

Roll Call:

The following Board and CSFOA Members were in attendance for the meeting:

Randy Hodges (President/Crew Chief)
Kaylinda Bunnell (Vice President/Crew Chief)
James Bunnell (Member At-Large)
Dean Wruck (Secretary/Treasurer)
George Demetriou (Crew Chief)
DJ Bremser (Crew Chief)
Nathan McCrary (Crew Chief)
Bob Pace (Crew Chief)
Scott Samsel (Assigner)
Mark Bradley (Crew Chief)
Mark Van Gampleare (Crew Chief)
Tim Firks (Crew Chief)

Key Items Discussed

Old Business

The meeting started with Randy Hodges welcoming everybody and discussing the meeting minutes that he sent out for review. The minutes were approved.

Financial Report

Dean Wruck gave the treasurer's report. The current balance in the CSFOA checking account is \$4472.59 with outstanding checks for the Banquet and Hudl, leaving a projected end of year balance of 2303.22. It was decided to send the Church \$250 for use of their facilities for the year, with no objections. Dean had produced a budget spreadsheet that all members reviewed showing that with the current amount of CSFOA members and amount of dues the association was running with a deficit leaving no room for other expenses. Randy suggested that we raise dues to give us some options to pay for some things we are currently not able. Tim asked what Basketball dues were currently and Kaylinda said they are in the \$35-40 range. Mark V said that Basketball has other revenue sources, like camps, and asked what else would we use dues for. Randy asked if should pay dues/purchase uniforms for new officials or have a sponsorship to send officials to camps to help build up new recruits. He said he attended camps in Greeley and Pueblo this year and they are worthwhile. Mark V stated there are similar ideas in Basketball. Dean asked what the cost would be to sponsor, camp attendance was \$275. Randy suggested we could go to \$35 or \$40 to help train officials. George suggested we go to \$30 and Mark V seconded it. Mark B said if we raise the dues we need to have a compelling reason and a need in mind. He is not a fan of subsidizing. There are things we can choose to subsidize, like the

payment being made for the A-Ha slides. It is probably better to have the new officials have to put some skin in the game with dues and uniforms. Mark V said the \$30 raise will take care of the projected deficits and is easily defended. We can work on the things we talked about. Tim liked the ideas, but we need a clear vision. There was a unanimous vote to raise dues to \$30. There was then a discussion on when the dues should be payable. Dean stated that usually the dues are payable in 30 days from sending out the notice. Randy asked if there was a particular reason for this. George stated so that payment is made while officials still have football in mind. Randy and Kaylinda agreed that no matter when it is due we still have to chase to get all members to pay. Kaylinda asked if the date due will cause us to lose officials and when is the money needed. Randy stated that we hold the veteran's draft in May so we need to know who the veterans that will be returning by then and that we are not going to chase this year. George stated that we did not always exclude members from the draft for not paying CSFOA dues, only CFOA and members could pay the first week of the season. The CFOA deadline is 1 Mar. There was then a discussion on late fees and there is no clear guidance in the by-laws on late fees for CSFOA dues. Dean stated that he will usually charge a \$5 late fee and suggested payment line up with CFOA and be due 1 Mar. It was agreed to lineup the due date but send the notice for payment out now.

New Business

2026 Crew Chiefs: Randy said that last year we had 9 Crew Chiefs and asked if we should go back to 8. Bob stated there if 9 was an experiment we have not done it long enough to tell. Mark V said he felt that the crews were thin and Randy agreed. Mark V suggested that we can move down to 8 crews and if we need to go back up we can. Randy stated we need to look at the number of games that we have on Fridays, what is the maximum 14? Scott stated that there were some that he could not move. Mark V stated that the schedules are down in the spring and the schools needed to be worked with now. Randy stated that we have enough qualified officials to cover 12-13 games on a given Friday. Kaylinda stated that early communication on number of games and where is crucial. George stated that Arkansas Valley association has been on and off and those schools deserve some consideration and March 1 is the schedule cut off. We are in a new CHSAA cycle and CHSAA can be told to move games. All schools have to schedule 1 home game not on a Friday. Mark V stated that if we communicate with schools and have them distribute games to Thursday and Saturday it would almost be like a draft. George stated that was on the table at one time and CHSAA is not responsible. Scott is working with 45 schools and the earlier you get to the schools the better chance of making it equal. It is easier to move games March through July than after that. Nathan stated that schools that comply should be able to keep the games they want and the ones that don't should get moved. George stated that is how we currently do it. James asked if the number of crew chiefs makes a difference. George suggested not assigning all games to the crew chiefs and to hold back and assign some games from the entire association. Scott stated that you are going to have some guys that may not be out on the field. George stated there are some that should not be out there. Randy stated the difference with 9 crew chiefs is he was not able to cover the sub-varsity games, it seemed he was out of officials all the time. Scott stated he did have to cover more sub-varsity games this year than when there were 8 crew chiefs. Kaylinda stated that there were officials that did not cover

middle school or sub-varsity games and the problem might be the number of officials willing to help out on those levels. Dave Tyree stated with 9 the crew gets more attention. George stated there is a problem with not knowing what the Arkansas Valley Association is going to do, Dale Smith is on the fence and if it falls apart we have 5 more schools to cover. Mark B stated that Dale thought he was going to get more officials. George said that the number of officials is not a big deal and assigning was the issue. Mark B said his problem this season was not being able to tell who was available in arbiter. There are more conflicts with other sports and we need to get the schedules early. He stated he thinks we should have 8 crew chiefs and 12 games on Friday nights. George made a motion that we have 12 games on Friday nights. Mark B seconded. Randy stated we should set the bar at 12 and work weeks there needs to be more. The motion for 12 games was passed. Mark V made a motion to have 8 crew chiefs and Mark B seconded. There was then a discussion on the merits of having 8 or 9 crew chiefs. 8 crew chiefs was passed by a vote of 6 to 5.

Meeting attendance requirements: By-laws state that to be in good standing only has playoff implications and has made it easy for members to not attend meetings. There are officials we want on the field that are not attending or watching the recordings of the meetings. George stated that we have people that don't care, don't attend the meetings and don't see the value in catching up with them. Kaylinda stated that in Basketball you only have 7 days to watch the meeting or you don't get credit. Randy stated he thought that was a good idea. Tim asked if there was a way to tell if someone has accessed the video. Mark B suggested he could host on his Art of Officiating website. Randy reiterated that we should have a 7 day deadline. Mark V asked if we limit Varsity participation based on meeting attendance? Randy said it was hard to tell throughout the season and asked if we limit in the next season. Nathan stated we don't have the membership numbers to be able to do that. Randy stated that we should have a way to get back in good standing. He said the first couple of meetings had around 70 in the room and others would watch. Nathan asked if we should have tests and Randy said that is something we are looking into. Mark B asked how many we have that don't take the playoff test. We have some members that don't work or try to get better at all and what is right is not always best. Why do we let veterans take the "rookie" test? Can we set a local rule? George stated the playoff test of for playoff qualification and the other test is for membership and we need something that is manageable. Randy stated that instead of tying to meetings and test to eligibility is there a way we can rank officials? He is working on a spreadsheet to with categories and a way to objectively rank officials and if they don't care they don't care. There currently is no way to tell an official why they don't get varsity or playoff games. Kaylinda said that ranking is still subjective and Randy stated it would be but at least we would have something to point to. Mark B stated the association used to have a binder with sheets on officials performance and asked why we stopped with those. George pointed out that this is not a new idea and has been tried before. Dave Tyree stated that in California the R and BJ were the most experienced officials on the field and would grade the other officials on a scale of 1 to 5. Randy stated that nobody wants to do this on a game by game basis and that leads into the next season. There is a way to rank officials. They do grow and change and that just because an official was good or bad 10 years ago doesn't mean they are the same today, there are ways to collect data. Kaylinda stated that

each crew chief should rank their officials. George said that Randy could put together a pilot program but it would not work at the CFOA level since standards are different. Mark B said that a spreadsheet would not be intensive and would need ordinals and a narrative. Randy stated that the spreadsheet he was working on weighted the categories. Tim asked if this ranking is for playoffs or varsity? Randy stated it would be to explain and document. Tim stated that it should be a crew chief responsibility and if members don't know there standing that is a failure on the crew chief. Mark B said that we will have to show our cards and spotlight good officials. Tim pointed out that it is 2 different things, how crew chiefs use the information and how the officials will use the information. Randy discussed how it has worked in the past and that this evaluation should be spread out throughout the year and not crammed into the last few weeks of the season. Tim said that works for playoff consideration, but should be up to the crew chief throughout the year. Randy pointed out it would be easier if we had some sort of score to talk about. Mark B said that the one barrier is the time to do it and asked if we could watch on Hudl and codify? Mark V said that it sounds a lot like what Tim was saying. There was question on what to grade on, incorrect calls, correct calls, or no calls. All crew chiefs might see something different and that will homogenize the association. Is there something that can be done in the offseason to help with decisions next year? That would get the crux of the ideas. Randy pointed out we cannot tell rules knowledge from film. Mark B said we can from a pre game. Mark V stated we can over time and can get a feel from film if officials have good rules knowledge, judgement and mechanics. If they have those things they will make good calls. Randy would like to get this out there to start crew chiefs grading officials. Mark B reiterated that a narrative will help as well. George asked if we should have officials that are not on a crew? Mark B stated we had discussed this before and officials would then lose a sense of belonging. Kaylinda stated that it could crush some people so it would depend on the official. George stated this was the Fort Collins model and he was not advocating for this model. Mark V said that is was great we are working on a rating system, it could be great for Playoff and for crew chiefs but should not be used for varsity eligibility. Randy said that he does not disagree but stats do make a difference. George brought up that he has gotten some feedback on playoff assignments and asked why officials don't get games. He went over how the process works. Each area director ranks officials by R, U, Wing and BJ. Semi and Championship slots are figured out before season starts on past performance. Once those are determined slots are allocated base on area membership but not by position (this is very inexact). For regular playoff games work off the list of officials but don't follow exactly. One factor would be where an official is drafted with the thought that an official that is drafted late is not a good official. Another factor is the games that a official was used to fill, the thought is the higher the level the official works the higher the quality of official. Randy stated that the system could help instruct officials weaknesses. Scott stated that Basketball has ranking in Arbitrator. Kaylinda pointed out to do this there would need to be a dedicated ranking system. Randy stated that having numbers on officials would help.

At this time there was a motion to end the meeting and it was seconded.