

## STAFF/BOARD OF DIRECTORS MEETING

### Meeting Report

Friday, August 4, 2023

#### 1. Welcome & New Member Orientation

- a. President Ryan West met with new Board members to review process and procedures for CHSAA Board meetings.

#### 2. Roll Call

- a. Roll call taken by Cathy Lenz, not in attendance Tony Exum, Sybil Booker & Mike Book.

#### 3. President's Welcome & Report

- a. President West welcomed the Board and CHSAA staff .

#### 4. Meeting Overview & Purpose (President West)

- a. Defined the purpose of the Board & CHSAA staff. Doing what we do for kids. Sports binds communities together and provides for lifelong memories.
- b. The primary role of the Board is to support Commissioner Krueger and CHSAA staff.
- c. Reviewed the All School Summit held earlier this week. Many new Athletic Directors attended. President West shared that the Athletic Director position is the hardest job in a school and needs our support.
- d. The first annual CHSAA Foundation Golf Tournament was a success.
- e. President West explained his role on the Board; non-voting member unless in a tie breaker situation. Very excited to be in this position.
- f. Commissioner Krueger welcomed all. Spoke about the addition of an At-Large position to the Board of Directors allowing for full state representation at all times

Rotation schedule would be as follows:

Region 1 – (Districts 2,3,4) 2022-26, 2026-2030

Region 2 - (District 1,5 6) 2023-2027, 2027-2031

Region 3 - (Districts 7,8,9,10) 2021-2025, 2025-2029

Motion to approve recommended proposed bylaw language to bylaw 810.11 was made by Wendy Dunaway and seconded by Emma Martinez. All in favor, motion carried. (Need to review official bylaw language)

#### 5. Approval of Minutes & Probation/Restriction Review

- a. Clerical error noted on date of June 2023 minutes, will be corrected by Cathy Lenz.
- b. Motion to approve the minutes of the June 7, 2023, meeting was made by Jim Flanigan and seconded by Joe Brown. All in favor, motion carried.
- c. Commissioner Krueger explained the Probation & Restriction process and reviewed the current removal list. Motion to approve the removal list was made by Cameron Wright and seconded by Sara Crawford, motion carried.

#### 6. Legal Update

- a. Alex Halpern stated that there has not been a Board appeal for over a year.
- b. Updated the Board on the resolution of negotiations with the Department of Justice.

- c. Alex announced his retirement. The Board and Staff congratulated him on a successful career of 47 years and many of those with the CHSAA. Alex expressed his appreciation for being able to work with the Association.
  - d. Alex clarified that the CHSAA is not subject to the open records act.
7. **Legislative Update**
- a. Joan Turner-Green shared that often parents or community members reach out to the media or their local legislative representative if issues arise regarding high school sports. Please notify Joan of issues within your Districts. She will reach out to new legislators to educate about CHSAA.
  - b. Over 600 bills submitted for review
  - c. PERA monies will be a discussion in the upcoming session.
  - d. Taskforce being created to review the treatment of students. This may affect schools, school districts and possibly CHSAA.
8. **Commissioner's Update**
- a. Commissioner Krueger thanked Alex Halpern for his hard work and humor throughout the years. Will be hard to fill his shoes.
  - b. Thanked the CHSAA staff for a great first year. Passionate and dedicated staff, grateful to come to work with this staff.
  - c. Reviewed the CHSAA One philosophy, we are one team, all schools, Board and staff. Diversity brings strength and we are unified in wanting to share opportunities with our students. One vision, one purpose, one team. We are a membership-driven Association.
  - d. Reviewed the upcoming CHSAA staff retreat where staff strategic priorities and long-term plans will be decided upon. Staff priorities will be based upon what is brought forward from this Board retreat.
  - e. Comprehensive membership survey will be sent to the membership this fall which will assist in solidifying our initiatives.
  - f. Restricted Varsity and regain dates were reviewed as well as the unintended consequences of passing these new regain dates/schedule at the last Legislative Council meeting. Will be reviewing moving forward with possible bylaw edits for the January Legislative Council meeting.
  - g. Update on the CLOC Taskforce. Reviewing how we classify schools and/or programs. Will be reaching out to other state associations to compare processes.
  - h. The technology in the large conference room at the office has been fully updated. The small conference room will be next, allowing for virtual meetings. Security upgrades of cameras and fencing have been made to the building due to the increase of local traffic and construction next door. Continue work on the directive made by the Board to evaluate value of our building and to investigate building options for the next 15-30 years.
  - i. CHSAA is fully staffed with the addition of former employee Audra Cathy and new employees Colette Stone and Zach Segar. Audra will be working with Assistant Commissioner Jenn Roberts-Uhlig, Colette with Assistant Commissioner Justin Saylor, and Zach will be assisting Amanda McClure, Director of Communication.
  - j. Commissioner Krueger spoke about looking toward the future and budgeting for additional staff. New programs being put in place will require the addition of staff to oversee.

- k. Overview of the waiver appeal process and the responsibilities of the schools to request appeals.
9. **Associate Commissioner Bethany Brooken's Update**
- a. All School Summit held July 31<sup>st</sup> & August 1<sup>st</sup>
    - i. Jenn Roberts-Uhlig
      - 59 new AD's this year attended the Summit.
      - AD Connect monthly meetings with CADA have been well-received.
      - CADA Mentors assigned at All School Summit for new ADs.
      - Sports Medicine Symposium. 135 registered for the event, and an additional 30 people were walk-ins. Goal is to keep expanding attendance.
      - Discussion of the SMAC Committee and how Colorado is far ahead in our efforts in comparison to other state associations.
    - ii. Rashaan Davis
      - Shared information on Activities Directors and their responsibilities. Varies from school to school and what activities are included, i.e., club sports vs. school sponsored activities.
      - BIPOC luncheon at the All School Summit was very powerful; able to share common thoughts and challenges. Book study has been added
    - iii. All School Summit had 300 Athletic Directors attend. Offered main sessions with breakout sessions. Summit ended with the first annual CHSAA Foundation Golf Tournament.
  - b. Many Faces of Leadership Conference will be held on September 7<sup>th</sup> at the Stanley Market Place. Bringing in guest speakers and will offer a Meet and Greet and a yoga session. All school personnel are invited to attend.
  - c. Sports Specialized Task Force Committee being assembled to review the current bylaw and determine next steps.
  - d. Shot Clock Update
    - i. Basketball Committee is in full support of moving forward with the shot clock.
    - ii. Survey sent to the membership. Reviewed data collected with the Board.
    - iii. Discussion continued regarding NFHS adoption, cost to schools/districts.
    - iv. Decision to share the information with the membership to allow for further discussions this fall.
    - vi. The Board concluded that a recommendation from the Board be Decided upon at the October Board meeting and then shared during the January Legislative Council meeting in an effort to gain feedback from the membership. A motion was made by Cameron Wright to move forward with this approach. Specific language will be discussed and approved at the October Board of Directors meeting, which will request feedback in the form of a vote from the membership at the January Legislative Council meeting. Seconded by Jim Flanigan. Motion carried.

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10. Finance Update by Finance Director, Sarah Vernon-Brunner
  - a. Provided an update from the last meeting in June regarding the budget for the 2023-2024 school year. President West commended Sarah on her efforts in taking good financial care of CHSAA. The organization is in excellent financial health.
  - b. Presentation of the 2022-2023 end-of-year financial information. In the June financial report, there remained outstanding revenues/expense that weren't reported as Spring State Championships had just been completed. Ended the year very strong.
  - c. Review of the Reserve Accounts. These are monies not used daily and which would fund the Association in case of an emergency (i.e., pandemic). The Board approved a "pause" on membership fees allowing CHSAA to begin replacement of funds into reserve accounts. Due to the positive cash flow this past year, CHSAA was able to add a substantial amount into the accounts. The remaining balance of \$700,00 to reach the reserve goal will be more attainable and at a faster rate.
  - d. Application has been submitted for the grant from the Coliseum for this year.
  - e. Ticket price information was previously sent out to allow review with schools within Districts. Discussed each sports ticket prices and why prices were adjusted. Motion to approve the ticket prices as presented to the Board was made by Shawn Terry and seconded by Mike Jobman. Motion carried.
  - f. Tournament & Playoff Finance update. Discussions held at the All School Summit revealed that the membership would like to see changes in the format. The Committee will review the options and provide the membership with information.
  - g. Review of Personnel Policy Updates
    - i. Elimination of Good Friday holiday.
    - ii. Addition of Juneteenth holiday.
    - iii. Job Title change: Executive Assistant to Coordinator of Sports
    - iv. FAMLI participation information
    - v. Conflict of Interest
    - vi. Items being currently revised are Advanced Education and Classified Salary Procedure.

The motion to approve the changes in the CHSAA Personnel Policy Handbook was made by Stacey Zis and seconded by Cameron Wright. Motion carried.
  - h. Conflict of Interest form distributed to the Board of Directors and the CHSAA staff. This is an item that is needed to complete tax requirements to be compliant.
11. Board Core Values in Action Exercise
  - a. Commissioner Krueger, President West, the Board, and staff participated in exercises to define core values for the Board of Directors.
12. Strategic Vision & Direction- Challenges Discussion
  - a. The Board and CHSAA staff discussed and developed ideas to be put in action for this year as well as long-term plans.
13. Adjourned