

COLORADO HIGH SCHOOL ACTIVITIES ASSOCIATION
14855 E. Second Avenue
Aurora, Colorado 80011

CHSAA EXECUTIVE COMMITTEE MEETING
Wednesday, April 9, 2008
Radisson Hotel – Denver Southeast – Aurora, CO

1.0 ROLL CALL

The meeting was called to order at 8:05 a.m. by Harry Waterman. Bert Borgmann called roll:

P	Don Anderson	P	Dennis Tjaden
P	Kevin Aten	A	Nancy Todd
P	Steve Atwood	P	Harry Waterman
P	John Condie	P	Paul Angelico
P	Kurt Douglas	P	Rhonda Blanford-Green
P	Alex Halpern	P	Bert Borgmann
P	Richard Hargrove	P	Steve Espinoza
P	Dick Katte	P	Chuck Howell
P	Kevin Land	P	Bill Reader
P	Shelli Miles	P	Tom Robinson
P	Virginia Patterson		
P	Stephen Strong		

2.0 APPROVAL OF MINUTES

2.1 Minutes of Executive Committee meeting of February 27, 2008 – It was moved (Kevin Land) and seconded (Steve Strong) to approve the minutes of the February 27, 2008 meeting as presented. The motion passed unanimously.

3.0 ADDITIONAL ITEMS

Mr. Waterman asked the committee for additional agenda items, but no additional items were added.

4.0 PRESIDENT'S UPDATE

4.1 Comments – President Harry Waterman welcomed the committee, went over the agenda and outlined the plans for the day. He reported that Randy Miller would be in attendance to address the Budget Committee Report and that Bill Reader, Dennis Tjaden, and Kevin Aten would be attending a meeting with the Colorado Department of Education's enrollment count people to address the CHSAA classification data collection needs.

Mr. Waterman reported that he had participated in the second screening of applicants for the Assistant Commissioner position and went through the hiring process with the committee. He noted there were some outstanding applicants in the pool and congratulated the staff on its work with the applicants. He noted that the agenda included staff salaries and further discussion on HERZL/RMHA.

4.2 Sign-up Spring Events – Mr. Waterman passed around a sign-up sheet for Executive Committee attendance at spring events.

- 4.3 Staff Salaries – It was moved (Kurt Douglas) and seconded (Kevin Land) to move to Executive Session to discuss staff salaries. Returning from Executive Session, Mr. Waterman explained the process of the sub-committee to the Executive Committee. He noted there was a great deal of appreciation for the work accomplished by the staff this year, especially on the issues of CLOC and HERZL/RMHA.

It was moved (Steve Atwood) and seconded (Don Anderson) to approve a 5% increase in salary for the classified staff. The motion passed 10-3.

It was moved (Steve Atwood) and seconded (Shelli Miles) to approve a step increase plus 3% for the Assistant Commissioners and Associate Commissioner. The motion passed 10-3.

It was moved (Steve Atwood) and seconded (Shelli Miles) to approve a 5% increase in salary for the Commissioner. The motion passed 10-3.

5.0 COMMISSIONER'S UPDATE

Commissioner Reader thanked the Executive Committee for its consideration and work on the staff salaries. He took a moment to congratulate Ms. Miles for Widefield's runner-up finish in 4A state basketball, to Mr. Tjaden for his team's 2A state basketball championship and noted that Dove Creek had qualified for the state tournament with Mr. Strong's daughters playing a key role in the team's success. He also congratulated Mr. Anderson on Burlington's fourth place finish in 2A wrestling and congratulated Mr. Land for Ralston Valley's 4A girls' swimming & diving championship. He thanked John Condie for his work in arranging the meeting with CDE to discuss enrollment counts.

Dr. Reader then pointed to several items in the committee's packet, including the results of the Speech Festival and Tournament. He noted that CHSAA Large Group Music Festivals were beginning and would run the entire month. He reported that ice hockey had enjoyed good success, but that because of the additional teams and broader geographical spread the gate would be down.

The Commissioner reviewed the issues surrounding HERZL/RMHA and noted that the staff answered every telephone call, e-mail and media request that came in. He noted that since the HERZL/RMHA incident the office operation had progressed smoothly, but noted the Michigan Association had lost a significant judgment on a similar issue. He said that Michigan's lesson is a good one for the CHSAA to learn from. The Association needs to be firm, but continue to look at the long term impact of its decisions.

He said the staff had worked hard on the Assistant Commissioner selection process and announced that Bethany Schott, currently with the United States Tennis Association, had accepted a position on the staff. He gave a brief overview of her accomplishments and credentials.

- 5.1 Probation/Restriction Action List – It was moved (Don Anderson) and seconded (Kurt Douglas) to accept the Commissioner's recommendations on the probation list. The motion passed unanimously.

It was moved (Kevin Land) and seconded (John Condie) to approve the Commissioner's recommendations on the restriction list. The motion passed unanimously.

- 5.2 Committee Selections – Mr. Waterman explained the committee appointment process and noted he would review the committees and get back with Dr. Reader with approval. Dr. Reader noted that the staff selects the committee members based on the geographical, gender, racial and classification needs of the specific sport. He stressed that the committee members represented all the athletes in the state, not just their school, league or area.
- 5.3 Goals Update – The Commissioner reviewed his goals, bringing the committee up to date. Mr. Aten noted that the improved communication with CASE was important and he appreciated the effort.
- 5.4 Staff Evaluation – Commissioner Reader reviewed the staff evaluation tool and timeline with the committee and noted that it was an effective tool.

6.0 OLD BUSINESS

- 6.1 Board of Control Review
 - 6.1.1 Board of Control Orientation – Commissioner Reader reviewed the agenda.
 - 6.1.2 April 2008 By-law/Committee Report Review – The Commissioner went through the individual by-laws and the committee established its list of those by-laws to address. Further explanation was provided by staff as needed on both by-laws and committee reports. The Commissioner noted the major change in the Budget Report where schools participating in sports that receive reimbursement from the CHSAA office would receive 100% reimbursement if the refund from that year allowed for that to happen. He reviewed the line item budget. There was discussion on CLOC, Basketball and the Officials' Fees reports. The Track and Field Report generated some comments and Dr. Reader explained the process with the current report tabled from the January Board of Control meeting.

It was suggested that no new schools be allowed to be considered for membership at the April Board of Control Meeting. The suggestion would be discussed at the August retreat.
- 6.2 Legislative Update – In the absence of Nancy Todd, Mr. Borgmann reviewed Steve Durham's report and Jenny Patterson noted Ms. Todd was intending to revisit the HERZL/RMHA issue.
- 6.3 Request for Accommodation – HERZL/RMHA Follow-up – Commissioner Reader provided closure on the current HERZL/RMHA issue, noting that the Association did not win this battle. He noted that it was important to look at this issue from a long-term view. He noted that the Association can now look at the feasibility of accommodating the school without being forced into a corner. Some sports can be accommodated, he said, more easily than others. The Commissioner reviewed the meeting he had with the Anti-Defamation League and noted thoughts that came from that meeting.

- 6.4 National Federation Summer Meeting – Washington D.C.
 - 6.4.1 Registration Packet – Paul Angelico reviewed the registration packet mailed to Executive Committee members earlier in the month. He encouraged them to make their hotel reservations as soon as possible.
 - 6.4.2 Expenses – Mr. Angelico reviewed the checks distributed to those going to the Summer Meeting and noted the days that the committee would be dining together and what meals were provided by the registration at the meeting itself.
 - 6.4.3 Workshop Sessions – Mr. Angelico encouraged the committee to attend the workshop sessions and suggested they review the list and mark those to help the NFHS plan for room size.
 - 6.4.4 NFHS Hall of Fame – Mr. Borgmann reminded the committee of Warren Mitchell's selection and encouraged their attendance at the banquet. The Limon track coach will be inducted with 12 others at the National High School Sports Hall of Fame Banquet during the summer meeting.
- 6.5 May 7, 2008 – CLOC Meeting – Commissioner Reader noted the upcoming informational meeting for the CLOC would be the start of facilitating a smoother reclassification process. There are no action items on the agenda.
- 6.6 Large Group Music Festival Report – Mr. Borgmann reported that entries are down this year and identified five areas that could be affecting participation: competition from other festivals, spring break dates, loss of smaller school programs, out of school time and a cyclical pattern that shows every seven or eight years a dip in participation. He noted, though, that there were 19 sites and 21 days of festivals this year.
- 6.7 State Speech Report – Steve Espinoza reported that participation in state speech events was down about 6% this year, but the competition remained keen. He also reported that the State Speech Tournament is set for the week following state basketball.
- 6.8 State Basketball Report – Chuck Howell thanked all the site directors and noted the great cooperation from the college sites for the state basketball tournament. He said attendance was about where he had expected it and noted that the boys' attendance is holding strong while the girls' attendance is growing. He thanked Jeanne Ballentine for her work on the sport and noted that this was the smoothest year yet for state basketball. He said that sporting behavior continues to be of concern, but that schools are making strong efforts to help in that area.
- 6.9 June Executive Committee Meeting – Commissioner Reader reported on the various activities surrounding the June 6, 2008, meeting noting that there would be golf the day before for those who were interested. Following the meeting, dinner for the Executive Committee and spouses/significant others would be held at the Great Northern to honor those members whose terms are complete.
- 6.10 Building Upgrades – Mr. Borgmann reported that he had met with the building advisor and that plans for the entry way and a sign for the front of the building were beginning. He said that there would be more to report at the June meeting.

- 6.11 Executive Committee Members – Mr. Waterman noted that his Executive Committee term was up and that his position would be taken by Harry Bull from Cherry Creek Schools. He noted that he had one more year as president and would remain in that capacity. Other committee members who have completed their terms include Mr. Atwood (replaced by Douglas County Schools' Dave Callan) and CASB representative Jenny Patterson (replaced by East Grand's Tom Sifers). Mr. Waterman also announced that Mr. Douglas would be leaving the committee and the remainder of his term would be filled by Soroco's Andy Johnson.

7.0 NEW BUSINESS

- 7.1 State Sites 2008-2009 – Mr. Howell presented the state site recommendations for approval by the committee. It was moved (Kevin Land) and seconded (Dennis Tjaden) to approve the state sites as presented. The motion passed unanimously. Discussion was held on how state basketball sites were selected.
- 7.2 CASSA/CHSAA Meeting Review – Dr. Reader reported on the CASSA/CHSAA Superintendent's meeting, noting that it was not well-attended. The committee reviewed the Board of Control material during the meeting.
- 7.3 Foundation for Colorado High School Student Activities Report – Mr. Borgmann reported that the FCHSSA had over \$128,000 in the fund, primarily due to donations from corporate sponsors. He thanked Rhonda Blanford-Green for her work in this area. He noted that Foundation President John Rivas would be giving a report to the Board of Control on the progress of the Foundation. A written report was provided to the Executive Committee and Board of Control.
- 7.4 CHSAA Organizational Chart – Ms. Patterson noted that she would like to see the CHSAA organizational chart presented in a different manner than it currently is. The Executive Committee requested that staff develop a new organizational chart for consideration at the August retreat. Ms. Patterson noted that the current chart does not provide adequate information on specific authority for the duties of the Executive Committee, Board of Control and Commissioner.

8.0 REPORTS/MONTHLY ITEMS

8.1 District Reports

District 1 – Mountain, Western Slope – Mr. Douglas thanked Commissioner Reader for his attendance at the Western Slope CADA Outreach. He noted that most of the discussion at that meeting was on the Basketball and Track & Field reports.

District 2 – Centennial, Frontier, Northern – Mr. Waterman noted that there was no report from the Frontier League. The Centennial League had expressed a concern about the Q&A accompanying the by-law proposal change on the transfer rule and Dr. Reader noted that Q&As are not by-laws and can be changed. The Northern League sent its thanks for Mr. Borgmann's attendance at its outreach meeting.

District 3 – High Plains, Lower Platte, Mile High, North Central, Patriot, Union Pacific, YWKC – Mr. Tjaden thanked Mr. Espinoza for his attendance at the Northeastern Outreach Meeting and noted that there was much discussion on the Class 1A basketball proposal. He noted the 1A schools feared losing district tournament money with the change. He also noted that there was extended discussion on track and field, but said his area liked the idea of an all-classification meet.

District 4 – Jeffco, Skyline – Mr. Land thanked Mr. Angelico and Mr. Robinson for their attendance at the Metro Area Outreach. The Skyline League reported that the new Westminster High School is putting together its new staff. He also noted that the Jefferson County League is concerned about the overlap from winter sports into spring sports.

District 5 – Denver, Metropolitan, Northern Front Range – The Metropolitan League has expressed concern that it is being singled out because of its success, especially in basketball and soccer. He noted the league felt that the seeding in basketball hurt the league. The league is also suggesting establishing seeding criteria that mirrors 4A and 5A and doing away with district tournaments where proceeds are shared with the membership. League tournaments, where the league retains all proceeds, would replace the district tournaments. He reported that Karen Higel had been named to succeed Leslie Moore as Denver Public Schools District Athletic Director.

District 6 – Continental, 5280, Front Range – Mr. Atwood reported that the amount of feedback and participation in all areas is up. He thanked the staff for their participation in the outreach meetings.

District 7 – Black Forest, Colorado Springs Metro, Tri-Peaks, West Central – Ms. Miles thanked Mr. Borgmann and Mr. Howell for their attendance at the Southern Outreach Meeting. She reported that most of the discussion was on track & field and officials' fees. The major concern in the CSML is its growth, expected to reach 20 schools next year.

District 8 – Fisher's Peak, Intermountain, San Juan, Southern Peaks, Southwestern – Mr. Strong reported that the majority of conversation coming from the San Juan League was about track and the league's opposition to the committee recommendations.

District 9 – Arkansas Valley, Santa Fe, South Central, Southeastern – Mr. Hargrove thanked Ms. Blanford-Green for making the trip to Lamar for the Southeastern Outreach Meeting. He said the discussion surrounded track and basketball.

- 8.2 School Board Association Update – Ms. Patterson reported that all eyes were on the State Capitol as the legislature addressed the School Finance Act. There continues to be rising concerns over transportation costs as fuel prices soar. In addition to the attention on funding, school boards are looking at any changes in standards and assessments and how they impact schools.
- 8.3 State Department Update – Mr. Condie had to leave the meeting early so there was no report.

- 8.4 CADA Update – Mr. Land reported that the NIAAA announced Rob Conklin and Alice Barron will be nominated for induction in its inaugural Hall of Fame class. He noted that the state conference is at the end of the month. Harry Waterman has been named Athletic Director of the Year and Ceal Barry is replacing Bill Hanzlik as the conference keynote speaker. One item of concern that has come from members of CADA indicated that Farmers Insurance is representing themselves as a sponsor and asking for three days of contact with employees to sign them up for policies. Ms. Blanford-Green said that was not part of the corporate contract and would address that with the appropriate people.
- 8.5 CASE Update – Mr. Anderson thanked Mr. Robinson for his attendance at the Eastern Outreach Meeting. He noted that his area was okay with the changes in basketball after they learned that these changes had been two years in the making and were not just a quick decision, but rather had more measured consideration over time. He also noted that this area liked the concept of an all-class track meet, but not the proposed qualifying procedures.
- 8.6 Treasurer’s Report
- 8.6.1 March Budget Report – Dr. Reader reviewed the March 30 budget, noting that the Association was up nearly \$100,000 in income over last year. He noted that the state basketball and wrestling income picture was not complete as not all proceeds had been received. He reported increased expenses totaling \$114,000 over last year because of legal, All School Summit, Section 6 Meeting, postage, corporate & promotions printing, student leadership increased attendance, NASO Summit and the Team Captains program. He also noted that expenses under athletics did not reflect some basketball billing. Overall, wrestling attendance and income was up, but the budget is about \$212,000 behind where it was last year at this time. However, the budget remains in good shape and just needs final receipts to help clarify the picture.
- Ms. Patterson asked if a final budget would be available on June 30. The Commissioner noted he would send the month end report to Executive Committee members. She noted that some activities simply are not self-supporting. Dr. Reader explained that there are some activities that are non-income producing, but those activities remain important to the membership so they continue to be offered. What is important, he noted, is that athletics and activities income and expense balance out. The membership serves a diverse number of students and activities and some are able to help carry others and the schools have accepted this as common practice in the Association.
- 8.6.2 Budget/Property Administration Committee Report (1:00 p.m.) – Randy Miller reviewed his Budget Committee Report with the committee and spent time explaining the 100% reimbursement piece in the committee report. He noted that the new item was a middle ground to help schools in make up additional expenses.
- 8.6.3 Investment Policy – The Commissioner reviewed the need for a stronger investment policy and noted his recommendation in the packet. He said that this policy gave the Association 100% protection on its assets and gives clearer directions for investment. He noted that both the Budget Committee and the Association’s auditors approved of the proposed policy.

It was moved (Kevin Aten) and seconded (Richard Hargrove) to adopt the investment policy as presented. The motion passed unanimously.

8.7 Legal Update

- 8.7.1 NFHS Legal Meeting (April 18-19) – Commissioner Reader reported that he, Alex Halpern and Paul Angelico will be attending the legal meeting in Indianapolis.
- 8.7.2 CHSAA Legal Meeting – Mr. Halpern reported that a CHSAA Legal Meeting was in the planning process and securing a date was a major challenge at this point. He noted the format will be a day-long one that features some of the most common rules and some of the more difficult legal issues facing Association members. There will be no charge for attendance for school administrators and school district attorneys. Ms. Patterson suggested adding a legislative piece if possible and Mr. Robinson asked if the concept of an independent contractor could be addressed. Mr. Halpern said to contact him with additional ideas for the summit.
- 8.7.3 Charles Martinez Update – Mr. Halpern reviewed the case which entailed a transfer from Pomona to Middle Park and back to Pomona. He reported that the Association and the student’s parents had worked out an arrangement that would allow for eligibility in the fall if the student returned to Pomona.

Mr. Halpern offered a last note on the HERZL/RMHA issue. He noted that the Michigan decision was made based on Michigan state law its impact on Colorado has no bearing. He said that the court had ordered the Association and school to meet at least one month prior to the scheduled hearing and that did not happen. The Colorado reality is that any decision would be made on Colorado law.

9.0 ADJOURNMENT

There being no further business brought before the committee, the meeting was adjourned at 2:26 p.m.

Respectfully submitted,

Approved by:

Bert Borgmann
Assistant Commissioner

William R. Reader, Ed D
Commissioner