**UTAH HIGH SCHOOL ACTIVITIES ASSOCIATION**
**BOARD OF TRUSTEES MEETING TUESDAY, MAY 5, 2026**
**UHSAA MEETING MINUTES**

**Attendees:** Chair Luke Rasmussen, Mr. Bryce Dunford, Mr. Josh LeRoy, Ms. Gina Butters, Ms. Michelle Barber, Mr. Burke Staheli, Mr. David Warren, Mr. Jason Young, Mr. Zack McKee, Mr. Mitchell Glazier, Mr. Patrick Lambert, Ms. Carol Lear, Mr. Nathan Marshall, Mr. Rob Cuff, Mr. Ryan Bishop, Mr. Jeff Cluff, Mr. Brenan Jackson, Ms. Jan Whittaker, Ms. Missy Mackay-Whiteurs, Mr. Chris Shipman. **Excused:** Mr. Devin Smith, Mr. Steven Gordon. **Minutes:** Ms. Jennifer Thomas.

1. **Welcome & Chair Business:**
   - A. **Chair's general observations:** Chair Luke Rasmussen welcomed the board.

   - B. **Reverence/thought:** Mr. Burke Staheli noted that, because this was Mr. Rob Cuff's final meeting before retiring as UHSAA Executive Director, he wanted to focus his message on Mr. Cuff's many years of service to UHSAA and Utah students. He compared Mr. Cuff to one of his mentors, Mr. Harmon Killebrew of Idaho, who shared in his Hall of Fame speech that his father gave him a love of sports by practicing and competing with his sons while teaching them life lessons. Mr. Staheli said Mr. Cuff has done the same for Utah students through sports and activities. He expressed appreciation for Mr. Cuff and offered a prayer.

   - C. **Pledge of Allegiance/Patriotic thought:** Mr. Mitch Glazier said that in a convenience-driven world, communities should still allow young people to face challenges and grow stronger. He cited Thomas Paine's statement, "The harder the conflict, the more glorious the triumph," and Ronald Reagan's reminder that "Freedom is never more than one generation away from extinction," urging the board to continue to help prepare the next generation. He then led the board in the Pledge of Allegiance.

   - D. **Acknowledge outgoing BOT members**: Chair Rasmussen recognized outgoing board members Mr. Zack McKee, 1A School Board member, and Mr. Devin Smith, 1A/2A Principal, and thanked them for their service and contributions to UHSAA.

   - E. **Approval of Board Agenda:**

     **MOTION:** Mr. David Warren made a motion to approve the board agenda. It was seconded by Mr. Zack McKee. The motion carried.

   - F. **Approval of Minutes:**

     **MOTION:** Mr. Patrick Lambert made a motion to approve the board minutes for the March 26, 2026, board meeting. It was seconded by Mr. Nate Marshall. The motion carried.

   - G. **Board Meeting Public Comment:** A student from Syracuse high school came to comment on his experience at the state debate tournament that was held in March.

2. **USBE Report:** Ms. Carol Lear reported that State Board Chair Mr. Matt Hymas expressed concern about recent legislation and how isolated parent concerns can be viewed as broader issues. She also noted ongoing discussion of R277-322, a code-of-conduct rule for licensed and non-licensed employees. Ms. Lear said current local processes and training generally address conduct concerns and cautioned that a more prescriptive rule could add training, recordkeeping, and administrative requirements for LEAs, non-licensed coaches, and volunteers. She encouraged board members to

share the local perspective that existing guardrails are working and thanked UHSAA for its well-run efforts.

3. **Executive Committee Meeting Report:**

**A.** Mr. Josh LeRoy reported that the Executive Committee met on April 22, 2026. The committee reviewed activity calendars, approved 2026-27 activity dates and sites, and discussed coaches' credentials, officiating, coaches' certification, the summer moratorium, sportsmanship initiatives, student leadership conferences, Unified Sports, Academic All-State, Constitution and Bylaws recommendations, and 2027-29 realignment. UIAAA conference updates and a Board of Trustees appointment of Mr. David Cluff as the 1A/2A principal.

4. **2026-27 Meeting Schedule for Boards:**

**A. Discussion/Action item:** Mr. Ryan Bishop asked board members to review the proposed meeting dates and identify any scheduling conflicts. He noted that additional realignment meetings would be scheduled between November 19 and January 21, with the goal of finalizing the 2027-29 alignment before Christmas to allow schools more time for scheduling.

**MOTION:** Mr. Staheli made a motion we approve the Board of Trustees schedule. It was seconded by Mr. Glazier. The motion carried.

5. **Activities Report**

**A. Speech & Debate:** Mr. Chris Shipman reported that the spring speech and debate tournaments were completed and thanked the host schools, the Utah Debate Coaches Association, and key organizers. State champions were Panguitch, Intermountain Christian, Rowland Hall, Ridgeline, Park City, and Davis. He noted procedural concerns and said he will meet with UDCA in June to develop training for tournament directors and discuss this past year's tournaments. He also acknowledged a forthcoming Region 1 proposal and said it will be reviewed through the Executive Committee process.

**B. Esports:** Ms. Jan Whittaker reported that the first UHSAA Esports championship was held on April 11 at Weber State and was a success. Eighty-four schools and more than 2,000 students participated, many of whom were not involved in other school activities. Classification winners were Farmington, Pleasant Grove, Provo, and American Leadership Academy.

**C. Theatre:** Ms. Missy Mackay-Whiteurs reported that the Theatre events were held the week of April 15 and noted continued program growth and strong support from Theatre representatives. Classification winners were Davis, Hillcrest, Pine View, Union, Kanab, and Monticello.

**D. Solo & Ensemble Music Festivals:** Mr. Brenan Jackson reported that the Solo & Ensemble Music Festivals were held April 25 at Provo and Woods Cross High Schools, with approximately 4,000 to 5,000 students participating. Students received adjudication feedback, and those earning superior ratings received medals and certificates.

6. **UHSAA Calendar:**

**A. Review of 2025-26 Calendar:** Mr. Jeff Cluff reported that the 2025-26 calendar was included in the meeting materials and noted that May is a busy month for UHSAA events. He encouraged board members to attend state events when possible and noted that calendar updates are ongoing.

B. **Review of 2026-27 Calendar:** Mr. Cluff reported that the 2026-27 calendar will be updated as policies and procedures are finalized and will remain available on the UHSAA website.

7. **Sportsmanship Items:**

A. **2026 School Sportsmanship Award:** Ms. Whittaker reported that applications for the 2026 School Sportsmanship Award are due May 26, 2026, and encouraged schools to participate.

B. **Criteria for Award:** She noted that award criteria and forms are available on the UHSAA website.

8. **Staff Items:**

A **Student Leadership Conferences:** Ms. Mackay-Whiteurs reported that regional student leadership training and conferences will be held in the fall, with additional details to follow.

B **Cheer Safety Clinics 2026:** Ms. Whittaker reported that cheer safety clinics are underway and directed schools needing information to contact UHSAA staff for assistance.

C **SMAC Report:** Mr. Jackson reported that the Sports Medicine Advisory Committee includes medical, athletic training, physical therapy, and mental health representatives and advises the Executive Committee and Board. He noted the committee's May 12 meeting, Dr. Karl Weenig's leadership, and upcoming updates to concussion and pre-participation physical policies.

D. **Coaches' Certification:** Mr. Jackson reported that many districts use NFHS Learn for coach certification and training. Required annual trainings include concussion protocol, child abuse prevention, sexual harassment, and hazing, with CPR/First Aid requirements determined by approved providers. He also noted the 2026 summer moratorium dates of June 29-July 5.

E. **UHSAA Summer Moratorium:** Mr. Jackson reviewed the UHSAA Fourth of July moratorium, noting that it is approved annually, must include July 4, and applies school-wide unless a school submits an approved change as an entire school. He also noted that additional moratorium requirements will take effect next summer.

F. **Academic All-State:** Mr. Shipman reported that spring Academic All-State lists have been posted and will be sent to schools after the correction window closes.

G **Unified Sports:** Mr. Shipman reported that Unified Track meets are being held at Hurricane and Copper Hills High Schools to provide a more appropriate event setting for students. He also noted that a flag football pilot for Unified is underway and will be reviewed after completion.

H. **Coaches Credentials:** Mr. Cluff reported that Register My Coach is used to verify coach certification and credentials, with nearly 25,000 coaches, staff, and related personnel expected to be credentialed this year. He reviewed credential deadlines and access levels and noted that violations are taken seriously, with recent penalties issued by the Executive Committee.

I. **Officiating Update:** Mr. Cluff reported that spring continues to be the most challenging season for officiating, particularly girls' lacrosse. He noted ongoing recruitment needs, the work of 44 statewide assigners, and the support schools provide in helping cover contests.

J. **Ejection Appeals:** Mr. Cluff reported that the postseason student-athlete ejection appeal process has worked well, with seven appeals this year, including five stays and two overturned suspensions. He also noted 15 coach ejection appeals, a recent baseball incident involving multiple ejections, and thanked schools and principals for helping manage ejection-related issues.

9. **Insurance Report:** Mindee Holmes presented the annual insurance report via telephone.

   A. **Liability, Property, D&O, etc.:** Ms. Holmes reported that liability markets have tightened due to increased litigation involving state associations. She reviewed general liability, auto, excess liability, and property coverage, noting modest overall premium increases and no material loss of coverage. Cyber and directors and officers' renewals will be provided later.

   B. **Catastrophic Insurance:** Ms. Holmes reported that catastrophic insurance is in the second year of a two-year rate guarantee at $3.30 per participant, with no policy language changes. The policy provides up to $1 million in excess coverage after a $75,000 deductible. Final premiums will be based on updated participation numbers. She reviewed claim history and noted Mutual of Omaha's experience in managing catastrophic claims. Mr. Cuff noted the foundation has reimbursed schools for catastrophic premiums and recommended continuing the 100% reimbursement. The board agreed to keep the reimbursement to schools at 100%, so no motion was needed.

10. **Constitution and By-Laws Committee Report:** Mr. Cuff reviewed proposed Constitution and By-Laws items from the April 21 committee meeting and April 22 Executive Committee meeting, including moratorium requirements, practice-hour reporting, out-of-season participation, transfer-rule clarification, and bullying-related transfer procedures. Staff will continue developing language with the Executive Committee before the August Board of Trustees meeting.

    **MOTION:** Mr. Staheli made a motion to forward the discussed Constitution and By-Laws items to the Executive Committee as a first consideration. It was seconded by Mr. McKee. The motion carried.

11. **Legal Report:** Mr. Van Wagoner reported that the Tenth Circuit Court of Appeals had not yet issued an opinion on the pending F-1 student matter and that no deadline exists for the court to act. He reviewed potential outcomes, including further litigation, settlement discussions, possible Supreme Court review, and continued communication with individuals named in the case.

12. **Realignment 2027-2029:** Mr. Cuff reviewed the realignment timetable, including first consideration in May, Executive Committee and region review before August, second consideration and public hearing in August, and additional meetings after November as needed. The board discussed proposed format and procedure changes, including whole-school and sport-specific requests to move up, criteria for sport-specific applications, use of October 1 sophomore and junior enrollment counts, continued removal of self-contained students, exclusion of alternative school enrollments, minimum classification sizes, and the proposed Composite Realignment Index using enrollment, socioeconomic status, and competitive performance.

    **MOTION:** Ms. Barber made a motion to retain the Executive Committee recommendation limiting move-up requests to whole-school applications. The motion failed.

    **MOTION:** Mr. Young made a motion to allow sport-specific applications to move up if the school is already participating in the higher classification or finished in the top 15% of its current classification, with application approval not guaranteed. It was seconded by Mr. Lambert. The motion carried.

**MOTION:** Mr. Warren made a motion to use October 1 sophomore and junior enrollment counts, exclude alternative school enrollments, and continue subtracting self-contained students. It was seconded by Mr. Marshall. The motion carried.

**MOTION:** Mr. Warren made a motion to approve the proposed Composite Realignment Index language, with final authority retained by the Board of Trustees. It was seconded by Mr. Marshall. The motion carried.

**MOTION:** Mr. McKee made a motion to adjourn the meeting. It was seconded by Mr. Marshall. The motion carried.