

**COLORADO HIGH SCHOOL ACTIVITIES ASSOCIATION
BOARD OF DIRECTORS MINUTES
January 29, 2014**

President Curt Wilson called the meeting to order at 8:05 a.m.

Roll Call

All present except Dennis Fraser and Jim Lucas Commissioner Paul Angelico reported that Dennis Fraser and Jim Lucas both were experiencing health issues.

Approval of Minutes

It was moved (Jim Engelker) and seconded (Sandi Weece) to approve the minutes of the November meeting. The motion passed unanimously.

Additional Items

No additional items were added to the agenda.

PRESIDENTS AND COMMISSIONERS REPORTS

President's Update

Mr. Wilson noted that after reflecting on things that have happened in the last week, the schools need to go back and look at the mission of the CHSAA. He said the CHSAA is getting knocked around about decisions that are being made, but made following the mission. He said that he is reminded of a Winston Churchill quote, "If you're going through hell, keep going." He noted that the Association has an opportunity to make changes for the good. The membership gets to participate in a great democratic process – the Legislative Council. He said the committee was obligated to review each appeal individually for due process and respect for the student. The rules were developed for a reason. Mr. Wilson also referenced a column in *The Denver Post* and expressed disappointment in the message of half-truths. He said that the Association has to continue to do what's right and move forward.

Mr. Wilson commended the CHSAA staff and noted that wonderful things have happened with the difficult people they dealt with. He reviewed the Sportsmanship Summit held in the San Luis Valley and thanked the staff for the cyclical education of school administrators.

Mr. Wilson also addressed the *You Can Play, Colorado!* program, noting that we don't account for what each person is when we put hands in a team huddle. The program is about inclusion and that's what education is about, as well.

Commissioner's Update

Commissioner Paul Angelico reviewed the day's activities for the Board of Directors. He outlined the individual appeal coming in and the Arvada West appeal. He briefly reviewed details of the Wyatt appeal and made additional brief comments about Arvada West. He noted that the AWHS appeal was moved to later in the day on the agenda.

Probations List

Commissioner Angelico reviewed the list of probations in the packet and recommended that those probations be lifted. It was moved (Mike Schmidt) and seconded (Jerry Martin). The motion passed unanimously.

Restrictions List

Commissioner Angelico reviewed the list of restrictions to be addressed. He outlined his recommendations for specific programs that he would recommend for removal.

Restriction Removal : After discussion on each restriction, it was moved (Wendy Dunaway) and seconded (Ed Hartnett) to remove the restrictions as follows: Valor Christian Ice Hockey Program, Manual Boys Basketball Program, Mountain Valley Ice Hockey Program. The Fruita Monument Boys Basketball and Coach were added to the list for removal. Based on the motion, the Valor Christian Ice Hockey Coach, Mountain Vista Ice Hockey Coach and Manual Boys Basketball Coach will remain on restriction. The motion passed unanimously. All of these will move on to probation for a year.

Commissioner Angelico noted that the recommendations would not include Arvada West, which will be deliberated later in the meeting.

Wrestling Ticket Requests

Commissioner Angelico referred to the state wrestling ticket order form in the packet and encouraged the committee to get their requests into Harry Waterman as soon as possible.

CADA Outreach Schedule

The Commissioner noted that the staff had attended the annual Colorado Athletic Directors Association Winter Outreaches. The staff attended eight meetings and saw well over 200 athletic directors. He said that unlike other years, it was difficult to determine how leagues would vote of some of the major by-law items.

Commissioner's Remarks

Commissioner Angelico noted the enclosed list of staff activities. He said that the staff was out and among the membership a great deal since the end of the fall season.

Commissioner's Goals

Commissioner Angelico referred to the list of the commissioner's goals included in the packet. He noted that President Wilson would distribute the Commissioner's evaluation today and it will be reviewed in April. He noted that he had added more workshops and discussions with advertising agencies.

Legislative Update

Assistant Commissioner Bert Borgmann reported that there was limited activity for the Association at this point in the legislature. He noted that some thoughts are being given to try and make a change in the arbitration section of statute, but after discussing the issue with Steve Durham and Joan Green, it was determined that this year might not be appropriate timing.

Jerry Martin asked if there would be a replacement for Senator Angela Giron this year. It was noted that the new legislator would assume the position in August. Mr. Borgmann noted that there was one senator who expressed a willingness to serve. Commissioner Angelico noted that it would be a moot point to have them serve this spring, as they would be unable to attend meetings due to the legislative session.

Legal Update

Alex Halpern reported that last year the Association had one appeal that parents brought an attorney, this year there will be three. He noted that was extraordinary for one year. He said that this year's appeals have highlighted demonstrating athletic motivation is dealing with a number of complicated facts. He said he had sympathy for the staff in trying to put together a case with hidden motivations. He said that the Appeals Committees also faced difficulty in the same determination. He reported that both staff and appeals committees are always trying to work in good faith on behalf of the students. He said that this was a challenge the CHSAA will continue to face.

Assistant Commissioner Tom Robinson said that any request for a waiver was always athletically motivated. Mr. Halpern said that by rule it is up to the student to prove that a transfer is not athletically motivated. He suggested adding a policy statement related to athletically motivation and how it's proved.

Jim Thyfault noted that asking building ADs who have many other duties to be investigators and dig into private lives is difficult. Is there a fix? It's a very uncomfortable situation. He said that the only "fix," is a steadfast transfer rule. A student transfers schools, the student is ineligible for a year. The school and staff does due diligence and then to have appeals committee overturn puts black cloud over the rule and the Association. He said that the Association needs to look hard at the rule.

President Wilson said that there a few schools the issues come out of, but most do the right thing and hold the line. Jerry Martin asked if there would be legislative concerns with a rule like that. Jim Thyfault said that it needs to be clear that no student does NOT participate, the rule simply applies to the varsity level.

Ed Hartnett noted that his district puts the onus on those transferring to their district. It is done to protect current students. His district has a step by step process that the district schools follow. Getting that information can be personal, but there are questions that have to be answered. Mr. Hartnett noted that he has done a number of home visits and feels like schools have to go above and beyond to protect their students and coaches. There was much conversation around the transfer rule and its impact.

Commissioner Angelico concluded the conversation by noting that when rules are enforced at the local level, many issues can be avoided.

We Are CHSAA Leadership Campaign

Assistant Commissioner Bert Borgmann noted that the Association continues to push forward the focus on our student participants as the leaders in the school and their responsibility to be inclusive of all students. Funded by the Foundation and other grants, The CHSAA has had presentations in Rocky Ford, Sanford, Loveland, Douglas County, and is scheduled for Weldon Valley and Greeley area in the future. Know that Cherry Creek and Jefferson County have held other summits and others. He referenced the support from Positive Coaching Alliance and CHSAA staff for these presentations.

He noted that You Can Play, Colorado! is an offshoot of We Are CHSAA and the staff continues to promote these through social media and have partnered with the Avalanche , Nuggets and Rapids.

OLD BUSINESS

Treasurer's Update

Commissioner Angelico reported that the Budget Committee approved the expenditure of \$150,000 for roof replacement. He also noted that CHSAA will have to replace a roof-top unit heater/air conditioner (\$14,000) that works occasionally. August is when the roof replacement will begin.

The Commissioner reported that the budget is similar to last year. Corporate and Promotions income is up and Courtesy Card income grows. Officials' registration is down but that is due to timing on posting. Rule book sales are down, the CHSAA merchandise remains on target, as are Dues and Fees. Football is \$321 different than last year, and other sports consistent. He reported that Soccer income was down \$6500 as 3A had a different format and Spirit is down due to bad weather. The Volleyball format increased income \$18,000. On the expense side, insurance is up, along employee retirement up. On the positive side, legal fees are down, but that may reflected timing in billing. Staff salaries are up with a new employee and vacation "buy back" is up. He noted that the Association is \$378,000 over where it was last year.

NFHS TV Update

Assistant Commissioner Borgmann reported that changes with the CHSAA.tv signing with the NFHS Network and additional from Play On! Sports will generate \$80,000 this year in rights fees. Commissioner Angelico noted that was the highest figure the Association has received in 15 years.

Corporate Update

Assistant Commissioner Jenn Roberts-Uhlig reported that she, Commissioner Angelico and Assistant Commissioner Borgmann had met with a representative from Rockbridge Associates to discuss a potential partnership where Rockbridge would represent the Association in corporate sponsor dealings. She announced the signing of Western Dairy Association to a sponsorship and reflected that she is currently pursuing companies that match CHSAA values.

NEW BUSINESS

Winter Meeting

Commissioner Angelico reported on the NFHS Winter Meeting. He said that much of the conversation was around what we are already doing in Colorado. He said that other Associations were looking at improving revenue streams. He also reported on the CASB meeting in December where he met with School Board members and superintendents

Personnel

Commissioner Angelico reported that the CHSAA staff had recently hired two new Administrative Assistants. Whitney Webermeier, Estes Park alum, was hired to replace Lisa Cunningham and work with Mr. Borgmann. Theresa Muniz, an eastern Colorado native and former administrative assistant at Cherokee Trail, was hired to replace Malinda Arensdorf and work with Mr. Waterman. Commissioner Angelico said he felt very good about the new staff members.

Alex Wyatt Appeal

Alex Wyatt was not in attendance, but was represented by his mother, Marlene Wyatt. President Wilson outlined the process and had each individual introduce themselves. President Wilson cautioned against personal attacks on any person.

Assistant Commissioner Waterman reviewed the facts of the case. He noted that the mother said the reason for the move was that she needed to be within 15 minutes of Lutheran Hospital as a condition of her employment. The staff had requested information of employment and residence documentation, but had not received current material. The significant lack of information provided to date does not support the need to move and does not dispel the concern that the move was athletically-motivated.

Commissioner Angelico clarified the bona fide family move by-law and explained that moving from a grandmother's house to another home in the Arvada West attendance area did not necessarily mean that the move met the conditions of a bona fide family move as outlined in the by-law.

Ms. Wyatt disputed the information about the lack of information. She noted that the father is deceased and she has six other kids in the family. There were other students who transferred to Arvada West and she tried to equate Alec's situation to that of the others. She also questioned the need for additional information.

President Wilson thanked her for her honesty and asked her about the time she had saved by moving. She noted that in Firestone, the family's previous residence was 50 minutes to Lutheran. She held dual employment at Lutheran and Platte Valley Medical Center and she noted that she had lived in a house until her apartment was ready.

Jim Thyfault asked about the two residences following the move to the Arvada West HS attendance area. Commissioner Angelico noted that the staff had received no information on the initial residence after the move. President Wilson asked what role wrestling played in the transfer to Arvada West. He noted that Alec's friend had also transferred. Ms. Wyatt said that she was unaware that the friend had made that transfer when she moved her family. She also added that she did not believe that wrestling had anything to do with the move.

Mike Schmidt asked when Alec had his initial contact with the Arvada West coaches. She noted that she and Alec had met Assistant Coach Mark Schmitt when he delivered German wrestlers who were staying at her house during the summer. The next contact with the coaches was two weeks prior to the start of the wrestling season.

Commissioner Angelico asked for clarification of the German wrestling exchange program. She noted that a team of Germans went around the state and wrestled students at various schools. She said that her son did not accompany the team that went to Germany to wrestle. Her son never mentioned prior contact with any Arvada West coach. Ms. Wyatt said that as far as she knew the first contact was pre-season wrestling practice.

Ed Hartnett asked why Prairie View Athletic Director Rich Affleck would say the transfer was athletically motivated, but Ms. Wyatt said it was not. Ms. Wyatt again reiterated that it was the wrestling with the German team where her son had his first contact, but really Jim Martinez at Greeley West was the initial contact related to the German wrestlers. Mr. Martinez had asked Alec if he wanted to wrestle in the summer program against the Germans.

Jim Engelker asked about working at Lutheran in an effort to clarify that situation. She said she left that position because the job assignments were too sporadic.

Ms. Wyatt was given the opportunity to make closing remarks. She thanked the committee for the opportunity to address the situation. She said the move was a difficult one for the family and that she

was surprised by the accusation of athletically-motivated charge. Ms. Wyatt stressed that the move was related to the job change and compared the emotions of his move to that of losing her spouse eight years ago.

Assistant Commissioner Waterman provided additional information on the German wrestling program. The meeting was the first that the CHSAA staff had heard of the Germans coming to Colorado to wrestle. Arvada West coach Mark Schmitt seems to be the common link to all these transfers.

Executive Session: The Board of Directors went into Executive Session at 11:10. The CHSAA staff was excused for the duration of the discussion.

Following the executive session, it was moved (Mr. Schmidt) and seconded (Mr. Hartnett) to uphold the decision of the CHSAA Appeals committee. The motion passed 9-1 on a roll call vote.

Arvada West High School Appeal

Arvada West High School was represented in the appeal by principal Rob Bishop, athletic director Steve Anderson, head wrestling coach Ron Granieri and assistant wrestling coach Mark Schmitt. The Board of Directors introduced itself and the areas each represented.

Commissioner Angelico reviewed the material that outlined how the issues at Arvada West had reached this point. He noted that he still is waiting for some of the answers that he asked for in October. He said that what is happening in the world of wrestling is that the focus is on Arvada West. He said that this is about the process, and the lack of process, in regard to transfer students. He said that the restriction is for lack of administrative control. Commissioner Angelico noted that when the CHSAA staff knows more about the athletes transferring to the school than the coaches and athletic director does, then the process is broken at the school.

The Commissioner noted that the bulk of the answers given by parents were out and out untruths. So, he asked, what is it that has made the climate that would draw that many families to Arvada West? Mr. Waterman emphasized that the amount of information and time devoted to the situation was not conducive to a positive outcome for the Association or school.

Commissioner Angelico said that the school had provided a good plan and moving forward, many of the items needing addressing should get the attention needed under the plan.

Principal Rob Bishop opened by noting he thinks they have a good school and there are a number of people interested in coming to Arvada West. He said that 148 have applied for open enrollment. Jefferson County Schools gave a verbal directive that high school principals were to get their enrollments up.

He said that the superintendent said take and prioritize out of district enrollment to the school. He noted that he was unaware of the blog and internet buzz related to the wrestling transfers. He acknowledged that the school should have been processing the students earlier. But, he noted, the school has established remedies for this type of inaction. They have established a stronger process to identify those students.

Mr. Bishop said that two of the cases made themselves known to him in spring. Another was the struggle with the parent getting information to the school and CHSAA. He promised that the school will do better

in developing information before participation occurs. He did note that the Jefferson County League did a good job and did not clear any of the cases brought forth.

Mr. Bishop reiterated that AWHs supports the CHSAA and wants to contribute to the betterment of the Association. Mr. Bishop said that active recruiting is prohibited by his staff and is a major issue with him. He recognizes that this is a topic of conversation outside Arvada West. He has accepted the lack of administrative control, noting it is on his shoulders and Steve Anderson's.

Athletic Director Steve Anderson reported that his paid coaches had served suspensions for their part in the situation. Coach Granieri said that when people ask about wrestling at Arvada West, he sends them to the Mr. Anderson. He said that the athletic director has to know who is where at all times.

Mr. Bishop said that there are frustrations working with the parents and he shares the same frustrations that CHSAA feels. Some families are just not organized. Steve Anderson talked about the paperwork chase game with parents and spent a month gathering paperwork. Paperwork was presented to league on November 7. Mr. Anderson noted the step by step of information that was needed and he also became frustrated. He said that for a single Athletic Director chasing information was difficult.

Mike Schmidt asked if coaches are informed of an athlete's interest. Mr. Anderson said if he is aware, he refers to the appropriate coach. Mr. Schmidt then asked when the coach became aware of the wrestler. Coach Granieri said he directed them to the Athletic Director. Mr. Schmidt followed up with a question about open gyms. Mr. Granieri said that he had lots of kids from lots of schools at these Greco and Freestyle wrestling open gyms.

Ed Hartnett asked about the Horizon wrestler following a coach to AWHs and reminded him that he had provided Arvada West with a heads up when that happened, contradicting some of Mr. Anderson's earlier statements.

When the coaches were asked to provide a reason for their suspension, they said they were told they would be suspended for a week, but both head coach and assistant said they were not told a reason. They are not members of the teachers association, so Mr. Bishop referred to the letter from CHSAA and tried to connect in their minds and principals mind the paperwork that was necessary. Mr. Bishop explained to them why they were being suspended at the time, he said.

Ed Hartnett asked how many of the transferring students participated in the German duals. The coaches identified two. Mr. Hartnett asked Mr. Anderson if he had made home visits to check on the validity of the transfers. Mr. Anderson responded that he had made very few home visits during his 14 years. Mr. Hartnett noted that he had heard Mr. Anderson has said to Commissioner Angelico that "if you build it they will come." Mr. Anderson acknowledged that the response and clarified that he also added that following the by-laws was important. Commissioner Angelico said that he was up front in the end.

Commissioner Angelico clarified that there was a two-fold problem with the situation. In the worst case scenario, the Board of Directors could leave team and coaches on restriction, but that hurts 6-7 athletes who did everything right. Other options included retaining restriction on the coaches, or removing the program and coaches.

Jim Engelker asked about moving forward and if a process in place would able to get things under control. Mr. Bishop replied that there are a number of checks and balances in place to help us limit this kind of situation in the future. Mr. Bishop said he would be surprised if this would ever reoccur.

Karen Higel asked how Arvada West will track the wrestlers who participate in open gym and then transfer to the school.

Assistant Commissioner Waterman cautioned the school about the change in its reputation which is now not favorable. Mr. Schmitt says he will tell them that the school has absolutely done nothing wrong. Mr. Granieri said his kids are getting booed because of this situation. He said it was tough to explain to the kids why people are giving them a hard time.

Commissioner Angelico asked the school if what is in place today is enough to get them off restriction. Mr. Granieri and Mr. Schmitt said that they would step away today if that is what it takes to have the team removed from restriction.

Commissioner Angelico recommended the team be removed from restriction. It was moved (Jim Engelker) and seconded (Ed Hartnett) to remove the program from restriction. The motion passed unanimously.

After much discussion, it was moved (Mike Schmidt) and seconded (Wendy Dunaway) to maintain the restriction on all Arvada West paid wrestling coaches, except one. Mr. Bishop will choose the coach to remain off restriction, but it cannot be either Mr. Granieri or Mr. Schmitt. In addition, the regional that Arvada West would have hosted, will be moved to an alternate site. The motion passed unanimously.

April 17, 2014 Legislative Council Meeting

Potential By-law Proposals: The topic was tabled until the February meeting

January 30, 2014 Legislative Council

Paul Angelico reviewed the activities for the Legislative Council meeting.

Proposals for Board of Directors Comments: The Board of Directors went through the by-law proposals and selected the person who might talk to the issues of each.

Advisory Committee Reports: The Board of Directors reviewed the amendments to the advisory committees and determined if any Board member needed to speak to those amendments.

Nominations, Board of Director Nominations

District 1 – For Dennis Fraser (WSL) – Paul Cain, Mesa County Valley Schools District (SWL)

District 5 For Karen Higel (DPL) – no nomination has been forwarded as yet

District 8 – For Curt Wilson (IML) – Joe Garcia, Antonito (District 8). Mr. Wilson will fulfill remaining year as President.

BOARD OF DIRECTORS AND DISTRICT REPORTS

District 1 - No report

District 2 - Mike Schmidt reported that the Frontier League is concerned about MaxPreps and subsequent inability for its league winners to serve as regional hosts.

District 3 - Jerry Martin noted that the Mile High League had a discussion on the Sunday Contact proposal and would support that at the Legislative Council. He also noted concerns about the number of basketball qualifiers moving forward with some teams moving into a smaller classification.

District 4 - Jim Thyfault provided an update on the CLOC amendment that would move Alameda International from the Jefferson County League into the Colorado 7, while adding Valor Christian to the Jeffco 4A from Jeffco 5A.

District 5 - Karen Higel reported that the DPL has concerns about Ice Hockey and is thinking about adding a program. Along with the addition come the concerns about security, transfers and transportation.

District 6 - Ed Hartnett said everything is going well in the district and had no further report.

District 7 - Sandy Weece reported that the Colorado Springs leagues noted all is going well. The West Central League is concerned about sub-varsity basketball and the number of quarters being used by its schools. It is a concern shared by many small schools and trying to maintain sub-varsity programs to help develop varsity programs

District 8 – President Wilson noted that the Intermountain and Southern Peaks leagues were grateful for the Sportsmanship/Leadership seminar that Assistant Commissioners Tom Robinson and Bert Borgmann, along with the Positive Coach Alliance put together.

District 9 - Rick Macias noted that no report came in from Arkansas Valley, Southeastern or Santa Fe leagues. He said that the South Central was discussing the addition of another lacrosse program in the league. He noted that Canon City leaving South Central League left them short on the schedule but will play many non-conference games in Pueblo. The SCL is looking for new member options. He noted that Pueblo Centennial was bringing a proposal to play down in boys and girls basketball.

Association Reports

School Board Association Update - Jim Engelker reported that budget issues continued to be the face of many concerns for the Colorado Association of School Boards.

Colorado Association of School Executive

State Department Update - Wendy Dunaway said that the Colorado Department of Education was busy with the transition on assessment and accountability, in addition to monitoring possible legislation proposals. There is a bill in the Senate that addresses leadership and principals. There are concerns regarding the shrinking numbers of administrators across the state.

CADA Update - Karen Higel, Ed Hartnett and Jim Thyfault noted that the annual CADA Conference on April 26-28, 2014 should be a great in-service tool for all athletic administrators. CADA has set up a blog on the website for athletic directors to share ideas and gain support. Mike Krueger and Mike Hughes did a leadership session at the NIAA and did an excellent job representing Colorado.

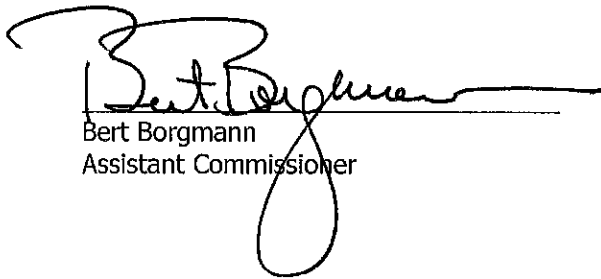
CASE Update - Rick Mondt reported that the state's superintendents have created a plan to put \$200 million back into schools. The larger issue, however, is how those funds would be distributed. The inevitable and current unfunded mandates continue to be difficult to support.

Legislative Update - Mr. Borgmann gave the legislative update during the Legal Update.

ADJOURNMENT

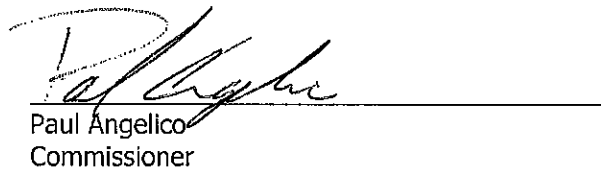
It was moved (Jim Thyfault) and seconded (Sandy Weece) to adjourn the meeting. The meeting adjourned at 3:52 p.m.

Respectfully submitted:



Bert Borgmann
Assistant Commissioner

Approved by:



Paul Angelico
Commissioner