



CHSAA Board of Directors
Wednesday, October 2, 2024

Minutes

1. Roll Call

Roll call made by Cathy Lenz-Higgins. Cameron Wright not in attendance.

2. Public Comment

President West gave an overview of the bylaw regarding the rules for public comments, outlining the process and time limits for speaking.

President West introduced Kim Ash. Kim Ash shared her concerns on transfer rules for student athletes.

3. President's Welcome & Report

President West expressed his gratitude to the CHSAA staff for their hard work during the fall season startup, highlighting their excellent communication with the membership. He also thanked Commissioner Mike Krueger for proactively addressing NIL policy and considerations.

He recognized Associate Commissioner Bethany Brookens and Assistant Commissioner Jenn Roberts-Uhlig for the successful Women in Leadership conference.

President West then shared a thank-you note from Dominic Demana, who expressed his appreciation to the CHSAA staff and SMAC Committee for their contributions to student welfare statewide.

Additionally, he reviewed Bylaw 810.2, which outlines the process for replacing Board members when terms expire. Nominations, accompanied by approval letters from District Superintendents are due to the CHSAA office by December 20, 2024. Nominees will be announced at the January Legislative Council meeting, with a vote by appropriate district leagues scheduled for the April meeting. Current Board members eligible to run for the CHSAA President position were also discussed.

4. Approval of the August 2 & 3, 2024 Board Meeting Minutes

The motion to approve the Minutes from the August 2nd and August 3rd Board meeting was made by Robert Framel and seconded by Jim Flanigan. Motion carried.

5. Approval of Probations & Restrictions

The motion to approve the Probation & Restriction removal lists was made by Joe Brown and seconded by Mike Jobman. Motion carried.

6. Name-Image-Likeness (NIL) Presentation

Commissioner Krueger followed up on information he provided to the Board in August regarding concerns over name-image-likeness and the need for education for the membership as well as policy considerations. The Commissioner remains concerned that student athletes in Colorado are being approached by outside third-party companies regarding NIL and may be innocently putting their amateurism in jeopardy. The Commissioner recommended that additional policies and guidelines should be put in place moving forward, some of those being bylaw additions.

The Commissioner introduced Dr. Scott Grant who will be assisting the CHSAA in establishing and updating NIL policy. Dr. Grant gave a presentation to the Board to explain the importance of understanding NIL and establishing policy that aligns with best practices and regulations.

7. Finance Update

Finance Director Sarah Vernon-Brunner provided an update on the budget report through August and noted that CHSAA's finances are on track with the budget. She explained that the new Classification Fee has replaced the former Tournament and Playoff Finance revenue. Participation fee revenue increased due to the addition of flag football and the addition of sports and activity programs at various schools. She also reviewed expenses through the end of August, noting that expenses are also on track with the budget.

The motion to approve the Budget Report was made by Ryan Silva and seconded by Sara Crawford. Motion carried.

Ticket Prices for Flag Football

Ms. Vernon-Brunner explained that ticket prices for flag football were not set in August because the locations for the championship games had not yet been confirmed. The championship events will take place at three JeffCo venues: Trailblazer Stadium, JeffCo Stadium, and NAAC Stadium. The following ticket prices were presented for approval by the Board of Directors:

- First Round/Quarter Finals
 - General Admission \$8
 - Students K-12 & Seniors \$5
- Sweet Sixteen & Quarterfinals
 - General Admission \$15.00
 - Students K-12 & Seniors \$12.00
- Semifinals and Finals - Day Pass
 - General Admission \$20.00
 - Students K-12 & Seniors \$17.00

The motion to approve ticket prices for flag football was made by Wendy Dunaway and seconded by Kristie Duran. Motion carried.

Whistleblower Policy

Ms. Vernon-Brunner reviewed the Whistleblower Policy that has been in place since 2009. The policy is designed to ensure that employees uphold ethical and financial standards. It provides a clear process for employees to report any concerns or actions they believe are inconsistent with these standards. Employees can report issues to the designated Compliance Officer(s), who is/are members of the Board of Directors who are in the final year of their term.

This policy will be added to the Employee Handbook, and a list of available Compliance Officers will be made accessible to all CHSAA employees. The goal is to provide a safe and confidential way for employees to raise concerns, with the assurance that they will not face retaliation for doing so.

8. Legal Update

Legal Counsel Alex Halpern explained that a policy regarding NIL (Name, Image, and Likeness) and collectives has been adopted by the CHSAA Board of Directors. This policy will remain in place while formal bylaw updates are reviewed and voted on by the Legislative Council. He also expressed gratitude to Dr. Grant and Commissioner Krueger for their continued assistance in this matter.

Alex further shared that he has been in communication with Commissioner Krueger and Communication Director Amanda McClure regarding a concern brought to the CHSAA's attention through an anonymous letter about the conduct of an official.

Alex also shared that he and Commissioner Krueger are continuing to meet to discuss Alex's transition as well as working to identify the qualifications needed in prospective new legal counsel who will replace Alex. The Commissioner has agreed to prepare documents that outline job duties and responsibilities as well as time commitment to share with prospective candidates.

9. Director Reports

Ty Gray - District 1

He thanked Commissioner Krueger for organizing the upcoming Small & Rural Schools Symposiums, which will be held later this month. He believes these symposiums will provide valuable insight into the unique needs of small schools. Additionally, he highlighted ongoing discussions regarding the differences between private and public schools, particularly concerning enrollment requirements.

Joe Brown - District 2

Joe discussed the installation costs for shot clocks at eight schools within their district, totaling \$305,000. This amount is significantly higher than the estimates provided during earlier discussions. The majority of the costs are due to additional electrical requirements, as the shot clocks cannot share power with the system used to raise and lower the basketball hoops.

He inquired whether there had been any discussions with Hudl about consolidating their services and contracts. Assistant Commissioner John Sullivan responded that while most schools use Hudl, there are smaller companies offering similar services. He clarified that the CHSAA will not require schools to use a specific platform for sharing game film, and that further details on this topic can be found in the football bulletin.

Joe raised a concern about The Village, a new CHSAA member school in Colorado Springs. The school was admitted as a public school under the sponsorship of its district and currently offers only volleyball and basketball programs. The main issue is determining the appropriate classification for competitive equity, as many of their student-athletes compete at a higher level. Further discussion ensued.

Alfie - District 9

Alfie discussed the classification approach for all-boys or all-girls schools, suggesting that enrollment numbers should be doubled for classification purposes. He emphasized the importance of establishing clear, consistent criteria for teams moving down a classification and the impact this has on rural schools, which, unlike urban schools, cannot attract additional students due to geographic limitations. Rural schools, he argued, should not be penalized by being moved up solely because they have developed strong programs within their local communities.

He also reviewed the CLOC process and its ongoing challenges, reiterating that enrollment should remain the primary focus, and should include homeschooled students in the enrollment count.

Alfie shared insights on the role of success and lack of success factors in classification. Schools requesting to play down should only be allowed to do so if they meet specific criteria, with the condition that they forgo post-season play. He noted that success factors and being moved up can be detrimental to small school programs.

Sara Crawford - District 3

Sara discussed the All-State basketball voting process, noting that many emails sent to voters went directly to spam folders, causing some recipients to miss the opportunity to participate. She suggested establishing a set voting window in the future to ensure everyone has a chance to vote.

She also mentioned receiving a call about the Hall of Fame (HOF) selection process. As this was her first year involved, she shared that she found the process to be fair.

Regarding enrollment and classification, they also feel that homeschool students need to be included in the enrollment count for participation.

Jim Porter - District 7

Discussions regarding public, private, and charter schools continue to be a focal point. Shared that there is notable anxiety surrounding the CLOC Task Force, which has been formed to review and potentially recommend changes on how schools are classified.

Jeff Hollway - District 5

Jeff Hollway discussed the issue of changing classifications due to a decrease in student enrollment.

He questioned the upcoming closure of Bishop Machebeuf and the request from St. John Paul the Great High School to assume the CHSAA membership of Bishop Machebeuf. The CHSAA staff clarified that this request would not be allowed and has been denied as Machebeuf is a completely different school and current students will not be required to continue their education at St. John Paul the Great. If they choose St. John Paul the Great, they will be eligible to participate at the varsity level at another school offering varsity level programs, at least until full membership is approved for St. John Paul the Great. St. John Paul the Great high school is slated to become a full CHSAA member in 2026-2027 and at that time all their students will be required to participate at that school.

Jim Flanigan - District 6

Jim Flanigan shared that there is interest in having the shot clock piloted prior to full implementation. The Continental League is interested in the findings of the Transfer Task Force. Discussion of the possibility of having the 8th grade contact bylaw reviewed to include younger students. Discussion of basketball amendments for the upcoming Legislative Council meeting to amend the usage of the shot clock for lower classifications. Assistant Commissioner Mike Book shared that officials will begin training next summer in preparation for implementation. This will give officials two full summers of exposure.

Ryan Silva - CASSA Representative

Ryan Silva, representing CASSP, provided details about the upcoming conference, which will be held at the Cheyenne Mountain Resort in Colorado Springs.

Robert Framel - CASE Representative

Robert Framel shared that they are looking forward to hearing the feedback from the CLOC Task Force. The debate on public vs. private schools is still a prominent issue.

Wendy Dunaway - CDE Representative

Wendy Dunaway, representing the Colorado Department of Education (CDE), announced that Official Count Week for schools is scheduled for next week and noted that the legislative session has resumed.

Nancy Hopper - CASB Representative

She explained that HB 24-1039 addresses the use of pronouns and gender use names. Ms. Hopper explained that a third party group call “Moms For Liberty” are stating that CASB’s policy recommendations are indoctrinating students to gay or transgender. Ms. Hooper shared that CASB’s stance and recommendations are based on Federal and State laws (similar to CHSAA).

Heidi Voehringer - At-Large Representative

Heidi noted that using enrollment alone may not be the best method for classifying teams, and suggested that if a team moves down a classification, they should not be eligible for postseason play. She also raised concerns about the transfer policies being reviewed by the Transfer Task Force. Particularly how they may create further divisions between schools on the Western Slope and those in the Front Range.

Shared concerns about the state swim meet schedule spanning from Tuesday through Saturday. Mike Book discussed the need to consider a shorter timeframe for the state competitions and that they are looking at additional venues to possibly split the championship sites.

10. Bylaw Proposal Considerations for January Legislative Council

Commissioner Krueger provided an overview of league representation on the Legislative Council, explaining the strict criteria used to determine the number of representatives per league. Ryan Casey shared data on the current ratio of representatives to students, noting that this figure has not been updated in decades. A discussion followed, and it was decided that more information and updated data will be presented at the November Board meeting.

The CHSAA staff reviewed and discussed with the Board the proposed bylaws that will be voted upon at the January 28, 2025 Legislative Council meeting.

11. Commissioner's Update

CLOC Task Force Update

Commissioner Krueger updated the board on the recent meetings and dialogue conducted by the CLOC Task Force. The Commissioner reminded the Board that had the timeline not been adjusted at the Legislative Council meeting last year, we would currently be reviewing enrollments and classifications for the 2026-2028 cycle (2 years from the start of the cycle). The Commissioner shared that the current discussions of the CLOC Task Force would not completely or specifically address the concerns of private vs. public schools relative to classification placement. The Commissioner shared that proposals coming forth will address some of the concerns as a matter of principle, but further considerations on the topic will need to take place. He shared that each part of the classification process requires that we must responsibly take a step-by-step approach.

Transfer Options Taskforce

The Commissioner discussed the recent meetings of the Transfer Options Task Force, noting that they are currently in discussions with other state associations to gather information on the results of using a one free transfer system. The next meeting of the Task Force is scheduled for October 15th, where a representative from the Oklahoma Association will share their insights.

New Building Update

The discussion about the possibility of relocation and a new CHSAA building continues, focusing on options to either remain in the current location and invest in improvements or potentially acquire land for a building site, noting that this option would obviously be more expensive. Another consideration is finding an existing building to repurpose. The Commissioner shared that he is organizing a "Future Facilities Task Force" to work in collaboration with the Budget and Property Administration Committee. These groups will work together to ensure transparency and effective communication throughout the process. The goal is to make building decisions that support growth for the next 20 to 40 years, while considering how to best serve the membership today.

Small/Rural Schools

The Commissioner shared that we have two Small & Rural School Symposiums scheduled for later in the month. These are events dedicated to fostering collaboration and addressing the unique challenges and opportunities within our small and rural school communities. This symposium is designed to bring leaders together for insightful discussions, networking, and problem-solving. The October 24th session will be held at Stocker Stadium in Grand Junction, while the October 29th session will be held at Aurora Public Schools Learning Center.

12. Associate Commissioner's Update

Many faces of Leadership

Associate Commissioner Bethany Brookens shared that the Many Faces of Leadership held on September 4th at the Evergreen Lakehouse, was well attended with much positive feedback. Have paired up participants with leader mentors. The newsletter for this group will be posted next week.

Boys Volleyball Championship Venue

She shared that the Boys volleyball championships will be held at Fountain Fort Carson in the spring.

The motion to approve Boys Volleyball Championships to be held at Fountain Fort Carson was made by Joe Brown and seconded by Nancy Hopper. Motion carried.

13. Staff Update

Ryan Casey

Ryan Casey discussed the rebranding process, explaining that an outside firm specializing in sports branding has been hired to assist. The firm is expected to present concepts to CHSAA by November 18th, with plans to unveil the rebranding to the membership in the spring.

Rashaan Davis

Rashaan Davis shared that the Hall of Fame selection committee met recently to review nominees and make the selection of inductees for the next Hall of Fame class. This list will be released to the membership in the near future. He invited two members of the selection committee, also on the Board of Directors, to speak to the process. Sara Crawford explained that the process for selecting Hall of Fame inductees was streamlined using a new platform. The selection committee included members from across the state, as well as students. Joe Brown encouraged submissions for outstanding student-athletes in the future, noting that there has been a lack of nominations for them.

Upcoming scheduled events are Student Leadership at Sand Creek High School on October 25th and 26th.

Continue to have more schools bring on esports as an activity. The integration of the new schools has been difficult as he is finding that Activity Directors are not well-versed in the CHSAA bylaws, requirements of the sports/activities and equity.

Will be holding an Activity Directors Conference at the Douglas County Legacy Campus on November 8th and 9th.

Amanda McClure - Director of Communication

Amanda McClure, Director of Communication, shared that All-State Teams have been created alongside CHSCA. She announced that Zach Segars, the Assistant Communications Director is leaving and the process of hiring a replacement has already begun.

Jenn Roberts-Uhlig

Assistant Commissioner Jenn Roberts-Uhlig spoke about the growth in Unified Bowling, which now covers 10 regions with over 30 teams. Would love to expand the growth to the western slope. The state championship is moving to a larger venue, now at Bowlero in Lone Tree.

Justin Saylor

Assistant Commissioner Justin Saylor shared that flag football championships will be held at JeffCo stadiums: Trailblazer Stadium, JeffCo Stadium and the NAAC Stadium. They will be able to re-line the fields to align with flag football requirements.

Motion to approve the usage of JeffCo stadiums for flag football championships was made by Jim Flanigan and seconded by Jim Porter. Motion carried.

14. Meeting Review

President Ryan West thanked everyone for their hard work, and stated his appreciation to athletic directors as he now understands the full job duties being he is now an athletic director.

Next meeting will be held at the office of Make-A-Wish. More information to follow.

15. Adjourn