

NEMOA E-Board Meeting Minutes

5-22-17 6:00pm

Attendees:

Mike Rose	Wayne Simoni	Chuck Green
Greg Yackley	Mike West	Rick Morris
Dan Pierce	Frank Novak	Chris Coccagna

Secretary's Report:

The minutes from the Annual Meeting were voted on and approved.

Treasurer's Report:

This actually was discussed at the end of the meeting but is being included here for clarity and continuity. There is approximately \$7700 in the bank currently. Approximately \$3500 will be due to the State soon leaving approximately \$4200 available to NEMOA. The report was voted on and approved.

Recruiting:

The importance of recruiting was discussed. We will look into having a table at high school job fairs. Chris will reach out to the Harford Tech AD about recruiting from Sports Management classes.

Softball Report – Rick Morris:

Softball has gained a few officials and got a state final.

Baseball Report – Dan Pierce:

Baseball had challenges with availability this year and is looking to increase membership.

Football Report – Mike West:

Football has 15 potential applicants this year with the first applicant meeting on 5/25. They are looking for young officials and could lose half of the association in the next 10-15 years due to retirement.

Volleyball Report – Frank Novak:

Volleyball is trying to get officials to attend clinics. They just lost some Baltimore County private schools to other associations, which will help their membership numbers.

New Business:

Invitation to Bid:

Howard County is asking for a bid from NEMOA to officiate several of their sports. Chuck believes they may just be shopping for competitive pricing. After discussion, it was agreed that we would not submit a bid due to the fact that we don't currently have enough officials to cover the additional games and they included field hockey which we don't have in NEMOA.

Non-compete Clause:

We had a discussion of adding a non-compete clause to our by-laws to prevent members from leaving NEMOA and taking assignments directly from jurisdictions that we service. A comment was made that since we have multiple sports, and a good relationship with Harford County, it is unlikely that they would solicit officials directly. In addition, a contract with a non-compete clause may not be enforceable in court and it would likely be expensive to sue if such a contract was violated.

Miscellaneous Discussion – Chris Coccagna:

- Chris stated that it was brought to his attention that there was an official who brought in a new official who was now in his second year of officiating, qualifying the first official to be exempt from paying NEMOA dues. The issue was that the new official only worked a few games in his second year and it did not seem fair for the first official to be exempt from dues. Chris' suggestion was to impose a minimum number of games be required of the new official to qualify someone for an exemption in this situation.
- Chris has a few officials who exclusively work APG rec softball games and no high school games. He stated that although these officials have not complained, it is unfair that they have to pay NEMOA dues in addition to a \$125 fee imposed by the ASA. He believes this is too steep a fee to have to pay.
- The final point was that the baseball/softball assignor has a unique issue to deal with which is cancellations due to weather. It was estimated that he lost around \$400 in assignors fees due to weather cancellations. This is unfair because our other sports either are indoors or can play in rain because they are on turf.

By-Laws and Articles of Incorporation Changes:

Wayne received several notes on requested changes to the By-Laws and Articles of Incorporation. The proposed changes are listed at the end of this document in yellow with the request in the left column and notes by Wayne in the right column. Not all suggestions were voted on, however if they were voted on, the results are listed below. They will still need to be reviewed and voted on by the general membership to be amended.

Proposed By-Laws changes

- Article III Section V – Add a time frame of 30 days for meeting minutes to be written by the secretary and posted by the webmaster – passed
- Article IV Section II – failed
- Article VI Section V e11 – passed
- Article VII Section III – passed
- Article XI Section I – failed

Proposed Articles of Incorporation changes

- Article 4 – failed
- Article 7 – passed
- Article 11 – failed

Fees for Executive Board Members:

Per the By-Laws, the Board needs to determine fees for several positions. After discussion and voting on each position, the results are listed below.

- Treasurer – 4%
- Assignors – 6%
- Interpreters – \$100 for Swimming, \$200 for all other sports
- Secretary – \$600
- Webmaster – \$300

A motion was made by Wayne to adjourn the meeting and seconded by Greg. The meeting was adjourned at 8:20pm.

Proposed By-Law changes

4. Article III Section VI (new Section V): would like to have added a time frame that the minutes will be posted.

This can be discussed and ammended at the next annual meeting, the proceedure per Article X section I, needs to be followed.

5. Article IV Section II: Doesn't this say the same thing as Section I? If so, shouldn't it be deleted? Perhaps in the next revision/update?

There are subtle difference but they could potentially be combined. This can be discussed and ammended at the next annual meeting, the proceedure per Article X section I, needs to be follow.

6. Article IV Section II?(not numbered) (a): add blurb referencing Article VI Section III(c)

This section references pay deductions, not payment to responsible officers.

8. Article VI Section V(a)(1): this is a new item not in the original by-laws. Shouldn't it be voted on?

This is not a new item. The President was only restricted from voting at general membership meetings. However, It is a clarification so a vote is appropriate

9. Article VI Section V(a)(6): add "with the Vice President-Sport" which was stated in the original section.

These are the duties of the president only. This requirement was modified by Art III, Sect VIII (new)

10. Article VI Section V(d): What happened to the original letter (i) "insure that dates for clinics are provided members in a timely manner"?

This requirement was not deemed to be the NEMOA Secretary responsibility. It is the responsibility of the VP-sport to ensure this happens. Art VI, sect V e.8.

11. Article VI Section V(e): Is Proposed number 8 supposed to be the same as original (g)? If so the proposed version is different and should be voted on?

This is a replacement for original (g) which is modified to perform the duty , not forward to NEMOA secretary as noted above.

12. Article VI Section V(e)(11): What is e-board? If it means Executive Board it should be spelled out here and in Art VI Section V(f)(1), Art. VI Sect. V(g)(1).

Agreed, typo corrected in all instances

13. Article VI Section V(h)(3): Should "provision" be changed to "position"?

Correct - typo carried forward and will be fixed

14. Article VII Section III: remove "/she" in 2nd to last sentence. Not needed per Article I Section 4). Do members get to see the sport accounting and how the VP-sport is spending the money? Who keeps an accounting of this money? Can a blurb be added stating that members can request a copy of the accounting records of the sport specific funds from the treasurer (or whomever it is that keeps the accounting - this will need to be specified)?

This would need to be an ammended IAW Art X, Sect 1. As a personal note, I would expect the VP-Sport to be accountable to the membership of that sport. Also IAW Art XI, Sect I - Each individual sport in NEMOA, Inc., retains the right to pass any rules and regulations that pertain to only that sport.

15. Article XI Section I: remove "for it" at the end. Why can't the list be gotten by e-mail

The typo correction is appropriate and will be made. This needs to be discussed at the annual meeting. A written request was recommended not to be changed so that acceptable justification for a member to have this information would be documented and compliance with the restrictions on use could be confirmed.

Proposed Articles of Incorporation changes

ARTICLE FOUR (Line 32): Is this the address to which members would write when requesting information (ie. list of member per By-Laws Article XI Section I), impeachment (By-Laws Article VIII Section I), to suspended members (By-Laws Article V Section II) and any other place it says written in the By-Laws? Perhaps the By-Laws should spell out what written means, whether by e-mail or snail-mail and reference the address listed in the Articles of Incorporation if that is the address to use?

This is the official address for written (snail-mail) correspondence for all matters as you have listed. Any proposed changes to the changes to the By-Laws need to be made IAW By-Laws Art X sect 1 and can be discussed at the annual meeting for inclusion in the next update as appropriate.

ARTICLE FIVE (Line 35): Should a blurb be included regarding being able to perform the required duties of the sport? (ie: "Membership in the corporation shall be open to any persons without regard to race, sex, religion or national origin, and who can perform all the duties required of their respective sport(s), and who are interested in promoting.....). I recall some instances where a ref couldn't do certain tasks which put a burden on partnering refs. Would this alleviate that situation?

Any additional requirements should be either addressed in the By-Laws or by each individual sport as a requirement for hiring actions. Not appropriate in the Aol.

ARTICLE FIVE (Line 39): Suggest including each description in the previous lines (A), (B), and (C) as appropriate.

Corrected editing oversight

ARTICLE SEVEN (Line 58): Remove "Any two-officer functions (except President and Treasurer and/or Secretary) may be held and performed by one person" to agree with the By-Laws Article VI Section I(a) and Section II (a).

There is no conflict, we are further defining the requirements as outlined in the Aol in the By-Laws

ARTICLE EIGHT (Line 61): Paragraph states that "Assignors shall vote only in place of their respective vice-presidents". If assignors are not part of the board, as mentioned in Line 56 and 57 above, how can they vote? Should this sentence be removed?

modified at annual meeting

ARTICLE ELEVEN (Line 79 and 81): Aren't these two lines the same as proposed in ARTICLE EIGHT (Line 62 and 66)?

This article speaks directly to modifications of the Aol. This is a new issue and can be discussed for future revision, does not provide any conflict so there is no need for immediate action but can be addressed in either Article 8 or in Article 11. Recommend removal from Art 8

ARTICLE ELEVEN (Line 82): Can this be included in ARTICLE EIGHT?