

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

CHSAA EXECUTIVE COMMITTEE MEETING
Friday, June 6, 2008
CHSAA Office Building – Aurora, CO

1.0 ROLL CALL

The meeting was called to order at 8:02 a.m. by Harry Waterman. Bert Borgmann called roll:

A	Don Anderson	P	Dennis Tjaden
P	Kevin Aten	A	Nancy Todd
P	Steve Atwood	P	Harry Waterman
P	John Condie	P	Paul Angelico
A	Kurt Douglas	P	Rhonda Blanford-Green
P	Alex Halpern	P	Bert Borgmann
P	Richard Hargrove	A	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 April 9, 2008 – It was moved (Kevin Land) and seconded (Shelli Miles) to approve the minutes of the April 9, 2008 meeting as presented. The motion passed unanimously.

3.0 PRESIDENT'S UPDATE

Mr. Waterman welcomed the committee and thanked the members for their work during the past school year. He thanked the CHSAA staff members for their work and professionalism. He noted that the staff and committee continue to work hard for the state and gain more respect from the membership. He thanked the Executive Committee for allowing him to serve as president and noted he was excited to make the change in his life to become the next assistant commissioner.

3.1 Personnel Issues

Mr. Waterman reviewed the staff salary policy. It was moved (Mr. Land) and seconded (Kevin Aten) to approve the assistant commissioners and associate commissioner salaries. The motion passed unanimously. Commissioner Reader noted that he was pleased with the returning staff members and anxious to get started with the new administrators.

3.2 Election of CHSAA President

Dr. Reader reviewed the by-law references pertinent to replacing a CHSAA Executive Committee president in mid-term and to fulfill Mr. Waterman's final year in the position. He noted that the president elected would complete the current term and those members with one or more years remaining in their terms were eligible for consideration.

Ms. Miles nominated Mr. Land and Jenny Patterson nominated Dick Katte. It was moved (Richard Hargrove) and seconded (John Condie) to close the nominations. The motion passed unanimously. After a secret ballot, Mr. Land was elected to serve the final year of the current presidency, taking over the position in August.

It was moved (Mr. Land) and seconded (Ms. Miles) to go into executive session to discuss personnel matters.

4.0 COMMISSIONER'S UPDATE

4.1 Meeting Orientation

Bill Reader welcomed the committee to its final meeting of the 2007-2008 school year. He outlined the evening's activities that would conclude the year and included dinner with spouses/guests at the Great Northern. Rhonda Blanford-Green went over the Active Scholar Night at the Colorado Rockies, offering tickets to those who had not already requested them.

4.2 Commissioner's Report

Commissioner Reader congratulated Mr. Waterman on his 10th wedding anniversary that day and then announced his appointment as the new assistant commissioner with the Association. He then outlined the selection process in the wake of Chuck Howell's retirement, reporting that the screening committee considered 32 applications for the position. He noted that with the added requirement of school administrative experience, a number of applicants were eliminated immediately. Included in the consideration were 18 of 23 previous applicants when Bethany Schott was hired in April.

The Commissioner noted that Mr. Hargrove, Mr. Katte, and Mr. Land all spent time in the screening process and thanked them for their participation in the process. He reported that Lisa Cunningham Austin and the administrative staff participated in the screening process. Dr. Reader interviewed five candidates and offered the position to Mr. Waterman.

Dr. Reader also noted that there would be a reshuffling of duties with the hiring, noting that two of the five candidates had a basketball background and two that leaned to wrestling. He noted that he was working through the responsibility changes.

His report continued with congratulations to the various Executive Committee members for their schools' success in the spring championships. He noted that nearly all sports showed an increase in attendance. All of the tournaments went well and there were limited issues with the tournaments. Two that did have some controversy were lacrosse and baseball. In lacrosse, the Commissioner reviewed the ethical issues of the hidden ball play used by Arapahoe and the attendant media focus, while Legacy played an ineligible player in a district baseball game and the issue was handled internally by the school. He noted the school appealed but the appeal was denied. Any media on the baseball issue was largely pro-CHSAA for its rules.

Dr. Reader noted that the staff had a luncheon for Mr. Howell, Steve Espinoza and Jeanne Ballentine to mark their retirements and/or last day working with the Association.

Dr. Reader then announced that Tom Robinson had been selected as the 2008 recipient of the National Football Foundation's Outstanding Football Official Award. The award will be presented in conjunction with the College Hall of Fame presentation in New York City.

The Commissioner reported that Mr. Borgmann attended a drug-testing seminar in Pagosa Springs sponsored by the Office of National Drug Control Policy. He directed the committee to several articles on the topic that were in the committee packet. He also pointed to a list in the packet that showed some of the atypical things that set the Colorado Association apart from others in the country.

4.2.1 Probation/Restriction Action List

It was moved (Mr. Land) and seconded (Mr. Katte) to approve the Commissioner's recommendations on the probation list. The motion passed unanimously.

It was moved (Dennis Tjaden) and seconded (Mr. Condie) to approve the Commissioner's recommendations on the restriction list. The motion passed unanimously.

4.2.2 Staff Retreat

Commissioner Reader reviewed the staff retreat concept and how the administrative assistants were included. He noted that the meeting was held at the Lone Tree Country Club this year and a number of positive items came from the retreat.

4.2.3 2008-2009 Executive Committee Meeting Schedule

Dr. Reader noted that the November meeting date had changed to give some time between the Classification and League Organization meeting and the Executive Committee meeting.

4.2.4 Commissioner's Goals

Commissioner Reader handed out a status report on his goals and reminded the committee that his evaluation had been conducted in April.

5.0 NEW BUSINESS

5.1 August 7-10 Executive Committee Retreat

Paul Angelico reviewed the format of the August Executive Committee Retreat, reminding them that an extra day was added. He reviewed the details of the activities that are planned.

5.1.1 Registration

Mr. Angelico asked that the members of the committee fill out the registration sheet in their packets so planning could be expedited.

5.1.2 Format – Brainstorming

Mr. Angelico noted the new format would allow for more brainstorming activities and suggested that the committee member focus on topics for the session.

5.2 CLOC Information Meeting Report

Dr. Reader reviewed the May CLOC meeting and noted that many of the issues addressed in the meeting would be discussed in greater detail at the retreat. He noted that firm enrollment numbers as collected by the Colorado Department of Education was the preference of the CLOC members.

5.3 Large Group Music Report

Mr. Borgmann reported that attendance at the CHSAA Large Group Music Festivals was down this year, mostly in areas that were impacted by multiple weeks of spring break and in outlying areas where music programs are dwindling in numbers. He noted that the competition from outside festivals also had some impact. He reported that the CHSAA Music Advisory Committee is committed to the direction it has taken, believing it to be the most educationally-sound approach to music festivals in the state.

5.4 State Association Adoptions

Mr. Robinson presented the state association adoptions that have been recommended by the various sports advisory committees. He noted that the CHSAA was considered a 100% state in that it follows National Federation Rules in all its sports. In those sports where variances are allowed, the sports advisory committees make recommendations and the Executive Committee has final approval. There was discussion on some specific rules.

It was moved (Mr. Tjaden) and seconded (Mr. Hargrove) to approve the state association adoptions as presented. The motion passed unanimously.

5.5 Officials' Year End Report

Mr. Robinson noted that the vast majority of those schools surveyed felt that officiating in the state was average and that his job was not necessarily about improving officials' performance, but more about retention and recruiting. He noted that starting in fall 2008 all sports will have a balloting system for the selection of post-season officials. Every official that meets the eligibility for post-season play will be listed. The purpose of the balloting process is to get the better officials to state. The more opportunities for post-season work help with the retention of officials.

The recruiting piece is going more slowly, he reported. Several colleges are attempting to start officiating classes where students can gain college credit. He reviewed some of the things that other areas of the state were doing to lure new officials. A major draw is the ability to make additional income and that is an aspect that is being used in conjunction with the other positive aspects of officiating sports.

He shared the following observations on the state of officiating:

- In football, an inadvertent whistle may have cost a team a playoff game and it was a well-respected veteran who blew the whistle.
- In basketball, a charging foul was called on a basket that would have won the game, instead it forced overtime. It was a great call and the officials are told, "If it's a foul, call the foul."

- Results on the Vision Committee Survey showed that 97% of the respondents felt officiating was “average” or better.
- Mr. Robinson reviewed the Arbiter assigning and officials’ management system, noting it has become a great asset to the office. He said that RefPay is now available for the officials. With RefPay, officials choose what account they want their pay to go to. It is a more efficient payment method for the Association.
- The CHSAA has purchased software called Dart Fish. Mr. Robinson said a person can go to a contest, video the entire game and electronically mark spots in the contest video that may be controversial or need review. This is another way to develop training material for officials.

Mr. Katte asked about replay coming to high school. It was reported that South Carolina and Georgia had limited use of replay this year in high school playoff contests. Minnesota uses instant replay at certain times in its games. Mr. Howell noted that the NFHS Basketball Committee had noted it is not permissible in basketball and noted that in the plating rules.

Mr. Land noted that his coaches continue to question the 3-official whistle system in soccer. Mr. Howell noted that the office scheduled an open meeting to address 3-whistle vs. 2-whistle and reported that no Jefferson County coaches were in attendance.

5.6 Transfer Statistics

Commissioner Reader reviewed the transfer statistics collected by the CHSAA Office. He noted that the statistics continue to get more accurate as schools are taking the time to enter the information. As he reviewed the history of the transfer rule over the past six years, he said the total transfer numbers are holding between 3,600 and 4,300 each year. The consistency suggests that transfers are now being made for the right reasons.

5.7 Building Maintenance

5.7.1 Building Upgrades

Mr. Borgmann outlined the building improvement projects for which the committee had approved funding at its April meeting. The major project is a sign at the entrance to the building parking lot that will allow for more visible recognition. Designs are forthcoming from an architect and work will begin after July 1, he said.

5.7.2 Entrance Remodel

Mr. Borgmann noted that Commissioner Reader had located a four-line electronic sign that could be programmed to direct people to the appropriate location the building upon their arrival in the front foyer. The sign would be mounted on the east outside wall of the Ray C. Ball Room and would be encased in an attractive wooden case that would be specially made for that sign.

5.7.3 Security System

Mr. Borgmann presented two options for a CCTV security system for the building. He noted that in 19 years there had been only minimal graffiti problems with the building. But, he also pointed out that the neighborhood was changing and that some system would need to be installed at some point.

He also discussed concerns from the staff related to safety issues with building and noted that there was technology available that could summon police in the event of an emergency, much like a bank alarm system. After much discussion, the committee suggested looking at the panic alarm concept.

5.8 Team Captains

Dr. Reader noted that the Team Captains program, approved by the Executive Committee earlier in the school year, would continue through 2008-2009 when it would be re-evaluated for value and cost-effectiveness.

5.9 Executive Committee Picture

The committee had its photo taken.

5.10 Role of the Principal in Interscholastic Athletics (DVD)

The Commissioner presented a video jointly sponsored by the National Federation and the National Association of Secondary School Principals. He noted that one of his goals is to increase communication with building principals and asked the committee if, after viewing the video, it would be an appropriate item to send to each school. While most viewed the piece positively, they did not feel it would be the vehicle to use in this manner.

5.11 Future Sick Leave and Vacation Policy

The Commissioner presented an alternative policy for staff sick and vacation leave. He showed the committee how a person can manipulate the current policy and miss nearly 36 days of work each year under the present sick and vacation policy. He presented the complicated aspects of the proposed system and noted that all current employees would stay under the current system until there was 100% turnover. Several members shared their district policy and it was determined that future consideration needed to be given to the topic. Information on 12-month employees will be sought to help clarify any potential policy before a change is made.

5.12 Approval of Appeals Committees

Dr. Reader presented the Appeals Committee membership recommendations and noted that Executive Committee approval was necessary. It was moved (Mr. Aten), seconded (Mr. Land) to accept the Appeals Committees as presented. The motion passed unanimously.

6.0 OLD BUSINESS

6.1 2008-2009 State Tournament Sites (additions to April list)

It was moved (Mr. Condie) and seconded (Mr. Atwood) to approve additional state sites to the list approved in April. The motion passed unanimously.

6.2 Treasurer's Update

6.2.1 May Budget Report

The Commissioner noted that the May 31 financial report was not a good indicator of the financial situation because many spring state championship revenues were still being collected.

He reported that nearly all spring sports were up in revenue. He identified some specific areas of the budget to highlight including interest income which has been up and down based on the state of the economy. He noted that because the information continues to be collected a clearer financial picture may not be seen until the June 30 report.

On the expense side of the ledger, he noted that all expenses seem to be falling into line and noted that Executive Committee expense may come in under budget. He reported that the insurance line item was coming in under budget on building insurance, bonding, and the like. Legal expenses are up, much to the pleasure of Alex Halpern. He reported that Hall of Fame attendance was down, so the expense line is down. Dr. Reader reviewed each major line item to help committee members understand the expenses. He said the bottom line shows that the Association is \$180,000 behind where it was last year, much of which is reflected by the refund sent back to schools earlier this year.

6.2.2 Audit – to be completed in July 2008

Dr. Reader reminded the committee that the annual audit would be conducted in July for review by the body at the August Retreat.

6.2.3 Staff Mileage Reimbursement

Mr. Angelico added a final note, reporting that staff mileage reimbursement on leased vehicles would be .19 per mile because of the increase in gas costs.

6.3 Legal Update

6.3.1 NFHS Legal Meeting

Alex Halpern reported on the National Federation Legal Summit in Indianapolis, noting that Dr. Reader and Mr. Angelico were also in attendance. Dr. Reader presented on the home school issue and how state law impacts Colorado's Association. Mr. Halpern noted that the major topic of discussion was steroid testing with presentations from Texas and New Jersey on their programs. He noted that NFHS Executive Director Bob Kanaby had testified before Congress on the topic.

6.3.2 CHSAA Legal Meeting

Mr. Halpern outlined the plans for the CHSAA Legal Meeting, noting that it would provide good information for school district attorneys and administrators. The meeting is slated for the fall at the CHSAA Office Building, with specific topics to be added later.

6.4 Legislative Update

6.4.1 Legislative Recap

Mr. Borgmann reported that aside from the material provided by Steve Durham in the packet, the single issue facing the Association this year in the state legislature was the response by legislators to the HERZL/RMHA situation. Once the team did not qualify, the issue lost steam and became moot.

Ms. Patterson noted that HB08-1111 requires that any governmental agency displaying an American flag, that flag must be made in the USA.

6.5 National Federation Summer Meeting

6.5.1 Expenses

Mr. Angelico reminded those members attending the meeting that expenses should have already been issued and ensured those attending had already received those funds.

6.5.2 Meeting/Social Schedule

Mr. Angelico noted that the schedule of events was in the NFHS material already distributed and noted that committee member's attendance at the individual sessions was encouraged.

6.5.3 Hall of Fame

Mr. Angelico said that with Warren Mitchell's induction to the NFHS Hall of Fame, Colorado would be seated closer to the front and reminded them that the function was semi-formal.

6.5.4 Hospitality Time

Mr. Angelico noted that the staff would provide a schedule and site of the evening receptions during the Summer Meeting and noted that committee member's attendance at the individual presentations was encouraged.

6.6 Inclement Weather Policy

A situation had arisen during a Saturday track and field regional where the weather may have forced a postponement, but the date that the schools wanted to conclude the meet was Monday. When contacted, Ms. Blanford-Green told the meet director that Sunday would be the concluding date because of the requirements for seeding and preparation for the state meet. The schools in that area questioned the need to conclude that quickly. It was made clear that the needs of the state would have created the need to finish on a Sunday and that was the reason so many regionals are held on Friday, so that a Saturday back-up date is available.

7.0 REPORTS/MONTHLY ITEMS

7.1 School Board Association Update

Ms. Patterson distributed the 2008 State Finance Act fact sheet for perusal by the members. She related a story that Governor Bill Ritter relayed to the graduation class at Telluride High School, saying that each person is born with a backbone, wishbone and, most importantly, funny bone. The moral is not to take yourself too seriously.

7.2 State Department Update

No report.

7.3 CADA Update

Mr. Land reported that Alice Barron, a CHSAA Hall of Fame member, had been nominated for induction into the first NIAAA Hall of Fame. He also noted that the organization was starting its planning sessions for the next school year immediately following the meeting today.

7.4 CASE Update

Mr. Aten echoed the sentiments that Commissioner Reader presented earlier in the meeting that Colorado is a leader in many aspects of education, including as an activities association, but also in other aspects of educational leadership. Dr. Reader said that he is concerned about what he is hearing related to spring championships and the lack of interest in the travel and expense associated with them. He asked if the reason was because the CSAP windows were closed and less attention is paid to what happens after that. Mr. Aten noted that the reality is the new school year is April 1 to March 30. Ms. Patterson, Mr. Aten and Mr. Condie encouraged the practice of CHSAA focusing on limiting missed school time.

7.4.1 CASE Convention July 22-25, 2008

Mr. Aten noted the convention dates and discussed the various advantages for attendance.

7.5 District Reports

District 1 – No report

District 2 – Mr. Waterman said the Frontier League had nothing to report. The new president in the Centennial League is Grandview's John Hoerl, while in the Northern League; Longmont's Frank Buck succeeds Mr. Waterman.

District 3 – No report

District 4 – Mr. Land noted he had not heard who would become the new Skyline League president. He noted that Jeff Person is the new athletic director at Standley Lake, replacing Tim Walker who is taking the AD spot at Lakewood. He also said that J.C. Summers was replacing Steve Wilson as the Arvada AD.

District 5 – Mr. Katte reported that Karen Higel was replacing Leslie Moore as the Denver Public Schools' DAD. There was no report from the Northern Front Range and Metro leagues.

District 6 – Mr. Atwood reminded the committee that Douglas County DAD Dave Callan was coming on the committee next year.

District 7 – No report.

District 8 – Steve Strong reported that the rising cost of fuel will impact all that the Association does. The Commissioner reinforced the concerns about travel and its impact on the rural schools, specifically. He also reminded the committee that playoff formats can be changed in mid-cycle.

District 9 - Mr. Hargrove thanked Mr. Borgmann for his work in communicating with area schools regarding the HERZL/RMHA baseball qualification. He asked about the Wilson Wave basketball and its position as an official ball. Dr. Reader responded that schools could play with it because it is an approved ball, but it has not been identified as the official state ball. He also said that the local football officials association was pressuring the schools to hire five officials and the schools prefer four simply for economic reasons.

8.0 ADJOURNMENT

There being no further business brought before the committee, the meeting was adjourned at 2:13 p.m.

Respectfully submitted,

Approved by:

Bert Borgmann
Assistant Commissioner

William R. Reader, Ed D
Commissioner