

## BOARD OF TRUSTEES MEETING

UHSAA Office

Thursday, January 23, 2020

9:00 a.m.

Those in attendance: Board Members: Marilyn Richards, Belinda Johnson, Roger Pulsipher, Adam Britt, Cory Anderson, Sam Jarman, David Brotherson, Tom Sherwood, Steven Gordon, Stan Young, Bryan Durst, Greg Miller and Laura Belnap. Staff Members: Rob Cuff, Jeff Cluff, Brenan Jackson, Jon Oglesby and Jan Whittaker. Excused: Dale Whitlock and Jerre Holmes. Minutes: Jeanne Widerburg.

1. **Welcome and Chair Business:** Vice-Chair Richards welcomed members to the meeting. She excused Chair Whitlock and Jerre Holmes. She welcomed Kody Hughes, Tintic District Superintendent, who was representing Jerre Holmes.

A. Welcome new BOT Member: Ms. Richards welcomed Steven Gordon who is the new representative for the 3A/4A principals.

B. Reverence/Thought: Mr. Cluff offered a prayer.

C. Pledge of Allegiance/Patriotic Thought: Mr. Young appreciated today's opportunity because he thinks a lot of the symbols of patriotism. He feels the presentation of the flag prior to the championship games is amazing. He gets chills while the anthem is playing. He is proud to be an American and a citizen of the United States. His school spends an hour a week on character education because a big piece of the curriculum is patriotism education. As educators, he feels strongly as administrators it is important they make sure this generation cultivates inspiration and patriotic attitudes of America. He then led members in the pledge of allegiance.

D. Approval of Board Agenda:

**MOTION:** Mr. Jarman made the motion to approve the Board of Trustees Agenda. Mr. Sherwood seconded the motion. Motion carried.

E. Approval of Minutes of November 21, 2019 Meeting (summary on UHSAA Website):

**MOTION:** Mr. Anderson made the motion to approve the minutes of the November 21 meeting. Mr. Gordon seconded the motion. Motion carried.

F. Update Handbook on website: Check the online version for most current changes.

2. **Executive Committee Meeting Report:** Mr. Sherwood reported on the January 15, 2020, Executive Committee Meeting.

- Meeting was held at Sleepy Ridge for the Distinguished Service Award luncheon.
- Fall champions were congratulated
- Calendar – 2020-21 sites were discussed and will be confirmed at the March meeting
- UIAAA – Marc Hunter announced the UIAAA Conference to be held in St. George April 16-18. He also reported on the NIAAA Conference.

- Volleyball Proposal – Taken back to regions for discussion. Proposals regarding contest limitations, all contests 3 out of 5 because of RPI, out of state games counted same as in state, minimum of matches, additional sites and flip flop tournament days.
- Summer Moratorium – June 28 - July 4, any adjustments are for the entire school.
- Register My Coach – coaches’ certification
- Dare2Lead Conference - proposal to change format.
- Fall ejection report – Mr. Cluff shared the report and discussed recruitment of officials
- Unified Sports – Skyridge and Hillcrest received National Recognition for their efforts
- UHSAA By-Laws Article 7, Section 6 – discussion regarding penalties for ineligible player. Sent back to regions for discussion in March meeting to make a recommendation to the BOT.
- Independent Football – The Executive Committee recommended to the BOT that Cottonwood, Timpview and Payson be given independent status in football.
- BOT Election results were announced
- Circle of Fame, Super Fans, Heart of the Arts and Spirit of Sport recipients were announced.
- 2019 Distinguished Service Award Luncheon was held after the EC meeting.

3. **USBE Report:** Ms. Belnap said she was approached and given a compliment about Ms. Whittaker. The School Board is mourning the loss of students in Grantsville and encouraged members to keep the family in their prayers. She said there is a new bill on school fees (HB80) by Representative Robertson. Schools and districts should be concerned. Fee waiver students from a competing school should be allowed in free to the game if transported on school bus.

Ms. Belnap said coaches’ certification is bubbling at a political level. She would encourage superintendents and principals be notified of coaches not certified. Mr. Sherwood said it is difficult because there are many coaches hired annually. Principals sign a UHSAA form stating they will make sure coaches are certified. The form is due September 15. Discussion on liability. Mr. Cuff said the UHSAA has provided a tool to track coaches’ certification. We are making progress and need to continue to work on communication with the districts. Mr. Young asked if the superintendents could see the same RMC screen as the principal. Mr. Cluff said the superintendent would need to be added to the data base. Mr. Cluff said the staff is looking to have three enrollment periods, fall, winter, and spring, for coaches’ certification. Credentials will be piloted at the wrestling and drill team state tournaments. The coach needs to request a credential and then the staff will check the certification of the coach. The coach will be required to wear the credential to be allowed on the floor of the event. Mr. Sherwood said the biggest issue for him is to get the information to the right people or end of the row. Coaches were certified, but information was not entered in RegisterMyCoach. He is also concerned with the costs of certification being put on the coach. Adam Britt said their coaches won’t get paid if not certified. Mr. Cuff said if a coach doesn’t have a credential, the UHSAA staff will turn to the administrator. Ms. Richards has heard from principals asking if there is a way to simplify so there is no overlap. Mr. Cuff said districts may approve courses on nhfslearn.com to help their coaches become certified.

#### 4. **Fall Activities Report:**

A. Fall Results (pp. 64-65) State Champions: Mr. Cuff congratulated state champions.

B. Fall Financial Report: Mr. Cuff said 80-85% of the Association’s revenue is from post season events.

(1) Baseball – An additional game was added on Saturday for the 3<sup>rd</sup> and 4<sup>th</sup> place teams. Revenue was increased.

(2) Tennis – 2<sup>nd</sup> year of ticketing. All four days were ticketed at Liberty Park thanks to good weather.

(3) Soccer – Revenue was down slightly, 2<sup>nd</sup> best in the last five years.

(4) Volleyball – Revenue was down slightly, 2<sup>nd</sup> best in the last five years.

(5) Football – 1A classification was eliminated in football this year. Revenue was down slightly, 2<sup>nd</sup> best in the last five years having only the five classifications this school year.

5. **Calendar:** Mr. Oglesby said the reveal dates for winter are posted on the calendar. The tentative calendar is now available on the website. If there are any issues, please contact Mr. Oglesby. Please refer everyone to the website for the most update information on dates and sites.

6. **Football Requests:** Mr. Cuff reminded members that, in November, Judge Memorial was granted independent status for their football program for 2020-21. At the last Executive Committee meeting, Payson, Timpanogos and Cottonwood High Schools asked for independent status for their football programs. The Executive Committee favorably recommended independent status for these schools because of safety and saving football programs. Mr. Jackson recently returned from the NFHS Football Rules Committee. He reported on the research done by Dr. Keister using the national RIO (Reporting Injuries) data. They have used data for the past 15 years and they have found there are no long-lasting effects of concussions of athletes at the high school age. The NFHS will be starting a campaign about the safety and positives of football. Mr. Cuff said there is scientific research that supports if an athlete participates in football at a very young age perhaps there could be some problems in the development of their brain. Starting at the 9<sup>th</sup> grade level, the data shows no lasting effect. Mr. Jarman said the helmets are expensive at \$300-900. Mr. Jackson said nationally football participation is down 100,000 athletes. Utah is down approximately 200 participants.

**MOTION:** Mr. Sherwood made the motion to approve independent status for Payson, Timpanogos and Cottonwood High Schools. Mr. Miller seconded the motion. Mr. Sherwood said these schools need to be playing teams at their ability level. They can play JV teams that are looking for games. Ogden was able to turn their program around going independent. It was discussed these schools would remain in the same classification and value, but not listed in the RPI or eligible for post season. Motion carried.

## 7. Reports:

A. Ejection Report (pp. 74-75): Mr. Cluff shared the results of the fall ejections. No glaring situations or increases.

Mr. Young mentioned his concern for the cost of 3-person basketball officials at their level due to travel. He cited an example where they paid \$1280 for officials and the gate was only \$750. Mr. Cluff said on that particular day there were 32 contests in the basin area. There are six varsity certified officials in the basin area. Mr. Cluff had asked for officials that could team up to travel. They have tried to share the cost. An additional issue is start times for games. Beginning at 2:30 and 4:00 is difficult for officials. He doesn't think the third official is significantly adding cost because they try to have them work multiple games. That Friday ended up being the perfect storm. Mr. Cluff is very much aware of the situation.

Mr. Sherwood asked about charging at girls' basketball games. They take a revenue loss and would like to not charge, but they have said it is a Title IX equity issue. He would like to hear Mr. Van Wagoner's opinion on the matter.

B. Officials Campaign Update/Sportsmanship Initiative: Mr. Cluff said the status of officiating numbers in Utah is flat. We are not losing official numbers, but the veteran officials are retiring and the average lifespan of an official is less than three years. People are interested in starting in the system, but as a result of sportsmanship, there is more turnover in the younger officials. He cited a situation at a sub-varsity game in which a 35-year veteran varsity coach was ejected. He was yelling at a sophomore basketball official who is in his second year of officiating. Shouldn't the varsity coach be setting an example for lower level coaching. This is not an isolated situation. Mr. Cluff said the lower level games allow the new officials to learn to be officials. Ms. Johnson is concerned that coaches and players aren't shaking hands following games. If coaches don't set the example, then who will? They need to learn to be graceful losers. Mr. Cluff said some of the best officials are those that come from the world of education. We need to encourage educators to become officials. Mr. Miller said he attended a Las Vegas tournament and he recognizes the Utah officials are much more professional. Mr. Cluff said there are nights that it is short of a miracle to cover the games. Mr. Hughes asked if it is okay to choose to have two officials. Mr. Cluff said he has reduced to two officials on some games. Mr. Young asked about recruiting officials – what is the first step? Mr. Cluff said if they would host an event at their school, he would be willing to come and talk to the group about officiating and encourage them to sign up. Anyone interested can call Mr. Cluff anytime.

C. Sportsmanship Committee Report: Ms. Whittaker reported the Committee would like to change up the student leadership conference. There has been a decline in participation and they want the conference to have a bigger impact on the students and the schools. It is being discussed to hold the conferences on a region level. Some of the regions are already hosting an event like this. The Committee would improve the curriculum and provide training to the regions to host the leadership conference. More students could attend. September could be Sportsmanship month and the region conference could be held during that time. Mr. Durst said his region is already making plans. Mr. Sherwood said more kids can be involved and customize the conference to the community needs. The Executive Committee will discuss it again in March. If any school is missing their sportsmanship banner, please contact Ms. Whittaker for a replacement.

D. Coaches' Certification: Mr. Jackson said coaches' certification was discussed earlier in the meeting. Superintendent Hughes said they had a parent threatening litigation over a coach and it was valuable that they could show the certification. He felt certification is a security to help with liability. Mr. Jackson said media and parents' first question, if there is a problem, is if the coach is certified. Ms. Johnson would encourage to look at ways to simplify the process to certify because so many demands are placed on the administrators. The trainings on NFHSlearn.com are helpful if the district will approve. Mr. Young said the initial certification takes the longest, but is much simpler as they complete the annual requirements year to year.

E. Sports Medicine Advisory Update: Mr. Jackson said after the Korey Stringer Institute training last year, the Sports Medicine Advisory Committee reviewed many of the policies and they have been updated on the website. The new clinical information on concussion protocols is included.

F. Lead Together Banners: Mr. Oglesby said as part of the partnership with the Utah Jazz, they are underwriting the expense of a Lead Together banner for each school. The banner

will consist of the Lead Together logo, school's logo, UHSAA logo and JAZZ logo. The goal is to have the banners to schools in late spring. The focus is on diversity and inclusion as a state.

G. Communications Committee: Mr. Oglesby said there is a social media initiative coming. They are doing a piece on Black History Month featuring prominent African American figures in the Association's history. This could be a coach, student athlete or outstanding accomplishments professionally. Additionally, National Girls and Women in Sports Day is coming – February 5. The most liked UHSAA piece last year featured Jan Whittaker. Please encourage schools to forward stories to the UHSAA.

(1) Website: Mr. Oglesby reported the website traffic is having a banner year. There are double digit increases in overall web traffic. Social media numbers continue to grow. There were over 100 likes on Instagram for the RPI reveal for drill team.

H. Unified Sports: Mr. Oglesby said member schools can benefit from participating in Unified Sports. SOUT is reorganizing with new leadership. This is a positive time for the UHSAA partnership with them. Skyridge and Hillcrest were named as champion schools and have received state and national recognition. He would encourage schools to create an inclusion movement and create a great culture with Unified Sports.

I. Legislative Report: Mr. Spatafore said the legislative session begins on Monday. He said the new tax bill would be repealed at the beginning of the session. With the bill off the table, they have a more predictable budget not having to wait for a vote in November. None of the bills deal with the UHSAA, but could have some impact.

(1) HB31: Annual local government registrations amending provisions. The UHSAA doesn't qualify because we don't receive state or federal funding, nor can we levy taxes. Sponsored by Representative Handy.

(2) SB58: Uniform Athlete Agents Act Amendment. Watching to see if it affects athletes that are under 18. Sponsored by Senator Hillyard.

(3) SB59: Daylight Savings, subject to congressional authorization, establish Mountain Daylight Time as the year-round time. Would be triggered if congress authorized MDT and at least four other western states adopt the MDT. Sponsored by Senator Harper.

(4) Not Numbered Bill: Senator Hemmert concern about prohibiting an athlete participating in a club sport and sanctioned sports at the same time. Mr. Cuff said they can practice, but cannot compete at the same time.

(5) HB80: School Fees Modifications. Wondering why he would make modifications when the deadline for the last years requirement is April 1. Sponsored by Representative Robertson.

(6) Late Start School Day: Representative Harrison is sponsoring a resolution for late start school day. It will be left up to each district. Some districts already have options for students to miss first period. Students can use online options for credit.

(7) Housing Stability: Discussed students who have difficult living conditions with no stability. Special transfer consideration for special circumstances.

Breakfast Break for the Legislature on February 3 at 9-11:00 am.

J. Legal Report: Mr. Cuff reviewed an email from Mr. Van Wagoner. Mr. Van Wagoner was unable to attend. Motions have been filed for summary judgement regarding the girls' tackle football case. A date has not been set. Email Mr. Van Wagoner with specific questions.

(1) Emerging Sports: Mr. Jarman said there is a process. The process doesn't guarantee their request will be approved. Principals are reaching their boiling point with more

assigned responsibilities and nothing being removed. He feels we need to be sensitive to the principals' concern. Mr. Brotherson said principals are overburdened. Scheduling of season is important as we add new activities. Mr. Sherwood felt people don't understand the whole picture with their requests. 50% of schools are not participating in lacrosse. There is no additional pay for additional work. Ms. Johnson said we need to communicate to superintendents and boards that the emerging sports list does not mean it will be added. She feels we need to communicate it better. Mr. Jarman said we may need to consider our process and say, at this time, we are not accepting applications. Don't move forward with any emerging sports request until we get Lacrosse off the ground. Mr. Cuff said there was a moratorium in the past in which the board mandated no additional sanctioned activities.

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

A. BOT Election Results (pp. 76-77): Mr. Cuff congratulated Ms. Richards and Mr. Anderson on their election win for another three-year term. The superintendents need to discuss the 3A/4A representative. Mr. Young will not be returning because the 1A/2A principal representative for the next term will be a 1A principal. Mr. Young has been a great asset for many years and will be missed.

B. Circle of Fame Recipients (honor at March 19 BOT meeting @ Sleepy Ridge-Orem): Mr. Cuff said the Awards Committee met and they have chosen three inductees to the Circle of Fame. They will be honored at a state basketball game.

Terry Bowler	Enterprise Baseball Coach
Lee Mitchell	Alta Soccer Coach
Lori Salvo	Volleyball and Golf Coach

C. UHSAA Super Fans (honor at March 19 BOT meeting):

6A	Erica and Celeste Efron	West Jordan HS
5A	Chad Knapp	Payson HS
4A	Jim and Carol Laub	Logan HS
3A	D. Bob Bailey	North Sanpete HS
2A	Kathy Chappell	North Summit HS
1A	Wayne James	Piute HS

D. Spirit of Sport Award and Heart of the Arts: The Spirit of Sport Award winner is Jonny Stott, a student athlete at Green Canyon High School. The Heart of the Arts Award winner is Howard Summers, a music educator at Skyridge High School. Mr. Summers has included Unified athletes in his music program.

E. The Parent Seat (pp. 78-79): Mr. Cuff said this is an outstanding video that could be presented at a parents' meeting. It helps parents understand their role as a parent of a high school athlete.

**9. Realignment 2021-2023:** Before the discussion on the realignment began, it was pointed out that it would be important to get the meeting summary to school board presidents and superintendents. Members felt it would be helpful if the presidents and superintendents received communication from this office on topics directly affecting them.

Mr. Cuff said this is his eighth alignment with the Association. He said Mr. Whitlock had asked the staff to come prepared to present realignment proposals to the BOT. Mr. Cuff reviewed the realignment timetable for 2021-2023 found on page 70.

Mr. Cuff presented the staff proposals for format and procedures. He said the staff does not feel it is time to consider alignment sport by sport because they would like to have more than one year of RPI data.

#### Proposed Changes for Format:

#3: Remove 1A-4A classifications shall have 3 regions (4 regions if deemed necessary by Board of Trustees) and 5A and 6A shall have 4 regions.

#5: Remove “within one school if possible” regarding equal regions/divisions. And remove region or division and replace with classification shall qualify teams or individuals for post season as determined the Executive Committee.

#8: Change any school with at least 55% to **50%** free and reduced lunch per state office of education 2019 Child Nutrition Program (CNP) survey may appeal to move down one classification. This is one way to address demographics. Some schools have not moved down even though being eligible because of free and reduced. Lowering the percentage may include a few more schools for consideration.

#### Proposed Changes for the Procedures:

#3: Change 5% to **7%** of the school with the highest enrollment in a classification shall be considered tied in enrollment for the purposes of classification assignment. These schools become bubble schools and are invited to voice their preference. There will be more bubble schools with the 7%, but this allows more flexibility. The staff would like more flexibility to deal with the issues with the legislature. Mr. Sherwood said the more we open the window the more arbitrary the alignment becomes. It puts the BOT under scrutiny. Projection numbers need to be considered. Mr. Cuff said there are no new schools for this alignment except for DaVinci and they participate in activities only. Maybe in the future there should be a policy for projected enrollments for consideration. Ms. Johnson said more bubble schools help more schools, but also displace many more. We help one at the sacrifice of the other. Mr. Cuff said it would be helpful if there is a wider number of bubble schools and then build in more tiebreakers that are objective (RPI, participation numbers, etc.). Mr. Sherwood thinks there should be a rubric that gives points to help make the decisions. The staff continues to look for ways to help make the decisions on the bubble schools. Mr. Sherwood said it could include free and reduce lunch, success factor, participation numbers, etc. It would help to explain the decision that is made. A policy would be helpful. Mr. Young is opposed if you are successful it automatically moves you up a classification. Mr. Cuff said the staff felt the more accurate term would be un-success factor. We could start with the two-year RPI average to only move teams down and only in football. Mr. Britt said because of the concern about numbers and safety in football, it would be good to consider this pilot. Discussion about using a formula to use two-year realignment average and participation numbers 2<sup>nd</sup> or 4<sup>th</sup> week of football just prior to alignment. Mr. Cuff is concerned about gathering participation numbers because it could be manipulated. With the 2-year RPI, a determination could be made of 20% of the classification and those schools could have the option to appeal to go down a classification.

If football only pilot is agreed upon, the staff would propose to stop alignment at classifications and not have regions. This would start the debate of regions vs commissioners. There would be a commissioner over football for each classification appointed by the Executive Committee. The

commissioners, with assistance from staff, would handle all scheduling, violations and discipline for football. There are nine regular season games and one endowment game. Schools would list in priority order the seven teams they would like to play. There would be two wild cards and an endowment game. Eventually, we could do this for all sports and commissioners would become the new “EC” using football as the pilot. The commissioners would take care of scheduling and discipline and staff members would work with the commissioners. Every school would get a complete schedule. There could be a division/section champion rather than a region champion. Change is hard, but most have found they like the RPI and now we can look at next steps.

Mr. Cuff said there has been some momentum to discuss 8-player football. It has the same positions as 11-player football minus two tackles and a back. It then becomes a very offensive game. This would help schools with a lower enrollment of 300 or less. We would need enough 8-player teams to make a viable tournament. Mr. Van Wagoner wanted to give a legal opinion as to how it may or may not affect the current football litigation the Association is involved. The downside is it could affect 1A baseball that is played in the fall. Mr. Brotherson expressed his experience with 8-player football that gave the small schools’ students exposure and some moved on to college and pro football teams. The possibility of playing both 1A baseball and 8-player football in the fall was discussed. Baseball could start in mid-July and football in mid-September. Mr. Anderson said they could play fewer games to shorten the football season.

Mr. Cuff asked the Board to give the staff direction as to what to propose to the Executive Committee. Would it be good to stay status quo with all sports and regions except for football? Mr. Miller felt that #4 of the Proposed Format could be removed to give them more flexibility. Geography has been the most challenging issue for alignment. Mr. Cuff said 5A/6A schools could have the same value and that could help. Mr. Jarman asked if these changes are being proposed because of suggestions being made outside of the Board. He feels it important that schools, coaches, etc. are being listened to and support their concerns. Mr. Cluff said most issues have been addressed by the coaches’ association from fall sports. Football has not been very vocal about change except for forfeit situations and considering the number of teams making the tournament. The volleyball proposal came directly from a meeting the he and Ms. Whittaker had with the coaches’ association. Mr. Cuff feels they could do exactly what they did the previous realignment and there would not be much complaint. Are we ready for change? Do we want to pilot a change in football only? Mr. Gordon feels we need to try a change in football. The smaller schools need help with their programs. Mr. Sherwood thinks it is a good idea because schools in his region don’t want the region to dictate their schedule with the RPI. They want to play region teams once and then pick the rest of their schedule. He was speaking also for lacrosse and tennis. With the RPI, they want to play teams at their level and equal competition. Mr. Jackson thinks it would help the number of schools petitioning to go independent. Mr. Young was concerned for “School A” that schools don’t want to play and how they will build a schedule. Knowing the commissioner will oversee the scheduling so every school gets their games removes his concern. Scheduling is already a nightmare even within regions in several sports in the lower classifications.

Mr. Jarman wondered if the proposed ideas should be floated out among the schools, so they feel they are being listened to and not having these things dictated. Mr. Cuff said the Executive Committee would take it back in March to receive feedback from the regions and a public hearing would be held before it is finalized. Mr. Jarman feels it is important to listen to their opinions. Mr. Cuff said the staff needs to know if the Board is willing to consider a change for football and keep other sports status quo for another alignment. Mr. Sherwood said most non-RPI sports have been proactive in finding alternatives to make sure the right athletes qualify. He feels tennis has not accepted alternatives and they need help getting there. Divisionals were not

acceptable to them. They want to keep region so they will qualify at least four. Mr. Sherwood said there will be push back from the Executive Committee because they want to value regions more not less. They want an increased percentage for being the region champ in the RPI. They like the region trophy. He also worries about a commissioner getting information to the end of the row. Mr. Oglesby discussed the model for the government structure and how the commissioner fits in that model. Mr. Cuff said football already has teams playing in classifications outside of all their other sports. The governance is already different in football. Mr. Sherwood said lacrosse has been a good experiment because some teams cross three classifications. Mr. Hughes felt a good way to start is with 1A because they already have many sports with divisions. This might help introduce a change from regions. Mr. Durst feels it works well in 2A as well to help ease into dissolving regions. Mr. Anderson said we need to look at the smaller schools and find the interest in 8 or 6-player football. Mr. Cuff asked Mr. Jackson to survey member schools with enrollment under 300. Mr. Sherwood thinks there would be support for the football pilot. Mr. Cluff said there could be section tournaments to qualify for state and they could have a champion. Mr. Sherwood said that would be possible because they could seed by the RPI and the school could win a trophy for the section championship.

Mr. Anderson asked for a list of proposed tweaks to the RPI. Mr. Jarman said he has only heard there should be fewer schools qualifying for state. Mr. Cuff said the formula is going to change for the RPI, but a final decision on changes won't be made until the first year of the RPI is complete. Mr. Durst said he has a concern that percentages could devalue the play.

Mr. Cuff asked for approval to remove #4 of the Proposed alignment format. No opposition was voiced.

#### **10. Approval of Consent Agenda:**

##### **A. Financial Report:**

**MOTION:** Mr. Pulsipher made the motion to approve the consent agenda. Ms. Johnson seconded the motion. Motion carried.

**MOTION:** Mr. Britt made the motion to adjourn. Ms. Johnson seconded the motion. Meeting adjourned at 1:40