

BOARD OF TRUSTEES MEETING
UHSAA Office
Thursday, November 19, 2020
9:00 a.m.
Zoom Meeting

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

1. **Welcome and Chair Business:** Chair Holmes welcomed all members to the meeting. Mr. Holmes stated for the vote today he will be asking for nay votes only for simplification. If needed, to we can recount or do a roll call.

A. Reverence/Thought: Mr. Pulsipher read a thought: “Prayer will lift us and draw us together as individuals, as families, as a church and as a world. Prayer will influence scientists and help them forge discoveries of vaccines and medications that will end this pandemic. Prayer will comfort those who have lost loved ones and guide us to know what to do for our own personal protection.” Mr. Pulsipher and his family were recovering from Covid-19 and he knows the importance of prayer and blessing the scientists and medical workers. He then offered a prayer. Mr. Holmes thanked him and wished him and his family well in their recovery.

B. Pledge of Allegiance/Patriotic Thought: Mr. Anderson said he has learned a lot from 2020. It has been a roller coaster of thoughts and emotions for several weeks. Words that come to his mind are diversity, divisive, determination, devotion, and disappointment. These words have flooded him and how it affects us individually and collectively. He reviewed an article of ten items that parents should teach their kids and what they should know about America and how to instill patriotism. The article was written by two moms who are social studies teachers in Michigan. He feels the future is in our children. He then led members in the pledge of allegiance.

C. Approval of Minutes – August 20, 2020 (summary on UHSAA website):

MOTION: Mr. Whitlock made the motion to approve the minutes of August 20, 2020. Mr. Jarman seconded the motion. Motion carried.

D. Approval of Board Agenda:

MOTION: Ms. Belnap made the motion to approve the meeting agenda. Ms. Johnson seconded the motion. Motion carried.

2. **USBE Report:** Ms. Belnap reported a discussion was held in a State Board meeting regarding alignment of directives to keep documents up to date. Several state school board members have asked the BOT/districts/charters to encourage a common message of “safety first.” She feels today’s meeting being held virtually is recognition of safety first.

3. Executive Committee Meeting Reports:

A. September 30, 2020 Meeting (summary on UHSAA website): Mr. Sherwood reported the meeting.

- Calendar review
- 51 Football Endowment Games
- Unified Sports – track and soccer
- Coaches' Certification
- UIAAA Summary
- Summer Moratorium – July 4-10, 2021
- Distinguished Service Award nomination due on November 1
- Ms. Parker, USBE, shared a presentation
- Mark Van Wagoner provided a legal report
- Sportsmanship Items
- Emerging Sports Report
- Officials Update
- Calendar adjustments for soccer, volleyball and football
- Education-based Activities Articles

B. November 11, 2020 Meeting (summary on UHSAA website): Mr. Steve Gordon reported the meeting.

- Football endowment game financial report
- BOT catastrophic insurance approved.
- Staff reviewed fall sports
- Calendar
- UIAAA Conference – virtual national conference in December
- Spirit of Sport and Heart of the Arts Awards due January 15
- Winter Sport Protocol and Return to Play Guidelines
- If mandate is lifted, start date for winter sports is November 24
- Emerging Sports presentations
- Officials report
- New school member application – Saint George Academy
- Coaches need to be certified on RegisterMyCoach by schools and districts
- Deadline dates for coaches' certification and credential requests: September 1 for fall; December 15 for winter; and April 1 for spring. Coaches not meeting the deadline will be suspended until certified with a minimum of one game suspension and a \$100 fine for late credential request.
- Realignment dates were discussed
- Mr. Van Wagoner provided a legal report

4. Football Endowment Games Report: Mr. Cuff reported that 51 games were held this fall. Last year, was the highest revenue on record. This year has been much different with Covid-19. Many stadiums were limited to the number of spectators. The revenue will be close to \$70K. He is grateful to member schools that hosted. The Thursday endowment game was the first football game in the nation. The Foundation Board will meet and discuss the possibility of catastrophic premium coverage for 2021-22. There will be 100% reimbursement for the premium for 2020-21.

MOTION: Mr. Miller made the motion to transfer the football endowment monies to the Foundation. Mr. Whitlock seconded the motion. Motion carried.

5. Fall Activities Report:

A. Volleyball: Ms. Whittaker said she was grateful to have been able to hold the volleyball championships. There were many last-minute changes to sites. Union High School hosted 1A and SVC hosted 2A, 3A and 4A. The 5A and 6A tournaments were moved last minute from SLCC to Corner Canyon and Hillcrest High Schools. She thanked the sites for hosting.

B. Boys' Golf: Ms. Whittaker said golf went very well. Many records were set at the state tournament. There was record attendance at the 5A and 6A championships at Soldier Hollow.

C. Football: Mr. Jackson reported this was the final week for football championships. The 4A championship will be held at Dixie State University and 5A and 6A will be held at Cedar Valley High School. He invited members of the BOT to join the staff at the tournaments. Last week, 2A and 3A played at Dixie State University.

D. Girls' Soccer: The 2A and 3A semifinals were held at Juan Diego Catholic HS. Mr. Jackson thanked Rio Tinto for stepping up and hosting 11 games. He really appreciated both sites for their help, support and willingness to host.

E. Cross Country: Mr. Oglesby thanked all volunteers at cross country. This was the first year the event was not held at Sugar House Park. He felt it was very positive. Soldier Hollow and Cedar City HS were the two venues that hosted the meet. The hosts, coaches and athletes did a phenomenal job and he thanked them for their efforts.

F. Girls' Tennis: Mr. Oglesby reported there were great outdoor crowds for tennis. Online ticketing was used for the first time and was successful. He thanked the schools for their cooperation and support.

G. 1A Baseball: Mr. Cluff said 1A Baseball was great. The quarter finals were held in Spanish Fork. The semifinals and finals were moved last minute from Dixie State University to Snow Canyon HS. He said the administration at Snow Canyon were great hosts.

Mr. Cuff said when football finishes on Saturday, Utah will be the first state to complete a full fall season in every sport. Kudos to everyone that made that happen - athletic directors, principals and student athletes. Nevada has not started any sports this year and not sure when they will start. He is so grateful that Utah was able to participate. It took much work from many people. Mr. Holmes thanked the UHSAA Staff for their efforts and the high schools' preparation to make this happen. Winter sports is under the same planning and he is hopeful for a winter season.

6. Calendar:

A. 2020-21 Calendar (pp. 46-51): Mr. Oglesby encouraged members to frequently check the calendar and brackets because we are in constant change.

B. 2021-22 Tentative Calendar: Coming soon.

7. UHSAA Items:

A. Spirit of Sports Award (January 15):

B. Heart of the Arts Award (January 15): Mr. Cuff talked about the two awards that are presented annually to student athletes or coach/advisor. The NFHS provides these awards and the state recipients are then considered for section and national recognition. If any member is aware of a student athlete who is deserving of this award having overcome obstacles of adversity and continue to participate, he asked them to email the nomination to him.

C. Winter Sports Protocol (meeting handout) and Sports Medicine Advisory Committee Report (SMAC): Mr. Holmes welcomed Dr. Weenig to the meeting and thanked him for his countless hours of service. Dr. Weenig said he appreciated everyone's efforts trying to keep kids playing and moving forward. The SMAC is working on Return to Play Protocol after an athlete has tested positive for Covid-19. The CDC requires a 10-day isolation. The cardiology specialists across the country are looking at what protocol is needed if there are cardiac-type issues. Mild cases might allow the athlete to return quickly.

SMAC is working with the State Department of Health regarding testing protocols. They are working/training individuals who will be administering the tests. Testing will keep athletes playing and encourage athletes and their families to use safe protocols. The CDC is providing the tests at no cost. The administering of the test is simple, but the administrative aspects such as registering, records, etc. is a little more challenging. The testing process was then discussed. Ms. Belnap is concerned that the parent is included in the process regarding their student's health. Is there a possibility of the test or data being manipulated? Mr. Holmes said it will be crucial for administrators to dedicate one person to oversee the process and protect the integrity of the process.

Dr. Weenig said the studies show that if the student tests positive, there is no reason to retest them. They will be isolated for ten days. Once isolation is complete, if the student remains asymptomatic, they have a 90-day window and need not be tested again. If, however, they have symptoms, other illness possibilities need to be ruled out prior to retest. Dr. Weenig said the start of testing depends how quickly the testing can be mobilized to each individual school with staff administration and supplies. Mr. Cuff thanked Dr. Weenig for his support and help. Mr. Cuff said it is the position of the UHSAA and Superintendents to create a plan to give to the Governor and Utah Department of Health. Testing is a component of that plan. It will be recommended students start tryouts and practice on Tuesday, November 24, and then phase in the testing. Students will find a place to play and it would be helpful if high school sports begin sooner rather than later.

D. Summer Moratorium (July 4-10): Mr. Jackson reminded members the summer moratorium is July 4-10 for an entire school.

E. Coaches Certification/Credentials: Mr. Jackson said reminders were sent for fall sports for coaches to become certified. The process begins again with winter sports. Districts and schools are encouraged to be certain all coaches are certified. This is a state requirement.

Schools will order credentials for their certified coaches. Mr. Cluff reported in the last Executive Committee meeting deadlines were established for certification and credential requests. September 1 for fall sports; December 15 for winter; and April 1 for spring. There is at least a

one-game suspension for all coaches not certified (cannot coach until certified) and \$100 fine for being late requesting a credential. There is a four-week window at the beginning of the season to certify and request a credential for coaches. There is also a \$500 fine for any non-certified head coach coaching in a post-season contest and \$250 for an assistant coach. A development on the website allows athletic directors to request credentials and then see what credentials have been requested. Coaches should be certified before coaching students.

F. Sportsmanship Items – School Video Competition: Ms. Whittaker stated currently they are accepting school videos. The winners will be announced on December 1 and each classification winner will be awarded a \$1,000 sportsmanship scholarship. The video is one item for schools to earn their sportsmanship award. All schools are encouraged to create a video to increase positive sportsmanship.

G. UHSAA Student Leadership Conference – Fall 2021: The Student Leadership Conference will be held in the fall 2021 on a region level.

H. Emerging Sports Discussion: Ms. Whittaker said this was the second year of the emerging sports program. All schools are asked to declare what competitive activities their students are participating outside of current UHSAA sanctioned activities. She reviewed the criteria for being added to the emerging sports list. The activities that met the criteria for sanctioning consideration were competition cheer, Esports, boys' and girls' mountain biking and boys' volleyball. Mountain biking is not interested in UHSAA sanctioning at this time.

(1) Boys' Volleyball: Jill Davis, Duke Mossman and Shaun Olmstead presented for boys' volleyball. They feel boys' volleyball has met the threshold for sanctioning and would propose sanctioning for spring of 2021-2022. They reviewed their information packet. Coach Olmstead, BYU head men's volleyball coach, said boys do not have the same opportunity to compete at the high school level as girls. He would like to recruit more boys from Utah, but the boys' development level is not sufficient because they do not compete in high school. Boys' volleyball has met the criteria for number of participants and the sport is really growing.

(2) Competition Cheer: Ms. Lori Rupp read her statement regarding cheer. Cheer safety is governed by Utah State Risk Management and has intense, required training for coaches and athletes to stunt. Competition is just one component of high school cheer. Most students feel it more important to cheer at games over competition. They are asking for more time to create a proposal for competition cheer before sanctioning.

(3) Esports: Mr. Robert Sorenson reviewed his presentation regarding Esports. ITeam established themselves as a 501 (c3) and is non-profit organization. Currently, students are not being charged for access to the games. There will be some cost associated to Esports, but they are trying to keep it scholastically focused and the school in charge. Mr. Sorenson said ITeam USA and is reaching for CTSO status similar Skills USA, DECA, etc. They want that status to get PERKINS money to help pay for teachers to work with students after school. To qualify, they need 20,000 operating members in ten states. They were created to encourage students' career and technical development. It is working well in schools and their IT class enrollment has increased. Their philosophy is WIN. Any organization working with them will WIN. Students playing Esports are better at solving problems and working as a team. They have a division called "Shesports" for girls and it is growing. The students interested in Esports are not necessarily athletically inclined.

Mr. Bergeson said he is amazed about the opportunities for students through Esports. Ms. Whittaker said Esports could be considered as a sport or activity. It is one of the fastest growing activities in the world. Ms. Whittaker said the Executive Committee had discussed these three sports and voted to move it on to the Board of Trustees for more discussion.

Mr. Holmes thanked all presenters for emerging sports. He said the official vote for sanctioning does not take place until March. He would recommend that committees be developed for all three for study and research to prepare for the March vote.

Mr. Cuff discussed the difference between sport and activity. The current activities are music, theatre and speech/debate. Some will refer to these activities as co-curricular because they will have a class during the day that is academically involved. Sports are usually considered extra-curricular although they may have a weight training or athletic period during the school day. Mr. Bergeson agreed Esports could be considered as co-curricular.

Mr. Sherwood said these sports were discussed extensively by the EC and now there are some difficult decisions to be made. He asked what the BOT role in sanctioning looks like with regards to Title IX. The Title IX responsibility of compliance is on school districts and not the UHSAA. His district is in favor of sanctioning cheer and against boys' volleyball because of the current lawsuit. The UHSAA sanctioned lacrosse and then districts chose whether to adopt. Cheer is unique because it is not a club sport and is part of the school. The Executive Committee voted last year to sanction cheer. Esports is already in his school. His coach is getting certified for teaching computer science. There are legitimate connections to careers and he supports sanctioning as an activity. Esports is dominated by males, but they are developing "Shesports" to encourage girl participation.

Mr. Durst said many charter schools are already doing boys' volleyball and only two charter schools participate in cheer. He is concerned about Title IX concerns. Mr. Van Wagoner said there are some schools in Utah in which opportunities are equal. Generally across the United States, primarily because of football, there is a disparity. Title IX can be met in several other ways and one way the Association can help is provide opportunity for the under-represented gender. Districts need a policy and history of promoting girls' sports. Discussion continued. It was determined to form committees to answer questions to move forward with focus on key specifics (transportation, facilities, etc.) and present an interim report in January.

Mr. Cuff said the UHSAA needs to understand their role. Is the UHSAA the gatekeeper for districts or do we allow districts their choice? There are many districts, by policy, that sanction what the UHSAA sanctions. If UHSAA is not the gatekeeper and just provides a buffet of options, then districts need to manage themselves. Are districts willing to take that upon themselves? Or do they rely on a gatekeeper without pressures from individuals within districts. Groups will pressure for activities to be sanctioned.

Mr. Holmes again asked about creating committees. Three committees were formed and chairs assigned: (1) Cheer - Mr. Sherwood; (2) Esports – Mr. Bergeson; (3) Boys' Volleyball – Mr. Miller. Organizations will be invited to help gather information and clarify specifics. An official vote will be taken at the March meeting.

Mr. Jarman said we need to be aware of items at the district level. They may need to opt out of a particular sport or activity. Boards of Education are concerned about available funding for education which will not be known until the legislative session. They may be told they cannot increase budgets for transportation costs. There are other decision makers who are not included in this current conversation. Mr. Holmes was hopeful each committee will tackle these issues with commonality. Ms. Whittaker will have a rubric for each committee for direction. Other members will be assigned to the committees.

I. Unified Sports (UHSAA/SOUT): Mr. Oglesby said a survey will be sent to all schools to find out interest in Unified Sports. He reported that it is expected that First Lady Elect, Abby Cox, is interested in growing unified sports and represent the underserved population. Mr. Oglesby feels there will be a focus on these programs. Additionally, a few schools have made a request to look at adding basketball to Unified Sports.

J. Social Media: Mr. Oglesby reported month after month we are breaking records in social media engagement. Sam Merrill, former Bountiful HS athlete, was drafted in the NBA. Our social media pages congratulated a Utah student being drafted. It has been done in the past and they will continue to congratulate those succeeding after their high school career.

K. Academic All-State Windows (p. 52): Mr. Oglesby said the winter Academic All-State window would be opening soon. There was a late submission window for fall and there were several schools that submitted late. We will be following the EC protocol to send a letter concerning them being late. Please turn in winter submissions within the window.

8. **BOT Elections Update:** Mr. Cuff said the USBA Convention held in January was going to be virtual. The BOT elections have been held at the convention. Mr. Pulsipher and Mr. Whitlock's terms end June 20, 2021. Mr. Cuff would propose the UHSAA host the elections in April. Mr. Jarman will be retiring at the end of this school year and Mr. Holmes term is up June 30. The superintendents will determine two approved names for the two positions before May 1. Mr. Sherwood is serving his last year as a 5A principal. A 6A principal will be approved by the Executive Committee. Mr. Miller's (private school representative) term will be ending June 30 and an election will be held in April.

9. **New School Member Applications:** Mr. Cuff said there was only one new school member application received from St. George Academy. The school is relatively new and is located by Crimson Cliffs HS. The school does not have any athletic facilities except an outdoor volleyball court. The Executive Committee did not recommend St. George Academy for membership. Mr. Cuff is willing to work with them and help them prepare for membership at a later time. Mr. Bergeson said he would be willing to work with them as well. Students attending St. George Academy would be eligible for participation at a school where their parent or legal guardian resides.

MOTION: Mr. Bergeson made the motion to not accept St. George Academy's application at this time. Mr. Britt seconded the motion. Motion carried.

10. **Realignment 2021-2023:** Mr. Cuff said today's meeting was the first of four meeting to consider the realignment. There will be a second meeting, public hearing and a third meeting to finalize the alignment. He included the timetable and timeline. Today's meeting is to establish an initial classification placement. Drawing the lines will establish the original bubble schools. The next meeting allows a representative from the bubble schools to declare their classification preference. Schools will then be placed in regions.

The staff made a recommendation for the initial classification placement. Districts provided alternative high school enrollments that were added to the October 1 counts. Self-contained students were subtracted from the October 1 count. The staff looked for natural breaks in each of the classifications and the range number of schools that was recommended for each classification. Starting point: 6A-29; 5A-26; 4A-19; 3A-18; 2A-24; and 1A is the remainder of

schools-32. There are 7 schools that are activity only and they will be placed into a classification later today.

Some schools will qualify for free and reduced lunch consideration (2019 CNP Survey) and eligible schools will be notified. They can apply to go down a classification. All schools will receive an email and application to apply to go up a classification. Bubble schools will have an application as well.

Football alignment has an extra rule called the double bubble. If a school is an original bubble school, they can exercise the original bubble and apply for free and reduced lunch component (double bubble). It was asked how that would affect Ogden and Ben Lomond football. They do not qualify as an original bubble school, but they do qualify for free and reduced lunch so they could apply to move down a classification.

MOTION: Mr. Sherwood made the motion to approve the 1st consideration of classification placement. Mr. Durst seconded the motion. Motion carried.

A. Football Alignment: The staff recommended to return to six classifications in football for safety issues foremost. With six classifications, 1A, 2A and 3A would have between 11-13 schools and 4A, 5A and 6A would be similar to the last realignment. The number of schools in each classification recommended by staff: 6A-29; 5A-26; 4A-19; 3A-11; 2A-11 and 1A-14. This would be 109 football schools keeping ratios below 2% except for 1A. Emery was moved to 2A making them a bubble school. 3A-10; 2A-12. Mr. Miller felt the proposed change gave the members more flexibility.

MOTION: Mr. Anderson made the motion to approve the first consideration for football realignment with six classifications. Mr. Whitlock seconded the motion. Motion carried.

B. Placement of Activities Only Schools: Current classifications are: Salt Lake Performing Arts-5A; Tuacahn-4A; Liahona, Da Vinci, Paradigm-2A; and Lava Heights-1A. Mr. Cuff asked for any objection for them being placed in their current classification.

C. Realignment Dates: The proposed dates were discussed.

Wednesday, December 9, at 10:00 am. Site to be determined.

Wednesday, December 16, at 6:00 pm for public hearing. Site to be determined.

Thursday, December 17, at 9:00 am. Site to be determined.

It would be preferred to have an in-person meeting if possible. The staff is looking at an auditorium with school sign ups and limit to two individuals per school. Mr. Sherwood will try to schedule a school where students are doing online learning. Some members were interested in virtual accommodations. Mr. Holmes asked about board members being present and have presenters virtually. Mr. Jarman asked about written communication and comment virtually. Mr. Cluff said there are many possibilities, but feels it would be easier to have everyone virtual than a hybrid of both. Mr. Whitlock felt in-person was better if possible. Mr. Cuff would prefer face to face. Mr. Holmes worries about technology issues and inability to comment. Ms. Richards said they have had board meetings with technology issues and it made an uncomfortable situation. She also offered sites in her district for the meetings. Mr. Holmes suggested to agree to the original plan and watch the happenings of the next few weeks. Best might not be doable.

11. **Legal Reports:** Mr. Holmes thanked Mr. Van Wagoner for his service to the Association and Districts. Mr. Van Wagoner said the lawsuit was in-person court. He and Mr. Parry met several times with the staff and they were overwhelmingly helpful in providing great evidence and facts. Mr. Van Wagoner commended the staff. He reviewed events of the case with the board members. Attorneys filed findings of fact and conclusions of law to the judge. The judge will review the findings and then arrive at his final judgement.

MOTION: Mr. Durst made the motion to go into executive session for legal advice. Ms. Johnson seconded the motion. Motion carried.

MOTION: Mr. Sherwood made the motion to leave executive session. Mr. Britt seconded the motion. Motion carried.

12. **For the Good of the Order:** Mr. Cuff provided articles from the NFHS family. The Awards Committee was not able to meet in November to determine the UHSAA Distinguished Service Award Winners. The luncheon was also postponed until a later date in the spring.

13. **Approval of Consent Agenda:** Members reviewed the 3rd quarter financial report. The lawsuit has not helped the budget, but thanks to Mr. Van Wagoner and all his hard work in representing the Association.

MOTION: Mr. Bergeson made the motion to approve the 3rd quarter financial statement. Mr. Gordon seconded the motion. Motion carried.

Mr. Cuff thanked board members and the staff for their continued support and help. Mr. Holmes concluded by saying what we do is important – doing good things for kids.

MOTION: Ms. Richards made the motion to adjourn. Mr. Gordon seconded the motion.

Meeting adjourned at 2:00 pm. Next meeting: December 9 at 10:00 am.