



**Virtual Board of Directors Meeting  
September 28, 2021**

**FULL BOARD MINUTES**

1. Meeting called to order at 11:05am.
2. Minutes of August 18, 2021 were approved.
3. President Lindsey von Holtz welcomed the group and acknowledged new Board member Dave Bouchard (Quaboag) who was unable to attend the first meeting.
4. Attendance – Members present: Thomas Anderson, Tom Arria, Dan Bauer, Nicole Bottomley, David Bouchard, Brian Callaghan, Charlie Conefrey, Keith Crowley, Deb Davis, Pam Gould, Ellen Holmes, Pat Mara, Brian McCann, Mark Miville, Jim Quatromoni, Peter Rittenburg, Mike Schultz, Dan Shine, Stephanie Sibley, Gordon Smith, Mark Sullivan, Matt Trahan, Christine Vigneux and Lindsey von Holtz.  
Regrets: Charlie Flahive.
5. Vice President and Finance/Personnel Committee Chair, Stephanie Sibley provided the following summary: Welcome new members, Tom Arria (Cambridge Rindge & Latin), Pam Gould (Sandwich), and Deb Davis (School Committee). Bob Baldwin shared his vision of the upcoming FY23 Budget Cycle including process, timeline and distribution. A focus on how to ensure the Association stays fiscally strong with consistent and stable revenue as well as producing a user-friendly budget process is important. Sherry Bryant, Associate Executive Director, provided details of the \$363K grant awarded to the Association which provided financial compensation to schools who hosted spring tournament games beginning with sectional semi-finals through state championship finals. All spring sports received some type of financial assistance for spring tournament expenses.
6. Bob Baldwin, Executive Director, provided the following update: The timeline for building the Associations budget will be in alignment with the timeline used by districts to build school budgets: look at hard numbers from previous year in October and begin to create a zero based budget that will be

presented to the appropriate Boards during the winter. He stressed the need for a consistent stream of revenue. Bob Baldwin also shared the message presented at recent District meetings on how impressed he is with the commitment of membership at the many committee meetings he has attended. Membership is the voice – members are the MIAA – and the Franklin office upholds the integrity of decisions of the committee work.

7. Sports Medicine Committee liaison Richard Pearson stated the committee had an extensive discussion regarding vaccination and schools at their last meeting. He indicated the NFHS has a national campaign on social media “Don’t Miss Your Shot” that supports vaccination of student-athletes. He indicated that the SMC voted unanimously (20-0) to recommend that MIAA student-athletes be vaccinated. Motion to accept the recommendation of the Sports Medicine Committee to highly recommend vaccination for student-athletes- approved 22-0-1.
8. DEI – Discriminatory Incident Report policy – members were emailed a draft proposal prior to the meeting. Peter Smith, DEI liaison, Mike Rubin (MIAA.MSAA) and Kathleen McSweeney (MIAA) liaisons presented the year-long sub-committee work completed by members of the DEI, Sportsmanship and Game Officials Committees to produce a policy to create a system within the MIAA membership to address discriminatory incidents in athletics. Mike Rubin and Kathleen McSweeney presented a draft Discriminatory Incident Report Policy with a request for feedback from the Board. It was noted that the sub-committee created this policy with an educational, not a punitive lens. The importance to teach is imperative to the growth of those involved. Initial feedback on the concept is very positive and well supported. Items to review include available guidelines for mediation between parties, confidentiality when completing forms, investigation timeline and participation of student-athlete(s) during investigation period. The completed policy and procedures will be available for ratification at the October meeting.
9. State Tournament Update: The Tournament Management Committee continues to focus on efforts for the implementation of the Statewide Tournament. The release of the initial power ratings is scheduled for this week. Administrators are encouraged to enter scores for all sports in a timely manner. As a new member to the BOD, Jim Quatromoni (Hingham) asked for history on the Board of Directors charge to TMC. Lindsey von Holtz answered with: consistency. Sports were not consistent with seeding, alignments, pathways to sectional and state titles and overall tournament structural differences that were difficult to understand and justify.

10. The MIAA Annual Meeting is being moved to April 8, 2022 to alleviate a conflict with the MSSADA conference.

**11. Sister Association Reports:**

*MSSADA:* Bob Baldwin shared his notes from the recent meeting: MSSADA is grateful for the dues initiative and the Annual Meeting date change. Discussion about membership term occurred and the collaborative work between MSSADA and MIAA.

*MASC:* Ellen Holmes stated the Board and membership are having candid conversations about discussion going on in their wider audience of schools (i.e. How far initiatives such as mask wearing have gone. MASC is working collaboratively with other state associations with prime focus being the health and safety of student-athletes and staff.

*M.A.S.S.:* Gordon Smith reported that M.A.S.S. is dealing with the mask mandate and is actively involved with vaccine conversations and hosting vaccine clinics in local districts. The Association is very supportive and involved in DEI discussions and initiatives including a new initiative involving a panel of Superintendents who will look at DEI best practices in the Commonwealth.

*MSAA:* *Brian McCann* shared that MSAA had a wonderful Annual Convocation and how nice it was to see colleagues. All standing committees have been reorganized and are up and running. He recognized the historic moment as Julie Vincentsen is the first elementary principal to be President of MSAA.

**12. Next Meeting:** October 27, 2021 in the Franklin Office