



**Mid-Florida Officials' Association  
Annual Business Meeting  
Saturday, April 25, 2015  
MCSO Emergency Operations Center**

**Opening Remarks:**

Housekeeping rules were covered by C. Wildy.

**Call to Order (A. Summers):**

The meeting was called to order @ 9:03 am by A. Summers, President.

**Invocation:**

The invocation was given by Rev. Richard Howard, Sr.

**Reading of the Minutes from the 2014 Annual Business Meeting (T. Adams):**

A motion was made by R. Sullivan to forego the reading and to accept the minutes from April 2014 Annual Business Meeting as presented; 2<sup>nd</sup> by R. Howard; Motion carries.

**Announcement:**

Reminder - Spring Football Scrimmages are being scheduled look on the Arbiter for announcements  
- T. Bedford

**Re-sanctioning of Individual Sports (A. Summers):**

A motion was made by R. Sullivan to sanction Football, 2<sup>nd</sup> by R. Howard; Motion carries.

A motion was made by R. Sullivan to sanction Basketball, 2<sup>nd</sup> by R. Howard; Motion carries.

A motion was made by R. Sullivan to sanction Baseball, 2<sup>nd</sup> by R. Howard; Motion carries.

A motion was made by R. Sullivan to sanction Softball, 2<sup>nd</sup> by R. Howard; Motion carries.

A motion was made by R. Sullivan to sanction Flag Football, 2<sup>nd</sup> by R. Howard; Motion carries.

**Announcement:**

MFOA will be hosting the FHSAA State Football evaluation camp in Ocala on May 29-30<sup>th</sup> at Trinity Catholic.

**Presentation of the Treasurer's Report & Annual Budget (J. Pole):**

Jeff Pole, Treasurer, gave the Treasurer's report and presented the Annual Budget for review and approval.

A motion was made by J. Cummings to accept the Treasurer's Report and Annual Budget as presented, 2<sup>nd</sup> by M. Coppock; Motion carries.

The Treasurer's Report (Cash Balance) and Annual Budget are included in **Appendix A**.

The Arbiter Ref Pay was shared with the membership as alternate method for payment of officials. This will need to be considered for next year, as it is a constitutional matter.

**Election of Officers (C. Dill):**

For each of the offices listed below, after presenting the previously nominated candidates, the floor was opened for further nominations. A motion was made by the member listed below to close the nominations from the floor and seconded by another member listed below. Elections were held by secret, sport-specific ballot.

OFFICE	PREVIOUSLY NOMINATED	NOMINATED FROM THE FLOOR	MOTION TO CLOSE NOMINATIONS	ELECTION OUTCOME
President	Al Summers	None	Motion: R. Howard 2 <sup>nd</sup> : M. Reece Motion Carries	Al Summers, elected
Secretary	Terri Adams	James McKinney	Motion: Gery 2 <sup>nd</sup> : Nolan Motion Carries	Terri Adams, elected
Basketball Director, North	Mario Coppock	None	Motion: Howard 2 <sup>nd</sup> : Reece Motion Carries	Mario Coppock, elected
Basketball Director, South	Charley Anderson Dan Cannon	None	Motion: Summers 2 <sup>nd</sup> : Pole Motion Carries	Charley Anderson, elected
Softball Director	James Law	None	Motion: Reece 2 <sup>nd</sup> : Howard Motion Carries	James Law, elected
Football Director, South	Mike Baas	None	Motion: Summer 2 <sup>nd</sup> : Reece Motion Carries	Mike Baas, elected
Baseball Booking Commissioner	Richard Sullivan	None	Motion: Gery 2 <sup>nd</sup> : Reece Motion Carries	Richard Sullivan, elected
Softball Booking Commissioner	Richard Sullivan	None	Motion: Summers 2 <sup>nd</sup> : Howard Motion Carries	Richard Sullivan, elected
Football Booking Commissioner	Wade Clayton	Mike Reece	Motion: Nakamura 2 <sup>nd</sup> : Summers Motion Carries	Wade Clayton, elected
Flag Football Booking Commissioner	Wade Clayton	None	Motion: Sullivan 2 <sup>nd</sup> : Howard Motion Carries	Wade Clayton, elected
Basketball Booking Commissioner	Wade Clayton	Mike Reece	Motion: Howard 2 <sup>nd</sup> : Baas Motion Carries	Wade Clayton, elected

Kevin Townsend, outgoing South Football Director, was thanked and applauded for his service.

**Proposed Amendments to the Constitution and Policies and Procedures (C. Dill):**

(NOTE: Constitutional change requires 2/3-majority vote. Policy changes typically require a simple majority vote.)

The proposed changes and results of their consideration are included in **Appendix B**.

**Recommendations for Committees:**

The following recommendations were provided by R. Hill.

- Do away with the coach's evaluation as part of the relative rating as only a few of our officials actually receive a rating from a coach and the rest were assigned a number by the evaluations committee.
- Update our evaluations form to more closely match the State's form. However, the form does not matter if we do not do a better job of having consistency in the way our evaluators rate our officials. This is an area for much discussion. I personally believe that until we get the evaluators on the same page, more power should be placed on the recommendations committee. It became painfully apparent that while an official may exhibit good mechanics and good judgment, if they cannot run the floor the State will leave them at home when it comes to Championship Assignments.
- Another possibility would be to add a component for the ability to run the floor/field, and give an official a rating of 1 to 5 with 5 being excellent and 1 poor. Add that to the ties for breaking the ties only. These numbers would be assigned by the evaluators.
- More involvement by the board in the evaluations, looking for consistency, making sure that evaluation matches the official to a certain degree of reliability.
- The one most important change we can make is to give more power to the recommendations committee and allow them to take all the information available and put together crews to represent our association in a professional manner.

**Adjournment:**

A motion was made by R. Howard to adjourn the meeting; 2<sup>nd</sup> by J. Nakamura. Motion carries.



***Mid-Florida Officials' Association  
2015 Annual Business Meeting***

***APPENDIX A  
Treasurer's Report & Annual Budget***

Cash Balance

Checkbook Balance 4/24/2015 \$6,690

Amounts Owed to MFOA:

Bell Baseball Booking	\$75
Citrus Baseball	\$3,237
Crystal River Baseball	\$2,289
Crystal River Flag Football	\$821
Eastside Baseball	\$1,408
Hernando Baseball	\$3,812
Interlachen Baseball	\$2,958
Lecanto Baseball	\$3,013
Lecanto Softball	\$2,980
PK Yonge Baseball	\$1,843
Seven Rivers Softball	\$1,652
Seven Rivers Baseball	\$1,028
St John Baseball	\$2,535
Trinity Catholic Flag Football	\$832
Trinity Catholic Baseball	\$2,414
Trinity Catholic Softball	\$1,017
Villages Baseball	\$2,716
Wildwood Softball	\$870
Wildwood Baseball	\$1,359
Total	\$36,858

Amounts Owed by MFOA:

District Baseball Umpires	\$1,128
Baseball/Softball Evaluators	\$1,000
President	\$1,500
Vice President	\$500
Secretary	\$3,000
Baseball/Softball Booking	\$3,000
Webmaster	\$1,000
Baseball Director	\$500
Softball Director	\$500
Flag Football Director	\$500
Inspector	\$500
Total	\$13,128

Ending Cash Balance \$30,420

<b>Budget</b>				
<b>2014-2015</b>				
	Budget	Actual	Proposed	
<b>Income:</b>				
<b>Interest Income</b>	<b>\$3</b>	<b>\$2</b>	<b>\$3</b>	
<b>Officials:</b>				
Baseball Booking Fee	\$1,150	\$1,203	\$1,150	
Basketball Booking Fee	\$6,500	\$6,700	\$6,500	
Football Booking Fee	\$3,300	\$3,430	\$3,300	
Softball Booking Fee	\$600	\$780	\$600	
Flag Football Booking Fee	\$200	\$195	\$200	
Field Clinic	\$2,000	\$1,444	\$0	
Fines & Late Registration	\$750	\$820	\$750	
Membership/ Registration	\$7,000	\$7,365	\$7,000	
<b>Sub Total</b>	<b>\$21,500</b>	<b>\$21,937</b>	<b>\$19,500</b>	
<b>School Booking Fees:</b>				
Baseball	\$2,000	\$2,580	\$2,000	
Basketball-Boys	\$2,850	\$2,888	\$2,850	
Basketball-Girls	\$2,700	\$2,588	\$2,700	
Football	\$2,500	\$2,325	\$2,500	
Softball-Spring	\$1,050	\$1,688	\$1,050	
Softball-Fall	\$375	\$450	\$375	
Flag Football	\$375	\$375	\$375	
<b>Accounting Surcharge:</b>				
To Treasury	\$2,600	\$2,760	\$2,600	
To Treasurer	<u>\$10,400</u>	<u>\$11,040</u>	<u>\$10,400</u>	
<b>Sub Total</b>	<b>\$24,850</b>	<b>\$26,694</b>	<b>\$24,850</b>	
<b>Total Income</b>	<b>\$46,353</b>	<b>\$48,633</b>	<b>\$44,353</b>	
<b>Booking/Registration Fees</b>				
<b>Officials:</b>			<b>Accounting Surcharges:</b>	
Baseball Booking	\$30		Football	\$100
Basketball Booking	\$45		Basketball (B&G)	\$200
Football Booking	\$30		Baseball	\$100
Softball Booking	\$30		Flag Football	\$50
Flag Football Booking	\$15		Softball	\$100
Membership Dues	\$35		<i>Jr High/MS Surcharge 50% Per Sport</i>	
<b>Schools:</b>				
Baseball Booking	\$75			
Boys Basketball Booking	\$75			
Girls Basketball Booking	\$75			
Football Booking	\$75			
Spring Softball Booking	\$75			
Fall Softball Booking	\$75			
Flag Football Booking	\$37.50			

		Budget	Actual	Proposed
<b>Expenses:</b>				
Banquet & Awards		\$2,100	\$1,843	\$2,000
Inspector		\$500	\$500	\$500
Annual Meeting		\$175	\$157	\$175
All-Day Clinic All Sports		\$2,250	\$2,989	\$1,800
Shirts for State Crews		\$250	\$289	\$250
State Bball Donation		\$0	\$250	\$250
Benevolence		\$100	\$0	\$100
L&P Fees/Taxes		\$200	\$61	\$100
Evaluations		\$4,000	\$4,000	\$4,000
Web Hosting		\$0	\$119	\$125
Evaluations Admin		\$500	\$0	\$0
Evaluations Supplies		\$500	\$74	\$200
<b>Total</b>		<b>\$10,575</b>	<b>\$10,282</b>	<b>\$9,500</b>
<b>President:</b>				
Clerical		\$0	\$197	\$200
Operating Pres & Vice		\$0	\$0	\$0
President Fee		\$1,500	\$1,500	\$1,500
<b>Sub Total</b>		<b>\$1,500</b>	<b>\$1,697</b>	<b>\$1,700</b>
<b>Vice President</b>				
Vice President Fee		\$500	\$500	\$500
<b>Sub Total</b>		<b>\$500</b>	<b>\$500</b>	<b>\$500</b>
<b>Secretary</b>				
Operating		\$350	\$369	\$400
Secretary Fee		\$3,000	\$3,000	\$3,000
<b>Sub Total</b>		<b>\$3,350</b>	<b>\$3,369</b>	<b>\$3,400</b>
<b>Treasurer</b>				
Operating		\$400	\$267	\$300
Treasurer Fee		\$2,400	\$2,400	\$3,000
Accounting Surcharge		\$10,400	\$11,040	\$10,400
<b>Sub Total</b>		<b>\$13,200</b>	<b>\$13,707</b>	<b>\$13,700</b>
<b>Booking Commissioner</b>				
Baseball/Softball Fee		\$3,000	\$3,000	\$3,000
Fall Softball fee		\$200	\$200	\$200
Flag Football Booking		\$0	\$0	\$200
Football Fee		\$3,000	\$3,000	\$3,000
Basketball Fee		\$5,000	\$5,000	\$5,000
Phone		\$600	\$362	\$500
Booking Program		\$1,750	\$1,713	\$1,800
<b>Sub Total</b>		<b>\$13,550</b>	<b>\$13,275</b>	<b>\$13,700</b>
Webmaster		\$1,000	\$1,000	\$1,000
<b>Directors</b>				
Director Operating		\$250	\$590	\$500
Hosting		\$300	\$477	\$400
Director Mileage		\$1,500	\$1,484	\$1,500
Football-South Director Fee		\$500	\$500	\$500
Football-Central Director Fee		\$500	\$500	\$500
Football-North Director Fee		\$500	\$500	\$500
Basketball-South Director Fee		\$500	\$500	\$500
Basketball-Central Director Fee		\$500	\$500	\$500
Basketball-North Director Fee		\$500	\$500	\$500
Baseball Director fee		\$500	\$500	\$500
Flag Football Director Fee		\$500	\$500	\$500
Softball Director Fee		\$500	\$500	\$500
<b>Sub Total</b>		<b>\$6,550</b>	<b>\$7,051</b>	<b>\$6,900</b>
<b>Total Expenses</b>		<b>\$50,225</b>	<b>\$50,881</b>	<b>\$50,400</b>
<b>Net Income (Loss)</b>		<b>-\$3,872</b>	<b>-\$2,248</b>	<b>-\$6,047</b>
<b>*Evaluation Breakdown</b>				
FB	\$1,500			
BK	\$1,500			
BB	\$500			
SB	\$500			



***Mid-Florida Officials' Association  
2015 Annual Business Meeting***

***APPENDIX B  
Proposed Amendments to the Constitution  
and Policies and Procedures***





## Change to the Polices

**SUBMITTED BY:** T. Spaulding

**CHANGE TO POLICIES & PROCEDURES:**

Policies: New Policy (likely Section 6, Conduct of Members)

**New Addition:**

ALL BOARD MEMBERS ARE REQUIRED TO RESPOND TO AN EMAIL BY ANOTHER MEMBER NO LATER THAN 48 HOURS AFTER EMAIL RECEIVED BY BOARD MEMBER.

**Reasoning:** AS A DUES PAYING MEMBER OF THE MFOA, I WOULD LIKE THE ASSOCIATION TO ADOPT A COMMON COURTESY POLICY. I HAVE HAD SEVERAL EMAILS EITHER IGNORED OR SIMPLY NOT REPLIED TO. THIS SHOULD NOT BE IN A PROFESSIONAL ORGANIZATION.

A motion was made by T. Spaulding for the above change; 2<sup>nd</sup> by G. Colton. The motion fails.



## Change to the Polices

**SUBMITTED BY:** O. Sheldon, R. Hill

**CHANGE TO POLICIES & PROCEDURES:**

Policies: Section 004 Playoffs:

**Currently Reads:**

Relative Rating will be used as the basis to select Play-Off officials pending the official's availability throughout Play-off contest dates.

**Change to Read:**

Relative Rating will be used as a guide to select Play-Off officials pending the official's availability throughout Play-off contest dates.

**Reasoning:** Using the relative ranking as the "BASIS" takes away "common sense from the process". If it reads "GUIDE" it will still be used but the BEST PLAYOFF crews can more easily be put together.

A motion was made by O. Sheldon/R. Hill for the above change; 2<sup>nd</sup> by R. Sullivan. The motion passes.



## Change to the Polices

**SUBMITTED BY:** C. Adams

**CHANGE TO POLICIES & PROCEDURES:**

Policies: Section 004 Playoffs 2-c.

**Currently Reads:**

Whenever possible, officials who have worked a State Championship/Final Four game the previous year, will not be assigned to one of the top three (3) crews for two (2) years after officiating said contests in that sport without extenuating circumstances.

**Change to Read:**

Whenever possible, officials who have worked a State Championship/Final Four game the previous year, will not be assigned to one of the top two (2) crews for one (1) year after officiating said contests in basketball and football unless there are extenuating circumstances.

**Reasoning:** Basketball officials are not eligible for 2 years after a state tournament appearance. You must have a state evaluation every three years in order to remain eligible to work a final four game. If you are not allowed to go to the state tournament for 2 years after your evaluation and you do not go back immediately following those two years, then you must pay to go back to the state evaluation camp. I also feel there is no need to restrict officials from the top three crews because most likely that third crew will not go out after the first round.

A motion was made by C. Adams for the above change; 2<sup>nd</sup> by W. Clayton.  
A motion was made by R. Hill to amend to read as above; 2<sup>nd</sup> by M. Coppock. The amendment passes.  
The motion passes as amended.



## *Change to the Policies*

**SUBMITTED BY:** C. Dill

**CHANGE TO POLICIES & PROCEDURES:**

Policies: Section 003 Booking Policy #11 Table

**Currently Reads:**

Rules Study Clinics (1 point per clinic hour)

**Change to Read:**

Sport Rules Study Clinics & Meetings for the Current Season (1 point per clinic hour)

**Reasoning:** This clarifies the policy since the "previous season" notation was removed two years ago. This puts all of the logistical points within the same season.

A motion was made by C. Dill for the above change; 2<sup>nd</sup> by R. Sullivan. The motion passes.



## Change to the Polices

**SUBMITTED BY:** C. Dill

**CHANGE TO POLICIES & PROCEDURES:**

Policies: Section 006 Conduct of Members

**New Addition:**

Officials shall use social media in a responsible manner.

- It is inappropriate to communicate specifics about your assignments, other officials, conferences/schools, coaches, players or any related personnel.
- It is inappropriate to engage in specific play and or ruling evaluation/commentary, whether it be of a game you worked, one that you witnessed or in general about the impact of officials in any sporting event.
- Communications among officials for learning purposes should be done privately and not through the use of social media. Be mindful that email and other forms of direct communication can be made public.
- Be very sparing in the sharing of your personal information, including photos. Adjust security settings accordingly.

**Reasoning:** This has become a serious matter, and there have been some inadvertent incidents. Officials should be very mindful of their use of social media.

A motion was made by C. Dill for the above change; 2<sup>nd</sup> by A. Summers. The motion passes.



## Change to the Policies

**SUBMITTED BY:** W. Clayton

**CHANGE TO POLICIES & PROCEDURES:**

Policies: Section 001 Membership

**Currently Reads:**

Membership application, annual dues and booking fees, for members from the previous year, will be submitted to the Secretary on the same date as due to the Florida High School Athletic Association. Application for registration for rookie officials for the current year will not be accepted by the MFOA after the date of the make-up examination in the sport for which application is being made.

**Change to Read:**

MFOA members should register with the MFOA online via the Arbiter website. Membership application, annual dues and booking fees, for members from the previous year, will be submitted to the Secretary on the same date as due to the Florida High School Athletic Association. Membership application should be completed via the Arbiter website. Application for registration for rookie officials for the current year will not be accepted by the MFOA after the date of the make-up examination in the sport for which application is being made.

**Reasoning:** Best business practice for the MFOA members. Open registration practice.

A motion was made by W. Clayton for the above change; 2<sup>nd</sup> by T. Coste.  
A motion was made by Nolan to read as above ("will" to "should" in new sentence);  
2<sup>nd</sup> by Sullivan. The amendment passes.  
The motion passes as amended .



## *Change to the Policies*

**SUBMITTED BY:** G. Colton

**CHANGE TO POLICIES & PROCEDURES:**

Policies: Section 004 Playoffs

**New Addition:**

No Booking Commissioner or Director may exclude officials that meet the requirements per that sport from working playoffs due to that official working more than one sport.

IE: Basketball / Girls / Boys Playoffs.

IE: Softball / Baseball Playoffs.

**Reasoning:** None given.

A motion was made by G. Colton for the above change; 2<sup>nd</sup> by J. Nakamura. The motion fails.



## Change to the Polices

**SUBMITTED BY:** B. Leahy

**CHANGE TO POLICIES & PROCEDURES:**

Policies: Section 003 Bookings

**Currently Reads:**

Schools may scratch two officials in each sport from the MFOA membership upon written notification signed by the individual or position expediting the Officiating Agreement for the sport.

**Change to Read:**

Schools may scratch two officials in each sport from the MFOA membership upon written notification signed by the individual or position expediting the Officiating Agreement for the sport. The scratch(es) will only apply to that school's home games.

**Reasoning:** Our current policy is in conflict with the FHSAA Officials Guidebook. Section 202.04 Administration and Governance, states: Each local officials association shall adopt bylaws establishing its organization structure and governance. These bylaws shall not be in conflict with any provision of FHSAA bylaws, guidelines, regulations, policies or procedures. Section 205.02 Criteria to be Followed in Making assignments (1)(c) states: if a local officials association permits a school with which it is contracted to scratch or otherwise request a particular official not be assigned to officiate its contests, the assignment officer must not assign that official to that school's HOME contest.

A motion was made by B. Leahy for the above change; 2<sup>nd</sup> by J. Nakamura. The motion passes.





## Change to the Policies

**SUBMITTED BY:** R. Hill

**CHANGE TO POLICIES & PROCEDURES:**

Policies: Section 003 Booking Policy #10

**Delete:**

A Roster Ranking for each sport will be prepared before the regular season of each sport. The ranking shall be completed within one week (7 days) after the registration deadline. The Roster Ranking score will be determined for each official by dividing the final Relative Rating score from the previous season by two (2) (Maximum score is 50 points). In case of scoring tie, the Directors will decide the tie breaker. For new officials or officials with scoring discrepancies, the Directors will decide the appropriate ranking score. Members shall be booked initially from the Roster Ranking until the Relative Rating is available. The Roster Ranking will be used as a guide, along with geographic areas, when booking contests.

**Reasoning:** Eliminate confusion.

A motion was made by R. Hill for the above change; 2<sup>nd</sup> by J. Nakamura. The motion passes.



## *Change to the Policies*

**SUBMITTED BY:** R. Hill

**CHANGE TO POLICIES & PROCEDURES:**

Policies: Section 003 Bookings 11 Table

**Currently Reads:**

See next slides.

**Change to Read:**

See next slides.

**Reasoning:** Simplifying the Relative Rating.



## Change to the Polices

		NOTE: It is possible to accrue a maximum of 100 points.
Rooster Ranking (Previous Season Relative Rating divide by 2) (Replaced by available evaluations average during that season)		Maximum Points = 50
FHSAA Examination Score (per schedule below)		Maximum Points = 10
	95-100	10
	90-94	8
	85-89	6
	80-84	4
	75-79	2
	<75	0
Years of Experience (completed)		Maximum Points = 5
	10+ years	5
	8-9 years	4
	6-7 years	3
	4-5 years	2
	1-3 years	1
	First year	0
Sport Rules Study Clinics & Meetings (1 pt. per clinic hour)		Maximum Points = 15
Mechanics Field Clinic		Maximum Points = 10
MFOA Sanctioned Scrimmage (5 pts. per scrimmage)		Maximum Points = 10



## Change to the Polices

NOTE: It is possible to accrue a maximum of 100 points.

<b>Evaluation Average</b>		Maximum Points = 50
FHSA Examination Score (per schedule below)		
95-100	10	
90-94	8	
85-89	6	
80-84	4	
75-79	2	
<75	0	
<b>Years of Experience (completed)</b>		Maximum Points = 10
10+ years	10	
8-9 years	8	
6-7 years	6	
4-5 years	4	
1-3 years	1	
First year	0	
Sport Rules Study Clinics & Meetings (1 pt. per clinic hour)		Maximum Points = 15
Mechanics Field Clinics (5 points total)		Maximum Points = 5
MFOA Sanctioned Sotmmage (2 pts. per sotmmage, Maximum 3)		Maximum Points = 6

A motion was made by R. Hill for the above change; 2<sup>nd</sup> by R. Howard.  
 A motion was made by R. Sullivan to amend the table to be as shown above; 2<sup>nd</sup> by M. Coppock. The amendment passes.  
 The motion passes as amended .