

CHSAA BOARD OF DIRECTORS MINUTES
WEDNESDAY, APRIL 20, 2016
Radisson Denver Southeast

The meeting was called to order at 8:00 am.

1.0 ROLL CALL

All members were present with the exception of Mr. Wilson.

2.0 APPROVAL OF MINUTES

Minutes of the CHSAA Board of Directors meetings of January 28 and February 24, 2016. It was moved (Doug Pfau) and seconded (Rick Mondt) to approve the minutes. The motion passed unanimously.

3.0 ADDITIONAL ITEMS

No additional items

4.0 PRESIDENT'S UPDATE

President Hartnett addressed spring sports. He noted that schools were mowing one day, and shoveling snow the next. He said due to the heavy snow, their facility had damage. He said Chase McBride from Niwot contacted him to let him know he could use his facilities to complete games. He wanted to make sure everyone was aware of the CADA Conference at the end of this month. He noted there were going to be CHSAA presenters including Commissioner Angelico, President Hartnett, and Ms. Brookens. Mr. Thyfault will be presenting a class. He said he appreciates the education from that group. He wanted to note something that is sweeping the nation and the state is unified sports. Sports should be for everyone. This changes school culture. He said when you took that first class in EDU 101, it was to impact athletes, and teach you to include all kids. Unified sports Impact the entire community. He said attendance at the unified game was twice as at varsity games. It is nice to see kids influence kids.

5.0 COMMISSIONER'S UPDATE

Commissioner Angelico said this is the meeting to discuss any items due to the short agenda. Have had two board meetings without an appeal.

5.1 Probation/Restriction Removal

It was moved (Mr. Cain) and seconded (Jim Lucas) to remove probations and restrictions listed in the packet. The motion passed unanimously.

5.2 Committee Selections

Commissioner Angelico discussed the process of committee selection, and President Hartnett said he would review and approve the list the CHSAA prepared. He asked about the golf committee as to how many coaches were on the committee. Mr. Robinson indicated no one is rotating off.

5.3 Goals Update

Commissioner Angelico reviewed his goals for this year. He has been in contact with Joe Ehrmann and Jody Redman to discuss ShiftWhy. He mentioned he had formed a transfer rule committee to review the process, and look at potential changes. He felt there was a lot of good discussion. The purpose is to change once, and keep for a while. He felt it was a good start. The committee is looking at rearranging the forms. Mr. Thyfault said it is in an effort to get some pressure off Athletic Director's plate, but ultimately they are still responsible. By adding the parent handbook, it will make it a better process, and will make the parents accountable. He said the committee discussed any time you play an ineligible, you forfeit those games. If parents lie, they have to forfeit. More than one bylaw would need to change to change forfeiting for playing an ineligible. This is not a change from what we currently do. Would have to review the whole forfeiture rule if we want to change the philosophy. Mr. Cain asked with a change, the AD is still going to have to investigate. Commissioner Angelico said we rely on the schools. School A reports school B. Mr. Cain said he feels if a school has done their due diligence, they shouldn't be penalized. Mr. Cain is strictly talking transfer, but bylaw states they have to forfeit. CHSAA will not place a restriction/probation on the school if a parent lies, Commissioner Angelico said.

5.4 Staff Evaluation

President Hartnett said he reviewed everyone's evaluation of Commissioner Angelico. He felt it was important to read all the comments. He said Commissioner Angelico appreciated getting high marks, but also low marks so he can improve. He let the board know the comments are more important than just answering the question for future evaluations. Commissioner Angelico said he feels the evaluation is about the association as well as him personally. He did a self-evaluation, but didn't add comments.

Commissioner Angelico reviewed the form we use for staff evaluations.

5.5 Salary Sub-committee

President Hartnett said he would have Mr. Lucas address the salaries. He reviewed the report with Mr. Thyfault, and will discuss in executive session. Mr. Mondt said President Hartnett was not able to attend the meeting. Mr. Thyfault wanted to acknowledge how far Kenzie has come since her first year, and gave information that was helpful to the salary sub-committee. Commissioner Angelico said Kenzie incorporated a new accounting system this year. President Hartnett said it is going in the direction he wanted, and has set the standard as far as expectations.

There was discussion as to when they would post the Commissioner's position. It was determined it will be posted January 2, and close on February 14. The announcement will be made at the April 20 Legislative Council Meeting.

Commissioner Angelico asked Ms. Roberts-Uhlig to give the board an update on corporate. She indicated there will be an additional \$124,000 not reflected in the budget next year. Wallace photography increased its stipend. T-shirts will bring the Association \$10,000 additional next year. Wilson signed for an additional \$20,000 next year, and Children's will bring in \$75,000. She said everyone signed for next year on budget this year. Commissioner Angelico said the Sports Authority relationship is up to the court.

6.0 OLD BUSINESS

6.1 Legislative Council Review – Special Awards

Mr. Robinson, Mr. Waterman and Mr. Waterman Roberts-Uhlig will announce the National Federation coaches of the year awards, administrative retirees, and four Legislative Council MVP Awards. Mr. Robinson will also introduce Jane, and announce her retirement. Commissioner Angelico said she was the last one to not be a part of Medicare. Commissioner Angelico let the board know Mr. Robinson holds a monthly meeting with the assistants, and indicated he wants them to take on more responsibilities.

6.1.1 April 2016 Bylaw/Committee Report Review

Mr. Waterman asked if there was any discussion on any of the bylaws or committee reports. Commissioner Angelico said he will speak to the ADM 1 proposal tomorrow. Ms. Leiding asked about getting parent handbook packets to schools. Commissioner Angelico said it will be handed out at the CADA conference. Mr. Thyfault said the to tell the truth bylaw is separate from the transfer packet. Mr. Waterman asked if someone from 5A CSML would like to address the transfer rule bylaw. Ms. Eichman said someone will be at the Legislative Council Meeting tomorrow for more discussion on ADM 2 proposal.

Mr. Waterman asked if anyone needed to speak on S1 proposal. Mr. Borgmann said he would give a clarification on S2. Mr. Waterman asked if there was any confusion on S3. Mr. Thyfault said they are dealing with kids who go to a team camp but also university camp. He said they are asked to bring their own equipment, but what are they supposed to do for equipment. Mr. Waterman said the proposal is to keep kids from having that much contact over the summer. The intent is safety and liability. Commissioner Angelico said it is to know equipment is safe. Mr. Waterman addressed the concern of how much the equipment is used. Commissioner Angelico said at legal meeting they said colleges won't issue equipment because of liability. President Hartnett said associations and schools don't want to be liable. It is for the protection of the kids and the school. It was written better to clarify. Mr. Mondt said the problem is with an additional camp. They have all of the equipment there, but colleges don't want liability. Used to have no contact camps. Commissioner Angelico said there is a new helmet \$1,500 with no guarantees. Mr. Macias said it doesn't matter how long you use it. Warranties are good for two years. Mr. Waterman said he and Mike Krueger can speak to this proposal.

6.1.2 Committee Report Amendments

Mr. Waterman addressed the CLOC proposals. Two schools are asking to stay where they have been. One request is to play down. Mr. Thyfault asked about Evergreen swimming. Ms. Brookens said it was Just a correction. Commissioner Angelico will address at Legislative Council. Commissioner Angelico said Randy will address also because he feels if they miss the deadline, they shouldn't get to request.

President Hartnett said he will talk a little about Unified Sports. He will also reintroduce the transgender bylaw which needs to be updated. The bylaw was implemented 4 or 5 years ago, and the verbiage needs to be updated. He said he would like to meet before the June meeting

to discuss. President Hartnett and Ms. Brookens will discuss at CADA conference. Hopes to present the updated version at the All School Summit.

Mr. Waterman said he will ask Todd Potestio to address the wrestling section of the Officials' Fees committee report at the Legislative Council meeting. Mr. Borgmann asked if the wrestling committee would approve, and Mr. Waterman indicated they would.

Mr. Borgmann said he and Mr. Cain will discuss the basketball proposals. Mr. Cain discussed the minor changes (editorial). Commissioner Angelico told him they did what he asked. Thanked Mr. Cain for what the committee is trying to do. Mr. Borgmann said Front Range proposal is to go 48 (5A) and 32 (4A). Jefferson County will bring to the floor 48 and 48. There was some discussion as to why the difference in brackets. Mr. Cain said 4A more diverse, and would be more travel. Mr. Borgmann addressed the 2A proposal. Feels it has turned adversarial. There is one very enthusiastic league that believes the current format is not correct. Mr. Borgmann said they brought all 8 districts in to talk about the format in September. There was great discussion, but could not come to grips with what they wanted. Mr. Cain and Ms. Leiding were at the meeting. A recommendation was made to the committee, and they each had one vote. Passed 6-2. It then came back to the basketball committee to go back to the way it was. They felt the committee didn't listen to them. Mr. Cain said they did, but didn't vote the way they wanted them to. Mr. Borgmann said they feel it is personal to him, which it is not. Ms. Leiding said they are so spread out, and they went to the western slope. Feels the current proposal is the best so far. The amendment sends boys and girls different directions. Mr. Borgmann's perspective is 3A schools have dropped to 2A, and they are driving the change. President Hartnett said the Front Range league will introduce Bob Billings to address their proposal. Ms. Eichman said 4A CSML may bring one to the floor. Mr. Cain clarified committee report for discussion. There are two amendments. There is one 4A/5A proposal.

6.2 National Federation Summer Meeting – Reno

Ms. Brookens discussed the meeting information.

6.3 Large Group Music Festival Report

Ms. Brookens reported that most of the numbers are up. She thanked her assistant Sandra Williamson and Rick Shaw who filled in for her for doing a great job.

6.4 State Speech Report

Mr. Ozzello reported state speech was on March 18-19 in Fort Collins and has been for the last three years. He said it was a pretty normal year. There were more diverse state champions this year. Mr. Ozzello said it was an extremely competitive tournament. Feels the need to work on sportsmanship with coaches. Commissioner Angelico said they will address that it is about the kids not the coaches. Commissioner Angelico said they should do away with inquiries. The committee report presented tomorrow will show two new events will be added next year.

6.5 State Basketball Report

Mr. Borgmann reported we are still gathering expenses, but income is right at or a little above last year. 2A and 1A are up, but 3A is down almost \$18,000. Colorado School of Mines was the best venue. Coliseum not a good move. Need to maximize income and expenses with sites. Basketball and Football have to do well for the budget to be good. Discussion with Athletic Director's and coaches. 4A/5A to CU \$125,000 for three days. Could move 4A/5A to Coliseum, and use the CU expense to pay for all of the other sites. Not sure that is how we want to showcase the sport. The challenge is in working with all classifications to find a facility to fit all classifications. We have outgrown CSU-Pueblo for 2A. Facing realities with sites and income and expenses.

6.6 June Board of Directors Meeting Schedule

Ms. Roberts-Uhlig reported on the June meeting. She asked the board to fill out the form in the packet and return to Donna. The meeting is Friday, June 3 with dinner to follow at Cool River. The Rockies game is Thursday, June 2.

6.7 Commissioner Evaluation

7.0 **NEW BUSINESS**

7.1 Rockies Tickets – Ticket request forms are in the packet

7.2 August Retreat Agenda Topics

Tom said he will send an email requesting agenda items. Staff has talked about having championship events on their own date. Timeline for Commissioner Angelico's replacement. Commissioner Angelico said we started talking about activities and athletics. Tagline new or updated. Mr. Pfau would like to look at girls wrestling. Growing rapidly across the nation. Mr. Waterman indicated the committee is having that conversation.

7.3 2016-2017 Schedule of Board of Directors Meetings

Commissioner Angelico asked the board to put all of next year's meetings on their calendars.

7.4 Waivers

Commissioner Angelico reported that we have acted on 221 waivers this year, and have denied 27. Mr. Robinson said this is in connection with the transfer rule.

7.5 Officials' Assignment Policy

Mr. Robinson said there is going to be a mandatory assignor's meeting May 9 at 7 pm for metro area assignors. Need to address issues of forming relationships between officials and assignors. Officials feel they have no voice. Need to get back to where the perception is they are doing the right thing. Officials feel assignors are taking games away for little things. All in light of retention and recruiting of officials. Attrition rate going down. Maybe there needs to be some policy from this committee. Feels there should be a bylaw that each official has to work two sub-varsity games. Mr. Robinson will invite assignors from outside metro area.

7.6 Mercy Rule

Mr. Borgmann reported that after the last Board of Directors meeting, a survey was sent to schools. There we had 379 responses-79 AD's, girl's coaches, boy's coaches. Also included why games are getting out of hand. If we adopt, all levels apply to running clock after 35 points after 3 quarters. For simplicity, keep clock running once it starts. Ryan put on website a CHSAANow poll. 1764 responses. Yes 676, No 838. Mr. Borgmann recommended third quarter, 35 points. Talent difference, coaching philosophy. Commissioner Angelico asked when we can adopt. Mr. Borgmann said at any point. It is a state adoption. Mr. Cain and Mr. Borgmann said the basketball committee has discussed. Main concern is taking away from playing time of kids. Commissioner Angelico asked Board to take to their area and discuss with schools. Will address again in June. Mr. Schmidt asked if the mercy rule could be put in place between coaches. Mr. Robinson asked if the survey was enough to put in place.

7.7 All School Summit

Ms. Brookens reminded the board that the All School Summit will be August 1-2. Asked they please mark on their calendar and encourage everyone to sign up.

7.8 Proportionality and Participation Survey

Ms. Brookens requested them to remind their schools to get this information in. Needs 100% participation. President Hartnett said equity committee wants to have information to see if there is anything alarming in numbers.

7.9 Facility Exterior Lighting

Mr. Ozzello reported we are having some issues with the exterior of building. Would like to request spot lights for security. Mr. Lucas asked if we had gotten a bid on cameras. He felt it was important to get cameras to protect the facility. Commissioner Angelico asked where the camera footage is seen. Mr. Lucas said technology today has it going right to your computer. The board approved we go ahead with cameras and lights.

8.0 REPORTS/MONTHLY ITEMS

8.1 District Reports

At Large – District 2, 3, 4

Ms. Leiding said she appreciated the CSHOF Banquet, and asked if we go every year. Commissioner Angelico said we buy a table every year because they host our state football playoffs. She did not have anything to report otherwise.

At Large – District 7, 8, 9

Ms. Eichman had nothing to report.

District 1 – San Juan, Southwestern, Western Slope

Commissioner Angelico said at his league meeting there was major concern about RPI. What if down the road it doesn't work. Will things change? Bylaw editorial. He asked why the state competition is not at the end of their season. Some schools don't compete in state championships, so mainly sideline. Ms. Roberts-Uhlig said there has been discussion about moving the championships.

District 2 – Centennial, Frontier, Northern, Tri-Valley

Mr. Schmidt said the Centennial league asked if there would be a chance where a regular season would be extended due to weather. Commissioner Angelico said no due to the scheduling and contracts of state sites.

District 3 – High Plains, Lower Platte, Mile High, North Central, Patriot, Union Pacific, YWKC

Mr. Pfau had nothing to report.

District 4 – Colorado 7, East Metro, Jefferson County

Mr. Thyfault said a couple leagues said there is conversation about the transfer rule. He wanted to acknowledge that the Principal at Green Mountain (Colleen Owens) was named Principal of the Year.

District 5 – Confluence, Denver, Metropolitan

Mr. Larrabee reported he would like to be re-reminded about proportionality survey or any online report. He said schools should receive a response when completed. Ms. Leiding asked if St. Vrain is the only one that can't work with interactive forms. Commissioner Angelico asked Ryan how many forms that can't work with interactive, and he indicated 30%.

District 6 – Continental, Front Range, 5280

President Hartnett said the 5280 League added three teams. Restructuring Continental. Leagues are still passionate about looking at classification votes in regards to Legislative Council. Front Range has passion regarding the basketball report. The same in Continental.

District 7 – CS 4A Metro, CS 5A Metro, Pikes Peak, Tri-Peaks, West Central

Mr. Baker said baseball is the main issue of discussion with District 7. What is the true value of leagues. Maybe structuring similar to basketball.

District 8 – Black Forest, Fisher's Peak, Intermountain, Southern Peaks

Mr. Garcia said there was nothing to report from the Black Forest League, or Fisher's Peak. Intermountain and Southern Peaks have questions about assigning. He thanked Mr. Robinson about information on how to select assignors. There is a plan of action for Sanford. Across the board in Southern Peaks League. Take back to administrative team.

District 9 – Arkansas Valley, Santa Fe, South Central, Southeastern

Southeastern conference no longer exists. South Baca moved as well as Kim

8.2 School Board Association Update

Mr. Curley updated the board on items of concern for CASB and answered questions from the group.

8.3 State Department Update

Ms. Dunaway reported CDE is currently focused on ESSA and how Colorado will move forward with it. A listening tour is scheduled for the coming weeks to ensure we have input from stakeholders across the state regarding those elements that have been relinquished back to states for administration. CDE also has a strong focus on post-secondary and career readiness, with work underway to update our mission, vision and goals to align with this focus.

8.4 CADA Update

Mr. Thyfault said there is nothing new to report. He did remind everyone about the CADA Conference coming up at the end on April.

8.5 CASE Update

Mr. Lucas reported that the new Executive Director, Lisa Escarga, was at Aurora Public Schools. Excited to have her come on board. Mr. Mondt reported there were only eleven students taking tests, and the rest opted out. The ACT and PSAT tests had 100%. At the UNC job fair for teaching in the past had 1,500 in attendance. This year only 400. For about 100, it is their second job. Some Districts are high end jobs therefore, higher pay. Interesting dynamics. Approval of the budget, not a good thing. President Hartnett's Superintendent, Dr. Bruce Messenger, received Superintendent of the Year. Commissioner Angelico asked if they could have a ShiftWhy conference at CASE.

8.6 Legislative Update

Mr. Borgmann reported for Mr. Wilson. The Athletic Trainer bill is still in the Legislature. They are trying to regulate the profession, and want to put in criminal charges if they are not a certified trainer. Commissioner Angelico commented that it would hurt smaller schools. Have reworded and will go to the finance committee. Finance is opposed to the bill. Chair wanted exemptions for recreational coach and other people to not face criminal charges. CHSAA is working with training association. Commissioner Angelico said Denver Athletic Directors only have one trainer. There are issues, but not opposed. Mr. Borgmann indicated we are being asked to solve the mascot issue. Joanie Green went to the Legislature to explain to the commission that a member senate organization it would be easy to start the discussion, but would need to be addressed at the local level. Finally a third bill to require criminal background checks for coaches working outside the schools (recreational, etc) to keep the kids safe. All have happened within the last ten days.

Mr. Halpern said the problem with certifying athletic trainers is in the definition. Proposed exclusion for school employees acting in the scope of school activities as long they are not

representing themselves as a trainer. Trainers were asked why CHSAA is not supporting this. Might be subject to 2nd degree arrest. Take risk away from school personnel.

8.7 Treasurer's Update

8.7.1 March Budget Report

Commissioner Angelico discussed the report and indicated that income is up \$400,000. He reported on certain line items. He said the expense side down. \$101, 000 less than last year at this time.

8.7.2 Budget/Property Administration Committee Report

8.7.3 Approval of the 2016-2017 Line Item Budget

8.8 Legal Update

Mr. Halpern reported that he and Commissioner Angelico attended the Legal meeting. Very quiet, but a good meeting. Florida lobbying bill is between \$275,000-\$400,00 per year. He said the concussion class action decision to throw out stands.

9.0 ADJOURNMENT

Meeting was adjourned at 1:20.