

BOARD OF TRUSTEES MEETING

Sleepy Ridge
March 21, 2019
9:00 a.m.

Those in attendance: Board Members: Marilyn Richards, Allen Grunig, Dale Whitlock, Cory Anderson, Sam Jarman, Jerre Holmes, Tom Sherwood, Dave McKee, Bryan Durst, Greg Miller and Laura Belnap. Excused: Adam Britt, Amber Shill, Dave Brotherson and Stan Young. Staff Members: Rob Cuff, Jeff Cluff, Brenan Jackson, Jon Oglesby and Jan Whittaker. Minutes: Jeanne Widerburg.

1. Welcome and Chair Business: Chair Whitlock welcomed members to the meeting. Mr. Whitlock excused Adam Britt, Amber Shill, Dave Brotherson and Stan Young. Nancy Tingey was filling in for Amber Shill. Mr. Whitlock said he really enjoyed holding the meeting at Sleepy Ridge in Orem.

A. Reverence/Thought: Mr. Holmes asked members to have a moment of silence in memory of former board member Heather Bennett. He then offered a prayer.

B. Pledge of Allegiance/Patriotic Thought: Mr. Jackson shared a story regarding his 92-year old father. He served in the Navy during World War II. His father was a medic in the Navy stationed in Pearl Harbor. His father recently had the opportunity to participate in the Honor Flight back to Washington DC. As a medic, he oversaw a certain wing in the mental ward serving those who were mentally struggling. On the night shift, he would wake the patients to give them medication. There was one soldier that you could not wake by touching him. He related the soldier's experience. Brenan's father became good friends with this soldier. There is a country song, "All Gave Some and Some Gave All." We don't understand what some went through to preserve our freedoms. He then led members in the pledge of allegiance.

C. Acknowledge Outgoing BOT Members: Mr. Whitlock recognized Mr. Grunig. This would be his last meeting as he and his wife will be leaving to serve a church mission in Germany. Mr. Grunig's replacement is Roger Pulsipher who was in attendance. Mr. Whitlock welcomed him to the meeting. Mr. Cuff presented Mr. Grunig with a letter of appreciation and thanked him for his service. Members gave Mr. Grunig a round of applause.

D. Approval of Minutes:

MOTION: Ms. Richards motioned to approve the minutes of the January 24, 2019, meeting. Mr. Jarman seconded the motion. Motion carried.

E. Approval of Board Agenda:

MOTION: Ms. Belnap motioned to approve the meeting agenda. Mr. McKee seconded the motion. Motion carried.

2. Staff Items:

A. Sportsmanship Award Criteria: Ms. Whittaker said the applications for the sportsmanship award will be sent the first week of May. It will be due June 1. A sportsmanship video was required this year for the sportsmanship award. She said the committee is always looking for ways to improve sportsmanship. Many racial issues have increased and general

decorum has declined. Any ideas are appreciated. The staff is in planning stages of new items to implement. Mr. Jarman said Alpine School District holds a Captain's Academy where team captains are invited in each season to discuss their important role in being examples of good sportsmanship. It is also discussed at their coaches' meetings. Mr. Sherwood said his region does a summit to help encourage good sportsmanship. He said it is a tough cultural norm to fight against when looking at all levels of competition. Mr. Cuff said it is often an adult causing the problems with sportsmanship.

B. Student Leadership Conference: Ms. Whittaker said the conference will be held on Thursday, June 13, at Jordan HS. All member schools are encouraged to send one girl and one boy. The applications have been sent and registration is due on April 15.

C. Special Olympics Utah – Unified Sports: Mr. Oglesby reported that Unified Sports is moving forward. He feels with the Special Olympics staff changes there is a real upswing in servicing the high school community. Unified Track will be held at Copper Hills HS. Mr. Oglesby said Mr. Rushforth's help at Copper Hills is tremendous. He reported there are a few new schools participating.

Mr. Jackson reported they had held Unified Soccer matches the previous day. He said it was awesome to watch and appreciated Skyridge HS for hosting. Skyridge will be hosting the soccer championships on May 4. Mr. Jackson thinks these events are very important for the youth. Ms. Belnap felt these students' story would be a great for USBE to hear.

D. Technology Update: Mr. Oglesby reported there are new technology projects coming. The school directory has been redone with the help of Mr. Josh Taylor. Brackets are available on the website and on the app. How to publish the RPI is being discussed and hopefully it will provide an increased uptick in website traffic.

E. Communications Committee Report: Mr. Oglesby reported last year the committee focused on internal communication. He felt there was good implementation of internal communications. This year, the committee focused on external growth specifically in social media. Through the end of February, we have seen an 11% growth on Twitter, 31% growth in followers on Face Book and 110% increase in Instagram followers. Funding was supported and approved for Matt Garrish. Matt has done a tremendous job with original content and works with the staff. There were a variety of initiatives during the winter season. The top post for an Instagram feature was the kick off for "National Girls and Women in Sports Day" highlighting Jan Whittaker and her pioneer work in the state of Utah. There are initiatives that the Association can participate on a national scale. Sportsmanship messages have been sent with Mr. Rogers thoughts on kindness and civility trying to refocus everyone's energy. Every winter sports team champion and school were individually branded with their mascot. There were posts from the UHSAA debate activity as well and members of the debate community appreciated it and they felt a part of the Association. Tools are available to better influence relationships with media to amplify the UHSAA brand. Mr. Oglesby appreciates the continued support from members. Mr. Whitlock said he appreciated the work that is being done. Mr. Oglesby said there were over 8,000 impressions in February.

F. Coaches Certification: Mr. Jackson reminded members there is a form sent to each school that principals sign indicating their understanding of the UHSAA Handbook and agree their coaches are certified prior to coaching. Those forms are kept on file at the UHSAA showing compliance.

G. Korey Stringer Institute (KSI) Report: Mr. Jackson reported that Korey Stringer was a lineman for the Minnesota Vikings who during preseason training died of a heat stroke. The family organized the KSI foundation to educate the public. The Korey Stringer Institute hosted a conference for UHSAA to look through the sports medicine handbook and made recommendations for the Sports Medicine Committee to consider. Two years ago, the local media published the KSI rankings of states and Utah was ranked about 30, currently we are at 15 in the nation. Mr. Holmes thought it was a good conference and appreciated the materials presented. Mr. Grunig felt it was well done and now we need to implement items. Mr. Jackson said Dr. Karl Weenig and Lisa Walker are on the Sports Medicine Committee and they also serve on national boards. Utah is given a heads up from them to keep ahead of the curve. If athletes with heat stroke are cooled down (cooling tub) before transport, there is a 100% survival rate. KSI paid for all expenses for conference attendees.

H. Girls Wrestling Sub-Committee Report: Mr. Jackson reported the committee's first meeting. They discussed the possibilities of adding girls wrestling. There were 150 girls who did the hydration testing for wrestling. He said there is much excitement for the possibility of adding girls wrestling. They have looked at other states and tournaments. A major concern is how to look at weight class for girls. The NFHS currently does not provide weight classes for girls. Mr. Van Wagoner was at the meeting and they discussed the process to follow. They need to be part of the emerging sports process.

I. Competitive Cheer Sub-Committee Report: Ms. Whittaker reported they held a meeting to look at the feasibility of sanctioning competitive cheer. The high schools' administration is anxious to sanction to help give them more control. The committee felt competitive cheer should be a sanctioned sport in the future, but it needs to part of the emerging sports process. There are many factors to look at prior to sanctioning. Will it be coed, girls only, type of divisions, score sheets, judging, etc.

J. Emerging Sports Committee Report: Ms. Whittaker reported the committee has met six times putting together the emerging sports proposal. Member schools will register at the beginning of the school year and register, based on a survey, what students are participating. This could include club, school or community activity. These activities will be placed on a list. Once there is 10% girls participation or 20% for coed or boys, the activity will be placed on the emerging sports list. The school or club organization can request to have limited service on the activity (GPA, sports season rule, etc.). While on the emerging sports list, they will run their own competitions. When the activity grows to 20% for girls and 30% for coed or boys, the administration or organization can request to become a sanctioned sport. At that point, the BOT will look at a list of criteria before sanctioning the activity. Some of the criteria would be the percentage of member schools, how long has it been on the list, what limited services have been offered to the activity, how many other states sponsor championships, are there university or junior college opportunities after high school, lifetime activity easily accessed in later life and contribute to public health and fitness, does the NFHS prepare and publish playing rules, what are the obstacles, etc. If there is an existing coed sport, there will be an application to separate and compete in same gender when 10% girls participation threshold has been met.

Mr. Cuff said the Constitution By-Law Committee will be meeting on April 10 at 11:00 am to discuss this and other matters. If members have items they would like on the agenda, please notify Mr. Cuff. Lunch will be provided.

K. Rating Percentage Index (RPI) Review (pp. 121-123): Mr. Cluff reported the Executive Committee approved a change to the RPI. After evaluation, it has been suggested the formula

will remain the same at 40% wins, 40% for opponents win record, and 20% for opponent's opponents win record. Scrimmages, games vs junior varsity teams or Independent UHSAA teams will be not be counted and are marked as exhibition games. The RPI will be published only on the UHSAA website and available 3-5 times during the season.

One change to the RPI is how cross-classification games will be calculated. A chart was provided with meeting material on page 122. There is a 15% difference between each classification. Looking at the fall and winter results this year, there were examples of teams playing down classifications and the win percentage was helping them. The first time a team plays down a classification, it will count as a game within the team's classification. After that, there is an adjustment as shown on the chart of .15 per classification. Teams must win to receive the game value. Another change is out of state opponent's percentage depends on whether state has 5 or 6 classes. The staff feels this proposal is the best possible moving forward. Mr. Josh Taylor helped develop the system with MaxPreps and other states and he is familiar with Utah.

Mr. Cuff said there are many skeptics. Some are hoping to beat the system and control the RPI. That is why the cross-classification percentages were developed. We want districts schools to play against each other. The staff is encouraging schools and coaches to schedule like they always have. After year one, coaches will find it was not worth the effort to try to manipulate their schedules. Adjustments can be made to the RPI after year one if there are issues. Other states that are using this system said they would not go back. The RPI only determines the seeding to the tournament. Teams still need to win. There will no longer be pairings or tie breakers in those sports that use RPI.

Mr. Oglesby said the staff has held spirited debates as to the best way to build the RPI. The staff is deeply invested in making this a success. Please ask schools to not get fixated on the RPI. Schedule in a way to build the team, be budget conscious and then get ready to play a great state tournament.

Mr. Holmes said he appreciated that we are moving in this direction. He thinks it is progressive and eliminates positioning for seeding. He feels it is much better than what is currently being done. Mr. Anderson asked if there will be consideration for out-lying schools that are not competitive to schedule games. Mr. Cuff said being in regions will help scheduling for now. At some point, scheduling might need to be done in a large room and no one leaves until everyone has a schedule. The reason for the RPI proposal is to separate seeding and qualifying from alignment. Mr. Cuff said the RPI will be discussed at the AD Conference and at the UHSAA Summit in the fall. These will be great opportunities to educate and explain the RPI.

(1) Swimming: Ms. Whittaker said they will be adding more swimmers and have more participants. Swimming will be based on times for qualification. Each school will be allowed to send a relay team.

(2) Drill Team: Ms. Whittaker said currently teams qualify at region. It is being proposed to add qualifying tournaments (invitationals). Each classification can decide if they want a region competition to count as one of the qualifying tournaments. Teams will receive rankings where they finish in each tournament. Every team will go to state. They would receive rankings from tournaments: Dance 20%; Military 20%; Character 20%; Overall 40%. They would compete against everyone in their classification before state.

(3) Golf: Still working on golf. Use region and maybe course ratings, yardage, etc.

(4) Tennis: Mr. Oglesby said tennis will still be using a region bracket format. There is development on an RPI, but not finalized.

(5) Track and Cross Country: They will be following the traditional region qualifier format. RPI is down the road.

(6) Basketball: Mr. Oglesby said RPI will fundamentally change basketball. Home games for post season and tournament format changes.

(7) Lacrosse: Reminder: UHSAA sanctioned teams cannot play non-sanctioned teams. RPI: There are 29 school for year one and an addition 15 schools adding year two. Mr. Sherwood and Mr. Morris have helped develop the state tournament. Every team will play in an open classification and then the state tournament will seed the top 13 in Lacrosse A Division and the bottom 16 will compete for Lacrosse B Division.

(8) Football: Mr. Jackson said the tournaments will be a 32-team bracket for 4A, 5A and 6A. 3A is going to drop the bottom to teams and fill a 16-team bracket. 2A will have a 16-team bracket.

(9) Wrestling: Conversations about divisionals or other ideas are being discussed. There will be a meeting to look at options.

(10) Soccer: 32-team bracket except for 2A with 11 teams.

(11) Baseball: Mr. Cluff stated there are big changes for baseball. There can't be 32-team double elimination tournament. 4A/5A/6A will have a single elimination where lower 10% teams participate to get into a best of three series. The top seed will receive a bye. The middle will play in a best of three to play against the top. Top eight teams will qualify for state championship venue. At the state venue the bracket will be split into two for four team in Bracket 1 and Bracket 2 for a true double elimination. Each bracket will have a champion and then a best of three for the state championship. The format and time involved is similar to the existing tournament. A similar format will be used 4A/5A/6A softball as well.

The smaller classifications, 1A, 2A, and 3A, already have an all-comers tournament and will operate status quo. Mr. Cluff said they are excited about the changes. The championship has been manipulated to accommodate the pitch count rule to give time off. The new bracket will be beneficial to have the best teams qualify.

Mr. Cuff complimented the staff on their hard work developing the RPI and formats for each of their activities.

3. Legal Report: Mr. Van Wagoner expressed his sympathy for Heather Bennett. He felt she was a remarkable individual and she will be missed. Mr. Van Wagoner discussed the tackle football law suit. The plaintiffs stated there were plenty of girls ready to participate in girls tackle football and were wanting the courts to order it to be sanctioned by the UHSAA. They also wanted football eliminated until girls' football was sanctioned. In the course of the lawsuit, it has been determined the numbers available to play also included non-high school aged girls. In the age range for high school the number has been determined as 85. Districts were asked about powder puff football. Girls flag football is sanctioned in Nevada. We are nearing the end of discovery and they have amended their complaint. Plaintiffs have requested depositions of organizations and they should begin next week. The lawsuit is on the premise of a violation of Title IX. Mr. Van Wagoner said they have not found a court order case anywhere in which a specific sport be started and played in connection with Title IX. It is important to show the court we are making progress on questions of Title IX and expanding opportunities for girls.

Mr. Van Wagoner said the districts and other organizations have suggested and the Association has agreed to accept the responsibility to outline the manner in which the districts may better comply with Title IX. He thinks the emerging sports method will be very much like what has happened in the past, but it will be in writing.

Mr. Jarman asked if Mr. Van Wagoner was aware that Mr. Gordon made a GRAMA request

for lacrosse numbers in Alpine School District and any email communications regarding lacrosse. Mr. Van Wagoner was aware. Please email any questions to Mr. Van Wagoner.

4. **USBE Report:** Ms. Belnap thought it would be a good idea to do a press release when the emerging sport process has been established. She reported that the legislature passed 537 bills and over 200 were education items. Funding model for WPU received a 4% increase. They put 95M in a TSSA as earmarked slightly different than thought. HB250 is regarding the school fees bill. She has heard some districts are thinking to use the TSSA money for school fees because principals will have control of the money. There was a safety bill with monies that can be used for nurses, psychologists, etc. USBE will be considering naming Martell Menlove again for the UHSAA Appeals Panel in April. It is on the USBE Agenda. The Appeals panel was used three times last school year (2017-2018) and not at all this school year (2018-2019).

Mr. Cuff said the UHSAA sponsored a break at the legislature. Members received a copy of the handout that was prepared for that event. The staff was able to visit with legislators and received positive feedback. We have scheduled at the beginning of next year's legislative session for a breakout. Mr. Jackson said many of them had been officials, coaches and some had served on UHSAA boards. He felt good that some of the legislators were very much aware of the UHSAA and our mission. Mr. Whitlock felt the turnover in the legislature this year was a positive for the entire state.

5. **Executive Committee Meeting Report:** Mr. McKee reported the meeting of March 13.

- Winter Activities
- Endowment games
- Sportsmanship
- Calendar
- RPI
- UIAAA Conference– April 10-13, 2019
- Dare2Lead Student Leadership Conference – June 13 at Jordan HS
- Unified Sports
- Articles of education-based activities

6. **Winter Activities Report:**

A. Luncheon Details: Mr. Cuff said the Super Fans, Heart of the Arts, Spirit of Sport and Circle of Fame inductees would be honored at today's luncheon. Three award winners were unable to attend. The staff will introduce the individuals.

B. Winter Results (pp. 106-107): Mr. Cuff provided members list of winter winners. He sent congratulatory letters to coaches and copies to principal, AD and Board members. It was suggested the cc letters could be sent electronically and hard copy only to coach.

C. Basketball Endowment Games Report: Mr. Cuff said we are in process of collecting revenue. We have received approximately \$16,000. The basketball and football endowment fund pay for the catastrophic insurance. Schools were reimbursed 100% for their premium this year. The Foundation Committee members are: Jerry Bovee, Rex Thornton, Chris Neddo, Amber Shill and Vicci Gappmayer.

MOTION: Mr. McKee motioned to move the basketball endowment revenue to the UHSAA Foundation account. Mr. Holmes seconded the motion. Motion carried.

D. Basketball: Mr. Oglesby reported it was a successful year in high school basketball. The venues were great hosts and SUU is back in the rotation. Mr. Oglesby asked members to continue conversations with regards to respectful behavior at these sites. Ms. Richards said she appreciated the RPI proposal because she had schools stay at home that should have been at the tournament. Mr. Oglesby thanked members for their support at the tournaments.

E. Wrestling: Mr. Jackson said the events were successful. 1A/2A was at the Sevier Valley Center and 3A/4A/5A/6A was held at UVU. He said the sites were great.

F. Drill Team: Ms. Whittaker reported four great days of drill team. An extra day was added to split 5A/6A. A reserved ticketing format was implemented for general and premier seating. The assigned seating format was very successful. There were two out-of-state judges on each panel of judges. Next year, there will be only five teams competing in 1A so 1A/2A will be combined.

G. Swimming: Ms. Whittaker said all four classifications were back at BYU. She said it is a beautiful facility. Preliminaries were held for the individual event for 4A/5A/6A classifications. Next year, there will be preliminaries and finals for all events. Also, 3A will have two sessions which will be an extra day for swim.

H. Ejection Report (pp. 108-110): Mr. Cluff reviewed the report and summary of ejections. Ejections were up in a few sports, but nothing alarming.

I. Officiating Update: Mr. Cluff said the numbers in the officiating pool are flat. There have been some increases in some sports, overall it is flat. He feels the pay increase for officials has helped to keep the numbers from decreasing. With another increase coming this fall, he hopes the numbers will begin to increase. More training is needed for varsity games and state championships for the newer officials.

The basketball officials' association sponsored a sportsmanship initiative week. The officials wore the blue wrist bands at the state tournaments as a continued reminder of good sportsmanship. The staff is working with heightened awareness on the issues at state events and sportsmanship. Any ideas or input to help improve sportsmanship would be appreciated by Mr. Cluff and Ms. Whittaker.

Mr. Cuff said we are in process of developing the Diversity and Inclusion Committee. Mr. Cuff asked for name suggestions for the committee. The committee will be finalized at the meeting on May 7. This committee will be used to help implement items to help with fan behavior, racial slurs, etc. The UHSAA wants to develop programs to help educate member schools making all events more friendly and a safer environment. Mr. Cuff would like to have five individuals not on UHSAA Board and five board members, the staff and a chair. The individuals could be coaches, administrators – someone from the education family. Send names to Mr. Cuff so a committee can be set.

7. **Calendar:** Mr. Oglesby reminded members the online calendar is always the most updated. Next year's calendar is now posted on website. Every few years Thanksgiving is very late and the fall activities weeks are scheduled off the Thanksgiving holiday. Fall sports are starting later and there have been some concerns. Mr. Cuff said Memorial Day is the earliest date it can be, so

the winter season has been shortened a week. The staff didn't want to shorten the spring season because it is already the shortest season. The calendar can have changes, but it would be by motion.

8. **Board Terms:** Mr. Cuff reviewed terms for board members.

A. Board of Trustees (p. 124):

- (1) 3A Principal: Nan Ault, North Sanpete HS
- (2) 5A/6A Superintendent: Sam Jarman, Alpine SD, term extended to 2022
- (3) Charter School Representative Election – May 13 @ 11am at UHSAA

B. Executive Committee (pp. 125-126): 2019-20 regions terms will be discussed next meeting.

9. **For the Good of the Order:**

A. Lacrosse Championships (p. 127): Utah is the 23rd state to offer lacrosse.

B. Injury Risk. . . (p. 128): The injury risk is lowest in history.

C. School Mission (p. 129): Responses on how athletics support school mission.

The Constitution By-Law Committee will meet on April 10 at 11 am. Plan for at least a three-hour meeting.

10. **Next Meeting:** The staff is busy with tournaments on May 9 and Mr. Cuff proposed that a new meeting be set. Discussion.

MOTION: Mr. McKee motioned to hold the next Board of Trustees meeting on Tuesday, May 7 at 9 am. Mr. Grunig seconded the motion. Motion carried.

11. **Appeal:** Mr. Cuff said there was a pending appeal for Orem High School football. Five members from the BOT will be invited to sit on the panel. The Executive Committee heard from Orem and fined Orem \$500 for lack of institutional control and suspended football coach for the first two games of the 2019 season. Orem is appealing the decision to a sub-set of the BOT.

Intermountain Christian School (ICS) is having a hearing in front of the Executive Committee on April 24. The staff is concerned regarding the issue as outlined by ICS. Tabiona is disputing some of the accusations that they didn't do anything to help the situation. If there is an appeal to the ICS hearing, a sub-set of the BOT would be arranged and the appeal would take place in May.

MOTION: Mr. Sherwood motioned to adjourn the meeting. Ms. Richards seconded the motion. Motion carried.