1.0 **ROLL CALL**

Roll call was taken. Absent were Bret McClendon, Ryan Casey, Bethany Brookens.

1.1 **Welcome**

President Troy Baker welcomed the Board and CHSAA staff and the meeting was called to order at 8:30 a.m.

2.0 **APPROVAL OF MINUTES & ADDITIONAL ITEMS**

2.1 Minutes of Board of Directors Meeting of October 2, 2019

A motion was made by Michael Hawkes to approve the Minutes of the October 2, 2019 Board of Directors meeting. Motion was seconded by Caleb coats. Motion carries.

2.2 Additional Agenda Items

Added to the agenda was item 9.5, language for the transgender policy.

3.0 **PRESIDENT REPORT**

3.1 President’s Update
3.2 Board Celebrations

Troy welcomed the Board and thanked the CHSAA staff for their continued hard work. He also stressed the importance of taking care of ourselves during this very busy time of year. Board members shared their personal and professional celebrations.

4.0 **RESTRICTION & PROBATIONS**

4.3 Restriction Action List

A motion was made by Don Steiner to approve the Restriction List and move the items to the Probation List for one year. It was seconded by Tracey Johnson. Motion carries.

4.4 Probation Action List

A motion was made by Nate Smith to approve the Probation List to remove schools/coaches from the list. The motion was seconded by Wendy Dunaway. Motion carries.

5.0 **COMMISSIONER’S REPORT**

Commissioner Blanford Green praised the CHSAA staff on their fall events. New administrators have done a great job. The office is running smoothly, and teamwork is evident.
Review of the DAD and CADA meetings that were held in the CHSAA office this week. Discussed the Fact Sheet for 8th grade parents which CHSAA will be creating. This handout will be an synopsis of what CHSAA is/does and an explanation of the transfer bylaw. This idea was received very highly by both the DAD’s and CADA. In January, Planet HS will begin integrating the Arbiter Athlete platform with school-based programs (Infinite Campus, rSchool, etc.). Positive feedback from Principals and Superintendents.

Discussed the Officials’ Program that Michael Hawkes has created which he will present at the January Round Table. Spoke about the guest speaker (JC Pohl) for the Round Table and that we will be purchasing his book for attendees.

5.1 “We Coach” App

Rhonda asked Assistant Commissioner Adam Bright to review this new application. This will be a direct information link from CHSAA to the coaches. Meetings held to tailor this app to CHSAA’s goals and philosophies. He met with Joe Neu and Becky Mudd (CHSCA) to collaborate. Decided to rename app to Coach Colorado. He shared the top ten items that the programmers are currently working on to personalize the app for us and CHSCA (mental health, quote of the week, CHSAA podcasts, legends/leaders, job board, state championship information, coach of the month, team culture building and best practices). We will be sending out a Survey Monkey questionnaire to coaches for their input.

5.2 Office Closure – Holiday

The Commissioner requested the Boards’ permission to close the office on Thursday, January 2nd and Friday, January 3rd, 2020. All employees will use vacation time for these requested days off. Administrators will be monitoring emails from home. The Board voted and approved the request.

5.3 Round Table – Preliminary Agenda

The Round Table is being held on Monday, January 27, 2020. We had requests to move to a different day/date due to the membership encountering heavy Sunday ski traffic. Unfortunately, due to Marriott’s previous commitments we are unable to move this day/date this year. We will work with Marriott to find a more suitable day in the future. The Round Table has been used to educate/interact with the membership with regards to bylaw proposals. We would like to add additional educational components. This year our guest speaker, JC Pohl, will be speaking on student mental health.

6.0 FINANCIAL REPORT

6.1 October Budget Report

Commissioner Blanford Green thanked Kenzie Hewson for expediting reconciliation of invoices when possible. She said the budget completion allows the Board of Directors to review. Reviewed the report and explained that fall sports revenues (spirit/volleyball/football) will not show on the budget report until December. A comprehensive budget overview will be reported
to the Board in January. A motion was made by Jeff Durbin to approve the October Budget Report. It was seconded by Terita Walker. Motion carries.

6.2 Championship Tickets

Kenzie Hewson, Business Manager, explained the ongoing events that have occurred with Mascot Media, our ticket provider. We will be moving to GoFan as our new provider, both electronically and hard copy. Kenzie will now oversee ticketing/money for all state championships.

6.3 Corporate Report

Assistant Commissioner Jenn Roberts Uhlig updated the Board on corporate sponsorships. We have recently moved away from Children’s Hospital, but would like to add a hospital partner, possibly Rocky Mountain Children’s Hospital. Finalizing details with the Army as the exclusive partner for esports. She shared that the Crocs company have been added as a sponsor. Being creative finding sponsorships as well as negotiating to find a balance (trades vs. cash). Commissioner Blanford Green told the Board that we aren’t raising ticket prices to fund our events. Rhonda praised Jenn Roberts Uhlig for her continued efforts and PR skills when working with our corporate sponsors.

7.0 LEGAL REPORT

7.1 Victory Preparatory

Alex Halpern, Legal Counsel, reviewed the process for expelling and/or suspending a school from CHSAA membership, which is outlined in our bylaws. Discussion continued with regards to the process.

7.2 Trey Harris

The depositions for the Trey Harris case continue and should be completed by January. Expenses going forward will now be paid by our insurance. The case is expected to go to trial in May 2020. Jeff Durbin asked about the possibility of reimbursement from the plaintiff when the lawsuit is final. Mr. Halpern explained that this type of case is not eligible for reimbursement.

8.0 REPORTS

8.1 Legislative Report

Jim Wilson spoke on the new education formula that is being considered by the School Finance Committee. The formula was last updated in 1994. If the formula is updated, it may not effect schools immediately but will down the road. Discussed the Governor’s proposals and budget. Possible legislative actions include funding school safety, funding for schools that have experienced tragedies, free pre-schools. There has been no mention of mental health in the legislature. CHSAA is the only entity making progress in the mental health arena and needs to stay in the forefront.
8.2 Colorado Association of School Boards

Tracey Johnson thanked Jim Wilson for his representation of schools in the legislature. School finance is also at the top of the CASB list of items/hot topics. Encourages the legislature to consider the proposals that were put forth by the Superintendents two years ago. The CASB annual conference will be held in December at the Broadmoor. CHSAA will be funding the Rural Alliance Breakfast. Her term is soon over and has been approached by people that are interested in replacing her on the CHSAA Board.

8.3 Colorado Department of Education

Wendy Dunaway shared that the CDE continues to partner with and support mental health resources for students across the state. Have been able to connect Jenn Roberts Uhlig with the State Office of Behavioral Health to build common awareness across the state. The CDE is gearing up for the upcoming legislative session, and continues to focus on the All Means All initiative, supporting literacy and accountability.

8.4 CADA

Assistant Commissioner Jenn Roberts Uhlig shared that the meeting with CADA was very productive, great dialogue. CADA removed the outreaches in January to focus on the Round Table on January 27th. Highlighted the New AD meeting which was held on November 5th with 43 new ADs in attendance. The next meeting/class will be in January. Have been doing site-visits with the new AD’s but many are using their leagues as mentors.

Nate Smith suggested blocking out more time for the new ADs at the Summit, which would give them more support at the beginning of the school year. The CADA board will review the bylaws recommended by the CHSAA staff/Board then will take them to their membership. CADA is adding a new platform/tools for new ADs, giving them additional support, suggestions and answers. Both Ms. Roberts Uhlig and Mr. Smith agreed that the discussions regarding new bylaws proposals are helpful.

8.5 CASE

Jeff Durbin shared that he received a note from a female wrestler thanking him for the new opportunity/ability to participate in girls’ wrestling. He commented on the positive communication, training and support provided to the new ADs.

8.6 CASSP

Ryan West shared that the next CASSP meeting will be November 18th, nothing new to share at this time. The nominations for Principal of the Year will be open soon. The Executive Director of CASE, Lisa Escárcega, will be retiring on June 30, 2020. Applications for her position will be open soon.

The topic of after-hours school safety is on the agenda for the CASE winter meeting. There is an all-day safety summit scheduled for Wednesday, February 6, 2020. He brought concerns from
Principals with regards to Merino 1A volleyball seeding and programs without enough athletes to field a team. Discussion continued these topics.

8.7 District Reports

At Large – District 7, 8, 9

Gabe Trujillo shared that his plan moving forward, will be to ask his Districts questions with regards to equity and middle school participation. Wants the discussion to include what these Districts are doing to include minorities and getting girls involved in athletics and activities.

At Large – District 1, 5, 6

Terita Walker asked for clarification of committee decisions and when these decisions go into effect. A concern from DPS is that regain dates do not align with normal semesters/grading.

District 1 - San Juan, Southwestern, Western Slope

Luke DeWolfe asked the question of where Sunday contact was heading? Are leagues supporting Sunday contact?? Discussion regarding different religious/weather restrictions which could be eliminated with having Sunday contact in place. Discussion followed and it was determined that this proposal would need to come from a league to move forward.

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

Chase McBride reported that his district would like to see coaches polls be transparent and results made public. Question regarding appeals to the CLOC involving schools that have experienced drastic change since the beginning of the cycle. Commissioner Blanford Green shared that the committee is already looking at ways to move schools up and add exceptions. She shared that we are looking for a CLOC Chairperson. Rhonda and the new chair will meet with the NFHS to review options.

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

Steve Longwell reported that discussions in the Patriot League are about retaining coaches. Very difficult keeping coaches when there are issues such as low salaries and parental conflicts.

District 4 - Colorado 7, East Metro, Jefferson County

Nate Smith shared that discussions have turned to bottom performing lacrosse programs and worry that many schools will not be able to field varsity level teams. Discussion and information about the meeting being held later this month regarding helping these programs become stronger.

District 5 - Confluence, Denver, Metropolitan

Caleb Coats reported that his leagues were interested to find out if CDE numbers go up would
there be an opportunity to change classification? Shared that 7 out of 10 his schools qualified for state soccer, very excited. Spoke about the need for additional communication with regards to Unified Bowling. Assistant Commissioner Roberts Uhlig explained that once the CHSAA officially takes over the program there will be a commissioner overseeing and communicating with the membership.

The question was asked why the League of Legends was chosen to be the game for esports. Discussion that each season of esports has a different game. As this is currently a pilot program, and we are not ready for full adoption of the program, this is the time for discussion, review and suggestions.

**District 6 - Continental, Front Range, 5280**

Michael Hawkes discussed the concerns the leagues have with regards to the state cross country meet. Also addressed the criteria used for football seeding and if it is weighted evenly. Discussion continued.

Discussion on religious holidays/weather which may affect games/tournaments. This year exceptions were made, started the tournament early, to be able to accommodate the incoming weather/storm.

Questions arose about the C4 Extreme Supplement. Is there a list of banned substances? Assistant Commissioner Roberts Uhlig stated that there is nothing in the bylaws about specific banned substances, but on the website, there is a list of best practices that we encourage.

**District 7 - CS 4A Metro, CS 5A Metro. Pikes’ Peak, Tri-Peaks, West Central**

Bret McClendon not in attendance.

**District 8 - Black Forest, Fisher’s Peak, Intermountain, Southern Peaks**

Don Steiner spoke about cross country. Also talked about International Transfers and how Fountain Valley (a boarding school) will be bringing a proposed bylaw to the Handbook Committee for consideration.

**District 9 - Arkansas Valley, Santa Fe, South Central**

Richard Hargrove shared his appreciation of the student data bases being integrated with the Planet HS platform. He is also excited about the proposed 8th grade practice bylaw being submitted to the Handbook Committee. Mr. Hargrove asked about the basketball and volleyball re-districting, discussion followed.
9.0 NEW BUSINESS

*9.1 Victory Preparatory – Board Discussion/Action

Commissioner Blanford Green recapped her meeting with the Director of Victory Preparatory School. Victory Preparatory wishes to voluntarily suspend its membership in CHSAA. Recommendation to accept the suspension from the Association and have an opportunity to re-apply for the 2022-24 cycle. If they choose to re-apply, they will need to start the application process from the beginning.

Caleb Coats reviewed the league meeting and shared that the AD from Victory Preparatory will continue to attend league meetings for learning purposes. She agreed to uphold scheduled contest through the end of the 2019-2020 school year. Games that Victory Preparatory participates in will be considered non-varsity games. They will be able to schedule games and continue their educational program.

A motion was made by Jeff Durbin to accept the suspension of Victory Prep as a member of the CHSAA, with the ability to re-apply for full CHSAA membership beginning in the 2022-2024 cycle. Victory Prep will need to re-apply and be approved through the full application/new school registration process. The motion was seconded by Michael Hawkes. The motion carries, with Caleb Coats abstaining.

9.2 Bylaw Review/Board Revisions

The bylaws below were reviewed and voted on by the Board. All approved to be taken to the Handbook Committee for consideration:

9.2.1 Bylaw 600.1 - Definition of School Eligible for Membership (Con 1)
9.2.2 Bylaw 1800.1 Transfer Clarification - Transfer from a Non-Member School (ADM 1)
9.2.3 Bylaw 1800.43 - Return to Original School (ADM 2)
9.2.4 Bylaw 1800.46 - IEP (ADM 3)
9.2.5 Bylaw 1800.47 - International Students (ADM 4)
9.2.6 Bylaw 1800.48 - Freshman Transfer Rule (ADM 5)
9.2.7 Bylaw 1800.5 - Transfer Clarifications - Updates the Hardship Definition (ADM 6)
9.2.8 Bylaw 1800.52 - 504/Specialized Education Programs (ADM 7)
9.2.9 Bylaw 1870.1 - Homeless Students - Eligibility (ADM 8)
9.2.10 Bylaw 1880 - International Students (ADM 9)
9.2.11 Bylaw 2000.12 - Amateur Status Update (ADM 10)
9.2.12 Bylaw2310.1 - High School/Middle School Practice (ADM 11)
9.2.13 Bylaw 2500 - Board of Directors Appeal Timeline (ADM 12)
9.2.14 Bylaw 2850.1 - Team Composition (ATH 1)
9.2.15 Bylaw 2850.3 - COED Teams (ATH 2)
9.2.16 Bylaw/Article 45 - Students with Disabilities (ATH 3)

9.3 Girls’ Golf Dates 2020

9.3.1 Regional Date Change - May 26-28, 2020
9.3.2 Championship Date Change - June 8-9, 2020
Associate Commissioner Tom Robinson discussed the highlights from the Golf committee meeting. The issues with the championship dates have been conflicts with IB/AP testing, graduation and weather. The committee voted to change dates for regional and state championships. This type of change would normally go through Legislative Council, but due to logistics/planning a decision needs to be made immediately. After discussion, the Board requested that they have an opportunity to discuss this with their leagues/coaches. Mr. Robinson will send out a Survey Monkey on Friday, November 22nd for the Board to respond.

9.4 Cross Country Contract

Assistant Commissioner Jenn Roberts Uhlig reviewed the contract for State Cross Country, currently being held at the Norris-Penrose Event Center. They are very interested in keeping this event at their site and have offered cash incentives.

The discussion continued regarding State XC and that although the state event is in Cheyenne Mountains High School area, it does not mean that Cheyenne Mountain must host the event every year. Continued discussion on how State events are selected. Luke DeWolfe suggested that providing an explanation of why a site has been selected will help with concerns of the league, parents and coaches.

9.5 Transgender Policy Discussion

Commissioner Blanford Green explained the current situation with several of our member schools with regards to the verbiage of the transgender policy and the need for clarification on new vocabulary. The Commissioner and Assistant Commissioner Bert Borgmann will review and make the changes to the policy.

10.0 REPORT ON RECENT MEETINGS/ACTIVITIES

10.1 NASO Colorado/Meeting

Associate Commissioner Tom Robinson explained that he attends three NASO meetings per year and the information shared at these meetings is invaluable. Recently, topics discussed were confidentiality and transparency regarding selection of board members as well as responsibilities of these positions. He shared a handout and suggested that this could be used at the Board’s Vail Retreat in August.

10.2 Fall Student Leadership

Assistant Commissioner Justin Saylor highlighted the Fall Student Leadership Conference hosted by Manitou Springs and attended by 600+ students. Attendance was slightly lower then in previous years as the venue is not able to accommodate larger numbers. Next years’ conference will be a regional model. Each region will hold their conference on different days/dates to allow as many kids to participate as possible.
10.3 Girls’ Wrestling

Assistant Commissioner Adam Bright shared that they hosted a round table discussion on girls’ wrestling. The Wrestling Committee meets on November 14, 2019 and additional information will be forthcoming. Discussion about how to start a girls’ program. Chase McBride agreed that the round table discussion was interesting, and we should be working on verbiage to help answer the memberships questions regarding girls’ wrestling.

10.4 April Legislative Council (Dates)

Commissioner Blanford Green talked about the upcoming Legislative Council meeting scheduled for Wednesday, April 15, 2020. Requests to move the date were made by the membership, but the Marriott hotel couldn’t accommodate the change this year. We will review the dates for the 2021 Legislative Council meeting.

10.5 Crisis Management (EAP) Board/Staff

Assistant Commissioner Jenn Roberts Uhlig explained that we will be working on a policy to expand/explain the EAP. As of now, all media responses will be directed to Troy Baker, President of the CHSAA Board.

10.6 RPI/Seeding

Ryan Casey not in attendance, covering State Volleyball. Assistant Commissioner Saylor spoke about the process and the importance of reviewing the RPI/Seeding process with the leagues.

10.7 Board Meeting – February 11, 2020 – Capitol

Assistant Commissioner Bert Borgmann reviewed the plans for the February Board of Directors Meeting. The CHSAA Board of Directors will host a breakfast at the Capitol on Tuesday, February 11, 2020. Mr. Borgmann asked each of the Board members to reach out to their State representative to let them know we will be at the Capitol.

11.0 OLD BUSINESS

*12.0 ADJOURNMENT

12.1 Adjournment

A motion to adjourn the meeting was made by Caleb Coats and seconded by Luke DeWolfe. Motion carries, and the meeting was adjourned at