

LHSOA Executive Committee Meeting Minutes

January 31, 2015

Call to Order by President Paul LaRosa at 12:25 PM CDT

Present:

Paul LaRosa:	President
Keith Alexander	LHSAA Director of Officiating
Brian Greenwood	Past-President
Craig Tyler	Basketball
Keith Burton	LHSOA Treasurer, Basketball
Harry Jenkins	Basketball
George Booth	Baseball
Shane Rigdon	Baseball
Marc Gervais	Football
Trey Albritton	Football
Marlon Harrison	Football
Jim Radcliffe	LHSOA Secretary, Softball
Glenda Douglas	Softball
Tyler Mitcham	Soccer
Ruthie Dugal	Volleyball
Jerry Schmidt	Wrestling
Cliff Strider	Wrestling

Not in Attendance:

John Fletcher	Basketball
Travis Hargroder	Baseball
Bill Willis	Football
James Martarona	Softball
Michael Silver	Soccer
Mark Hoff	Volleyball

- I. Review of Minutes and Approval.
 - a. Previous Minutes passed without change.
 - b. Financial: Current Cash Balance - \$64,317.28
 - i. Honigs outstanding \$2,500 to complete contract.
 - ii. Funds from LHSAA from registration (\$3) will be forthcoming after internal audit at end of fiscal year; funds will be dedicated to 2018 NASO Summit.
 - c. Greenwood moved to accept reports, Second, Tyler. Passed without objection.
- II. Uniform Vendor Contract.
 - a. Discussion of Process by President LaRosa. A notice was sent to several uniform manufacturers requesting their interest in participating in a Franchise Uniform Opportunity with the LHSOA. Three companies responded, Honigs, Cliff Keen and Smitty. A Uniform Committee was formed with EC members Rigdon, Booth, Mitcham, Gervais, Radcliffe and LaRosa participating. Each company provided the Committee with a proposal based on the concept of the LHSOA assigning uniform rights to 2

competing companies. Each company came to a meeting in New Orleans to discuss their proposals and present their products to the Uniform Committee. In January, President LaRosa and Secretary Radcliffe met with each company separately in Michigan and New Orleans to solidify final proposals. In late January the Uniform Committee agreed to recommend to the EC that Honigs and Smitty be selected for LHSOA Franchise rights from March 2015 to March 2020.

- b. Question from Group about why Cliff Keen was rejected:
 - i. Distribution. CK did have a distribution system that could meet LHSOA requirements of local distribution, scheduled site visits and current distributors in Louisiana.
 - ii. Franchise Fee: CK was unwilling to make a long term financial commitment to a competitive environment with the LHSOA
- c. Motion to Accept Recommendation from Uniform Committee: "Move to accept the recommendation of the uniform committee to enter into final contract negotiations with Honigs and Smittys. The terms of the final contracts will be reviewed and finalized by Mr. LaRosa and the Uniform Committee." Motion by Burton, Second By Rigdon. Vote was 15-0 in favor.
- d. Further Discussion of Uniforms/Trademarks:
 - i. Question: Would there be price increases due to the new franchise fees? Discussion included the competitive nature of the vendors. The total franchise fee from each vendor works out to less than \$2 for registered official per year in the state. There are no price guarantees built into the contract.
 - ii. Logo Wear/Camp logos: Our 2 selected vendors must have first right of refusal to produce all LHSOA logo wear. Camp shirts with LHSOA logo must be purchased in conjunction with one of our vendors unless they decline the option to create this item, and both must be given the option to bid on the job.
 - iii. A motion was made to create a Trademark Committee. "The LHSOA will create a Trademark Committee which will be tasked with reviewing and approving any use of our trademark outside regular approved uniforms."
 - iv. Motion: Greenwood, Second: Gervais. Passed 15-0. Committee: Albritton, Radcliffe, Strider
 - v. If vendors are invited to LHSOA events, i.e., annual camps, or local association meetings, both vendors must be invited.

III. Information Items

- a. New Uniform Introductions: presentation of new "Sublimated" uniforms for all sports from our vendors. There were samples of Volleyball, Football, Basketball and Wrestling. Each LHSOA sport committee will create implementation timelines and changes to be submitted to the Executive Board of the LHSOA for Consideration. Both Football and Basketball uniforms are the first to be considered for change.
- b. It was discussed and recommended that each sport create an implementation plan that allows officials to get reasonable use from previous versions of uniforms, not to exceed 2 years. When new uniforms are used by a sport, if a crew is wearing new or old uniform styles, all officials in the crew must wear the same uniform style. Non-Varsity games may be uniformed in any style as long as the style is consistent with the other member of their crew.
- c. It was also discussed the Trademark Committee shall be the process point for new uniform recommendations/implementation from each sport.

- d. Marc Gervais was appointed to head an Election Committee that will review the LHSOA By-Laws to create a process to clarify and enhance the Executive Committee elections process including a report on when elections for each position must be held.
- IV. Discussion of LHSAA and Principals Votes of 1/30/15
- a. K. Alexander spoke of all official-related proposals from the LHSAA meeting:
 - i. Fee Increase for Basketball. Failed 140-89
 - ii. Fee Increase for Volleyball: Failed 135-110
 - iii. No Game fees for Baseball/Softball Rainouts: Passed 185-73
 - iv. Wrestling may use out of State Officials in certain instances: Passed
 - b. The entire Executive Committee expressed their disappointment at the results. The LHSOA has followed the process. Participated in an LHSAA Committee with Principals on Committee that, after 6 months of hard work, approved raises for volleyball and basketball, with other sports to be considered in 2016-2017. The LHSAA committee's hard fought recommendation was voted down by a large margin. The Executive Committee conceded that the Louisiana Principals were not going to vote the officials a pay increase in the time frame agreed to 4 years ago, or at any time in the foreseeable future.
 - c. The EC decided to create a plan in response to the unfair situation created for officials, who while independent contractors, have no voice in matters affecting them in Louisiana. Keith Burton moved to have all sports groups submit ideas for inclusion in plan to Mr. LaRosa and/or Radcliffe as soon as possible. This plan can include any ideas on pay, travel, dressing accommodations, payment of fees, or independence ideas. Decision was to configure Plan into 2 phases, near-term focus and longer-term issues. Thoughts for inclusion in Phase 2 are due as quickly as possible after Phase 1 is complete, target date is 3-1-15. Motion Burton. Amendment Motion Gervais, Both Second Dugal. Passed 15-0
 - d. Baseball discussed issues germane to their individual sport including rain pay, 3 game playoff sets with changed times, and travel reimbursement.
- V. NASO Summit 2015
- a. Recommended we send at least 3 executive board members to the NASO Summit in St. Louis July 26-28. Our representatives will be preparing for the Summit in New Orleans in 2018.
- VI. Meeting Was Adjourned at 3:45 PM CDT Motion Radcliffe, Second: Gervais

Respectfully Submitted,

James Radcliffe
LHSOA Executive Secretary
February 2, 2015