



CHSAA Board of Directors
August 5-6, 2022
Minutes/Review



Friday, August 5, 2022

1. Roll call
 - a. Absentees – Tony Exum and Mike Book.
 - b. Virtual attendance – Sarah Vernon-Brunner.
2. President's welcome and report
 - a. Board and staff introductions.
 - b. Review of Board/Staff expectations for the retreat.
 - i. Board represents the State of Colorado, not a platform for your school/district.
 - ii. Established goals and responsibilities.
3. Probation and Restriction for August 2022
 - a. Reviewed Probations and Restrictions from August 2021.
 - i. Motion by Jim Flanigan, seconded Ryan West. Approved.
4. Legal Update
 - a. CHSAA attorney, Alex Halpern, explained his responsibilities to the CHSAA.
 - b. Discussed local and national issues and how the staff is being proactive in addressing the issues.
5. Commissioner Update
 - a. Introduced new At-Large Board member, Sybil Booker, replacing Gabe Trujillo.
 - b. Replacement for District I, as Luke DeWolfe's term as voting member has expired. Will remain on as President. Next meeting will have name for Board approval.
 - c. Shared overview of the All-School Summit, Arbiter and rSchool training and the Athletic Assistants training, held August 1-2, 2022.
 - d. Review of CHSAA staff retreat and establishment of Core Values.
 - e. Review of the NASO Denver event, highlighting Colorado officials.
 - f. Communication department strategic vision.
 - i. Ways to share CHSAA stories and events.
 - ii. AD Connect monthly meeting led by Assistant Commissioner Jenn Roberts Uhlig.
 - iii. CSU and continuing education credits.
 - g. Congratulations to Bethany Brookens as Associate Commissioner.
6. Financial Report by Finance Director, Sarah Vernon-Brunner
 - a. Reviewed the 2021-2022 budget report.
 - i. Currently preparing for audit, numbers in this report may be adjusted slightly.
 - ii. Increase by 75% over 2020-2021, returning to pre-covid numbers.
 - b. 2022-2023 Budget Updates
 - i. Items highlighted were Digital Ticketing, rebates and adjustments in sports line items.
 - ii. Review of across the nation comparison of salaries of non-profits and the ability to be competitive.
 - iii. Motion to approve the 2022-2023 budget made by Alfie Lotrich, seconded by Robert Framel. Approved.
 - c. Reserves Update
 - i. Plan for replenishing the Reserve account will take 7-10 years.

- ii. Membership Refund Policy was reviewed and discussed.
 - iii. Transparency with the Membership and Budget Committee.
 - d. Courtesy Card Pricing
 - i. Proposed increase from \$60 to \$70 to card price as last increase was seven years ago.
 - ii. Motion made by Ryan West, seconded Cameron Wright. Approved.
- 7. Personnel Policy Manual
 - a. Reviewed recent changes made in the manual including salaries, mileage reimbursement, travel per diems, sick leaves, paternity and sick leave.
 - i. Motion made by Jim Flanigan, seconded by Joe Brown. Approved.
- 8. Team Building – Establishing Core Values and Strategic Vision and Direction Challenges Discussion.

Saturday, August 6, 2022

- 9. Recap of Friday's meeting highlighting thoughts and ideas for the upcoming year.
- 10. CHSAA Staff Update
 - a. Bethany Brookens
 - i. Tennis update with new format and change of venue for State instead of Gates Tennis Center. Motion to approve site made by Robert Framel, seconded by Alfie Lotrich. Approved.
 - ii. Volleyball will be back at the Coliseum.
 - iii. Basketball with six classifications.
 - iv. Discussion of volleyball moving to six classifications, hosting events in other parts of the state, different formats (single elimination) and having multiple sites vs. a single site.
 - b. Jenn Roberts Uhlig
 - i. Highlighted Game Day dance presentation at the All School Summit.
 - ii. Spirit classification discussion.
 - iii. SMAC recommendations for heating and cooling. Will be adding this to the Coach registration platform.
 - iv. SMAC session held at the All School Summit was the first and will continue monthly throughout the year.
 - v. Unified Bowling championship update, now playing five games instead of three.
 - vi. Welcoming a new Corporate Partner, Scheels.
 - vii. Colorado Athletic Trainers, new grant program.
 - c. Sarah Vernon-Brunner
 - i. Digital ticketing will allow us greater visibility.
 - ii. GoFan overview.
 - d. Justin Saylor
 - i. Soccer had a 100% increase in revenue due to site negotiations.
 - ii. Field hockey update with new first ever field hockey site being built at Colorado Academy. Will confirm seating capacity to see if it would be a viable championship site.
 - iii. Girls' soccer championships will be held at Dick's Sporting Goods Park and the Boy's championships will be held at the Switchback facility in Colorado Springs.

- iv. Ice Hockey, University of Denver vs. Ball Arena, cost effective. Looking as well for additional sites to have additional savings (South Suburban).
 - v. Lacrosse, boys' and girls' events, held at Englewood High School. Stadium was sold out for finals.
 - vi. Swim and Dive format will be changed and will eliminate one full day of rental expense. Will be adding an additional classification in boys' swim.
 - vii. Revision of Out of State Travel Competition form will allow more accuracy for end of season rankings.
 - viii. Foundation games need to be monitored to ensure we are collecting fees, as schools are not submitting the required forms/revenue.
 - ix. Co-op forms and clarification of these forms. Will be holding zoom training.
- e. Rashaan Davis
- i. Activity Directors were in attendance for the first time at the All School Summit, great turnout and well received.
 - ii. Each activity has monthly check-ins/clinics throughout their season. Turnover is high in music and student leadership.
 - iii. First official esports championship held after completing the pilot program.
 - iv. Speech and Debate has three classifications with 3 state events. Working with CU Boulder to possibly holding events there.
 - v. Music is losing many adjudicators due to retirement. Looking at ways to increase these numbers.
 - vi. Update on awards for championships.
 - vii. Introduced Nicole Jimenez as his new assistant.
 - viii. Middle School program is now under his umbrella and will be another revenue stream.
 - ix. National Honors Society partnership. This will be a good education based bridge for activities.
- f. Brad Cochi
- i. Creating new tab on the website which will host standings throughout the season.
 - ii. Discussed option 3 of the tie-break.
- g. John Sullivan
- i. Renegotiating contracts with the Colorado Sports Hall of Fame, Empower Field, CSU Pueblo.
 - ii. Will be working on educating schools regarding pad/football camps, much confusion.
 - iii. Officials have been a major issue. Working with Mike Book to move games off of Friday to Saturdays and Thursdays.
 - iv. Softball have met with the Committee Chair, Steve Longwell. Things moving forward nicely.
 - v. Will be updating schools with confirmed dates for wrestling championships. Girls' wrestling has added fourteen weight classes instead of ten.
- h. Mike Krueger for Mike Book
- i. Shared the success for the NASO event held in Denver. Mike will be forming a task force, including assignors, school leaders, to find ways to recruit, train and retain.
 - ii. Many programs recognizing officials. We will be looking at what other states are doing and what national programs we can bring to Colorado to help with the officials' crisis.

- i. Mike Krueger
 - i. Working with the anti-doping agency and their health and wellness building program. It will be toolkit for middle schools for students, parents, and coaches.
 - ii. Discussion of an internship program to allow diversity of thought and additional assistance in the office. More information to follow.

11. Strategic Vision and Direction Solutions Discussion

- a. Breakout sessions to focus on solutions to challenges which were identified during yesterday's session.

12. Adjournment