



CHSBUA Board of Directors 3Q20 Meeting

Meeting Minutes 08/23/2020 7p Conference Call

Conference Call via Zoom

Attendees (**bold**):

Executive Committee

President – **Ryan Roark**

President Elect – **Ross Chase**

Past President – **Wallie Weld**

Secretary – **Greg Holstine**

Treasurer – **Terry Angell**

Members at Large – **John Juranek; Bill Manley;** Chad Rangel

Area Directors

Area 1 Denver: **Stephan Brown; Bill Fleming; Mike Tycksen**

Area 2 Colo Springs: **Richard Gillenwaters;** Don Howard

Area 3 Pueblo: Pat Garcia

Area 4 La Junta: Kip Peck

Area 5 Trinidad: Kirby Bonato

Area 6 Lamar: Jason Dittenburner

Area 7 Northeast: Cody Roth

Area 8 Greeley: **Chuck French**

Area 9 Ft Collins: **Mason Smith**

Area 10 Boulder: **Pat Corcoran**

Area 11 Durango: **Kennie Monger**

Area 12/17 Salida/Buena Vista: **Dave Granzella**

Area 13 Alamosa/Monte Vista/San Luis Valley: **Rodney Winters**

Area 14 Grand Junction: Nat Bertrami

Area 15 Delta/Montrose: Dan Cholas

Area 16 Craig/Meeker/Steamboat Springs: Bob Richardson

CHSBUA Rules Interpreter

George Demetriou

Colorado High School Activities Association

CHSAA Liaison – Bert Borgmann

CHSAA Officials Liaison – Tom Robinson

CHSBUA Member

Discussion:

Ground Rules for the meeting

- participate
- get focus
- maintain momentum
- reach closure

Call meeting to order

- Roll call – Greg
- Welcome and opening remarks – Ryan

Approval of previous minutes

- Accept previous meeting (2Q20) minutes (provided) (No corrections were received)
 - Motion: Wallie Weld
 - 2nd: John Juranek
 - Outcome: 2Q20 meeting minutes Adopted

Treasurers Report

- Financials – Terry
 - 2019-20 Budget review
 - Documents (Budget, P&L worksheets) provided were reviewed
 - Concern raised by Mike Tycksen about fees to CHSAA during a season when we didn't play and why there isn't a refund or credit

CHSAA Report

- CHSAA update – Ryan/George
- Fall Sports are requiring officials to sign a liability and health (Covid) waiver
 - There will be 2 more sports seasons before the baseball season and this could change or be modified or eliminated
 - We should share the latest requirements as the season gets closer
- Playoffs
 - Will be as usual
 - Accelerated championship nominations will be required
 - 1A -5A championships will be played on the same weekend (6/26)
 - Sites (all the usual past sites under review) will be determined later
- Basketball success will probably determine if any additional sports are played

Rules Interpreter Report

- No rules changes from the NFHS rules committee meeting
- How do we address umpires that need to replace rule books?

- Bulk buy from NFHS??
- We do have 150 2020 rules books held by ADs and CHSAA
 - Could charge them directly

Review survey results – (provided) Ryan presented as written

- Summary of results
 - 100 umpires responded (approximately 25% of the membership)
 - Virtual Master Clinic
 - 70%-80% were in favor of virtual MC
 - 80% said they were in favor of attending every year
 - Comments and suggestions were provided for future clinics
 - Fundraising
 - 57%-62% were not in favor of fundraiser activities
 - Comments were provided
 - Championship awards
 - Awards were shirts, rings, plaques, jackets, other in that order
 - Comments were provided
 - Amount to spend
 - Approximately 80% said to spend less than \$100

Old business

- Discuss annual dues for 2021 – Terry/Greg
 - Refund process (boiler plate provided)
 - This provides dialog support for any conversations with umpires
 - 5 umpires have requested a refund
 - Terry called each of them
 - Fee structure (provided)
 - CHSAA shared the new insurance and arbiter fee process. This will be a separate process and fees from the CHSBUA fees.
 - This is in direct response to multi-sport officials paying insurance multiple times
 - Insurance is \$7 and paid one time a year at the time of your first sport officiated
 - Insurance will cover all sports
 - Arbiter access is \$10 per sport
 - Mike Tycksen challenged if this is a valid charge for arbiter access due to volume user discounts or if CHSAA is making money through this fee
 - Background check is \$10 due every 3 years
 - Background check refund questioned by Mike Tycksen
 - Anyone that is a baseball only official and purchased their 3-year background check did not get any value due to the spring cancellation. (~\$3.33)
 - Multi-sport officials would have already paid as required to do other sports and would have received value
 - Is this something to pursue?
 - Could ask the legislative committee to extend the background check 4 years for spring only officials who paid in 2020?
 - The legislative council meets yearly in May

- This would be at least a session or two away from legislative council discussion
 - Who would take this up as the lead?
- We have reduced as many fees as possible in order to make the 2021 fees reasonable. Remember umpires will have to pay for insurance and arbiter access separately for \$17.
- Items reduced to get to the \$10 fee:
 - No insurance or arbiter access fees (separate process for all umpires)
 - No rule books purchase
 - Note 2021 new umpires will be required to pay for their books as part of their \$63 fee
 - Training and Scholarships
 - BOD meetings
 - Web site
 - Standard cost created for every year to cover varying over 3 years
 - How Terry and Mike manage the site has reduced our fees
 - Office costs
 - Terry has some postage etc.
 - Our plan is to use email for renewal notices to eliminate most of postage fees from CHSAA
 - Create a new CHSBUA email for this purpose
 - Post season incentive
 - Per the survey, umpires are targeting about \$100/official
- This includes comping the 2020 new officials the 2021 \$10 fee.
- Lastly, applied \$21.50 credit from 2020 to the 2021 fee structure.
- Motion: Mike Tycksen
 - 2nd: Pat Corcoran
 - Outcome: Table budget discussion and get it in a standard format for a better discussion
 - Follow up budget only meeting scheduled for 9/27 to discuss the budget that will drive fees
 - Will ask for BOD engagement in preparation of that meeting
- Fee letters reviewed (provided)
 - These would be sent via email to reduce costs
 - Create a new CHSBUA email for this purpose?
 - Coordinate with Monica on email process and 3 tiered fees for 2021
 - 3 letters
 - One for returning umpires
 - One for the 2020 new umpires (2nd year umpires)
 - One for 2021 new umpires
- Referee Designated Hitter publication – Greg presented as written
 - Digital copies are available in limited quantities at no cost
 - Access via Referee Digital Portal (RDP)
 - Instructions provided to interested umpires pending access from Referee
 - Publications should be ordered for new umpires in 2021/22 (similar to mechanics manual)

- Tabled until March 2021
 - Fundraising – Ross
 - Open to suggestions/ideas to supplement dues and support training
 - Need to provide the end goal of any fundraiser to help with engagement
 - Ask membership about support for fundraiser
 - Survey question
 - 57%-62% were not in favor of fundraiser activities
 - Uniform sales on website or a vendor perform sales for CHSBUA
 - Should we pursue a partner as an official supplier?
 - This doesn't mean exclusive supplier and umpires are free to purchase gear from wherever they like.
 - The supplier would have our logoed hats along with a wide variety of gear and uniforms.
 - Umpires would receive a 5% discount and free shipping on orders over \$100.
 - CHSBUA would receive 5% from all purchases made by our umpires.
 - We would have to promote this by having on our website and emailing reminders and coupons.
 - Have supplier record something for our master clinic to help with the opportunity.
 - Greg has a personal relationship with Hudson51 Sports but no stake in the company or agreement for services that has offered the above to CHSBUA
 - Who would we contact for additional bids:
 - Honig's
 - Ump-Attire
 - Stripes +
 - Kennie has a personal relationship and will contact Courtney Lowrance
 - Consider trademarking CHSBUA logo
 - Not sure this gained any support
 - Summer tournament
 - Maybe focus changes to training and evaluations
 - Partner with a school that is hosting a tournament
 - Would need trainers to support
 - Possibly pay them?
 - John suggested that we look at doing something fun and maybe nothing to do with baseball
 - Empower field - John
 - John reported that the Broncos announced that there will not be any concession stands this year
- Years of service award – Ryan
 - Ross has a logo hat pin with a number in 5-year increments
 - Patch could be used in the same way
 - Ryan to provide details (mock up and costs)

- Is this something that we want to pursue?
 - Tabled until 4Q meeting
 - Bill M to send pin information to Ryan

Report

- Golf Tournament 8/16 update/closure – John
 - The committee is working on the detail breakouts
 - John planning an update by 9/4

New business

- MC planning – Ryan/BOD
 - Review survey comments for ideas
 - Items for inclusion consideration:
 - Video plays for training
 - MLB, college video clips
 - HS baseball clips if we can find them
 - Some schools video their games
 - Maybe we can use some of the video
 - Poll at the coach's meetings
 - Could baseball like football's Huddle?
 - Does any Area have instructional videos?
 - New DH rule
 - Balks/hybrid stance
 - Should we propose a rule to charge a ball to the batter – Ryan to talk to Bert
 - Durango has a go pro
 - What is their experience?
 - Can we get the go pro to use in another area?
 - Do we have another go pro in organization?
 - Committee formed to work on the content
 - Lead: Ryan
 - Committee: Ross, Bill M, Kennie, Mason
 - Periodic updates to be provided
- Modified Season Calendar Draft (enclosed) – Greg
 - Need to consider dates to help with planning
 - When are renewal fees due?
 - March 1, 2021?
 - Schedule for training and meetings
 - What are post season requirements?
 - We will know firm competition dates later
 - Asked BOD to review and think about how we apply dates and requirements
 - Mike Tycksen suggested:
 - Give meeting credits for 2020 meetings attendance
 - Would this give a pass for 2021 meeting attendance?
 - Would 2021 meeting attendance be required?
 - 6 Varsity and 2 Sub Varsity games for post season eligibility
- 2021 elections (May 2021) – BOD
 - President
 - Member at Large – North & State

- Some AD positions
- Need everyone to start to identify candidates
- Post season awards – BOD
 - Survey results
 - Awards were shirts, rings, plaques, jackets, other in that order
 - Comments were provided
 - One suggestion was to cost share the ring award
 - Approximately 80% said to spend less than \$100
 - Do we create an order form for the championship officials to order from?
 - Can we buy anything in bulk to help with cost over time?
 - Committee formed
 - Lead: John
 - Committee: Terry, Ryan, Chuck
 - Periodic updates to be provided

NASO FREE ONLINE SPORTS OFFICIATING SUMMIT Aug. 24 – 27

- NASO is offering their annual summit this year on line August 24-27 with unlimited free on-demand access.
 - Key features include:
 - Free registration
 - 70+ educational and inspirational video sessions
 - Daily sport video breakdowns
 - Top minds and officiating leaders
 - Virtual exhibit hall
 - Registration includes a \$25 discount on yearly NASO membership fee
 - Register at: <https://www.sportsofficiatingsummit.com/athome/>

Next Meeting

- September 27 for Financial only meeting
- November 1 for 4Q20 BOD meeting
- Details to be provided closer to the date
- It is important to have BOD membership attend our meetings (in person and telephone conference) in order to conduct business

Close the meeting

- Closing comments – Ryan

Closed items from 2Q20 meeting

Treasurers Report

- Financials – Terry
 - Budget
 - Document (Budget worksheet) provided was reviewed
 - P&L (website updated on 4/1)

CHSAA Report

- CHSAA update – Bert
 - Currently the spring sports season is suspended until April 30.
 - Per Rhonda's update on 4/18 (CHSAANOW):
 - The clock is winding down for a definitive decision on whether resuming all CHSAA activities and athletics can begin if we do get an assurance of safety and mitigating the spread of COVID-19 has been given the green light by state and local health officials.
 - Through those consultations and collaborative efforts with state, educational and health officials, the Commissioner, aligned with the CHSAA Board of Directors, will provide a decision on or before May 2.
 - **UPDATE 4/21/20**
 - Rhonda announces the spring season is cancelled (CHSSANOW):
 - <https://chsaanow.com/2020-04-21/spring-2020-season-cancelled-due-to-on-going-covid-19-pandemic/>
- Officials Fees (old business) – Tom
 - Tom not present and this is carryover from 1Q20 meeting
 - Tom to present proposal (reviewed in 1Q20 meeting) to Legislative Council for approval in April 2020 (postponed to May 2020)
 - Need outcome from the Legislative Council meeting
 - The Legislative council approved the fee structure in the May 2020 meeting

Testing / Master Clinic – Ryan/All

- Master Clinic
 - 296 completed/ 301 started it
 - 2018 – 163 attendees (not including western slope MC)
 - 2019 – 188 attendees (not including western slope MC)
 - Ryan to document the MC attendees for 2020 attendance credit
 - Should we have a virtual MC every year to share a consistent current message?
 - Need to vote in every year MC (virtual) required in 3Q20
 - Survey for MC virtual will be sent for feedback
 - Questions to include
 - Did you like this format?
 - Initial informal feedback is that it was well received and liked
 - Was this acceptable form for the MC?
 - 20 min segments were beneficial vs one long video
 - What would you like to include and improve?
 - Need to have a good agenda/fresh and appropriate topics every year
 - Possible live via Zoom (probably recorded)
 - Session for Q&A
 - Need to provide timely feedback for completion for each umpire
 - Processes and procedures must be created to manage the reporting long term

HOF Banquet and Golf tournament – John

- Committee formed for details for 2Q20 meeting
 - Lead: John Juranek
 - Committee members: Kennie Monger, Wallie Weld, Ryan Roark, Ross Chase

- The HOF date was scheduled for 6/7/20 at Applewood GC
 - Decision made 3/29 to Postpone/reschedule
- Golf is set for 8/16/20 at Homestead GC
 - \$100 to golf/food/swag
 - Shotgun start 8a
 - Flyer created
 - On line registration is available on 4/21/20
 - www.coloradosportsofficials.com

Discuss annual dues and potentially finding ways of reducing them – Terry

- Executive committee reviewed fees 3/29/20
- Terry provided a document for review (Budget worksheet)
- Discussed that CHSBUA is training entity and consider how we proceed
- May be able to reduce fees for 2021 pending 2020 outcome
 - No HOF; no training cost in 2020
 - Possible reuse rule books for next year with a digital supplement as needed
 - Order rule books only for new umpires
 - Championship Ring projection worksheet provided
- The dues renewal letter will be delayed with new due dates provided
 - Ryan to confirm that we will delay the letter for next year's fees with Monica

Dues late fees (document from Terry with breakout of numbers) – Terry

- Need to manage the process in a timely matter
- Do we provide a paragraph about the need to pay on time and post season eligibility?
 - This would be provided to Monica to include in renewal letter
 - Would include information about dues aligning with fiscal year
 - Have to get out of the cycle of umpires (veterans) paying in February and March
 - Have to be prepared to make some postseason ineligible to break the cycle
- Motion: Richard Gillenwaters
 - 2nd: Bob Richardson
 - Outcome: Monica to include in renewal letter information about dues paid by a predetermined date by the BOD the eligibility or the postseason eligibility will be rescinded for that year
 - Updated letter/information to be provided to Monica
 - Update the renewal letter to make current
 - Ryan to contact Monica to delay
 - Will hold until June/July

Large payments approval process – Ryan

- Should the whole BOD review/approve large payments?
 - Treasurer tool kit on how to operate provided in January
 - EC Recommendations
 - If budget item, treasurer and president concurrence and would pay any below \$300
 - If not a budget item and less than \$300 - \$1000, executive committee will approve
 - If not a budget item and more than \$1000, the BOD would approve
 - Need to add to the constitution by laws
 - Motion: Richard Gillenwaters

- 2nd: Bob Richardson
- Outcome: 3 bulleted added to the constitution by laws

Topic: Large payments approval process added to constitution

Ryan Roark	yes	Chad Rangel	absent	Kip Peck	yes	Pat Corcoran	yes
Ross Chase	yes	Stephan Brown	yes	Kirby Bonato	absent	Kennie Monger	absent
Wallie Weld	yes	Bryan Sperry	absent	Marty Velasquez	absent	Dave Granzella	yes
Greg Holstine	yes	Mike Tycksen	no	Jason Dittenburner	yes	Rodney Winters	absent
Terry Angell	NV	Richard Gillenwaters	yes	Cody Roth	absent	Nat Bertrami	absent
John Juranek	yes	Don Howard	yes	Chuck French	yes	Dan Cholas	absent
Bill Manley	absent	Pat Garcia	absent	Mason Smith	yes	Bob Richardson	yes

Legalities of separate bank accounts for each area acting as CHSBUA – Terry

- Terry spoke with an accountant/CPA for advice and how to proceed
 - Areas are ok to have separate bank accounts and doing business is not an issue for CHSBUA
 - If there was an issue with an area, that area would have to answer to that issue
 - Area 1 challenged the update; Area 2 asked for details to be compliant, Area 10 said that they file separately
 - The direction is that individual areas can file under their Area TIN or under CHSBUA TIN

Multi-sport official's insurance – Ryan

- EC agreed to leave the past season's umpires as is and not credit them in conjunction with other sports
- Starting with the 2021-22 umpires will register via CHSAA and will save insurance fees per sport
 - Will notify umpires of direction for 2021-22
 - Updated on 4/29

Think about adjustments we will have to make if the season occurs or doesn't – Ryan

- We need to be ready to discuss if the season is cancelled and how we deal with refunds if any
 - Recommendation is to roll the 2020 fee to 2021
 - This won't be a total pass on 2021 fees
 - Still have NFHS, CHSAA, insurance, etc. fees
 - Updated renewal fee would be determined
- Send membership information about free training/seminars; here are two:
 - NFHS Learning Center – Free courses for many sports
 - <https://nfhslearn.com/> (Ctrl+Click to follow link)
 - Silbo Hosting Free Webinar Series for Sports Officials, Leagues
 -  (Ctrl+Click to follow link)
 - Replay of broadcasts available
- Will post on CHSBUA training site – Terry

- Send membership information about State by state unemployment resources for sports officials – Greg
 - NASO sent an email about this and a link provided
 - This is up to the individual official to do and not a CHSBUA directive
 - <https://www.colorado.gov/cdle/unemployment>
 - Per the CO Gov website: On April 20, 2020, we will begin taking unemployment benefit applications under the CARES Act (Coronavirus Aid, Relief, and Economic Security Act)
 - www.coloradoui.gov
 - Recording of 4/20 townhall posted with information about filing
- Areas host virtual meetings
 - If the season is cancelled, the areas should have a meeting to close the season with any updates
 - Possible video posted (similar to MC) with a single consistent message shared statewide include golf outing information
 - Host any elections required
 - Elections to be completed in May and announced
- Elections for 2021-22 term
 - Reconfirm/reopen nominations about who is interested and create a ballot
 - What is the best way to conduct the elections?
 - Need to be transparent with results
 - Below is the list from website and need to confirm if accurate and ask areas about nominations
 - Area 1 - Denver
[Mike Tycksen - Term\(2019-2020\)](#)
[Bryan Sperry - Term\(2019-2020\)](#)
 - Area 3 - Pueblo
[Pat Garcia – Term\(2019-2020\)](#)
 - Area 5 - Trinidad
[Kirby Bonato - Term\(2019-2020\)](#)
[Marty Velasquez - Term\(2019-2020\)](#)
 - Area 6 – Lamar
[Jason Dittenburner - Term\(2019-2020\)](#)
 - Area 7 - Northeast
[Cody Roth - Term\(2019-2020\)](#)
 - Area 8 - Greeley
[Chuck French - Term\(2019-2020\)](#)
 - Area 10 - Boulder
[Pat Corcoran - Term\(2019-2020\)](#)
 - Area 11 - Durango/Cortez
[Kennie Monger - Term\(2019-2020\)](#)
 - Area 12/17 - Salida/Buena Vista
[Dave Granzella - Term\(2019-2020\)](#)
 - Area 13 - Alamosa/Monte Vista/San Luis Valley
[Rodney Winters - Term\(2019-2020\)](#)
 - Area 15 - Delta/Montrose
[Dan Cholas - Term\(2019-2020\)](#)

- Area 16 - Craig/Meeker/Steamboat Springs
[Bob Richardson - Term\(2019-2020\)](#)

Prepare for influx for incoming umpires in the next year

- Additional rule books and manuals to be ordered