

CHSAA BOARD OF DIRECTORS MINUTES

FRIDAY, AUGUST 5, 2016

1.0 ROLL CALL

- 1.1 The meeting was called to order at 9:00 am. Roll call taken and all members were present.
- 1.2 President Hartnett welcomed the board and introduced the new members, and asked they share their biography.

2.0 APPROVAL OF MINUTES

- 2.1 It was moved (Jim Lucas), and seconded (Rick Mondt) to approve the Minutes of CHSAA Board of Directors Meeting of June 3, 2016. The motion passed unanimously.

3.0 ADDITIONAL ITEMS

Several additional items were added by President Hartnett, and will be addressed in new business later in the agenda.

4.0 PRESIDENT, LEGAL, COMMISSIONER REPORTS

4.1 President's Report

President Hartnett welcomed the new board members to the CHSAA family. He wanted to extend the message about the board's leadership role, and how important it is to the membership. The board is unique, from diverse backgrounds, and we all care about kids. We have a responsibility to look to the future, and the replacement of the Commissioner and Tom Robinson's position. President Hartnett requested feedback on these replacements. He said the personnel issues will be discussed in executive session. He told the board that in order to discuss openly they need to trust each other, and respect everyone's opinion. He indicated he was going to refer lots of information to Mr. Halpern. Timelines for both positions will be set in advance. President Hartnett said the board will be talking about procedures on Saturday. Committees and dates will also be discussed. He commended Commissioner Angelico on his preparation for this meeting and throughout the year. He congratulated Commissioner Angelico and Associate Commissioner Robinson on their last year.

4.2 Legal Update

CHSAA Legal Counsel, Alex Halpern, welcomed everyone and said how nice it is to be here, as always. Everything is nice and quiet on legal front. In the packet there is a resolution for the board recognizing being on this committee. This is to be kept on file with your school/district. This extends protection of the governmental immunity act. The active topic is transgender. He said the board needs to get to know each other and respect each other, and believe in the value of time together.

4.3 Commissioner's Report

Commissioner Angelico reviewed the schedule of the weekend. At CASE the speakers spoke about getting to know someone, and how you will like them once you get to know them. Getting to know everyone is important and these meetings are designed to get that done. Associate Commissioner Robinson addressed our Board of Director purpose statements.

4.3.1 It was moved (Doug Pfau), and seconded (Jim Thyfault) to remove the schools listed on restriction. The motion passed unanimously.

4.3.2 It was moved (Wendy Dunaway), and seconded (Jim Lucas) to remove the schools listed on probation. The motion passed unanimously.

4.3.3 Commissioner Angelico asked the board to review the restriction and probation list that was enclosed in the packet of all programs and coaches from the past eight years.

4.3.4 Commissioner Angelico said he will update his goals for 2016-2017 after the Saturday meeting. He wanted the board to think about how we approach things. He mentioned that 20 years ago coaches read our bylaws now not so much. He will evaluate how we deliver information to schools. Ms. Eichman asked if there could be a coaches' test by sport. Commissioner Angelico said he would keep that in mind.

4.3.5 Code of Ethics document for the Board of Director's is listed on the back of the committee binders. Commissioner Angelico reviewed briefly.

5.0 REPORTS ON RECENT MEETINGS, ACTIVITIES

5.1 President Hartnett asked staff to share their thoughts on the 2016 NF Summer Meeting. Assistant Commissioner Brookens felt it was beneficial to get together with the other associations. She said there were several different forums this year that were worthwhile. Field hockey was discussed and is looking to make changes. Transgender and equity was discussed and consensus was that Colorado is ahead of the game. Mr. Lucas said he liked hearing what is going on in other states. Mr. Garcia feels Colorado is ahead of the game compared to other states in many areas. Mr. Thyfault felt the workshops were scheduled better this year and had lots of good information, and said the board and staff need to attend most workshops. Commissioner Angelico asked if board felt they were getting value from being there, and indicated most states don't send all staff and board. President Hartnett feels we are ahead of most states on a majority of issues. He said the expectation of going is everyone needs to be accountable, and attend sessions. He does feel everyone takes away something. Other states are following Colorado regarding unified sports and policies. We can also learn from other states. Getting to see the differences in other states is interesting. Different things work in different states. Mr. Mondt said asked if a survey could be created as it would demonstrate the value of attending. State Representative Wilson said the board is involved at a different level. The biggest key is to share information, and share with membership. NFHS Network asked to meet with Paul regarding using Colorado as their sounding board with corporate agreements. State Representative Wilson again said public

needs to know. Mr. Mondt wanted to commend Assistant Commissioner Borgmann on the nomination of Tom Southall, and Tom's induction into the NF Hall of Fame. Assistant Commissioner Borgmann said Colorado is currently ranked 3rd in NF Hall of Fame inductees.

- 5.2 Commissioner Angelico and Assistant Commissioner Waterman attended the insurance meeting as they do every year. Assistant Commissioner Waterman reviewed the CHSAA policies with the board of directors. He indicated there was no increase in premiums due to making no claims, which he attributed to repairs and replacements being done before something major happens. State Representative Wilson asked why we don't use Colorado company. Commissioner Angelico said there are only three companies that insure associations.
- 5.3 Assistant Commissioner Roberts-Uhlig reported there are 82 new Athletic Directors which is four more than last year. Student leadership JC's attended the new Athletic Director portion and conducted an energizer exercise. She said CADA is a very important piece of the meeting. We received lots of good feedback on the summit this year. Those who attended felt there was a lot of good information.
- 5.4 Assistant Commissioner Brookens reported over 330 people signed up. There were 10-15 walk ups. Several strong speakers presented at the summit. One of the speakers partnered with Greeley School District. Joe Ehrman and Jody Redman held a faculty breakfast, and also presented during the summit. Cleo Parker-Robinson also held an energizer for the summit, and was well received. Assistant Commissioner Brookens said the staff is integral in breakout sessions. She thanked President Hartnett and Legal Counsel Alex Halpern for speaking. Commissioner Angelico feels it is worth every penny every year.
- 5.5 Assistant Commissioner Harry Waterman reported that the Student Leadership Camp is an incredible event. He said his ninth year running the event was the most amazing year. There were better adult counselors and junior counselors. He said the JC's were amazing. The student reps said they wanted to speak with the staff and learn more about CHSAA. Assistant Commissioner Waterman indicated they will be sitting in on a few CHSAA committees so they can give the perspective of the students. Over 500 adults and students attended from 83 schools.
- 5.6 Commissioner Angelico asked the Board to keep and review the Board of Directors District Rotations for their replacement when they go off the board.

6.0 NEW BUSINESS

- 6.1 The transgender policy was revised in line with the "dear colleague" letter from the OCR. It has been a joint effort with President Hartnett and Legal Counsel Alex Halpern. There were no major changes, but cleaned up the language. The main change was the special appeals process. The student does not have to prove where they are in the process. There is consideration of competitive advantage and issues of physical safety. President Hartnett said it is an uncomfortable topic for people to discuss. He thanked Bethany for speaking to the state of Colorado and groups concerning this topic. What the student identifies themselves as, is what is going to be their acceptable gender. Legal Counsel Alex Halpern said the federal court

overturned the law. It will probably go to the Supreme Court. It was moved (Kelley Eichman), and seconded (Doug Pfau) to approve the updated transgender policy. The motion passed unanimously.

- 6.2 Assistant Commissioner Bert Borgmann reported on the NFHS Network. As you are aware, CHSAA is a member of the NFHS Network, along with all the other states. Here are several things that the CHSAA staff are involved in with them:

Paul is the chairman of the company that oversees the joint venture between the NFHS and Play On! Sports. Bert is a member of the NFHS Network National Leadership Council that advises the Network on its relationship with the Network. Jenn is getting involved on the marketing side.

Here are some quick facts that you need to know:

Last year, the NFHS Network returned \$7M to schools; There were 15,000 live broadcast events in 2015-2016; There were 400,000 subscriptions sold nationwide last year; Over \$750,000 returned to members of the school broadcast program.

For those who are not aware, the CHSAA receives \$20,000 from Play On! Sports for the rights to the 4A/5A football and boys' and girls' state championship games. Additionally, the network has purchased the rights to all our other playoff events for \$60,000.

A major change is the Network will be offering a digital ticketing process to all state associations and member schools, which will return some profit to those schools that use it. This has a major marketing reach for the network as well, because they will be garnering e-mail addresses to reach out to for subscriptions and other efforts.

Moving forward, the Network has established the following goals:

Maximize profitability; Minimize debt; Position the network to make significant profit distribution over the next five years - going toward profit share versus rights fees - where all shares in the company result in higher financial returns

The Network has changed its subscription policy and all subscriptions going forward will be \$9.95 per month. That will be the only fee, so everyone is on the same page.

Statewide, Che Vialpando has set a goal of 100 school members of the School Broadcast Program, Currently, we are at 65 SBP schools, not counting those that are making decisions on continuing their programs. So, it's growing. But, the strength of the NFHS Network will be the School Broadcast Program in the coming years and it will benefit the Association even more. This is the future and we need to be helping leading the charge.

He said he has lots of other nuggets of information that he is happy to share with you. Just let him know any questions you might have.

- 6.3 Assistant Commissioner Jenn Roberts-Uhlig updated the board on the Children's Hospital and Sports Authority sponsorships. Max Preps conversation tough but good. She said she has had 13 meetings since track with some new potential sponsors. State Representative Wilson asked what trade means on the corporate spreadsheet, which she explained.
- 6.4 Associate Commissioner Tom Robinson noted that as board of directors you direct. There was a presentation and review of the core values of the Board of Directors.
- 6.5 Assistant Commissioner Bud Ozzello reported all end of summer maintenance scheduled. Security lighting is complete but needs inspection. Security cameras received two bids, but over budget. Future needs are to paint inside of building, and small fencing around perimeter of building.
- 6.6 Director of Digital Media Ryan Casey reported on the new website. Feels it is more user friendly. The past three years shows traffic is up. Traditional media is cutting back on reporting on high school sports. He then discussed the budget. Indicated we netted about \$9,000 last year. The new app will be live once approved. NFHS rep indicated CHSAANow is cutting edge for the whole country. They have set up a partnership with Jefferson County Schools. Jim Thyfault said for the last few years he has been trying to get this going. Change in administration has helped. The Superintendent is backing it.
- 6.7 Assistant Commissioner Harry Waterman said the entire staff attended the CHSCA clinic. This year was their biggest attendance with over 700 coaches. They brought in Joe Ehrman and Jody Redman and the coaches were very engaged. They were asked to write their core value statements. The CHSAA staff spoke at different sessions. Dick Katte is the CHSCA liaison for CHSAA and continue to get coaches involved. Relationship is good with CHSCA.
- 6.8 Assistant Commissioner Bethany Brookens reported on the participation numbers and indicated the numbers were up overall. She appreciated the work on getting numbers submitted.
- 6.9 Assistant Commissioner Bethany Brookens reported that the dress code needed revised. Meetings were held with the staff for input. Assistant Commissioner Jenn Roberts-Uhlig said appearance needed to be more professional. The CHSAA should be role models for the schools and public. It was moved (Paul Cain) to approve the updated dress code. After discussion it was decided that this will be reviewed on Saturday. Jim Wilson said we must keep a high standard.
 - 6.9.1 Paul Cain said there are concerns that we have the right formula for RPI. Commissioner Angelico said it was voted on by the committee, and they will revisit and evaluate. President Hartnett asked Ryan Casey about baseball, and he said they were the best playoff in years.

6.9.2 Wendy Dunaway asked where we are regarding “year of the coach.” Commissioner Angelico said Joe and Jody have many programs. He feels we have made good progress.

6.9.3 Jim Lucas said he wants CHSAA to be important 50 years from now. We don’t want to be the have not’s. He asked what can we do to continue promoting high school sports. Commissioner Angelico said we need platforms like Joe and Jody (InSideOut Initiative). The InSideOut Initiative video will be shown at every school board meeting. We need to get to parents, and change the perception of high school athletics. Loren Larrabee brought up how we are perceived. Feels decisions are made based on the rules, but not based on the situation. Jim Wilson said we need to make a program to recognize all students that participate. Assistant Commissioner Jenn Robert Uhlig said we do that with Les Schwab. Jim Lucas stated that football state championship teams are recognized at Bronco games. President Hartnett said kids are recognized at the Rockies.

6.9.4 Paralympics

Mr. Mondt feels we need to allow Paralympic kids to participate in varsity events. How do we make it an option that they get the recognition they deserve for our association? State Representative Wilson asked if it’s recognition or involvement. Assistant Commissioner Jenn Roberts-Uhlig said there has been conversation, but how is it going to work. The Olympic Committee is trying to get into schools. It was discussed how to get kids in the mindset they are athletes. Rick Logan said he can run. It is a coaching decision. Mrs. Eichman said schools need to advertise they will hold an exhibition. President Hartnett said he would like to take to equity committee, and invite someone from Paralympics to educate on issue.

6.9.5 Mr. Hartnett addressed the topic of a basketball mercy rule, noting that this discussion had begun in April, with results of a survey presented in June to the group. He said that his leagues were asking where the Board was on this topic. A motion was put before the group and seconded to adopt a basketball mercy rule when “there was a 40-point difference in the contest after the third quarter had ended, the game clock was to continue to run until the game was over, stopping only for injury and timeouts.”

The Board asked Mr. Borgmann for comments after he had addressed the topic with the CHSCA basketball coaches. He reported they recognize this as a coach issue and asked that they have some time to discuss this within their organization. Mr. Baker also noted that he felt it important that each Board member discuss the topic with the leagues they represent to garner feedback. The motion was tabled until the October Board meeting at which time a vote was to be held on the proposal. The group agreed this would give them time to discuss the issue with their leagues and coaches. President Hartnett wanted to discuss basketball, but will table to tomorrow.

- 6.9.6 Commissioner Angelico discussed the transfer paperwork process. He wants paperwork on every transfer whether bona fide, hasn't played in the last 365 days or 50%. The league does not need to vote on these transfers, but wants the schools to be aware of who these kids are.
- 6.9.7 Mr. Macias asked for an update on boys' volleyball. Assistant Commissioner Bethany Brookens met with Cherry Creek School District. A survey may be sent to schools to see if there is an interest. Cost would be need to be addressed. It would need to be taken to the equity committee. It could be presented at the January Legislative Council Meeting, and voted on in April. Mr. Macias is sending out a request to see the interest of boys.
- 6.9.8 Mr. Thyfault wanted to address the changes in staff. He also wanted to address the election of the next president. He had questions about the bylaw regarding the term and election of the president. He says as long as you are sitting on the board should be able to throw your name in the hat to serve as president. Paul said the bylaw could be rewritten.

7.0 BOARD OF DIRECTORS MEMBER REPORTS

- 7.1 Mr. DeStefano had nothing new to report for the Colorado Association of School Boards.
- 7.2 Mrs. Dunaway from the Colorado Department of Education let the board know Katy Anthes, current interim commissioner, continues to be focused on service and support to districts - We expect to have an update regarding the commissioner's position following the state board meeting next week, which will be held in Grand Junction.

Committee meetings for the state plan for ESSA are being set with representation from various stakeholders.

CMAS data and performance frameworks are all set to be released soon (data next week, frameworks at end of September).
- 7.3 Jim Thyfault reported that CADA was part of the new Athletic Director session at the All School Summit. He said that each board member will be in charge of 3 or 4 of the new athletic director's. Two keynote speakers at the conference in May are John Gordon and Bryan Kane (mental game of athletic administration).
- **7.4 Jim Lucas said the CASE Convention last week had record numbers over 1200. Commissioner Angelico, Legal Counsel Alex Halpern and Mr. Lucas conducted sessions. He said Lisa Escarcega will be the new Executive Director for CASE, and said she would do a great job and is very excited. Flexibility CHSAA how districts are formed. Good conversation. Shocking is new CDE informality they have accumulated information on salaries. Lowest salaries in state \$29,000 – highest \$79,000. CASE is looking at presenting a way to have some money put into districts that are low paying. Western State teachers spending time going out to schools to reach out to students. Interest in rural schools.

- 7.5 At Large – District 2, 3, 4 – Mrs. Leiding discussed the summit, and said InSideOut initiative will start next week. She said there has been conversation about the changes coming for the CHSAA. She had nothing to else to report.

At Large – District 7, 8, 9 – Mrs. Eichman had nothing to report.

District 1 – Mr. Cain had had nothing to report.

District 2 – Mr. Logan reported there is lots of discussion on transfer paperwork. He congratulated Mrs. Leiding on her nomination for National Award.

District 3 – Mr. Pfau talked about the success of the All School Summit.

District 4 – Mr. Thyfault said it was great to see such good representation at the All School Summit.

District 5 – Mr. Larrabee had nothing new to report.

District 6 – President Hartnett had questions regarding transfer paperwork. Commissioner Angelico discussed and said he would send an all school email to clarify.

District 7 – Mr. Baker said he made an effort to reach out to the Athletic Director's to make sure they attended summit. These leagues have accepted RPI. Those concerned are excited to see how basketball works out.

District 8 – Mr. Garcia had nothing to report. He welcomed the new board members.

District 9 – Mr. Macias had nothing new to report.

8.0 LEGISLATIVE REVIEW

Ms. Green didn't have much to update since the last meeting. She said it has been a really good year. The athletic trainers bill was modified and passed. Commissioner Angelico said he appreciates what she does for the CHSAA. She has lots of energy and is very positive.

8.1 Legislative Overview

State Representative Wilson said Kay Marshall retiring from CASB. He said Kimber Hill broke swimming record that was in place for 33 years, and said to remember her name. He reiterated that now is the time you need to talk to your legislators, and what they are going to do for the CHSAA. Assistant Commissioner Borgmann confirmed we would like to go ahead with the meeting at the Capital in February. State legislature is pushing the fact to be in front of this. First opportunity in years to take back the effect of legislature in public schools. State Representative Wilson said he appreciates being a part of this group.

9.0 2015-2016 AUDIT REVIEW

President Hartnett introduced Mark Elmshouser for the audit review. Commissioner Angelico addressed the board about the process. Mr. Elmshouser indicated they had a new staff preparing the audit this year. He discussed the handouts to the board of directors. He reviewed the letter addressed to the board. State Representative Wilson had some questions regarding the management letter. Mr. Elmshouser and Commissioner Angelico addressed those issues.

Mr. Elmshouser then reviewed the audit.

President Hartnett had questions about the deficit, and how long the association could sustain a loss. State Representative Wilson asked who is responsible to make the changes to not show a loss. He asked if the budget committee should bring in some of the board to address the situation. President Hartnett asked about the salary committee meeting, and how the decision they made was based on being in the black. Commissioner Angelico said an increase in fees and corporate will be approximately \$300,000 next year. After a lengthy discussion, it was moved (Kelley Eichman), and seconded (Paul Cain) to accept the first reading of the audit. The motion passed unanimously.

10.0 ADJOURNMENT

The meeting was adjourned at 3:30.

SATURDAY, AUGUST 6, 2016

11.0 FOCUS ON ISSUES FOR 2016-2017 SCHOOL YEAR

Problem Solving Session

11.1 Goal Setting and Planning

Commissioner Angelico said he sent homework for why you do your job. Why are you a board member. Basic thoughts on attributes.

Association Commissioner Robinson spoke about the InSideOut Initiative. A few board members have not attended a meeting. Coaches have been asked to write their purpose statement. He said purpose statements leads to following through and need to act on them. Go back and reflect, and put in context how we move forward.

Commissioner Angelico said we need to use activities and athletics to teach and model humanity, humility, and grace under pressure. He said we need a collective transformational purpose. He said it will take 10 years to see the success of the InSideOut Initiative.

The board went into executive session, and the CHSAA administrators met to discuss the 2016-2017 year.