

BOARD OF TRUSTEES MEETING

UHSAA Office

Tuesday, May 3, 2022

9:00 AM

Those in attendance: Marilyn Richards, Belinda Johnson, Jeffrey Nielsen, Gary Olson, Cory Anderson, Paul Sweat, Jerre Holmes, David Dunn, Steven Gordon, Jim Wood, Bryan Durst, Brent Strate, Rob Cuff, Jeff Cluff, Brenan Jackson, Jon Oglesby and Jan Whittaker. Excused: Dave Lund, Larry Bergeson and Greg Miller. Minutes: Jeanne Widerburg.

1. Welcome and Chair Business: Chair Holmes welcomed everyone to the meeting and thanked them for their attendance. He said today begins the process of realignment. It is easy to be an armchair quarterback and sometimes it creates criticism about the UHSAA. Chair Holmes shared a quote that emphasized until you are willing to jump in and serve time in making hard decisions, some are not as interested in what you have to say. Board members oversee students and people are passionate about them and then add sports and activities and the fire gets even hotter. What members do is great because it is for kids. He feels it an honor to be part of the Board because everyone wants what is best for kids.

A. Reverence/Thought: Mr. Olson offered a prayer. He shared a story about when he was a freshman in high school. He found himself in a PE class with juniors and seniors. He was about 4'11" and eighty pounds. The instructor was Wilbur Braithwaite. Mr. Braithwaite was interested in what he had done over the summer on the farm. Mr. Olson said most of his days were following and clearing furrows of water to get the water to the end of the field. It was hard work. Mr. Braithwaite asked him if he had thought about his chores and how it applied to his life. He told Mr. Olson he needed to be involved. Mr. Braithwaite told Mr. Olson he was the water; the furrows were the activities and the coaches and leaders would be cleaning the furrows and removing the obstacles so he could accomplish success and make it to the end of the field. Mr. Olson said that conversation took place in 1975 and he never forgot his advice. Mr. Olson appreciated the opportunities he had and certainly appreciated the coaches, leaders and administration that provided the opportunities. As Board Members, it is their responsibility to help provide the opportunities for students.

B. Pledge of Allegiance/Patriotic Thought: Mr. Durst said when he was a kid, life was black and white. Then he joined the military and had strong emotions for the people he served with. As he gets older, he has become more open in trying to understand everyone's views. He values those that went out on a limb and acted on their views and did the work. To him patriotism can be anything that you can put your heart into and do the work. He then led the members in the pledge of allegiance.

C. Acknowledge Outgoing BOT Members: Chair Holmes acknowledged Steve Gordon who has served as the 3A/4A Principal on the Board. His service was very much appreciated.

D. Approval of Board Agenda:

MOTION: Ms. Johnson made the motion to approve the Board Agenda. Mr. Anderson seconded the motion. Motion carried.

E. Approval of Minutes:

(1) March 24, 2022, Meeting (Summary on UHSAA Website):

MOTION: Mr. Wood made the motion to approve the minutes of March 24, 2022, meeting. Mr. Dunn seconded the motion. Motion carried.

2. **USBE Report:** Mr. Strate appreciated Mr. Olson's thoughts. Mr. Strate played against Mr. Braithwaite's team and he was always a gentleman.

This week was teacher appreciation week. He paid tribute to one of his former teachers, Shirleen Dovey. She was a coach and teacher at North Sanpete HS and made a difference in people's lives. She was small in stature, but fought for women's sports and started the girls' athletic program for the high school. In 2017, the new North Sanpete softball field was named after her. She was the only female coach for many years. She taught health and was a pioneer in CPR. He wanted to memorialize her and the affect she had on so many lives.

He has appreciated the opportunity to grow and change and have different viewpoints and understanding of things. Being the father of five daughters, he appreciated the work of many on Title IX and acknowledged the 50th anniversary of Title IX.

3. **Executive Committee Meeting Report:**

A. April 27, 2022, Meeting (Summary on UHSAA Website): Mr. Dunn reported the meeting.

- Ready Reference Calendar
- Review Activities
- Calendar – site approvals
- Format and Procedures of Realignment
- Bubble School Ties
- Growth of Unified Sports – Track and Field in May
- Coaches' certification
- Coaches' credentials and Officials update
- Sportsmanship initiative
- Application for school sportsmanship banner
- Dare2Lead Student Conference in the fall – region/multi region
- UIAAA
- Darin Thomas was appointed as the 4A Principal representative on the BOT
- Education-based articles

4. **Basketball Endowment Game Report:** Mr. Cuff reported that \$15,204 had been raised from the basketball endowment games. He said the highest revenue ever was \$17,000. He feels we are back to pre-covid revenue.

MOTION: Ms. Richards made the motion to move the Basketball Endowment Revenue to the UHSAA Foundation. Ms. Johnson seconded the motion. Motion carried unanimously.

5. 2022-23 Meeting Schedule for Boards (p. 123): Mr. Cuff presented the proposed meeting schedule for 2022-2023. There will be additional meetings in November and December for BOT due to the realignment process.

MOTION: Mr. Nielsen made the motion to approve the 2022-2023 meeting schedule for the Board of Trustees. Mr. Olson seconded the motion. Motion carried.

6. Activities Report:

A. Winter Financial Report: Mr. Cuff reported on the winter revenue. He said the revenue was an all time high. He anticipates winter revenue continuing to increase with the addition of competitive cheer. He reminded members that matchups and venue location are determining factors in revenue. He reviewed revenue totals for boys' and girls' basketball, drill team, swim and wrestling. Mr. Olson expressed concern for folks having trouble getting online tickets and published start times were not adhered at 3A wrestling.

B. Officiating Update: Mr. Cluff reported the officiating world is in dire straits. A survey was recently released from a national organization called REFEREE. The survey asked the question, why do officials leave? The number one answer by 60% was verbal abuse from parents and fans. The number two reason is 50% verbal abuse from coaches. The third reason is pay. The Youth Soccer Association issued a zero- tolerance policy to all their fans. If any official is attacked or abused during a contest, the game will be forfeited and teams will be asked to leave. Mr. Cluff said we are experiencing the same sportsmanship issues in high school. Lacrosse coaches were put on notice regarding sportsmanship. He said that also needs to happen in soccer because there has been a drastic increase in ejections in soccer.

A committee has been formed to address officials' pay.

C. Speech/Debate: Mr. Oglesby said Speech/Debate returned to in-person competition. He said the state championships for 1A, 2A and 3A were combined this year at one site. Combining helped to raise enthusiasm for the participants across the state because of the interactions. Combining the event also increased the judging pool.

D. Unified Sports: Mr. Oglesby reported the first Unified Basketball Championship was held at Weber State. He appreciates the partnership with USOUT and Abby Cox's "Show Up" campaign. It has boosted the programs throughout the state and has helped with diversity and inclusion issues. The Unified Track and Field Meet will be in a few weeks and hosted by Copper Hills HS. He thanked Ms. Richards and Jordan District for their support year after year. Many rural schools are planning to participate this year. Ms. Richards asked if unified golf is being considered. Mr. Oglesby said the staff has not received a request from any EC members for golf. It could be coming. Mr. Cuff said they also do bowling. Mr. Jackson said Unified Soccer was held at Rio Tinto this past fall and it was a great event.

E. Theatre/Drama: Ms. Whittaker said theatre competitions were held in April. There were record number of participants. The threshold for qualifying for state might need to be raised. Some of the larger classifications had three 12-hour days.

F. Music: Mr. Jackson said State Solo and Ensemble was held on April 30. The northern site was at Woods Cross HS and the southern site at Provo HS. The quality level of performance was amazing. He estimated about 4,000 participants between both sites. It was

good to be back to in-person this year. Last year, participation was down with the virtual competition.

7. UHSAA Calendar:

A. Review of 2021-22 Calendar (pp. 124-126 and UHSAA website): Mr. Oglesby invited members to attend spring tournaments.

B. Review of 2022-23 Calendar (UHSAA website): Mr. Oglesby said the EC approved to remove the TENTATIVE from the 2022-23 calendar. The EC approved the Cross Country Meet to take place at the Regional Athletic Complex for 2022-2023. Most sites have been included in the calendar.

PUBLIC HEARING

Chair Holmes welcomed those that had come to the Public Hearing.

MOTION: Mr. Wood made the motion to move into the Public Hearing for Realignment Format and Procedures. Mr. Dunn seconded the motion. Motion carried.

Chair Holmes invited visitors to speak.

Superintendent Rick Woodford from Uintah School District addressed the Board. He expressed his concern for the past realignment. Union had to choose to travel to Cache Valley or St. George for 4A or move to 5A. In his opinion, the classifications are not balanced in Utah. He reviewed the number of schools in each classification. He felt it was inequitable and unfair. He encouraged members to balance the classifications. Politics create unintended consequences. He is charged in protecting instructional time and that is why the moved to 5A. He does not want the 2023-2025 alignment to end up like the present alignment. There has been a huge disparity.

8. Realignment 2023-2025: Mr. Cuff included in the meeting packet the timeline for the alignment. Today is the Public Hearing on format and procedures. This BOT meeting is the third consideration on format and procedures. It could be the final consideration today or could be tabled to August.

The staff was charged with bringing options to break ties for the bubble schools. One of the proposed changes in format and procedures was to raise bubble schools from 7% to 10% above or below a particular enrollment. This was felt to give more flexibility to consider schools before placement into regions. In the past, the ties have been broken by geography and some consideration of region and state championships. With the creation of RPI, it has opened the ability to use the data.

Mr. Cluff presented a proposal for tie breaking procedures for bubble schools. Previously, schools filled out a form with additional information that provided the Board to see the success or lack of success in consideration of placement. It has been proposed to replace the form using the average of the RPI for each sport for each school. It will not be by classification, but an average of all members schools.

Mr. Cuff explained item #5 was added to the format and procedures so that schools could request to move a specific program at the school up a classification. The request would be presented in January following the final established alignment in December. The request is for the two-year alignment. If the request is granted the school would be assigned a region for that specific sport. Mr. Cluff said we are not ready for a sport-by-sport alignment. Regions and region championships are still important to many members.

Superintendent Woodford said adding more flexibility breaks things down and creates more problems. He said the classifications should be determined by math, not natural breaks. You cannot have it both ways or you end up in the predicament of this current alignment. He wants fairness and equity across the state and right now it is not fair and equitable for the athletes or for the schools for the opportunity to compete for a state title. He again asked members to go by the numbers and keep it tight.

Chair Holmes clarified that a request for a school to move up is not a guarantee. The Board has acknowledged the low number of member schools in 4A and they have committed to creating a stronger 4A classification. Ms. Johnson said the last alignment they were bound by the rules and were aware 4A was a problem.

MOTION: Mr. Strate made the motion to close the Public Hearing. Ms. Johnson seconded the motion. Motion carried.

Discussion continued on item #5 of the format and procedures giving schools the ability to request moving up a classification in a specific sport. The approval of that request lies with the BOT. Mr. Anderson thought there will be difficulties in assigning a region to those that request. Members wanted to clarify that the format and procedures will give them more flexibility this time around. Staff members felt the addition of more bubble schools will give them that result.

MOTION: Ms. Johnson made the motion to approve the format and procedures (pp. 128-129) for 2023-25 realignment. Mr. Wood seconded the motion. Motion carried.

9. Insurance Report (meeting handouts): Mr. Cuff said the insurance information had been sent to the BOT members and introduced Christian Reed from Dissinger Reed Insurance who was joining via conference call. Mr. Reed reviewed the projections for insurance premiums for the 2022-2023 school year. Mr. Reed said they specialize in insuring several state associations and the NFHS. Catastrophic Insurance premium was in the second year of a rate guarantee at \$3.40 per participant. The policy was changed to allocated benefits last year which helped to lower the premium. UHSAA claim experience has been phenomenal. He discussed the General Liability, Auto Liability, Excess Liability and Commercial Property and Crime. Mr. Reed thanked the Board for allowing them to work with the Association. Mr. Cuff thanked Mr. Reed for the work he and Mindee have done.

MOTION: Mr. Olson made the motion to approve the proposed insurance programs and premiums. Directors and Officers and Cyber coverage had not been received and would be communicated with the Board via email. Mr. Nielsen seconded the motion. Motion carried unanimously.

10. Sportsmanship Items:

A. 2022 School Sportsmanship Award Applications due by May 27, 2022: Ms. Whittaker emailed an application to all administrators to be filled out for the Sportsmanship Award. The application is due May 27, 2022, for the “Raise the Bar Earn a Star” initiative.

B. Gold Star Coach Award: Each school nominated a Gold Star Coach and the Sportsmanship Committee selected a male and female coach in each classification for the state award. The recipients are listed on page 130 of the meeting packet.

C. Dare2Lead Student Leadership Conference: The Conferences will be held on a region or multi-region basis. Training for the sportsmanship specialists will be held on August 29.

11. Staff Items:

A. SMAC Report: Chair Holmes thanked Dr. Weenig for his attendance. Dr. Weenig appreciated the Reverence and Pledge of Allegiance. He thinks the SMAC Committee is trying to make the best decisions for students. He reported that a year ago the Doctor of Chiropractic was removed from signing preparticipation physicals. The Committee has met several times with the Utah Chiropractic Physicians Association and their legal representative including a meeting last week. Currently, the Chiropractors are not board certified nor is there federal oversight. The Committee is proposing to give the chiropractors three years (2025) to have board certification in whatever field they choose. This is already required of the DO, MD, PA and Nurse Practitioners. Chiropractors could sign while they become board certified, but not for a student on medication because they cannot do medical management. In 2025, the preparticipation physical form would be modified so the doctor would acknowledge what area they are certified. Mr. Jackson asked how it would be tracked and how will parents know if they are board certified. Mr. Weenig said the form would be modified to sign off certification. They will notify Chiropractic Association of the requirement. He said a message could be sent Utah Chapter of Pediatricians, Family Medicine, etc. Mr. Wood thought it would be helpful to have a list of board-certified physicians for parents to view. Mr. Weenig said this has been an issue across the nation and Utah may become the very model that other states follow. The proposal will provide quality insurance for the athlete. Mr. Jackson thanked Mr. Weenig for all the time and effort he has spent on this issue. He appreciates his leadership and service to the students of Utah. Mr. Weenig appreciates everyone on SMAC who volunteer their time as well. Everyone on the Committee is focused on what is best for kids.

MOTION: Mr. Strate made the motion to approve the proposal that beginning March 10, 2025, the UHSAA will require that any medical provider that signs on the preparticipation physical acknowledge that they are board certified. Doctor of Chiropractic will be put back on as acceptable signers of the preparticipation physical until March 10, 2025, at which time board certification will be required by all doctors. Mr. Anderson seconded the motion. Motion carried.

(1) NFHS Foundation: Mr. Jackson reported the NFHS Foundation will be purchasing, with grant money, wet globe bulbs. The wet globe bulb is a unit that sits on a tripod that measures the ambient and radiant heat and humidity. The measurements are used to determine if it safe for practices outdoors. Utah will receive 116 units and they will be placed in the football schools first and then additional units will come in July for the remainder of member schools. Mr. Weenig said it will be a powerful addition. It can be hooked to the phone of the

trainer and the criteria is preprogrammed in the unit. They can then notify the coaches to modify their practice session. Training is also being provided. Mr. Cuff said the NFHS Foundation is supplying 19,000 high schools with the wet bulb globe. Coming next is air quality monitoring. Dr. Weenig was thanked again.

B. Coaches' Certification: Mr. Jackson said there has been an uptick in coaches becoming certified. He appreciates the effort. The UHSAA was charged by the USBE with the responsibility to create a platform to track coaches' certification.

C. 8-Player Football: Mr. Jackson said there are seven teams committed and St. Joseph Catholic HS is seriously considering adding the program. It seems there will be enough teams for a state championship this fall. He said 8-player football is a fast-paced game.

D. UHSAA Summer Moratorium (June 29-July 5): Mr. Jackson said that schools interested in adjusting the summer moratorium must make the adjustment for the entire school.

E. Boys' Basketball Request (p. 131): Mr. Oglesby said Juan Diego has sent a letter requesting their boys' basketball team be allowed to participate at the 5A level beginning next year. The request is similar to Layton Christian Academy's request to move their boys' basketball to the 4A classification that was approved.

Drew Trost, assistant principal and boys' basketball coach from Juan Diego, reported that Juan Diego is losing enrollment. Their school is in the center of 5A/6A schools. They are consistently seeing younger players playing on Juan Diego's little league not staying at Juan Diego. Students that have attended Juan Diego until high school are then choosing to attend the larger classification schools and he is losing basketball players to the surrounding schools. Members asked questions of Mr. Trost.

MOTION: Mr. Olson made the motion to approve Juan Diego's request to move the boys' basketball program to the 5A classification. Mr. Anderson seconded the motion. Motion carried but not unanimously. Ms. Richards and Ms. Johnson voted no.

MOTION: Ms. Johnson made the motion to allow an extra game for 3A to play Juan Diego. Ms. Richards seconded. Motion carried.

12. Board of Trustees Terms 2022-23 (pp.132): Mr. Cuff reported that Mr. Darin Thomas, Hurricane HS, will be the 4A Principal on BOT. Mr. Durst won his election and will continue to represent the charter schools. Mr. Olson and Ms. Johnson are not running for their School Board positions next year. Their terms will end on January 1 and their districts will assign a replacement.

13. Executive Committee Terms 2022-23 (pp. 133-134): Mr. Cuff said the Executive Committee is not finalized, but will be by August. Mike Monson from Region 11 is retiring.

14. Finance Committee Items: Mr. Anderson said the Finance Committee met prior to the meeting. He reported the staff presented two options for sponsorship marketing teams from TPG and Playfly Sports. Mr. Cluff said the staff has maximized the sponsorship revenue. The Association is at a crossroad balancing the workload with sponsorships. The staff met with both companies. Playfly will hire an individual to work in the office and work on raising money, fulfillment and activation of sponsorships. Playfly has a Western region influence and offer a

10-year contract. Mr. Anderson reported that the UHSAA will retain the Shirt Stop and MaxPreps sponsorships. He worries about losing the local feel on sponsorships, but Playfly reassures the local feel will be retained.

The second point of discussion for the Committee was remodeling the UHSAA Office basement to add four offices, a meeting room and restroom. As the number of activities increase a need for more staff and offices is certain. One of the offices will be for the Playfly employee. With the added revenue of the guarantee from Playfly and the addition of girls' wrestling, competitive cheer and boys' volleyball revenue, expenses could be partially funded. The Association needs to expand.

The Committee also considered catastrophic premium reimbursements to the schools. It was discussed to reimburse schools 50% of the premium. There was no premium reimbursement this current year. The difference could then be used to offset of expenses of the basement remodel.

MOTION: Ms. Richards made the motion to accept the proposals from the staff to engage Playfly Sports, 50% reimbursement for schools' catastrophic premiums and to move forward with the basement remodel. Mr. Olson seconded the motion. Motion carried unanimously.

15. Election for BOT Leadership Positions 2022-2023: Ms. Richards nominated Mr. Holmes as the BOT Chair for 2022-2023.

MOTION: Mr. Strate made the motion that nominations cease. Mr. Morris seconded. Motion carried. By acclamation Mr. Holmes will be the BOT Chair for 2022-2023.

Mr. Holmes nominated Ms. Richards as vice-chair.

MOTION: Ms. Johnson made the motion that nominations cease. Mr. Anderson seconded the motion. Motion carried.

16. For the Good of the Order: Mr. Cuff presented articles regarding education-based activities. There was an article on Unified Sports. Only about ten states were participating when Utah started Unified Sports. Almost half of the states now offer Unified Sports. Mr. Oglesby serves on the USOUT Board of Trustees.

17. Approval of Consent Agenda: Members were given a copy of the first quarter financial report.

MOTION: Ms. Richards made the motion to approve the Consent Agenda. Mr. Olson seconded the motion. Motion carried.

MOTION: Mr. Olson made the motion to adjourn. Mr. Strate seconded. Motion carried.