

**REPORT OF THE 2010-2011 RESOLUTIONS COMMITTEE TO THE EXECUTIVE
COMMITTEE OF THE NEW JERSEY INTERSCHOLASTIC
LACROSSE OFFICIALS ASSOCIATION**

Respectfully submitted,

Dated: December 6, 2010

Dave Field, Chair

-and-

Anthony Allen
Steve Barratt
Mark Breese
Brian Corcoran
Dennis Fiedler
Dave Frick
Jack Lally
John Laney
Jim Livingstone
Roland Misarti
Ed Morgan
Al Regner
Aaron Schaffel
Ben Stentz
Granville Ungerleider
James Verbist
Larry Walsh
Mike Whritenour

I. Introduction.

As set forth in greater detail in the Report dated January 4, 2010, the Constitution of the New Jersey Interscholastic Lacrosse Officials Association (“the Association” or “NJILOA” and its “Members”) provided for creation of the Resolutions Committee, which was charged with receiving and presenting “all proposed changes to the Constitution and other procedures of the Association.” (Constit., Article Five.) The Resolutions Committee does not have the authority to consider or propose change to the rules of the game of lacrosse.

Like most committees, the Resolutions Committee is established by appointment of a Chair, who in turn appoints “at least three Active or Inactive Members who shall also serve a one year term.” The Resolutions Committee will submit all resolutions “to the Executive Committee who shall make the proposed changes available in writing to the membership no less than one week prior to a mandatory meeting.” (Constit., Article Five.) The current Resolutions Committee was established on June 14, 2010 by re-appointment of Dave Field as Chair, who in turn appointed the 18 committee members listed on the cover of this report. The following criteria were used to appoint those committee members: (1) a mix of older and younger officials, (2) from around the State, (3) with varying levels of lacrosse and other officiating experience, (4) to include Members who voiced a desire to serve and had not previously served on the Resolutions Committee, and (5) to include Members who previously had not served on any other NJILOA committee.

The Resolutions Committee met this year “electronically” by e-mail to raise and debate the issues. Presumably, this allowed all committee members to fully participate and not be limited by unavailability to attend meetings. The future Chair should decide whether in-person meetings are preferable.

An e-mail was sent to all Members on July 14, 2010 inviting issues or proposed changes for consideration by the Resolutions Committee. A follow-up e-mail was sent on September 12, 2010 again inviting proposals. Surprisingly, the Members submitted very few

proposals. Instead, the majority of the issues addressed herein were collected by the 2009-2010 Resolutions Committee. The Chair views the limit number of issues identified by the Members as an expression of overall satisfaction with the way NJILOA continues to conduct its affairs.

II. The Methodology And Charge Of The Resolutions Committee.

The following principles and procedures continue to govern how change “to the Constitution and other procedures of the Association” can be accomplished: “[p]roposed changes shall be submitted in writing to the Chair of the Resolutions Committee who shall make a recommendation to the Executive Committee. . . .” (Constitution, Articles Three and Five.) Once appointed, the Resolutions Committee will annually collect, analyze, debate and ultimately present to the Executive Committee all viable proposals. The Resolutions Committee reserves the right to reject any proposal which, on its face, has little or no support or is clearly beyond its purview, *i.e.* changing the rules of the game of lacrosse. Any proposal which does not find its way into the annual Report should be presumed to have been rejected by the Resolutions Committee for one or more of those reasons. Regardless, all proposals are encouraged.

The balance of this Report is modeled mostly after the 2009-2010 Report and is first divided into two sections: one made to the Executive Committee as “proposed changes to the . . . other procedures of the Association” and a second section that addresses “proposed changes to the Constitution”. A third section is added this year which identifies topics considered by the Resolutions Committee for which no resulting Resolution was proposed.

Finally, before presenting the balance of the Report, the Resolutions Committee repeats the guidance set forth in the 2009-2010 Report regarding the process to implement change:

- (1) the “other procedures of the Association” are presented as Resolutions which require a vote only by the Executive Committee to adopt or reject a proposal, and not a vote by the Members;

- (2) those type of Resolutions may be adopted in their entirety, rejected in their entirety or adopted in part, rejected in part;
- (3) however the Executive Committee votes, the Members should be advised accordingly so all Members know what principles govern the Association. (We suggest an e-mail report by the Executive Committee to the Members, with the appropriate record in the Association's minutes);
- (4) on the other hand, amendments to the Constitution require a vote by the Members at a mandatory meeting;
- (5) amendments to the Constitution do ***not*** have the same voting flexibility, meaning they must be adopted or rejected as written (and, if rejected, may be re-submitted next year with "tweaking" to address those comments which may have served to justify the Members' rejection vote);
- (6) the vote of the Executive Committee is a simple majority, while the vote of the Members to amend the Constitution requires two-thirds majority vote; and
- (7) the Report of the Resolutions Committee should ***not*** be construed as each Resolutions Committee member's personal belief that any particular change is necessary; instead, the Resolutions Committee is charged with raising issues and causing meaningful discussion and, ultimately, the Executive Committee or the Members decide on all proposals.

Because the Resolutions Committee is still a relatively new creature in the NJILOA, we hope these comments are useful and assist the Executive Committee, the Members and future members of the Resolutions Committee.

The Chair thanks each member of the Resolutions Committee for their service and those Members who participated by making specific proposals or offering general comments. While it was a "quiet" year, this process remains vital to assure all Members a voice and an opportunity to promote meaningful discussion for improvement.

III. Changes To The Constitution Proposed By The Resolutions Committee Which Require Members' Vote At A Mandatory Meeting.

There are no Resolutions this year which propose any change to the Constitution and therefore require a vote by the Members at a mandatory meeting.

IV. Changes To Other Procedures Of The Association Proposed By The Resolutions Committee Which Only Require Executive Committee Vote.

Question #1: Should there be a process to identify weak officials and limit their assignments to sub-varsity games only and/or ask them to leave NJILOA?

Question #2: Should there be an on-the-field test for fifth year officials for which passing is mandatory to officiate varsity games?

Discussion: While these two questions were raised separately, their debate was inextricably intertwined. Thus, it is best to present them together.

Over the past decade, to accommodate the rapid growth of lacrosse, NJILOA has been required to actively recruit new members to be able to cover all games. The "take any one who is interested" philosophy worked in that we have the numbers to cover all games but, at the same time, failed by introducing many officials to the game who have limited officiating experience and/or knowledge of this sport. While the Resolutions Committee is presenting other ideas in this Report to improve officials, the Association should develop a process to identify weaker officials with an eye towards first trying to improve them but, if that fails, making sure those officials are limited to subvarsity games or, in the most extreme cases, asked to leave the Association.

Presently, the Assignor and his team of Reassignors have the task of fitting the right officials for the right game. While this de facto evaluation system usually gets the job done on game days, it fails in the bigger picture by not formalizing the process and incorporating training for those in need. And, when it comes time for a new Assignor and Reassignors to take over, the "institutional knowledge" may be lost and the process will have to start anew.

The process we envision is not easily stated in a Resolution and, if passed, carried out. Undoubtedly, raising the quality of officiating statewide will be complicated and need a significant commitment of NJILOA manpower. Given the fact that the growth of lacrosse has (somewhat) stabilized, we believe this is a good time to try to address this problem.

As set forth in Resolution #1, we are proposing that an ad hoc committee (i.e. not an annual committee which would require a constitutional amendment) be formed to look at this subject over a one year period. Given the extensive debate already engaged in by the Resolutions Committee, we thought it would be helpful to summarize some of our thoughts:

- (a) criteria need to be established to let all Members know what are the attributes of a “weak official”;
- (b) the institutional knowledge of the Assignor and his team of Re-Assignors should be discussed and presented generally to the Members as guidance on how an official can advance in the Association, be considered for “better” games, etc.;
- (c) the evaluation process (of both all new and some older officials) should be considered and incorporated in the process;
- (d) the process should have both a positive and negative path so that all Members know if they are not progressing as expected and, if so, what the consequences of poor performance are; and
- (e) a strong mentor system should be developed whereby each new official (and possibly some older ones) gets assigned to a senior (not simply defined as older) official who is then given specific tasks he/she must do each season with the mentee official.

Resolution #1: An ad hoc committee of no less than 15 Members which shall include the Assignor and all Reassignors should be appointed for one year to develop a process which (a) helps identify and train weaker officials, (b) provides guidance to all officials on how advancement within NJILOA takes place, (c) creates institutional knowledge about the abilities of each official and (d) provides both a positive path (i.e. ways to improve) and a negative path (i.e. the consequences of not improving). The report of this committee should be available by the February 2012 breakfast meeting.

Question #3: Should NJILOA regularly use varsity officials to train cadets/young officials on JV games.

Discussion: As an organization, we are missing a great opportunity to mentor and train our newer Members through the JV schedule. More and more frequently, three or even four officials work a Varsity/JV double-header. All too often, both varsity officials leave the parking lot before the first face-off of the JV game. Although some Members may believe they are not obligated to stay, i.e. they are not getting the JV game fee, it is probably those Members who we do not want training the new Members. Through efforts by the Assignor and the Reassignors, we are confident that a very substantial number of Members would be willing to stay for at least the first half of each JV game and work with the new Members.

Resolution #2: The Assignor and Reassignors should implement a program to pair Members willing to stay after the varsity game for at least one half of every JV game to work with newer Members who need or express a desire to have someone work with them.

Question #4: Should NJILOA institute more three-man technique training during the regular season?

Discussion: There was unanimous agreement among the members of the Resolutions Committee and those Members who raised this issue that more should be done to provide and encourage training on three-man technique. Members who only officiate interscholastic lacrosse are generally left to learn “on the fly” (if ever given the chance) or find less formal opportunities in summer tournaments or camps. Since the Members are requesting this opportunity, we should try to provide it. It might be provided in a classroom situation or at one of the regular membership meetings; however, to be meaningful, it is recommended that on-the-field opportunities be given. The schools can be advised that three officials will appear for the game but the official “in training” will not be paid for the game. Likewise, adding the extra man for that training should only be conducted in the appropriate level games. Finally, this opportunity should be provided first to those more experienced officials who might otherwise be considered to work the regular season and playoff games that use three man crews.

Resolution #3: Members with at least five years interscholastic lacrosse officiating experience who wish to receive training in three man technique shall so indicate to the Assignor and/or Reassignors. The Assignor and Reassignors shall make their best efforts to find the appropriate games where two officials experienced in three man technique can be paired with that Member. The Member being trained will work the game without being paid.

Question #5: Should NJILOA have a series of awards to recognize rank-and-file members for (a) improvement, (b) service to the association, (c) longevity, etc.?

Discussion: As the membership grows, many officials rise to the occasion and improve, while others seem less interested in taking their game to the next level. Moreover, many individuals have dedicated themselves to the interscholastic game for years. The NJILOA should periodically recognize Members as a means of recognizing accomplishment and motivating improvement.

Resolution #4: The Executive Committee should institute a series of awards presented annually to recognize Members whose performance can serve as a benchmark for others.

V. Issues Considered By The Resolutions Committee For Which No Resolution Is Proposed.

In the 2009-10 Report, several issues were identified as discussed by the Resolutions Committee which resulted in a Resolution. In discussions those issues with the Executive Committee, the Resolutions Committee learned, however, of on-going initiatives by the Executive Committee on those same topics. Thus, the Resolutions Committee tabled all three proposals. Nonetheless, the 2009-10 Report advised the Members about the deliberations on those three topics.

We did not encounter the same situation this year. The 2010-11 Report, however, adds a new section to identify issues the Resolutions Committee received and debated, but for which no Resolution is forthcoming. We believe the Members should know all issues considered in fairness to both the person(s) proposing each issue and to recognize the work performed by the Resolutions Committee.

With respect to the following issues, the Resolutions Committee could not reach a consensus in favor of proposing change. This does not foreclose any Member from raising the same issue in the future or “tweaking” and re-submitting it. The role of the Resolutions Committee is to annually debate old and new ideas for change, and to allow the Members to voice all proposals.

Issue #1: Should NJILOA create new positions on the Executive Committee for mandatory representatives from the North and South?

Issue #2: Should NJILOA create a non-voting position on the Executive Committee for a Junior Member (defined as having less than five years experience with NJILOA) for the purposes of training the “next generation”?

Issue #3: Based on the recent “patch controversy”, should NJILOA actively encourage members not to purchase their officiating gear from Honigs?

Issue #4: Should NJILOA try to institute a uniform change to (a) eliminate high socks, (b) go to black shorts, or (c) use white hats in warm weather?

Issue #5: Should NJILOA limit how many times or how often any Member and/or any member of the Executive Committee can officiate a state final, county final, etc.?

Issue #6: Should an assignor/reassignor for NJILOA also be permitted to assign junior lacrosse games?