IAABO Board #11
Disciplinary Committee Recommendation
September 12, 2007

Overall Objective: Review IAABO Board #11 disciplinary standards and make recommendations to Executive Committee for possible changes (penalties/fines, etc.).

I. Scrimmage Requirement (all members are required to officiate at least 3 scrimmages)

Issue

- Officials being fined up to $75 for not meeting scrimmage requirement ($20 for missing 1, $45 for 2, and $75 for 3)
- Some argue that members shouldn't be asked to officiate scrimmages in the afternoon for free when they don't work regular season afternoon games for pay
- Why aren't scrimmages assigned based on availability (just like regular season games)?
- Not enough scrimmages are scheduled for weekends or weeknights

Proposal

For the most part, the Committee was comfortable with the fine structure that has been utilized over the past several years ($20 for missing 1, $45 for 2, and $75 for not working any scrimmages). Having said that, the Committee understands the need for supporting scrimmages as part of our contractual commitment to schools. Recommendations would include:

1) Put a formal request out to all schools asking that they attempt to schedule as many scrimmages as possible either on the weekends, or during the week after 5PM.
2) We look to reduce the number of scrimmages we support for each school from 3 to 2 for next season (and reduce the requirement for officials accordingly).
3) Solicit feedback from schools (AD's and coaches) as to how to better address their scrimmage needs going forward.
4) Explore the possibility of assigning scrimmages based on availability, similar to regular season games.
5) Leave the fine as it has been ($20, $45, or $75) and continue to track repeat offenders.
6) The Disciplinary Committee will track scrimmages worked by all officials and provide reporting to the E-Board.

II. Meeting Attendance Requirement (members cannot miss more than 2 meetings)

Issue

- Officials being fined up to $150 for not attending any meetings ($20 for missing 1, $45 for 2, $75 for 3, $110 for 4, and $150 for 5)
- Some argue that the meetings are worthless (too many side conversations to hear, meeting run long, meetings start late, location not convenient)

Proposal

The Committee was comfortable with the attendance policy and penalties as is outlined within the Constitution. Meeting attendance is important, and the Executive Committee has been extremely lenient with respect to missed meetings for officials who have legitimate excuses (work, family, sickness, etc.). The new website should help with keeping everyone informed with respect to meeting dates/locations, as well as to communicate meeting minutes for those who are unable to attend.

III. League Game Requirement (members must work a minimum of 8 League Games, not including summer league games)

Issue

- Officials being fined up to $160 for not working sufficient league games ($20 per game less than 8)
- The League Assignor should be more proactive in assigning games to ensure officials satisfy the requirement
- League Assignor should be using software (similar to Arbiter for school games)

Proposal

The Committee is recommending reducing the fine from $20 per game less than 8 to $15 per game. In addition, we strongly recommend the use of a game assignment software. And finally, the Committee recommends increasing the minimum requirement from 8 to 10 games, to help ensure that all league games are adequately covered.

IV. League/School Assignor Fines (members can be fined $10, $25, and/or a game fee for calling back or missing an assignment)

Issue

- Too much subjectivity on behalf of the Assignors in determining when fines should and should not be implemented.
- College officials tend to be hit the hardest when they have to call back games due to receiving college assignments.
- These fines can create tension between officials and the Assignors.

Proposal

The Committee is recommending that we leave these fines/penalties as they are. We understand the need for having to impose fines for calling back and/or missing game assignments. The key is holding everyone to the same standards, as well as giving officials an opportunity to appeal any such fines.

Note: The bottom line is communication is vital. 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. The website will go a long way in helping to improve communication across the organization. The Rating Committee should also be utilized to help with the communication process. The more surprises that can be avoided, the better. Keep in mind, all fines can be appealed.

Next Steps

1. Review proposal with General Membership (September 12th)
2. Incorporate any feedback from the Membership
3. Vote on final recommendation during the October General Membership meeting