

Board of Directors Meeting
Minutes
April 17, 2023

- 1.0 Roll Call
 - a. Virtually attending Alex Halpern.
 - b. Not in attendance Tony Exum and Rashaan Davis.

- 2.0 President's Welcome & Report
 - a. Thanked the Board for their time.
 - b. Winter sports season huge success.
 - b. Three-day basketball tournament was excellent.

- 3.0 Approval of Minutes & Probation/Restriction Review
 - a. Motion to approve the Minutes from the February 28, 2023, Board meeting made by Ryan West, seconded by Jim Flanigan. Motion carries.
 - c. Motion to remove identified individuals from the probation/restriction list made by Joe Brown, seconded by Robert Framel. Motion carried.

- 4.0 CHSAA Foundation Update
 - a. Asst. Commissioner Roberts-Uhlig and Director Vernon-Brunner gave an overview and update of the newly reestablished CHSAA Foundation. Staff noted that Bert Borgmann was instrumental in its inception.
 - b. Commissioner Krueger thanked Assistant Commissioner Jenn Roberts-Uhlig and Director of Finance, Sarah Vernon-Brunner for their work creating a committee to oversee the Foundation. The committee will set goals with their focus on games, silent auctions and providing financial transparency to the membership.
 - c. Moving forward, educating the membership of goals of the Foundation and to clarify that it is a separate entity from the CHSAA.
 - d. Board member, Wendy Dunaway, is a member of the committee with John Haefli as the committee chair.

- 5.0 Finance Update
 - a. Year-To-Date Budget Report Review
Director of Finance Sarah Vernon-Brunner presented the year-to-date budget. The motion to approve the Year-To-Date Budget Report made by Travis Stinar, seconded by Sybil Booker. Motion carried.
 - b. 2023-2024 Budget Review
Sarah Vernon-Brunner shared the foundation of the 2023-2024 budget. New locations for championships will add additional revenue. Budget is conservative allowing for change due to inclement weather/unforeseen circumstances which could affect ticket sales.
 - c. Jim Flanigan requested that the messaging to the membership be changed reflecting the current financial status of the association. He asked when the membership would receive a break in fees. Commissioner Krueger reminded the Board that participation fee increases have been frozen, allowing the schools to adjust to the increase of officials' pay. He also shared that the additional corporate partnerships, those monies will help offset increases to the membership. Motion to

approve the Preliminary 2023-2024 Budget made by Jim Flanigan, seconded by Dr. Martinez. Motion carried

d. Salary Committee Report

Dr. Martinez, representing the Salary Committee, shared that the committee reconvened for a second time and increases in staff salaries were reviewed and approved. Commissioner Krueger shared that one way to value employees is through appropriate compensation. The Commissioner provided insight relative to the National salary research provided by the NFHS. It was also noted that adjustments were made in health insurance plans which allowed additional monies to be available for compensation. President DeWolfe stated that the value of this organization is its' people. To retain quality, high caliber people, salaries must be competitive. The Commissioner and Director of Finance Sarah Vernon-Brunner, both stated the importance of making salaries competitive in the state of Colorado and across the country. Salaries need to be equal to or above salaries of veteran ADs, which would allow them to consider applying for open positions at CHSAA in the future. Our organization is our people.

6.0 Legal Update

Commissioner Krueger presented the legal report. Updated the Board on the DOJ's requests with verbiage changes to be made in Article 5 of the bylaws, additional ADA training for the CHSAA staff, membership and swim officials.

7.0 Voluntary Director Reports

- a. Shawn Terry spoke about the successful winter season and shared his appreciation and success of the *You Look Good in Stripes* campaign.
- b. Luke DeWolfe shared his appreciation to officials on the Western Slope. The number of miles they travel allows student athletes the opportunity to participate.
- c. Travis Stinar questioned the TP & F report structure and asked for review of the form and distribution of payments. Host schools often lose money due to reimbursements inequities.
- d. Wendy Dunaway shared that the number of retiring Superintendents is growing. She will share the list and keep the Board and CHSAA staff updated.
- e. Ryan West spoke about valuing people and the correlation between compensation. He shared the difficulty of hiring for open principal positions/positions of responsibility and that this is a statewide issue. Our job is to advocate for finding and keeping great leaders, teachers and coaches.
- f. Stacey Zis agreed with the compensation discussion and shared that no school board would disagree with this topic. Spoke about the importance of promoting and advocating for the retention of good people.
- g. Robert Framel spoke about the public vs. private school perceptions across the state and that CHSAA needs to be transparent. Decisions we make need to be data driven. Would like to see a committee formed to review/analyze tournament structure, classification structure and give the membership solid data. Question from membership if checks and balances are in place for private schools since they aren't required to submit enrollment numbers to CDE. How do we ensure accuracy. Commissioner Krueger spoke about the creation of the CLOC Taskforce which will

address these concerns. Discussion of editing bylaw 1500.21. Commissioner reiterated the importance of classification criteria being included in the bylaws. Subjective criteria places the CHSAA staff in difficult positions and we must be transparent. Further discussion of classification issues, equitable solutions and advantages that club sports have over educationally-based athletics.

8.0 Executive Session

I, Stacey Zis, move that this meeting of the Board of Directors for the Colorado High School Activities Association adjourn and that, upon an affirmative vote of at least two-thirds of the members present for this motion, the Board reconvene in executive session for the sole purpose of determining positions relative to matters that may be subject to negotiations; developing strategy for negotiations; and instructing negotiators as well as personnel matters. Motion was seconded by Travis Stinar. Motion to move to Executive Session was unanimously approved.

An executive session meeting of the Board of Directors was convened at 10:52 am on April 16, 2023, for the sole purpose of discussing personnel matters. Attending were Sybil Booker, Joe Brown, Sara Crawford, Luke DeWolfe, Wendy Dunaway, Jim Flanigan, Robert Framel, Ty Gray, Alex Halpern (virtual), Elizabeth Jameson, Alfie Lotrich, Emma Rae Martinez, Bret McClendon, Travis Stinar, Shawn Terry, Ryan West, Cameron Wright, Stacey Zis and Michael Krueger.

The Board did not engage in substantive discussion of any matter not mentioned in the original motion. The Board did not adopt any policy, position, resolution, rule, regulation or take any formal action. The executive session meeting was adjourned at 11:15am and was reconvened to regular session.

Executive session ended at 11:15am and the CHSAA Board of Directors meeting resumed. At this time, Jim Flanigan made the motion to elect Ryan West the next CHSAA Board President, replacing Luke DeWolfe at the end of this term. The motion was seconded, and all were in favor. Motion carried.

9.0 Bylaw Proposal Review for Legislative Council Meeting

- a. The CHSAA staff reviewed the proposed bylaws submitted by the Board and leagues. Shared items that are expected to be brought forward from the floor at the Legislative Council meeting. Assistant Commissioner Jenn Roberts-Uhlig shared that Sanford would be requesting opening the CLOC report from the 2021 Legislative Council meeting. Discussion followed.

10.0 Commissioner's Update

- a. Review of Strategic Plans for 2023-24
Coaching education, sportsmanship and game management, CLOC process, Diversity-Equity-Inclusion efforts, RPI seeding process, communication and connection with the membership were all highlighted.
- b. 4A-5A Football Championships at CSU Fort Collins have been finalized.
- c. Baseball site moved from DPS to All Star Park due to increasing costs/expenses.

Ryan West made the motion to approve the new site, Jim Flanigan seconded.
Motion carried.

- d. CHSAA office technology updates/upgrades in progress.
- e. NFHS Summer Meeting review and logistics were discussed.

11.0 Associate Commissioner Update

- a. Bethany Brookens thanked the staff and her assistant, Laikyn Cooper, for their hard work with the successful basketball championships. Overall great basketball and had an increase in ticket sales.
- b. Email has been sent to the membership regarding participation/proportionality report and a zoom meeting has been scheduled; the meeting will inform the membership on how to review the report and how to complete it accurately.
- c. The All School Summit will be held at the DC Legacy Campus. The Associate Commissioner thanked the Legacy staff for allowing us the opportunity to use the facility.
- d. The discussion on Shot Clock use continues. The decision to move forward will need to be made by the Board of Directors, not the Basketball Committee. Currently the staff is working to collect data to aid in the discussion and debate.

12.0 Staff Updates

- a. Mike Book
 - i. *You Look Good in Stripes* campaign has brought in 891 new officials from across the state and in all sports to date. The current pay structure increase is resonating very well with officials. If the decision to use the Shot Clock moves forward, the officials will need training.
- b. Jenn Roberts Uhlig
 - i. CHSAA has officially partnered with TPG in an effort to continue growth in our corporate partnership programming. TPG will be working on increasing partnerships for CHSAA. Jenn and Lane will continue to work with our current service partners. New corporate sponsors will be vetted ensuring they share our core values and mission statement. A general manager, hired by TPG, will be joining the CHSAA team.
 - ii. TUFSS meeting review. This program evaluates state associations and provides recommendations for improvements. Many CHSAA stakeholders attended and participated in the meeting. CHSAA received feedback from a variety of different lenses and will take recommendations and review.
- c. John Sullivan
 - i. Update on Girls' Flag Football pilot program. Communications sent to membership to inquire about interest levels. The deadline for membership to respond if interested in fall participation is May 15th. The earliest the program would/could be sanctioned is fall of 2024.

13.0 Meeting Review

14.0 Adjournment