (varying rating classifications, officiating experience, all races, all ages, and both male and female). Five of the individuals contacted agreed to participate. They are Tim Regenauer, Fran McGraw, Diane Smith, Mike Gioia, and Tyrone Brown. We met as a group back in July (7/24) to discuss/review our current policies and procedures. During the discussion, two common themes surfaced throughout the evening...the need for "Communication" and "Accountability".

The attached document summarizes the recommendation that we presented to the Executive Committee during the August (8/29) E-Board meeting. These recommendations will be discussed during our General Membership meeting this evening (9/12), and then voted on during our October meeting (10/10) for implementation during the 2007-08 winter basketball season.

Again, as previously stated, the Committee felt strongly that communication is the key. All fines/penalties should be communicated and agreed upon at the beginning of the season to avoid any misunderstandings at the end of the season (as well as our obligations as members in good standing). In addition, the website will go a long way in helping to improve communication across the organization. And finally, we hope to leverage the Rating Committee members to help facilitate the communication process throughout the season. The more surprises that can be avoided, the better. Having said this, ultimately, we are all accountable for ensuring we ourselves are meeting our obligations as any member in good standing with Board #11 (ignorance is not an excuse).

In closing, please take some time to review this recommendation and get back to me directly with any feedback, comments, or questions (paul.zoppi@chase.com) in advance of the October General Membership meeting. Please provide constructive feedback and limit the negative/attacking comments. We are all in this together, and we all have an obligation to Board#11 and its membership.

Thank you,
Paul Zoppi
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