

## BOARD OF TRUSTEES MEETING

UHSAA Office

August 24, 2017

9:00 a.m.

Those in attendance: Board Members: Marilyn Richards, Amber Shill, Allen Grunig, Dale Whitlock, Jeff Schena, Cory Anderson, Sam Jarman, David Brotherson, Jerre Holmes, Rob McDaniel, Dave McKee, Stan Young, Bryan Durst, Greg Miller and Jennifer Gravier. Staff Members: Rob Cuff, Jeff Cluff, Brenan Jackson, Jon Oglesby and Jan Whittaker. Minutes: Jeanne Widerburg.

1. **Welcome and Chairperson Business:** Vice-Chair Whitlock welcomed members to the meeting. All members were present.

A. Reverence: Mr. Young shared thoughts about the current world situations. We live in a beautiful area and we should not take it for granted. He appreciates the dedication of board members.

B. Pledge of Allegiance/Patriotic Thought: Ms. Richards said she was an American who supported the country and students. She said she has been reading about various opinions about what is happening in the world. She especially enjoyed one editorial stating we can't erase history, you cannot change it or make it go away. We need to learn from it and change the future. It also stated we can't control what is happening, but we can control our response. We need to respond in kind and loving ways. Another quote, "Freedom is not the right to do as we please, but the opportunity to do what is right." She then led the members in the pledge of allegiance.

C. New BOT members:

Allen Grunig – Cache School District – 4A School Board  
Cory Anderson – Wayne School District – 1A School Board  
Sam Jarman – Alpine School District – 5A/6A Superintendent  
Rob McDaniel – Cyprus High School – 5A/6A Principal  
Dave McKee – Spanish Fork High School – 3A/4A Principal

D. New UHSAA Member Schools: Great Basin and Green Canyon High School

E. 150-member schools and 106 football schools.

F. NFHS Award: Mr. Cuff presented Ms. Widerburg with a NFHS State Award for Outstanding Service for 15-years of service to the UHSAA.

G. Minutes of May 4, 2017:

**MOTION:** Mr. Schena motioned to approve the minutes of May 4, 2017. Mr. McDaniel seconded the motion. Motion carried unanimously.

2. **Legal Report (executive session):**

**MOTION:** Mr. McDaniel motioned to move the legal report on the agenda and to go into executive session to discuss legal matters and possible litigation. Mr. Jarman seconded the motion. Motion carried unanimously.

**MOTION:** Ms. Shill motioned to leave executive session. Ms. Richards seconded the motion.

Motion carried unanimously.

**3. Executive Committee Meeting Report (summary on website):** Mr. McDaniel highlighted points of the Executive Committee meeting on August 9.

- Catastrophic insurance
- UIAAA – September 18
- Student Leadership Conference was a success
- Mr. Cluff reviewed ejection procedures
- Background checks for officials
- BYU is not available for state swim meet this year. Looking for alternative sites.
- State Track and Field schedule options
- Compliance training
- Sportsmanship articles

**4. Legislative Report:** Ms. Spatafore discussed legislative issues.

- In a June meeting, a committee discussed non-government agencies that are on state retirement. The UHSAA was discussed, but there are others in the same situation. He stressed the importance of continued relationships.
- Some legislators would like to see “play where you lay.” State statute requires open enrollment.
- Discussion at Interim Political Committee Meeting regarding independent entities, special district, quasi and private (not aimed at UHSAA) who work with the government. There are over 500 such entities and no one has oversight. Legislation in 2018 that will deal with transparency and openness in that group.

**MOTION:** Motion to go into the Public Hearing to discuss the UHSAA Budget was made by Mr. Jarman. Mr. Brotherson seconded the motion.

\*\*\*See Public Hearing on page 7

Open Meeting continued:

**5. Audit Report:** Mr. Ed Worthington presented and reviewed the audit report. He expressed the importance of a one-year reserve for operating revenue. Continued corporate sponsorships are important because it is a significant part of the revenue. A litigation settlement this year added to expenses. The charitable donation reflects endowment game funds transferred to the UHSAA Foundation. Mr. Worthington reported the Association was fiscally sound and well run.

**MOTION:** Mr. Anderson motioned to accept the 2017-2018 UHSAA Audit. Mr. McKee seconded the motion. The motion carried unanimously. Mr. Brotherson had stepped out of the room.

**6. UHSAA Procedures and Materials:** Mr. Cuff reviewed materials on pages 1-4 of agenda materials. He discussed the committee assignments. The Communication Advisory committee is new this year. The committee will be discussing and implementing how we can better

positively promote and market the Association. There was discussion on the hearings/appeals panel members. Mr. Cuff thanked members for their willingness to serve on the committees.

Mr. Cluff reviewed the UHSAA governance chart (pp. 5-6).

7. **UHSAA Participation:** Mr. Jackson reported on the 2016-2017 UHSAA participation results. There was an increase of 10,000 participants. There was an increase in 11 sports and activities increased by 6100.

8. **Promotion of High School Activities:** Mr. Oglesby said articles had been provided to members in the meeting packet. The UHSAA helps promote the mission of secondary education. Students involved in activities are more likely to do better in school and life. The Communication Committee will create a plan to promote the Association, students, coaches and communities. Staff will be launching videos from “My Reason Why” on You Tube.

9. **UHSAA Items:** Mr. Cuff talked about the classifications and regions and how members are reelected or reappointed. The terms were staggered. At the USBA Convention in January, elections will be held for two classifications rather than by region. 3A/4A will be holding elections this year. Superintendents will appoint their representatives by classification. Principals will be appointed by the Executive Committee. If a 6A principal represents this term, a 5A representative will be chosen the following term. Privates and charter elections will be held at the UHSAA Office. The USBE position is appointed by the USBE.

Ms. Richards pointed out that with the reduction in board members their responsibilities have increased representing more regions. What is reasonable attendance at those meetings? Mr. Cuff reported that Mr. Hammer has encouraged EC members to play a stronger role with realignment. Districts would be able to send representation to realignment meetings. Mr. McDaniel suggested that members attend at least one region meeting so they can become familiar with folks and then join in on specific meetings as needed. Region agendas and meeting minutes should be posted on the UHSAA website.

10. **Visits to Region Boards:** Mr. Cuff reported that staff members are assigned to regions and will be attending at least one meeting during the year.

11. **UHSAA Training Visits:** Mr. Cuff reported the staff had held six trainings and would hold two more on August 30 (Richfield High School) and August 31 (Cedar High School). The agenda for the training meetings was to meet the staff, training on RegisterMyCoach, transfer rule/RegisterMyAthlete and Sports Medicine (SMAC) items.

12. **UHSAA Items:** Mr. Oglesby reviewed the UHSAA website, UHSAA app and twitter account. RegisterMyCoach system is up and running. It is a powerful tool for administrators in tracking coaches' certification. It is important to register all paid, non-paid coaches and volunteers. District/Schools have the responsibility to authorize the verification for certification.

Curt Pettingill, [curt@uhsaa.org](mailto:curt@uhsaa.org), works to complete tournament programs and the yearly results and record book. Please email Mr. Pettingill with any questions and meet deadlines. When handbooks are updated the front date reflects the most recent addition.

13. **Calendar:** Mr. Oglesby reviewed the calendar on pp. 30-32. Please refer to the website to check calendar for most recent updates. The staff is working on the tentative calendar for 2018-19.

14. **Sportsmanship Committee:** Ms. Whittaker reported on the statewide program, “Raise the Bar.” It was initiated eight years ago. The program encourages development of personal responsibility, respect and teamwork. There is more to sports than just winning. Under the sportsmanship tab on the UHSAA website, the criteria are listed for sportsmanship banner. She reported that 94 school received the sportsmanship award and 40 schools received the zero-ejection award. Battle of the Fans gives schools the opportunity to create a video highlighting their student body’s enthusiasm at sporting activities. The initiative is to promote a positive competition atmosphere.

The Student Leadership Conference for 2017-2018 will be held in June. One boy and one girl from each member school is invited to attend to learn how to promote sportsmanship and leadership at their schools and in their community.

15. **Corporate Sponsorships:** Mr. Cluff reported that the Association is interested in a few strong sponsorships rather than many smaller contributors. KUTV will broadcasting the football and basketball championship games.

We have streaming partners – Deseret Digital Media (liveKSL.com) and NFHS Network. The staff is asking them to maximize coverage at more state championships such as tennis, cross country and 1A Baseball. The UHSAA media rights are for post season only.

16. **Coaches Training:** If coaches hold a PE Major/Minor or an endorsement or a Major in dance, they are not required to take the Fundamentals of Coaching course. RegisterMyCoach is prepopulated with requirements. Page 51 of the UHSAA Handbook lists the requirements for a certified coach.

17. **Officials:** Mr. Cluff reported that officials can register at a \$10 discounted rate from July 1 to July 31. There are sufficient numbers of officials for football with schools supporting the request of playing same site/same night. Some regions have helped by moving soccer from Tuesday to Wednesday nights. We need more soccer officials. Shortage of officials is becoming a national issue. The RMAC, Division II, does not allow college officials to work high school competitions. Mr. Cluff has met with the commissioner and expressed his concern. He is encouraging everyone to work on recruitment of more officials.

Mr. Cluff will meet with a committee that is looking at officials’ pay. If an increase is approved, the increase would take place next fall with a possible phase-in over five years.

18. **UHSAA Foundation:** Mr. Cuff said the Foundation Board consists of Jerry Bovee, Chris Neddo, Steve Laing, Vicci Gappmayer and Amber Shill. Their goal has been to reimburse schools 100% for catastrophic premium which has happened 7 out of the last 9 years. This year the reimbursement will be about 85%.

LUNCH

19. **UHSAA Items:**

A. Compliance Training: The Open Meeting Law training video was shown to the members. Mr. Cuff reported Ryan Roberts from the State Auditor’s office came to train the staff. Training included ethics, open/closed meetings, GRAMA and budgeting. A slide presentation for training was shown regarding these items.

B. Realignment: Members were asked to determine realignment committee members.

1A	Corey Anderson
2A	Jeff Schena
3A	David Brotherson
4A	Dave McKee
5A	Amber Shill
6A	Marilyn Richards
Charter	Brian Durst
Private	Greg Miller

**MOTION:** Mr. Jarman motioned to approve the above realignment committee members. Mr. McDaniel seconded the motion. Motion carried unanimously.

Mr. Cuff said the Executive Committee will determine their realignment committee members on September 27. The Committee will meet 4-5 times before March. Dates will be sent to realignment committee members.

C. Summer Moratorium (July 1-7): Mr. Jackson discussed the summer moratorium. The moratorium is for the entire school. It has been set for time off for coaches and family time. Mr. Jarman pointed out that many Student Council Conferences get calendared that week. Could we look at making sure nothing is calendared? It was discussed that college campuses host the conferences which we have no jurisdiction. Mr. Cuff feels we found good dates including July 4 because only one school submitted for an adjustment last year. Mr. Miller said it is important for coaches to have a week, too.

20. **Finance Committee Items:** Ms. Shill, Finance Committee Chair, reported on their meeting. They reviewed the audit and budget. The proposed salary benefits for staff were shared with the members. Mr. Cuff distributed a copy of the UHSAA Policy Pamphlet. Ms. Shill reviewed the policy pamphlet regarding salary. Mr. Cuff reviewed the history of the current salary policy. Beginning salaries were based on years of experience, degrees and previous employment salary. Mr. McDaniel was surprised and thought the salaries would have been higher overall. Mr. Whitlock said that Mr. Cuff looks out for the staff. Mr. Miller said the salary is not equal to the grief received by staff. The staff is appreciated and can't be paid what they are worth.

**MOTION:** Mr. McDaniel motioned to approve the staff considerations as proposed by the Finance Committee. Ms. Richards seconded the motion. Motion carried unanimously.

21. **UHSAA 2017-2018 Budget:** Budget was discussed in the Public Hearing.

**MOTION:** Ms. Gravier motioned to approve the 2017-2018 UHSAA Budget. Mr. Grunig seconded the motion. Motion carried unanimously.

22. **Election for BOT Leadership Positions 2017-2018:** Mr. Cuff discussed if it would be possible to increase the number of positions for vice chair. It would be helpful for the chair to have more help. The vice chair does not automatically become chair the next year.

**MOTION:** Mr. McDaniel nominated Dale Whitlock as the 2017-18 Chair. Ms. Shill seconded the nomination. Mr. Anderson moved the nominations cease. Mr. McKee seconded nominations cease. Motion carried unanimously.

**MOTION:** Mr. Holmes nominated Ms. Richards for vice-chair. Mr. Brotherson seconded the nomination. Mr. McKee nominated Jeff Schena as a vice chair. Mr. Holmes seconded the nomination. Mr. Jarman called for the question. Motion for the two 2017-18 BOT vice-chairs carried unanimously.

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

A. Discussion: Mr. Whitlock asked for a discussion regarding who Mr. Cuff takes direction. Mr. Brotherson felt it would be helpful to define everyone's roles. Mr. Schena said protocol is through a board meeting with the trustees. Discussions are in open board meetings. He feels Mr. Cuff manages the Association, but the BOT gives direction (majority of the board). Mr. Whitlock said it is difficult. Everything should go through Mr. Cuff with Board ratification on his recommendations. Mr. Brotherson felt the Board gives Mr. Cuff safety.

B. Articles: Sportsmanship articles were included with the meeting packet.

**MOTION:** Mr. Brotherson motioned to adjourn the meeting. Mr. McKee seconded the motion. Motion carried unanimously.

Meeting adjourned at 2:55.

**Public Hearing  
UHSAA Office  
August 24, 2017  
10:09 a.m.**

Public Hearing was opened by Mr. Dale Whitlock to discuss the proposed 2017-2018 budget of the UHSAA.

Mr. Cuff distributed a hard copy of the proposed 2017-2018 budget. The Washington Athletic Association budget template was used in formatting the proposed budget. The goal of the BOT was to have a one-year operating revenue in reserve. He reported he estimated activities revenue as best as possible. There will be obvious change with 6 classifications in some activities and activities' revenue is affected by weather and school student body and community support.

Mr. Cuff discussed the operating revenue. He reminded the BOT the school annual dues were cut by 50% a few years back and the Association has been able to maintain the reduction. New on the operating revenue budget is a line item for the new appeals panel that is being funded by the State School Board. UHSAA is assisting in collecting the RegisterMyCoach funds for this first year.

Activity expenses included adding additional classification. Expenses continue to rise and need to be factored. The expenses include sites, judges, officials, reimbursements to schools, etc.

The operating expenses include the addition of the new appeals panel. Awards and trophies increased with the new classification. Mr. Cuff discussed the remainder of expense categories.

Mr. Whitlock opened for public comment, but no public in attendance for comment.

**MOTION:** Mr. McKee motioned to end the public hearing. Mr. McDaniel seconded the motion. Motion carried unanimously.