

## BOARD OF TRUSTEES MEETING

UHSAA Office

Thursday, August 18, 2022

9:00 AM

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

1. **Welcome and Chair Business:** Chair Holmes welcomed everyone to the meeting and thanked them for their attendance and service to student athletes in Utah. He thanked Darin Jenkins for attending for Mr. Wood.

A. Welcome New BOT Members: Mr. Holmes welcomed new members and excused Mr. McDaniel and Mr. Wood.

- (1) Robert McDaniel – Cyprus HS – 5A/6A Principal
- (2) Darin Thomas – Hurricane HS – 3A/4A Principal

Mr. Cluff reminded members of the new relationship with PlayFly Sports Properties. They will be taking care of the UHSAA corporate partnerships. PlayFly has hired Barrett Jepperson, “Rett,” and the Association feels fortunate to have him part of the staff.

Mr. Jepperson said he is looking forward to being part of the team. He hopes his contributions will help provide Mr. Cluff and Mr. Oglesby more time to focus on other responsibilities as he looks after the corporate sponsorships. He is a Bountiful native and attended Bountiful HS.

B. Two New UHSAA Member Schools: Belmont Classical Academy and Vista School are new members this year and both schools are activity only. Belmont is in American Fork and Vista is in Ivins.

C. Number of Member schools for 2022-2023: There are 158 Member Schools.

D. Reverence/Thought: Mr. Miller talked about little things that matter so much. We tend to overlook the little things. He recently held teacher trainings and he refers to the book, Five Love Languages. In creating a classroom environment, we need to let the kids know they are loved and give them opportunities to show love in return. He encourages his coaches to show love to their athletes and bond with them. We need students to know they are loved and find their primary love language. It is the little things that mean a lot. He then offered a prayer.

E. Pledge of Allegiance/Patriotic Thought: Ms. Johnson said it is easy to get discouraged with the nation and the world. Over the summer, she attended the Country Band Fest. She appreciated the American flags flying on the trailers. She attended the Juab Rodeo a few years back and everyone stood for the flag. We need to know and teach that the flag stands for something. She quoted President Ronald Reagan, “When we honor our flag, we honor what we stand for as a Nation – freedom, equality, justice and hope.” She took the opportunity to say the interactions she has had on the BOT have been some of the best. She feels she is rubbing shoulders with people who genuinely care about the children and the future of our country. She thanked members for the experience. She then led members in the pledge of allegiance.

F. Chair's Observations: Chair Holmes said he is grateful he still has the opportunity to coach. He has a freshman who really shouldn't be on the football field. He appreciates he wants to be a part of a program, but he really appreciated him when he discovered the young man's story. He belongs as much as those who score the touchdowns and tackles. This young man at age four watched his stepfather smother and kill his two-year old sister. Sometimes we are unaware what students bring to the table. We have a chance to show and express love to them that have seen hatred at the worst level. Thanks to Mr. Miller for the reminder. We are proud to be Americans and grateful to be back to somewhat normal living.

G. Minutes of May 3, 2022, Meeting:

**MOTION:** Mr. Anderson made the motion to approve the minutes of the May 3, 2022, meeting. Ms. Richards seconded the motion. Motion carried.

H. Approval of Board Agenda:

**MOTION:** Mr. Jenkins made the motion to approve the Board Agenda. Mr Bergeson seconded the motion. Motion carried.

I. Executive Committee Meeting Report (summary on Website): Mr. Cuff reported the EC meeting of August 2, 2022.

- Seven new members on the Committee
- Members encouraged to invite the BOT members to their region meetings
- Catastrophic Insurance
- UIAAA Administrator training at UHSAA on September 20
- NIAAA grant provides three course trainings (LTC 501, 502 and 503) at no cost this year
- UHSAA Website, RegisterMyAthlete, RegisterMyCoach update
- Promotion of high school activities
- SMAC recommendations
- Certification of coaches – district/school responsibility
- 13<sup>th</sup> year of the Sportsmanship Program, “Raise the Bar, Earn a Star”
- UIAAA/UHSAA Student Leadership Conferences held in regions
- Ejection Procedures
- UTR for state tennis seeding; region tournament can be held, but will not seed teams
- Compliance training

Mr. Holmes congratulated Mr. Cuff on his successful service as the NFHS President.

2. **USBE Report:** Mr. Strate said September 17 is the anniversary of the Constitution. He talked about Daniel Shay who was a hero in the American Revolution. After the war, he returned to Massachusetts and was a well-respected farmer. By 1786, Shay helped lead a rebellion that shut down the courts in Massachusetts. This was done to cease the warrants to seize the properties of the farmers. All the states determined to meet to rewrite the Articles of the Federation which produced the Constitution. Mr. Strate said we are a society of law. If we disagree, we have an obligation to uphold the law and change them by proper means.

Mr. Strate was pleased at the last meeting of the USBE because the discussion was about concussions and he could report the UHSAA has developed training and taken an active stance on proper protocol for concussions. He said the State Board is looking at what happens to the kids at recess. He said having concussion protocol is evidence that what the UHSAA is doing is in the best interest of kids.

USBE shelved the gender identity policy. LEAs are doing a wonderful job of implementing district policy. UHSAA is dealing with the issues, too, and he feels the Association is doing it the right way. It is now in the hands of the courts. The rule of law is a fundamental principle of our society. We should be upholders of the law.

**3. Audit Report (meeting handout):** Mr. Cuff introduced John Boekweg from Haynie and Company. Mr. Boekweg reviewed the audit report that was distributed to members. Mr. Boekweg said the audit had been completed for June 30, 2022. The audit opinion is an unmodified report (standard report). It was stated the financial statements are fairly stated in all material respects in accordance with generally accepted accounting principles. A fair number of transactions were tested. He reviewed the balance sheet and said it is very strong. He reviewed the income statement. Corporate Sponsorship, Foundation Grant and Activity Revenue contributed to a good increase this year. Most of the increase in expenses was attributed to sponsored activity costs and legal expenses. Mr. Boekweg appreciated Ms. Widerburg's responsiveness to their requests. The audit went well.

Mr. Cuff said schools will be reimbursed this year at 50% and, if activities revenue continues positively, it may go back to a 100% reimbursement eventually. There was a five-year plan with the finance committee to pay back litigation and cover Covid loss. We had the all-time highest activities revenue in fall, winter and spring. The Association has recovered its reserve and is operating again at pre-covid numbers in one year.

**MOTION:** Mr. Miller made the motion to approve the June 30, 2022, Audit. Mr. Anderson seconded the motion. Motion carried.

**4. UHSAA 2022-23 Budget (meeting handout):**

**MOTION:** Mr. Bergeson made the motion to go into the public meeting for the UHSAA Budget. Mr. Anderson seconded the motion. Motion carried.

\*\*\*\*\*PUBLIC HEARING\*\*\*\*\*

It was noted there was no public in attendance.

Mr. Cuff reviewed the 2022-2023 Proposed Budget. He reminded members in 2018-2019 all activities were conducted without fan restrictions. In 2019-2020, the fall and winter activities were played, spring activities were cancelled. The actuals on 2020-2021 reflect major fan restrictions for both fall and winter, and then in spring of 2021 there were no restrictions. Mr. Cuff reviewed the individual categories for both revenue and expenses. Ticket sales generate approximately 80% of the Association's revenue.

**MOTION:** Mr. Bergeson made the motion to leave the public meeting. Mr. Nielsen seconded the motion. Motion carried.

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**MOTION:** Mr. Bergeson made the motion to approve 2022-2023 Budget. Mr. Nielsen seconded the motion. Motion carried.

**5. UHSAA Procedures and Materials:**

A. 2022-23 Meeting Schedule (p. 1): Mr. Cuff reviewed the meeting schedule that was approved. There will be additional meetings for realignment.

(1) Realignment Meeting Dates:

Thursday, December 8, 2022	10:00 am	
Wednesday, December 14, 2022	7:00 pm	Public Meeting (Zoom)
Thursday, December 15, 2022	10:00 am	

**MOTION:** Ms. Johnson made the motion to approve the proposed additional realignment meetings. Mr. Lund seconded the motion. Motion carried.

B. Reimbursement claims for meetings and tournament supervision (p. 2)

(1) Mileage

(2) Meals

(3) Lodging (Hotel accommodation partners)

a. Making reservations for meetings (Jennifer & Aarin)

C. Committee assignments (pp. 3-4)

D. Hearings and appeals

E. UHSAA Legislative Process (p. 5)

F. Personal information sheet (meeting handout)

G. State Passes

**6. UHSAA Items:**

A. Super Fan nomination form due November 1 (p. 6)

B. 2022-23 Classifications and Regions (pp. 7-9): Mr. Cuff reviewed term dates. BOT terms ending June 30 include 1A and 6A Board Members; 3A/4A Superintendent; 1A/2A Principal (term moves to a 2A Principal); No election for charter or private.

BOT Members are encouraged to attend the region meetings to help in preparation for the realignment year. Pages 8-9 listed the Executive Committee Members for the region assignments. Their email contact information can be found on the UHSAA Website.

C. January Elections

(1) 1A and 6A Board Member Elections: Election information will be sent to schools involved. Mr. Olson and Ms. Johnson's districts will need to appoint someone to complete their terms.

**7. Visits to Region Boards:**

A. Staff schedule for 2022-23 (p. 11): Mr. Cuff reviewed staff assignment for region meetings.

B. BOT Members are invited to Region Meetings

8. **Promoting High School Activities (pp. 12-28):** Mr. Jackson reviewed pages 12-28 which provided information to promote high school sports. He feels schools, districts and the Association could do a better job of looking at the intricacies of high school sports and what they truly do for students. Activities foster success later in life.

9. **UHSAA Participation:** Mr. Oglesby reviewed the 2021-22 UHSAA participation results on page 29. Utah is continuing to see growth in participation. Some of the nation is experiencing a decline in participation.

10. **UHSAA Items:** Mr. Oglesby reminded members the UHSAA Website is a quick reference for most questions or concerns. The UHSAA App continues to develop and the staff is working with PlayFly in that area. Social Media accounts have grown as we celebrate students and present breaking news from the Association. He recognized Matt Gerrish for the work he does on the social media. RegisterMyAthlete helps to protect the integrity of our competition with the transfer process. RegisterMyCoach helps to meet the state board requirements to certify coaches. All tournament programs are done and available online and the UHSAA App. Mr. Oglesby highlighted Mr. Pettingill for developing programs and sports information. He has produced and increased the number of years of results and records available.

11. **Calendar:** Mr. Oglesby said the fall Academic All-State would be opening soon (p. 30).

A. 2022-23 Calendar (pp. 31-35): If anyone sees a discrepancy or has a question about the calendar, he encouraged members to contact one of the directors. Please refer to website for changes and updates throughout the year.

B. 2023-24 Tentative Calendar: Mr. Oglesby said the tentative calendar should be out soon.

12. **Sportsmanship Committee:** Ms. Whittaker said the sportsmanship initiative, “Raise the Bar, Earn a Star” is in its thirteenth year. She said the winners of the sportsmanship award are posted on the UHSAA Website. There is an award for Zero Ejections. A new initiative this year is the “Gold Star Coach” award. A male and female in each classification was awarded for going above and beyond and making a big difference in students’ lives. There is a sportsmanship video contest and one school in each classification can win a \$1,000 scholarship. The videos are played at their school to promote good sportsmanship. The Sportsmanship Handbook has been updated and can be found the website.

A. Student Leadership Conferences: Ms. Whittaker said the leadership conferences are now held on a region basis. On August 29, there will be training for Sportsmanship Specialists from each region. The Sportsmanship Specialist will then organize a Student Leadership for their region.

13. **Coaches’ Training:** Mr. Jackson reminded members the state school board rule requires all coaches to be certified prior to working with students. It is the schools’ and districts’ responsibility to certify their coaches. The UHSAA is required to track certification of coaches. He reviewed the criteria for certification.

A. Checklist Certification: Page 36 is a copy of the UHSAA Certification Checklist that each principal signs at the beginning of the year. Principals acknowledge the responsibility to

certify coaches at their school, have an Emergency Action Plan and are aware of the concussion and FERPA protocol.

B. NFHS Learning Center (nfhslearn.com): Mr. Jackson reviewed page 37 highlighting many free courses that are available for coaches' certification if the district approves them. He encouraged them to look at the videos. One of the videos covers bullying, hazing, child sexual abuse and harassment, which covers three categories of the certification.

14. **Coaches' Credentials:** Mr. Cluff reported the credentials are part of the process of certification. The athletic directors will now receive a credential. Last year, several fines were issued for late credential requests and coaches at state tournaments who were not certified. He feels we have increased the number of certified coaches. The next positive step would be to reduce the period between certification and access to students - beginning of the season as opposed to post season.

15. **Officials:**

A. Online Registration and Background Checks: Mr. Cluff reported over 1,400 officials have registered. There is a discount for each sport if the official registers in July. The background check continues to be a successful tool for the Association. Over twenty officials had a hit on their background check. Four individuals were precluded from officiating.

Mr. Cluff said many veteran officials have stepped away. We have officials registering, but we need to get them to a higher level of experience and it will take some time. Recruiting is important. The NFHS has an initiative, "Become an Official." Of those filling out the survey, about 80% become registered officials. Rural areas are being hit hardest. NFHSlearn.com has introductory classes and HighSchoolOfficials.com are sites to help new officials. Mr. Cluff is happy to help an individual who is interested.

B. Arbiter Website: This is the site for officials to be registered and paid.

C. 2022-23 Pay Scale: Mr. Cluff said the official pay scale did not increase this year, but a committee is being formed to look at future increases beginning 2023-24. The Association prefers to do incremental raises using a 3-5-year window.

16. **Staff Items:**

A. Compliance Training: Mr. Cuff said with HB413, board members are required to receive compliance training each year for due diligence and transparency.

- Regions post agenda and minutes on the UHSAA Website
- Executive Committee agendas and minutes are posted on the UHSAA Website
- Board of Trustees agendas on the Public Notice Website and the agendas and minutes are posted on the UHSAA Website
- Reviewed seven reasons for a closed meeting

B. UHSAA Summits (p. 38): Mr. Cuff announced there would be two UHSAA Summits. Sevier Valley Center will be the site for the first UHSAA Summit on September 1 and the Miller Conference Center in Salt Lake County will be the site for the second Summit on

September 7. Summits will begin at 9 am and conclude around noon with lunch being served afterwards. He invited members to attend.

C. Realignment 2023-2025 (p. 39): Mr. Cuff said we need the October 1 counts to continue with the alignment process. Format and procedures were already approved.

D. Competitive Cheer Update: Ms. Whittaker said the first competition will be held in January. There will be three divisionals and schools will be assigned to divisionals based on geography and classification. Classifications have not been determined until declarations are received from schools. There will be a state champion for all girls and coed. They will be doing “show” and “game day.” Seventy percent of the divisional teams will move on to the state championships. The championships will be held at UVU.

E. Boys’ Volleyball Update: Ms. Whittaker said boys’ volleyball will begin in spring 2024. Schools are determining if they will be sponsoring a team.

F. Emerging Sports Process: Ms. Whittaker stated a declaration sheet will be sent to schools to declare what non-sanctioned, competitive activities their students are participating. The information will be presented in the November meeting. There have been questions and meetings on Esports. Mr. Bergeson said Esports was tabled last year because of the division on platform issues. Some have met to discuss what is currently taking place. Ken Garff is giving money to help grow the program. Students are competing and it was noted that girl participation is growing. Mr. Bergeson said it will not fall under CTE and needs to be sponsored by someone. He said there are great scholarship opportunities.

G. Theatre Items (Form #22): Ms. Whittaker said she has received questions regarding appropriate content in theatre performances. She said schools are being reminded it is the schools’ administrators’ responsibility to sign off that the material presented is appropriate. There is a form on the UHSAA Website called, “Administrative Awareness.” The principal is to approve the content.

H. Summer Moratorium: Mr. Jackson said the moratorium is a 7-day break from activities for family time. Schools can adjust, but the adjustment is for the entire school. Next year’s moratorium will be June 28-July 4.

I. Sports Medicine Advisory Committee (SMAC) Report: Mr. Jackson said that through the NFHS Foundation, a grant provided Wet Bulb Globes and tripods to schools. This instrument measures the radiant heat and humidity. At a certain percent, the practice or game would need to be modified. The first round (116) of globes were sent to football schools. The other forty-one schools will receive the wet bulb globes when they arrive. Mr. Cuff said it was a grant from the NFHS Foundation and all fifty states received the wet bulb globes. The same group placed defibrillators in all the schools.

J. Soccer Requests (pp. 40-42): Ms. Hogan, RSL Academy AD, said that they are requesting that their boys’ soccer program be allowed to move to the 6A Classification. She said they wanted to move to 6A because they want their athletes to develop to their full potential. She thinks if they struggle a little in 6A, that is where they will grow. Their current region would prefer not to play them. Their JV team does not have a full schedule. She feels they have the facilities and coaches to play at the 6A level. The boys’ preseason is scheduled with 5A/6A teams. She felt the girls would have difficulty moving up right now, but felt they could be

prepared for the next season (2023-2024). Mr. Cuff said the proposal to the Executive Committee was that RSL would play unattached and 6A teams would get an extra game. After the new alignment is established, schools would be allowed to petition to move up classifications in the January meeting. The recommendation from the EC was not to accept RSL proposal. Mr. Thomas pointed out it was a split vote. Ms. Hogan would propose for boys' soccer be allowed to move up to 6A for spring 2023.

Mr. Miller said Layton Christian Academy requested to allow their boys' soccer to move up to the 4A Classification. They would consider being assigned to a region or going unattached for one year. It is the school's philosophy if they win a championship they will consider and likely petition to move up. They recognize the tension with private schools. Mr. Miller said they would be willing to maintain their current schedule in 3A if that is what the classification would prefer.

Mr. Jackson said the Executive Committee's biggest concern was approving the change mid-alignment, which is why they had a split vote. Mr. Cuff said they had already approved this for basketball, what would be the reasons not to approve for soccer? Mr. Bergeson said there is concern that it is not a fair playing field when they have ability to recruit international players. Is there a point where we need to have a charter/private league or have them compete in 6A for those that can recruit? Mr. Miller said they do recruit internationally to have tuition revenue. He suggested they let schools move voluntarily up as they have success. Not all private and charter schools could have success or survive if it were an automatic assignment to 6A. LCA is trying to be a good member of the Association and address a problem they can see. Overcorrection would not work in Utah. Their request is for one reason, they want to participate and they value their membership in the Association. They recognize they are different.

**MOTION:** Mr. Bergeson made the motion to allow RSL Academy to move boys' soccer to 6A and Layton Christian Academy to move boys' soccer to 4A as unattached for the 2022-23 season. 6A boys' soccer schools would be allowed an extra game if they competed against RSL Academy and 4A boys' soccer schools would be allowed an extra game if they competed against Layton Christian Academy. Mr. Lund seconded the motion. Discussion on alignment by sport/success factor and displacement of kids. Mr. Holmes said geography is an issue in Utah and limits options. Mr. Cuff said it is difficult to have classifications with just district schools. Utah cannot create seven classifications. Some states have 60-70 schools in one classification. Mr. Anderson said this is a policy discussion and he called for the question. Motion carried, but not unanimously. Ms. Richards and Ms. Johnson voted no.

K. Boys' Soccer probation (p. 43): Mr. Jackson reviewed the statement that was sent by the UHSAA on page 43 putting boys' soccer on probation. (Ms. Johnson requested, in the future, these types of items be sent to the BOT as well so they are made aware.) There have been over two hundred ejections in boys' soccer. Mr. Cluff reported two weeks into the season and girls' soccer only has three ejections. It is not the sport of soccer, it is boys' soccer. Mr. Jackson said the Executive Committee has had discussions for at least three years because of the elevation in ejections. It is the type of ejections that are concerning because they are violent, intentional misconduct. Even administrators have been removed from soccer games. The reduction in contests will be reevaluated after the next boys' soccer season. The coaches' association will weigh-in to help determine if extra measures are needed. Prior to 2003, soccer had fourteen games. After a readjustment to all sports, they were given sixteen games. A similar issue happened with soccer in 2009, and the Executive Committee took away two games. After

two years, drastic improvement was noticed. Hopefully, taking games away will help to improve limit the number of ejections.

L. 8-Player Football: Mr. Jackson reported that on KSL News the previous night, they had done a great interview with USDB and their 8-player football program. He said there are currently seven schools playing 8-player and a possibility of one more. Gunnison is currently playing 8 and 11-player teams. They will need to make a choice which tournament to participate. St. Joseph Catholic School and Diamond Ranch are considering participation next fall. Mr. Cluff reported on Water Canyon HS. He said they lost seventy something to zero. An official of the game called and said how incredible it was to see the difference in the students. Mr. Cluff said with the help of the school district, Water Canyon HS is changing lives. Mr. Bergeson said the best part of the game was watching the community gather.

M. Boys' Basketball Requests: Mr. Jackson introduced Mike Lambson, Mount Vernon Principal and Basketball Coach. Mr. Lambson said Mount Vernon has been a member since the late 70's. They are a 1A school in Region 22. He has had discussions with Dave Evans, RSL Academy Basketball Coach, regarding international students. Because RSL Academy is a charter school, international students can only attend for one year. It was suggested, since RSL Academy is independent in basketball, that Mount Vernon could provide international students their education, but then participate at RSL Academy in their basketball program. Mr. Cuff said Mount Vernon would need to go independent status in basketball. This would allow an extra game for other teams to play them to help them obtain a schedule for boys' basketball. Mr. Lambson was hopeful that Mount Vernon international students could participate in basketball with RSL Academy, but then be eligible for other sports at Mount Vernon. Mr. Cuff said that could be a deal breaker because it could be an unfair advantage. Any other sport that is not independent, the student would need to go through the transfer process. International students playing at RSL would not be eligible for any sport at Mount Vernon.

**MOTION:** Mr. Jenkins made the motion to allow Mount Vernon to go independent in boys' basketball and share international students with RSL Academy beginning in 2022-23. Mr. Anderson seconded the motion. Motion carried.

N. (ShowUpForSports) Service Initiative: Mr. Oglesby said First Lady Abby Cox is doing a ShowUpForService Initiative in October. They want to involve teams to serve their communities in October. These events will be highlighted on social media #ShowingUpforService. The Utah Jazz have plans to highlight teams that engage in acts of service throughout the year. They have been encouraged to highlight rural schools as well. Information regarding the initiative will be sent via RMA and to the superintendents.

O. USOUT: Mr. Oglesby said Scott Weber, USOUT CEO, had reached out to him. USOUT is setting up an endowment for Johnny Burt to help with high school Special Olympics. More information will be shared when available.

17. **UHSAA Foundation:** Mr. Cuff announced that Ms. Belinda Johnson will be joining the UHSAA Foundation Board. She will be replacing Vicci Gappmayer who has served many years on the Board.

18. **Finance Committee Items:** Mr. Miller said the BOT had seen the budget and audit earlier that day. The Association has had a momentous year financially. After Covid-19, a five-year plan was developed to replenish some of the losses that were experienced from Covid and

litigation expenses. Several things hit in a perfect storm to put the Association in that position and now the perfect storm has happened to help the Association pull out and replenish reserves.

Mr. Miller said the staff does an excellent job. He reviewed the suggestions of the Finance Committee for cost of living raises and reported four staff members were up for step increases. He felt the step increases is money well spent for continuity and consistency. He said he personally would like to do more.

**MOTION:** Mr. Lund made the motion to accept the staff consideration proposal from the Finance Committee. Mr. Strate seconded the motion. Motion carried.

Mr. Cuff said finishing the basement will accommodate additional offices for additional staff. He hopes another assistance director will be hired as early as next spring. He feels financially this is the right time. Rett Jepperson is employed by PlayFly and the UHSAA provides office space. Mr. Cluff said there is a 10-year contract with incremental revenue increases. At a certain point or threshold, profit-sharing will become part of the revenue. Mr. Jepperson will oversee all the fulfillment and activation at tournaments, contracts, etc. It is called UHSAA Sports Properties.

19. **Legal Report:** Mr. Van Wagoner reported the girls' tackle football appeal is before the 10<sup>th</sup> Circuit. Oral arguments are scheduled for September 29 in Denver, Colorado. Both sides have been given 15 minutes to present.

**MOTION:** Mr. Anderson made the motion to go into executive session to discuss legal matters. Mr. Bergeson seconded the motion. Motion carried.

**MOTION:** Mr. Olson made the motion to leave executive session. Mr. Lund seconded the motion. Motion carried.

20. **For the Good of the Order:** Mr. Cuff included articles regarding diversity, inclusion, and Title IX. Title IX celebrated 50 years on June 23 and some states are still celebrating. He encouraged schools to continue the celebration by inviting pioneers in the community in high school sports, administration and officiating to participate. He felt fortunate to have served as the NFHS Board President during the year-long celebration. Mr. Oglesby did an outstanding job with all the Association platforms celebrating Title IX.

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

Meeting adjourned at 2:15.

Next meeting: Thursday, November 17.