

UHSAA BOARD OF TRUSTEES MINUTES
UHSAA Office - August 21, 2025 @ 9:00 a.m.

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

1. Welcome & Chair Business:

- A. Chair's general observations:** Mr. Luke Rasmussen welcomed the board and thanked them for their service.
- B. New BOT members:** Chair Rasmussen presented each new member and they introduced themselves.
 - 1. Michelle Barber – Davis SD – 5A School Board
 - 2. Mitchell Glazier – Kane SD – 2A School Board
 - 3. Gina Butters – Weber SD – 5A/6A Superintendent
 - 4. Jason Young – Duchesne SD – 1A/2A Superintendent
 - 5. Josh LeRoy – Cyprus HS – 5A/6A Principal
 - 6. Steven Gordon – Emery HS – 3A/4A Principal
 - 7. Nathan Marshall – Providence Hall – Charter Schools
- C.** There are 160 member schools for the 2025-26 school year.
- D. Reverence/thought:** Mr. David Warren provided a thought from a question he asked the AI on his computer. The question asked was what high school activities are, and he felt the answer was spot-on. – The AI said activities are a critical part of the high school experience. He then provided a prayer.
- E. Pledge of Allegiance/Patriotic thought:** Mr. Patrick Lambert shared a document that is provided for alumni. It highlighted eight people that served in WWII. One was someone who spent time in a POW camp. He then spoke about the Judge family and that for them, the United States was their beacon of hope. Mr. Judge's story is often used as an example for giving back to your country and making a difference in the world. He then led the board in the pledge.
- F. Minutes of May 6, 2025, meeting:**
MOTION: Mr. Warren made a motion to approve the minutes. It was seconded by Mr. Zack McKee. The motion carried.
- G. Approval of Board Agenda:**
MOTION: Mr. Burke Staheli made a motion to approve the current board agenda. It was seconded by Mr. Warren. The motion carried.

Mr. Curt Pettingill, part of the UHSAA office staff was given an NFHS award by Mr. Cuff for his valuable service and contribution to UHSAA for the past ten years.
- H. Board Meeting Public Comment:** There was none.

2. **Executive Committee Meeting Report:** Mr. Devin Smith provided a report on the July 31, 2025, meeting.
3. **USBE Report:** Ms. Carol Lear thanked the board for their service and encouragement of student-athletes, by balancing academics and athletics. The student comes before athlete in student-athlete.
4. **Audit Report:** Haynie & Company joined the board via telephone to discuss the audit. They determined it was a clear audit and outlined the expenses and income for the previous year.

MOTION: Mr. Steven Gordon made a motion to approve the audit. It was seconded by Mr. Mitchell Glazier. The motion carried.

MOTION: Mr. McKee made a motion to go into a public hearing. Mr. Glazier seconded the motion. The motion carried.

There was NO Public comment.

MOTION: Mr. Bryce Dunford made a motion to go out of the public hearing. It was seconded by Mr. Smith. The motion carried.

MOTION: Mr. McKee made a motion to continue with the meeting. It was seconded by Mr. Warren. The motion carried.

5. **UHSAA 2025-26 Budget**

A. **Public Hearing:** No comment.

Mr. Cuff outlined the budget. He started with the activities revenue and explained the increase in tickets for the 2025-26 school year. He then outlined operating revenue. He covered the activities expenses and the operating expenses. The board was encouraged to ask questions.

MOTION: Mr. Nathan Marshall made a motion to approve the budget for the 2025-26 school year. It was seconded by Mr. McKee. Mr. Lambert was opposed. The motion carried.

6. **UHSAA Procedures and Materials**

A. **2025-26 meeting schedule:** Thursday, November 20 was the scheduled date of the next BOT meeting, but it needs to change due to a conflict with state football.

MOTION: Mr. Jason Young made the motion to move the BOT meeting to Wednesday, November 19. Mr. McKee seconded the motion. The motion carried.

The March 26th Board of Trustees meeting will be held at Sleepy Ridge Golf Course in Orem.

B. **Reimbursement claims for meetings and tournament supervision**

1. **Mileage:** Reimbursement requests need to be submitted on the yellow sheets at the front desk. Mileage will be reimbursed at .70 a mile.

1. **Meals:** Lunch is always served at board meetings. If a member of the board needs to leave early enough to need breakfast, or returns late enough to need dinner, that can also be reimbursed.
2. **Lodging (Hotel accommodation partners):** If you must leave before 7 a.m. you can get a hotel room for the night before the meeting. Please contact Jeff Cluff and he will handle the accommodations.
- C. **Committee Assignments:** Mr. Cuff referred the board to their committee assignments and explained each committee.
- D. **Hearings and Appeals:** The panels are selected from the Executive Committee and Board of Trustees. Mileage reimbursement is provided as needed.
- E. **UHSAA governance chart:** Ms. Jan Whittaker explained the process to make a policy change, using a provided handout.
- F. **Personal information sheet:** Ms. Jennifer Thomas requested that the new board members complete the information sheet and return it to her before the end of the meeting.
7. **UHSAA Items**
 - A. The Super Fan nomination form is due on November 1.
 - B. **2025-26 Classifications and Regions:** Mr. Cuff referred the board to the list of the Board of Trustees.
8. **Visits to Region Boards**
 - A. **Staff Schedule for 2025-26:** A handout was provided that showed which regions each staff member was assigned to.
 - B. **BOT Members are Invited to Region meetings:** The board was encouraged to attend region meetings.
9. **2024-25 UHSAA Participation:** Participation numbers were provided and show an increase of approximately 2,000 participants.
10. **Sportsmanship Committee:**
 - A. **Sixteen Years of Sportsmanship “Raise the Bar”:** The committee meets a couple times a year or as needed. Sportsmanship award winners are posted on the Sportsmanship page.
 - B. **Sportsmanship Page:** This is located on the UHSAA website.
 - C. **Sportsmanship Handbook:** This is also on the website.
 - D. **Sportsmanship Video Competition:** Every school is encouraged to make a video and enter the competition. A \$1,000 scholarship is provided to the winners in each classification.

- E. **Gold Star Coach:** This honors a coach from every school that nominates, and each receives a certificate. Then a male and female coach are chosen from each classification and receive a trophy.
 - F. **UHSAA Website Sportsmanship Spotlight:** If any sportsmanship occurs in schools and it is reported to UHSAA they will put it on the website and social media.
11. **Promoting High School Activities:** Mr. Brenan Jackson provided an article that can be shared with the school boards, schools and parents. The article provides reasons why participation in sports makes a positive difference in the lives of students. NFHS has also started a campaign called “Protect the Purpose.” This will be sent out to schools on Monday and will also be on the UHSAA website.
12. **Academic All-State:** Chris Shipman explained that this is the most prestigious award given to student athletes. This is given four times a year. The open periods for submission are on the UHSAA website.
13. **UHSAA Items**
- A. **UHSAA Website:** This was launched right after Memorial Day. We are very excited about this new website. It has some great enhancements to it.
 - B. **UHSAA App:** This was launched in May.
 - C. **Social Media:** There are over 20,000 followers on UHSAA social media.
 - D. **Aktivate – Athlete and Coach:** All athletes are required to register to compete. 25,000 coaches are also registered each year.
 - E. **Yearly Results/Record Book:** Mr. Pettingill from the UHSAA front office is working on updating these records and is adding historical records as he can.
 - F. **Post Season Rankings (PSR/RPI):** This is currently being modified in the handbook. 1A-4A classifications are not using RPI but are using the MaxPreps ranking system. RPI will be used in football and all 5A-6A classifications. The term for both is Post-Season Ranking (PSR).
14. **UHSAA Calendar**
- A. **2025-26 calendar:** The calendar is updated regularly, so refer to it often.
 - B. **2026-27 tentative calendar (coming soon):** The goal is to try and get the calendar out by October. This is a big change as it was usually released in March in previous years.
15. **Coaches Training**
- A. **District/School Responsibility:** The state school board has board rule R277-605, which requires that all coaches must be certified and meet the state standards.
 - B. **Criteria for Certification:** It is the district’s responsibility to make sure the criteria is met and what trainings are accepted. NFHSlearn.com provides over 100 courses online, and some meet the criteria required by the state and state board rule.

- C. **UHSAA Certification Checklist:** This list shows what every principal signs to certify that they understand the Constitution and By-laws and responsibilities with the Association.
 - D. **NFHS Learning Center (nfhslearn.com):** There are over 100 courses on this website and meets some of the requirements for coach's certification. It is very beneficial.
16. **UHSAA Credentials:** Mr. Cluff shared that the credentials are provided once the coaches have completed the required training and completed everything in Aktivite – Register My Coach. The fall credentials early batch has been sent out and the second batch is on the way. He provided a reminder that the credentials are not entry into events but are required to coach at the state tournaments and provide access to the floor and fields. Approximately 26,000 people are credentialed each year.
17. **Officials**
- A. **Online registration and background checks:** 1,585 officials completed early registration. This is the most ever. Officials are increasing each year. The pay scale is helping to encourage officials to sign up.
18. **Staff Items**
- A. **Legislative Items:** Mr. Cuff introduced Dave and Ashley Spatafore and explained that they were hired as Political Consultants in 2004-05 and have been a great benefit to UHSAA. Mr. Spatafore shared that they try to resolve any issues or questions the legislators may have regarding UHSAA. Representative Hall is requesting surveys from schools regarding athletics and activities. Schools and families will be surveyed. She is concerned about the time activities and athletics take away from home and academics. In addition, Mr. Cuff and Mr. Jackson were recently asked to come up to the legislature and answer some questions about athletics and activities. The bill regarding better protection of officials and penalties for verbal or physical assaults against them was also discussed.
 - B. **Compliance Training:** It is required by state statute to do compliance training. Region agendas need to be posted on the UHSAA website. Executive Committee meetings are also posted on the UHSAA website. Board of Trustees meetings are posted on the public notice website and the UHSAA website. He then outlined closed meeting procedures.
 - C. **UHSAA Summits:** Summit training for schools was provided in Richfield and then the Salt Lake area. There was a great turnout. The slides used at the Summits are available on the UHSAA website.
 - D. **Esports Update:** Ms. Whittaker shared that the first season will start in the winter of 2026. They are currently working with Ken Garff on the exact dates of the season, but it should run from January to April. PlayVS will be used as a platform, and it is provided for free to the participating schools. There will only be a varsity league. Schools can enter as many varsity teams as they would like. The games that will be played are Super Smash Bros, Mario Kart, and Rocket League. It will all be played online except for the finals, which will held in person at Weber State University.

- E. Emerging Sports Survey:** The survey will be sent out from the schools this year to their students, regarding competitive events and teams in their communities or schools that they are participating in.
- F. UHSAA Moratoriums:** There is concern regarding the moratoriums of specific sports like drill and cheer. There is also interest for a longer summer moratorium for all sports, especially in the smaller schools where kids participate each season.
- G. Drill/Cheer Survey:** There is discussion about shortening the season for those two sports. Parents, school administrators, Athletic Directors and coaches are being surveyed.
- H. Cheer Safety Clinics:** Training will still be required now that the State Risk Management office has discontinued holding them each year. It is proposed that schools will have three options. They can go online, and use provided videos for training, The third option is for the school to hire someone to do it, with a checklist of required items that need to be covered. More information will be discussed in future meetings.
- I. Student Leadership Conferences:** Training was done for the region reps at the Air National Guard in Salt Lake City. Packets have been sent out that provide ideas for the representatives. It can be done by region or classification.
- J. Show Up Sports Challenge (Service Initiative):** Abby Cox and Ashley Smith work with this. Schools can do volunteer work and film it and then submit it and three winners will be selected and invited to a Mammoth hockey game.
- K. Summer Moratorium:** There is a letter in the meeting materials from Senator Hall regarding the moratoriums and sports and activities requirements. The summer moratorium for next year as already been scheduled for June 29-July 5, 2026.
- L. Sports Medicine Advisory Committee Report (SMAC):** There is no update at this time.
- M. Football Items:** The semi-finals for 8P/1A/2A/3A will be held at SUU, with the finals at Zions Bank Stadium. 4A/5A/6A semi-finals and finals will be held at University of Utah.
- N. Swim Items:** Mr. Steve Marsing is excused from the meeting and there are no updates at this time.
- O. Ejection Procedures:** A new policy has been approved by the Executive Committee. For the first time in association history, the ejection of a player can be appealed, only if they are part of an advancing team, not in the regular season. The only exception is a fight. A panel will review the ejection and decide whether to reverse the ejection.

MOTION: Mr. Gordon made a motion to approve the new policy regarding ejection appeals for student athlete ejections from games. It was seconded by Mr. Jason Young. The motion carried.

- P. **BOT Leadership (Vice-Chair):** Mr. Rasmussen asked for a volunteer to serve as vice-chair in case Mr. Rasmussen can't attend a meeting. Mr. Warren nominated Mr. Burke Staheli.

MOTION: Mr. Warren made a motion to nominate Mr. Staheli as the Board of Trustees vice-chair. It was seconded by Mr. McKee. The motion carried.

19. **Legal Report:** Mr. Mark Van Wagoner shared that two days previous, Juan Diego filed a lawsuit against UHSAA for a preliminary injunction and temporary restraining order. The lawsuit was later withdrawn. The current F-1 case is waiting on the 10th Circuit in Denver. A hearing will occur in the Transgender case on August 27, 2025.

20. **Realignment 2027-2029:**

- A. **Timetable:** Realignment format and procedures will need to be finalized no later than August 2026.

21. **Corporate Sponsorships (PlayFly) UHSAA Sports Properties:** Mr. Cuff introduced Mr. Riley. Mr. Riley then shared a little about previous employment background and his experience as a high school official. He shared his vision as the General Manager of UHSAA Sports Properties and he then encouraged the board to support the corporate partners.

22. **UHSAA Foundation**

- A. **Committee Members:** Mr. Jerry Bovee, Chair; Mr. David Warren (BOT representative); Chris Neddo; Belinda Johnson; and Rex Thorton (Committee Members).

- B. **Catastrophic Insurance** – This is due by September 15.

- C. **Endowment Football Games:** The amount earned from the 2025 football endowment games was \$237,378.00.

MOTION: Mr. McKee made a motion to move the endowment money to the foundation account. It was seconded by Mr. Glazier. The motion carried.

23. **Finance Committee Items**

- A **Finance Committee Report:** Mr. Warren provided information discussed at the Finance Committee meeting regarding staff considerations, and a discussion ensued.

MOTION: Mr. Gordon made the motion to approve the increases to staff salaries/hourly rates. Mr. Dunford seconded the motion. The motion carried.

MOTION: Mr. Warren made a motion to adjourn the meeting. Mr. McKee seconded the motion. The motion carried.