

## MSTCA Executive Board Meeting – 6/14/18 – Minutes

Present: Frank Mooney, Rick Kates, Charlie Butterfield, Nicole O’Neil, Michael Budd, Aaron Ladd, Zachary Lankow, Charlie O’Rourke, Linda Rowbotham, Jeff Sousa, Jayson Sylvain, Mike Miller, Mike O’Malley, Lou Tozzi.

1. Jim opened the meeting at 6:30.
2. Review of March 17, 2018 meeting minutes
  - Wording edit noted. Notes accepted.
3. Appointments
  - Secretary
    - Nicole O’Neil has stepped down from Secretary. Jay Sylvain was appointed to step in.
  - Finance Committee
    - **Motion:** Lou Tozzi and Peter Comeau are to be replaced on the Finance Committee by Ian Butterfield and Mike O’Malley 2<sup>nd</sup> (Rick) *Passed Unanimously*
4. By-Laws Update
  - Reminder: All positions are up for re-election in 2019.
    - XC, Indoor, and Outdoor Committee positions will be up for election as each season comes about. XC-Dec 1, ITF-March 1, OTF-mid May
    - E-Board: nominations will be collected (a person may nominate his/herself and will be voted upon by district at the March/Clinic meeting.
  - Presidential Committee: formed in January represented tonight by Lou Tozzi to present the pending, and sweeping, updates to the by-laws. The goal is to briefly summarize the major points and changes so that E-Board members can have until the next meeting July 2<sup>nd</sup>, to review and come up with questions, concerns, and suggestions before the final vote.
  - Re-structuring: a handout was distributed with a flow-chart to show the suggested hierarchy of the MSTCA leadership (attached)
    - Board of Trustees made up of a minimum of 5 individuals with track and field experience. Not a salaried position. Responsibilities to include choosing the Executive director
    - Sec 3: Executive Committee-essentially, the existing Executive Board with representation dependant on overall and district membership
    - Sec 4:
      - Executive Director and Assistant Executive Director Job Descriptions have been analyzed in depth and documented
      - Committees: language was reviewed. Must maintain attendance in order to vote.
      - Finance Committee: to be the “watchdog” for all MSTCA spending. Currently headed by Bill Tilden who has a solid structure in place. Will have a bookkeeper to be in charge of all spending and organizing all expenditures accordingly i.e. all monies coming in and going out pertaining to each meet will have explicit receipts and stored accordingly.

- New Positions: 5 New positions (not yet filled)
  - Communications Director: responsible for all communications via the website, e-mail, social media, etc.
  - Online Entry Director: to work 1:1 with Rick
  - Equipment Manager: in charge of all MSTCA inventory and transportation of
  - Fundraising Director
  - Bookkeeper: in charge of all money; acts as internal auditor
- Discussion:
  - What type of individuals are going to fill the new positions? Member/coaches? Outside parties? The goal is to keep experienced/interested/talented members of the organization in these roles in effort to keep the interest of track and field and the athletes as the main focus.
  - What happens with Frank and Rick and the roles they have and where they are going?
    - 2018/19 season: Frank will remain the Executive Director and explicitly train Rick (who will remain the Assistant Exec. Dir.) season by season as to what the Exec. Dir. does.
    - 2019-20 season: Rick will be the full time Executive Director. Frank will remain an integral part of the organization as a consultant as well as liaison for RCC issue.
  - Evaluation tools have been added for Ex. Dir. and Asst. Ex. Dir. both member evaluated and self-evaluated.
  - Job Descriptions- all 75 were edited. Almost every position received a pay scale raise, most noteworthy the site director with a 40% increase in effort to improve incentive and meet demands of the position.

#### 5. Officials

- concerns with officials and assignments. It has been brought up to the MTFOA and is being addressed.

#### 6. Late Fees

- Keep them, they are a great incentive to keep coaches accountable but make them consistent across the board.
- **Motion:** (Rick) There will be a standard late fee applied for each meet as follows: 1 day late-\$50.00 per gender in addition to the entry fee, 2 days late-\$100.00 per gender in addition to the entry fee. Any later and the team will not be entered. (2<sup>nd</sup>) *Passed Unanimously.*
- Waiver Late Fee: Frank reports that tracking down schools and collecting on waiver late fees is not productive especially considering many coaches wait until they are actively coaching in season to turn it in.
- **Motion:** (Frank) Eliminate the waiver late fee. (2<sup>nd</sup> Mike Miller) *Passed unanimately.*

#### 7. Longevity Coaches Award

- John Normant from B.C. High-50 years

#### 8. Review Spring Meets

- Mike Miller of the OTF Committee brings several recommendations

- Jav/discus team standards were added and seem to have alleviated the time issue to a point but still takes forever. Options:
  - Apply more stringent standards to reduce the number of teams to about 18
  - Start earlier
  - Seed within the flight to avoid having to pull the tape back and forth several feet per through
  - Pilot in D1 the peg system
- They want to avoid having to utilize a no measure line as it can affect the outcome of the event. Discussion ensued. We will be trying out the laser system in the future and it should absolutely alleviate the time issue. Let's leave the no measure line for one year while we try the new system then reassess.
- MSTCA meets: Meet director should provide both a pre-meet and post-meet correspondence with membership
- Meet officials should have name tags for accountability purposes. Discussion: MSTCA will contact Steve Keyes the MTFOA director.
- COY Nominations: Can we get them onto Google docs? Yes.
- Outdoor Relays: Matt Griffin wants the meet back at West Springfield again next year-we will keep it there. Lou reported that the D2 Relays at Walpole were run very well by Conor Cashman and his crew and was an excellent meet despite the miserable weather.
- New Sites Needed
  - D-3 Relays; Fr/So-Small Schools; Boys Coaches Invite-needs to be moved further north for fairness.
  - Discussion: A point was made that the MSTCA should reach out to the state's School Building Authority. Currently when a school district wants to build a new school with state funding, they must choose a predefined layout which includes the track. The options for track size do not include an 8 lane track nor do they provide the option for setting aside the necessary amount of land should the school decide to expand later. MSTCA should impress upon them the scope of track and field and the necessity of 8 lanes as our sport grows exponentially.

#### 9. RCC Update, RLC Scoreboard, Foundation Status, Security

- RCC vs. MSTCA: a meeting was recently held with the Senate Majority Leader which painted RCC in a very negative light. RCC President still refuses to cooperate stating nothing is wrong despite an audit that shows several illegal issues. Basic message to RCC was that they need to start compromising or end up paying rent for use of the RLC building. A newly drafted bill came out of the meeting. MSTCA has requested to review the bill before it moves on.
- Current situation at Reggie is not good. They are struggling to pay bills, have had the phones turned off/on, and have fired some key employees (ex, Athletic training coordinator) and state regulations prohibit hiring for the position for 3 years.
- Scoreboard: it is not currently being used efficiently and we have no idea how to do so. The scoreboard comes with the provision of free training and we fully anticipate taking advantage of that. We will be able to split the board into 4 parts and cover multiple events at a time.
- Foundation: At this time, all those involved with the foundation have resigned and the money is be held by the AG's office. We currently have no access.

- Steve Keyes announced at officials banquet there is now a crosswalk and blinking lights near the center to help with safety concerns.
  - Frank stated Senator Mike Rush has disappeared; Frank asked the senator's aide why the senator backed down, because we need to know what mistakes the MSTCA made; no response from Senator Rush yet
  - Rick stated we may need the blast again to get things going; Mike is worried we may not get a push to the same level; it was noted the Bay State Games will now have to pay to use the facility
10. Cross Country
- Twilight Meet: Rick, Frank, and Jim met with the Fairgrounds Committee; the same schedule will be run on both nights; the MSTCA will pay for the fence at the start of the course to be changed to a roll out fence to allow for a much safer starting 400 meters; there is some concern about the extra cost for a two-night meet, but the initial estimate is around \$1,500 more plus extra gasoline for generators for the portable lights; out-of-state sanctioning will be completed for the first time.
11. Euro XC – tabled to the next meeting
12. Reading indoor track shot put record
- 8 lbs vs 4K – an athlete won the event and set a new record with an illegal shot in the Indoor Coaches meet and now has the record for Reading HS as well; the coach is looking for help from the MSTCA to alleviate the situation;
  - Discussion: there is nothing the MSTCA can do without physical evidence;
13. Indoor Meets
- On the Saturdays during the weekends with the MSTCA relays, can we have an extra meet for extra events? which events would run in the quickest amount of time?
14. The MSTCA needs meet directors for Winterfest Large & Small; the Sprint Classic; the F/S small; and the Division 2 – 5 relays; Mike stated it is a good thing to “get younger”
15. Lou motioned to adjourn at 8:46 pm; second by many.