

BOARD OF TRUSTEES MEETING

UHSAA Office

August 23, 2018

9:00 a.m.

Those in attendance: Board Members: Marilyn Richards, Amber Shill, Allen Grunig, Dale Whitlock, Jeff Schena, Cory Anderson, Sam Jarman, Jerre Holmes, Tom Sherwood, Dave McKee, Stan Young, Bryan Durst and Greg Miller. Staff Members: Rob Cuff, Jeff Cluff, Brenan Jackson, Jon Oglesby and Jan Whittaker. Not in attendance: David Brotherson. Excused: Laura Belnap. Minutes: Jeanne Widerburg.

1. Welcome and Chair Business: Chair Whitlock welcomed members to the meeting. Ms. Belnap was excused and Mr. Brotherson was not in attendance. Mr. Van Wagoner was also excused from today's meeting.

A. Welcome New BOT Members: Mr. Tom Sherwood, principal at Brighton High School, will be the new 5A/6A Principal representative.

B. Six New UHSAA Member Schools: Farmington HS, Lava Heights Academy, Paradigm HS, REAL Salt Lake Academy, UMA Camp Williams, WayPoint Academy. UHSAA now has 154 member schools with 107 football schools.

C. Reverence/Thought: Mr. Jarman shared a video of students traveling to school in the Himalaya Mountains. They crossed a 650 foot gorge in a small basket to get to their school which also included a five-hour walk. Facing extremes is part of the daily life of these students.

He then shared a video clip shown to all schools introducing this year's theme for Alpine District, "Every ONE Matters." Mr. Jarman said he is excited for a new year and the opportunity to build relationships with students and faculty members.

D. Patriotic Thought: Mr. Holmes remarked on the comparison of dropping his son of at the Mission Training Center for The Church of Jesus Christ of Latter-Day Saints and his friend who sent his two sons to Afghanistan. Mr. Holmes realizes everyone makes sacrifices, but the sacrifice the military and their families is beyond our imagination. He tries to go out of his way to thank individuals for their service. Recognition at athletic contests is an important experience. He enjoys the Veterans' Day assembly at their high school and appreciates how respectful the students behave. We are blessed to be born in America and he is proud to be an American. He then led the members in the pledge in allegiance.

E. Minutes of May 3, 2018:

MOTION: Mr. Jarman made the motion to approve the minutes of May 3, 2018. Ms. Richards seconded the motion. Motion carried.

F. Agenda: Amendment to the agenda: Mr. Van Wagoner will not be present.

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

G. Executive Committee Meeting Report (summary on website): Mr. McKee reported the meeting.

- Five new members to the EC: David Dunn, Christen Richards-Khong, Rusty Taylor, Nan Ault and Clayton Carter.
- Ms. Kaufman gave a USBE report
- Orientation for members
- Catastrophic Insurance – 100% disbursement back to schools
- UIAAA Training Meeting on September 11
- UHSAA Trainings at the UHSAA Office
- Mr. Oglesby provided training on the website
- RegisterMyAthlete
- Communication Advisory Committee and its role
- Golf etiquette clinic is required for fall and spring golf
- RegisterMyCoach – responsibility of districts for certification
- Sportsmanship Program – UHSAA Website -Raise the Bar and Earn a Star
- UHSAA/UIAAA Student Leadership Conference was a success
- 8th Annual Dare2Lead Conference – June 2019
- Ejection Report

2. **Legislative Report:** Mr. Spatafore reported in general the UHSAA is in good shape with the legislature. A fellow lobbyist asked if the UHSAA has considered adding cheerleading. Representative Logan Wilde from Morgan County called Mr. Cuff regarding a situation in Duchesne County. A home schooled student in Tabiona’s boundary wants to play at Duchesne High School. Mr. Cuff explained the situation and accommodations made for this student. Representative Wilde wants situations treated differently in rural areas. He has talked about writing a bill that will be beneficial for UHSAA. Mr. Spatafore wants to meet with him along with staff and board members to discuss before a bill is written. A meeting was scheduled for Thursday, September 20, at the UHSAA Office. Meeting will begin at 9 am.

3. **Audit Report (meeting handout):** Mr. Ed Worthington reviewed the audit report. He discussed the statement of financial position. The investment fund continues to grow with the intent funds be set aside for a “rainy-day” safety net. He discussed the statement of activities for 2017-2018. The net income for the Association was \$53,216. Sponsorship revenue was the highest ever and remains very important to the Association. Legal fees increased about \$125,000 over the budgeted retainer fee. The additional fees were attributed to the lawsuit with USBE and legislature and girls’ football. He reviewed the revenue and expenses from the activities. With the addition of the sixth classification revenue was up, but the expenses were up as well. Mr. Worthington feels the Association handles the finances very well.

Mr. Cuff said it was unknown what the sixth classification would do due to the budget. It wasn’t adding another large tournament it was adding another small tournament which doesn’t generate as much in revenue. He feels good that we almost broke even in the first year. There were six non-revenue activities (tennis, cross country, golf, music, speech/debate and theatre/drama). He would like to consider ticketing the tennis event held at Liberty Park. He feels we could generate \$20K between the fall and spring tournament. Swimming will return to BYU which should help raise the revenue.

Mr. Worthington discussed the staff performance bonus based on the net income generated by the Association. The idea behind the bonus was to motivate the staff to be efficient as possible and generate additional sponsorships. The downside to the performance bonus is some of the expenses, such as the legal fees, are outside of the staff’s control. He feels there might be a

better formula to compensating the staff for their efforts. Mr. Worthington also mentioned it is unusual to have a performance bonus/profit sharing for staff members in a non-profit format.

MOTION: Mr. Sherwood motioned to close the regular meeting and move to the Public Hearing. Mr. Anderson seconded the motion.

PUBLIC HEARING: There was no public participation.

MOTION: Mr. Sherwood made the motion to close the public hearing. Mr. McKee seconded the motion. Motion carried unanimously.

4. UHSAA 2018-2019 Budget: Mr. Cuff reported Amber Shill, Finance Committee Chair, had met with him the previous day to review the budget, audit and staff considerations. The Finance Committee met prior to the meeting. Mr. Cuff said activity revenue is affected by weather and matchups. School dues were cut at the beginning of Mr. Cuff's leadership and have been maintained. The cost of an annual passes and arbiting fees have not increased.

Operating Revenue: The UHSAA Foundation has been reimbursing 5% of the core funds over the past nine years. Because they were getting close to 1 Million in reimbursements, the Foundation Board agreed to disburse \$140,000 to reimburse catastrophic premiums to schools this year. The endowment games generate revenue for the UHSAA Foundation.

Corporate Sponsorships: Les Schwab chose to discontinue their sponsorship this year. Mr. Oglesby and Mr. Cluff started working with Mountain America and they have signed Mountain American as the title sponsor.

The Association has moved to one platform for streaming with Deseret Digital Media (DDM). DDM increased their sponsorship for the exclusive streaming partner. KJZZ renewed their sponsorship.

The UHSAA will be hosting the NFHS Section 7/8 Meeting. Every eleven years, each Association hosts the NFHS Section Meeting. The event will be held in St. George. The staff is responsible for the content, dinner, accommodations and entertainment. The group will be attending Tuachan for a show and a dutch oven dinner on the final day. The delegation fees and additional meeting sponsorships cover the expenses.

Operating Expenses: Academic All-State certificates will be mailed to schools for distribution to the student athletes. Activities have been added to Academic All-State. All 4.0 students and any student meeting the new matrix standard will receive the Academic All-State. Students should be a "major contributor" to their team or activity.

Activity Expenses include site fees, judges and school mileage reimbursements.

Mr. Van Wagoner sent the following statement, "The court has yet to rule on the class certification issue for the girls' football case." The staff attended the July court hearing which was to determine which class of lawsuit – any girl, girls that want to play football or only girls that may tryout for football. Mr. Van Wagoner would like the Litigation Committee to meet to discuss next steps.

Mr. Cuff thanked Mr. Worthington for his services and direction.

MOTION: Mr. Grunig made the motion to approve the audit. Mr. Sherwood seconded the motion. Motion carried.

MOTION: Ms. Richards made the motion to approve the UHSAA 2018-2019 Budget as presented. Mr. Sherwood seconded the motion. Motion carried.

5. Corporate Sponsorships: Mr. Cluff thanked Mr. Oglesby for his hard work for obtaining the contact to approach Mountain America. The staff feels good about Mountain America and their philosophy to help students in financial education and providing literature. This sponsorship only affects the post season and will not affect a school's relationship with a financial institution during the season.

He also reported continuing sponsorships with the Dairy West, MaxPreps, Jimmy Johns, TIKATAP, Deseret News, Wilson, DDM, KUTV and Shirt Stop. The Association would like to obtain another sponsor in the \$20-30K range. If anyone has knowledge of an interested sponsor, please contact Mr. Cluff or Mr. Oglesby. Mr. Whitlock congratulated them on their efforts in obtaining a new Title Sponsor as well as the others.

6. Finance Committee Items: Ms. Shill reported the Finance Committee had met and would like to discuss staff considerations and personnel policies. Mr. Cuff to present the items.

MOTION: Mr. Anderson made the motion to go into a closed session to discuss personnel issues. Mr. Holmes seconded the motion. Motion carried.

MOTION: Ms. Shill made the motion to leave the closed session. Mr. Schena seconded the motion. Motion carried.

Mr. Cuff reviewed the proposed staff considerations and changes to the UHSAA Policy Pamphlet. The policy pamphlet will include a statement that the hourly employees will not be eligible for any benefits no matter the number of hours worked per week. Staff would receive the performance bonus for 2017-2018. Salaried employees to receive a 3.6% cost of living increase. The performance bonus was removed. Directors' administration stipend to increase from \$10,000 to \$16,000 each year and office manager will receive a \$6000 administration stipend each year.

MOTION: Mr. McKee made the motion to accept the staff consideration proposal and changes to the UHSAA Policy Pamphlet. Mr. Grunig seconded the motion. Motion carried.

7. UHSAA Procedures and Materials: Mr. Cuff reviewed the materials.

A. 2018-19 Meeting Schedule (p. 3). There will be additional meetings for the realignment process.

B. Reimbursement Claims for Meetings and Tournament Supervision (p. 4)

C. Committee Assignments (pp. 5-6)

D. Hearing and Appeals

E. UHSAA Legislative process (p. 7)

8. **UHSAA Participation:** Mr. Jackson reviewed the 2017-18 participation results (pp. 8-9)

9. **Promoting High School Activities (pp. 10-26):** Mr. Oglesby reviewed materials provided.

10. **UHSAA Items:** Mr. Cuff reviewed materials.

A. 2018-19 Classifications and Regions (pp. 27-29): Mr. Cuff emphasized the importance of members attending region and classification meetings as the realignment process moves forward.

B. January Elections: Terms were reviewed. Ms. Shill and Mr. Schena's terms are expiring in July. Mr. Jarman as 5/6A superintendent term would expire in July and Mr. McKee's term would expire in July and the position would be replaced by a 3A principal. An election for Charter Schools would be held in May.

C. About the UHSAA/NFHS (p. 30): Information materials were provided to members.

11. **Visits to Region Boards:** The staff visits region boards at least once during the year. A staff assignment schedule for 2018 was provided on page 31. BOT Members were again invited to attend region meetings.

12. **UHSAA Training Visits:** The staff provided training for school administrators and athletic directors in three separate sessions at the UHSAA Office. A recording will be available on the website for those who were unable to attend.

13. **UHSAA Items:** Mr. Oglesby discussed the following items:

- UHSAA Website
- UHSAA App
- RegisterMyAthlete – no major changes but adding a single point of access with one login.
- Yearly Results/Records Book – Mr. Pettingill is contact.

14. **Calendar:** Mr. Oglesby reviewed the 2018-19 calendar. There are still a few sites to be finalized. The tentative calendar for 2019-20 would be out soon. Members were encouraged to refer to the UHSAA Website for the most current changes and updates throughout the year.

15. **Sportsmanship Committee:** Ms. Whittaker reported this was the ninth year of the Sportsmanship program. She announced a new sportsmanship initiative in which schools will create a sportsmanship video and compete with other schools in their classification. The video should be used in their school to promote good sportsmanship behavior. A \$1000 award will be given to the winner in each classification. The staff wants to showcase the videos at state events. The eighth annual Student Leadership Conference will be held on June 13 at Jordan HS.

Ms. Whittaker reported the Female Equity Committee had met the end of June. The committee hopes to create areas for women's growth, the quality of their experience, awareness and opportunities to meet the needs of Utah female students. They will be looking at ways to increase existing activities and prepare for expansion. They will meet again in September.

16. **Coaches Training:** Mr. Jackson reviewed the coaching training process and certification. It was emphasized that the districts and schools are responsible for certifying coaches and that RegisterMyCoach was developed to track the certification requirements.

A. FERPA Health Information: Mr. Jackson emphasized the importance of protecting student information.

B. UHSAA Certification Checklist (p. 37): A new form was developed with a checklist of items that the principal signs. It is felt this will provide more accountability at the school.

C. NFHS Learning Center (nfhslearn.com) (p. 38): The NFHS has developed online training to help certify coaches. Districts can approve the online classes for their coaches.

D. Utah Sports Hall of Fame Foundation: The Foundation will be hosting a Coaches' Leadership Symposium entitled "For the Love of Sport" on Saturday, January 19 at Murray High School. The online registration cost is \$25. Coaches are encouraged to attend this great event.

17. **Officials:** Mr. Cluff reported that registration numbers are up a little for fall sports. He felt the increase in game fees has helped in recruiting officials. He stated there is a need for younger officials in football.

18. **UHSAA Items:**

A. Summer Moratorium (June 30 – July 6): Mr. Jackson reminded members the moratorium is for the entire school.

B. Lacrosse Proposals (p. 40): Mr. Oglesby reviewed the lacrosse updates and proposals. An exploratory declaration of intent to participate will be released in mid-September to help with planning. The staff feels the officiating situation is in good shape for lacrosse and preparing them for working under Association policies.

The Lacrosse Committee Proposed:

- 16 regular-season games
- 2-for-1 tournament exception for tournaments that feature regulation-length games or 6-for-2 for two-day tournaments that feature shortened length game. (Teams must choose what format they are going with prior to start)
- Moratorium will mirror Boys' and Girls' Soccer
- Playoffs to mirror 5A/6A Boys' Soccer, semifinals to be played Wednesday before Memorial Day with championships on Friday

MOTION: Mr. Durst made the motion to accept as a first reading the Lacrosse Committee proposal as discussed. Ms. Richards seconded the motion. Motion carried.p

C. Communications Items: Mr. Oglesby stated this is the second year of the Communication Advisory Committee. He feels they have made improvement with internal communication and social media. The Committee is looking for ways to highlight communities and athletes. Mr. Oglesby proposed that the Association hire a social media manager at the championship events and throughout the year to create original content. This will help to continue to connect with younger people. A stipend would be paid to this individual. Members wanted to make sure there would be oversight before postings and that all students would be covered including activity events.

D. Compliance Training: Mr. Cuff reviewed the compliance training items with Board members for due diligence and transparency resulting from HB 413. Training included ethics, open/closed meetings and meeting and minute postings. He reviewed the seven reasons for closing a meeting. He reminded members no action can be taken in a closed meeting.

Mr. Cuff thanked members for their service. Mr. Whitlock announced Mr. Cuff will be serving on the NFHS Board for the next four years. Mr. Cuff feels it will give him opportunity to spotlight Utah and contribute on the national board setting policies and guidelines.

MOTION: Mr. Schena made a motion to adjourn the meeting. Mr. McKee seconded the motion. Motion carried. Meeting adjourned at 1:00.