

# MEETING OF THE LAKE ERIE SWIMMING BOARD OF DIRECTORS

Monday, April 25, 2022 Zoom Meeting

## Minutes

### **Mission:**

To enrich the lives of our athletes through the sport of swimming by providing safe and inclusive programming in a culture that encourages competitive excellence and personal growth.

### **Vision:**

Lake Erie Swimming inspiring the pursuit of excellence in swimming and in life.

### **Branding words:**

Lead; Engage; Succeed; Inspire

**Call to Order:** Vince Colwell

### **Roll Call:**

Stacey Aroney, Vince Colwell, Pam Cook, Erin Crabtree, Cindy Dial, Sonja Haywood, Mark Krusinski, Madi Machado, Kristin MacPhail, Mia Nagle, Alaina Pizarro, Sarah Tobin, Chuck Kunsman

### **Not in attendance:**

Branden Burns, Isaac Chernisky, Diane Finnerty, Megan Maholic

### **Conflict of Interest Declarations:**

**Addition(s) to and Approval of Agenda:** APPROVED

**Approval of Consent Agenda:** APPROVED

**Approval of March 21 BOD minutes:** APPROVED

### **Announcements:**

1. Zone Workshop
  - a. Several LESI BOD members attended the Zone Workshop this past weekend
  - b. New coach education and certification process will be coming out in September
  - c. SWIMS 3.0 will be released in September
  - d. Athlete Clinic – June 24-26, 2022 in Illinois; This clinic will be run by athletes in the Central Zone for athletes; LESI will be able to send 4 athletes

## Action Items:

### 1. Legislation Review

- a. P-1 **APPROVED** by the BOD
- b. P-2 **APPROVED** by the BOD
- c. P-3 **APPROVED** by the BOD (1 opposed; 1 abstained)
- d. P-4 **APPROVED** by the BOD (1 opposed; 1 abstained)

P-1	Approved	Amended	Rejected	Tabled
<b>Location:</b>	LESI Policy & Procedures 5.1 Scheduling LESI Policy & procedures 5.3 Approvals			
<b>Proposed by:</b>	Bill Bare, Scheduling Committee Chair			
<b>Purpose:</b>	Collecting deposits at the time of application to host meets no longer serves a useful purpose.			
<b>Recommendation:</b>	<i>The Legislation Committee recommends approval.</i>			
<b>Effective Date:</b>	Immediately			

### 5.1 Scheduling

- .1 The Scheduling Committee shall publish a series of meets/events to be conducted on certain days/weekends for the fall/winter season and for the summer season. Summer meets shall be bid the preceding Fall. Fall/winter meets shall be bid the preceding Spring.
- .2 The “Bid Application to Host a Meet” form Bids shall be submitted by the deadline published by the Scheduling Committee Chair. ~~A sanction fee deposit of \$50.00 shall be attached to the “Bid Application to Host a Meet” form at the time of application. The sanction fee deposit will be refunded if the bid is not accepted.~~
- .3 Conflicting Bids [no change]
- .4 The accepted bids shall be placed on a schedule and approved by the House of Delegates [scheduled meets].
- .5 Subsequent to the meeting of the House of Delegates, additional meets may be placed on the schedule after they have been sanctioned or approved in accordance with the provisions of these Policies & Procedures. Such meets may be scheduled in conflict with other meets.
- .6 Teams that fail to hold a scheduled meet shall be subject to fines as deemed reasonable by the Board of Directors. ~~These fines can include, but will not be limited to, the forfeiture of the sanction fee deposit of \$50.00 that was submitted at the time of Application.~~
- .7 Procedures for change to an accepted bid [no change]

### 5.3 Approvals

- .1 Approvals may be issued to USA Swimming member clubs, LSCs, non-member clubs, or organizations for meets conducted in accordance with USA Swimming

technical rules. USA Swimming member clubs holding open competition may hold an open meet in an approved status only after the application has been approved by the USA Swimming Times & Recognition Committee staff leader ~~Program and Events Committee or its his/her~~ designee.

- .2 With the exception of YMCA meets, a list of meet officials must be submitted to the LESI Officials Chair or designee for approval at least one week prior to the start of the event.
- .3 Application: Application for approval must be submitted in accordance with Article 202.6 of USA Swimming Rules and Regulations. ~~An approval fee deposit of \$50.00 shall accompany the application.~~

P-2	Approved	Amended	Rejected	Tabled
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**Location:** LESI Policy & Procedures 5.1 Scheduling

**Proposed by:** Julie Bare, Legislation Committee Chair

**Purpose:** To align with 5.2.2 which is currently in conflict with this section.

**Recommendation:** The Legislation Committee recommends approval.

**Effective Date:** Immediately

### 5.1 Scheduling

- .7 Procedures for change to an accepted bid
  - A. Any changes to a scheduled meet brought forth by the host team (i.e., time standards, venue, entry limitations, events, awards, etc.) after its bid has been accepted must be approved by the ~~Board of Directors~~ Scheduling Committee or its designee(s).
  - B. *[no change]*

P-3	Approved	Amended	Rejected	Tabled
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**Location:** LESI Policy & Procedures 5.2 Officials

**Proposed by:** Julie Bare, Legislation Committee Chair

**Purpose:** To align with current practice.

**Recommendation:** *The Legislation Committee recommends approval.*

**Effective Date:** Immediately

### 5.2 Officials

- .1 The minimum number of certified officials per session at any meet sanctioned by LESI shall be determined by the LESI Officials Chair based on the entry, facility, format, and events for that meet.

- .2 No more than 50% of the deck officials at a meet or time trial sanctioned by LESI shall be affiliated in any manner with the host club (as an officer, relative of swimmer or coach, or otherwise) unless sufficient numbers of other officials are unavailable.
- .3 The LESI Officials Chair shall assign certified officials to meets on the schedule approved by the House of Delegates [Scheduled Meets]. Before meet assignments are made prior to the start of the season, the Meet Director may contact the LESI Officials Chair for the purpose of participating in the selection of officials for the meet. Officials pay for scheduled meets shall be in accordance with fees established by the House of Delegates. (See Appendix B)
- .4 Meet Hosts shall be responsible for finding their own officials for meets not on the schedule approved by the House of Delegates [Unscheduled Meets]. The number and certification levels of the officials required for the meets shall be determined by the LESI Officials Chair or designee. Officials pay for unscheduled meets shall be negotiated between the meet host and the officials, but any minimum shall be in accordance with Appendix B, as approved by the House of Delegates.

P-4	Approved	Amended	Rejected	Tabled
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**Location:** Appendix B: Fee Schedule for LESI Officials

**Proposed by:** Jen Butler, Officials Committee Chair

**Purpose:** Officials pay rate has remained stagnant since 2003 or earlier. Officials are currently getting paid well under minimum wage, and under the rate of the meet lifeguards. This has produced two unwanted results. The first is that officials are not recertifying or are choosing to work high school and college meets only, as those have much higher pay scales. The second issue is that as there are fewer officials and there is at present an informal “bidding war”. Teams that can afford to pay above the minimum rate are able to staff their meets while other teams cannot find sufficient officials who volunteer to staff their meets. By increasing the pay rate we will reflect a fair rate of pay that is standardized for all teams, and will be better able to recruit and retain officials. At present, a number of teams are hosting unscheduled dual, tri, or open meets, rather than hosting scheduled meets. The meet fees for those meets will be at the discretion of the meet hosts and the officials they hire, with a suggested starting rate that can be increased depending on the difficulty of finding officials for those meets.

**Recommendation:** *The Legislation Committee recommends approval.*

**Effective Date:** Immediately

## **APPENDIX B: FEE SCHEDULE FOR LESI OFFICIALS**

### **SCHEDULED MEETS:**

**Meet Referee:** Minimum ~~\$8.00~~ \$12.00/hour (start of duties to end of duties) plus ~~\$10.00~~ \$12.00 (minimum pay of ~~\$45~~ \$60).

**Meet Admin:** Minimum ~~\$8.00~~ \$12.00/hour (start of duties to end of duties) plus ~~\$10.00~~ \$12.00 (minimum pay of ~~\$45~~ \$60).

**Deck officials\*:** ~~Minimum \$8.00~~ \$12.00/hour (start of ~~meet officials'~~ briefing to end of meet if the sessions are consecutive, or start of ~~each session officials'~~ briefing to end of each session if the sessions are non-consecutive) (minimum pay of ~~\$35~~ \$48). Officials who ~~chese~~ choose to work one session of two consecutive sessions shall receive ~~\$8.00~~ \$12.00 per hour, ~~no~~ rather than the per-session minimum.

**Invigilator:** ~~\$8.00~~ \$12.00 fee. Plus \$2.00 for 1-15 minutes in excess of 60 minutes.

**Timer's Meeting:** ~~\$4.00~~ \$6.00 fee.

\*If there are insufficient officials available or willing to work a scheduled meet, officials shall be paid at a rate commensurate with their additional workload.

Where the facility charges for parking, meet host shall reimburse or provide passes.

**Note:** Minimum pay applies to any meet with consecutive sessions or to each session where the sessions are non-consecutive. Sessions are considered to be non-consecutive when the end of one session is 90 minutes or more before the start of the warm-up for the next session (except where an official lives 60 minutes or more from the meet location, in which case the sessions shall be considered to be consecutive for such official regardless of the duration of the period between the two sessions). ~~Where the referee or admin for non-consecutive sessions are the same person(s) as the previous session, the minimum pay for the second session shall be \$45.~~

#### **UNSCHEDULED MEETS:**

As Dual and Tri Meets typically have fewer officials, the rate of pay shall be a minimum of \$65 per official per meet; any additional rate is at the discretion of the meet host and the officials they hire.

#### **2. Request for funding for a Para Meet**

- a. The Bill Keating Memorial Para Swimming Open meet is May 7 – 8, 2022 at St Xavier HS in Cincinnati, OH.
- b. There will be clinic on Friday for the athletes
- c. Classification will also be done on Friday for the athletes
- d. MOTION: Pay entry fees of \$80 per LESI athlete and \$30 for each coach attending the Bill Keating Memorial Para Swimming Meet. **PASSED**
- e. 3 LESI athletes are attending and 2 coaches

#### **3. Officials Qualifying Meet (OQM) funding requested from LESD and FAST**

- a. LESD will do an OQM at the Holtrey Summer Classic – June 16-19, 2022 at SPIRE
- b. FAST is hosting USA Sectionals – July 14-17 at CSU and will do OQM
- c. Current budget is \$1000 for OQM
- d. MOTION: Fund LESD and FAST \$500 each for OQM meets. **PASSED**

#### **Discussion Items:**

##### **1. LEAP Feedback**

- a. LESI will be evaluated for LEAP in June, 2022 in the Programming, Communication, Governance

- b. Pam Cook will contact people if she needs information to support these areas
  - c. Beginning in 2023 USA Swimming will have 8 areas of concentration for LEAP; LESI will be evaluated on those areas in 2025
- 2. In person meetings
  - a. BOD will go back to in-person meetings when necessary
  - b. Some meetings will be on Zoom, others will be in person
  - c. In person meetings should be in a central location, such as the Independence Library; Sarah Tobin will look into getting the Independence Library for the May meeting

### **Reports:**

- 1. Athlete Reps – Mia Nagle, Maddie Machado, Megan Maholic
  - a. Attended the Zone Workshop this past weekend
  - b. Looking ahead to the athletes meeting prior to HOD – Sat, April 30
  - c. Starting to plan a clinic for LESI younger athletes
- 2. Coaches Reps – Stacey Aroney
  - a. Sarah Mally has resigned
  - b. Stacey Aroney's term is up
  - c. Need 2 nominations for Coach Rep – One will serve one year; the other one will serve two years
- 3. Admin Vice Chair – Kristin MacPhail
  - a. Awards Committee – Virtual Awards Program is Sunday, May 1 at 5:00 pm
  - b. Sanctioning – some LC meets are already sanctioned and others will be sanctioned soon
- 4. Senior Vice Chair – Cindy Dial
  - a. No report
- 5. Age Group Vice Chair – Erin Crabtree
  - a. Central Zone 14 U Meet
    - i. 2023 – LE will be at Elkhart, IN
    - ii. 2024 – LE will be in North Dakota or Iowa
- 6. Technical Planning –
  - a. Steven Jacobs has resigned. LESI needs a new Tech Planning Chair
- 7. Treasurer – Diane Finnerty
  - a. See March Profit and Loss Statement
- 8. Finance Chair – Mark Krusinski
  - a. Finance Committee will be in the next few weeks to work on the upcoming budget
  - b. The annual audit is underway
- 9. Operational Risk – Branden Burns
  - a. No report

10. Secretary – Sarah Tobin

- a. No report

11. Membership/Registration/Permanent Office – Pam Cook

- a. Registration Stats

	April 25, 2022 – registered for 2022
Athletes – year round	2926
Athletes – flex	338
Athletes – outreach	39
Athletes - seasonal	87
Athletes - TOTAL	3390
Non Athletes	323
Non Athletes – life membership	8
Non Athletes – TOTAL	331
Clubs	35
Organization	1
TOTAL	36

- b. LE will have 3 new clubs soon
  - i. RYD will be renewing
  - ii. Ashland University is starting a College club
  - iii. A new club out of Cleveland Heights should be approved by USA Swimming soon
- c. SWIMS 3.0 – coming Sept, 2022
  - i. Athlete and non-athlete registrations will be done in SWIMS
  - ii. Meet hosts will upload results to SWIMS
  - iii. When more details regarding SWIMS 3.0, Pam Cook will conduct webinars for Clubs

12. Safe Sport –

- a. Sonja Haywood has resigned. LESI needs a new Safe Sport Chair

13. Diversity, Equity, & Inclusion – Sonja Haywood

- a. Central Zone Multicultural Meet – June 11-12 in Evansville, IN
  - i. Swimmers can apply to attend
  - ii. LESI will send a coach
  - iii. Funding will be determined after the DEI committee sees how many swimmers wish to attend this meet

**Old Business**

**New Business**

**Meeting Adjourned at 8:23 p.m.**

**Next Meeting:**

Monday, May 16, 2022 at 7:00 pm at the Garfield Heights Library – Meeting room A  
(5409 Turney Rd, Cleveland, OH 44125)

Respectfully submitted,

Sarah Tobin