



Board of Directors Meeting – January Sunday-15th-Monday-16th, 2017

Wyndham Houston West Energy Corridor | 14703 Park Row, Houston, Texas 77079

Phone: 281-558-5580

8:30 a.m.-Monday, January 16th, 2017-Board of Directors Meeting- 8:30 a.m.- 4:00 p.m. (Wyndham)

- 7:45 a.m. - Breakfast will be served.
- 11:45a.m. – Lunch will be served.
- **Kathy Mathis will coordinate arrival time at Hobby Airport so we can schedule transportation from airport to the Wyndham, then back to airport on Monday.**
- Hotel-Reservations/Meals are covered by Kathy Mathis/Mileage is covered by the THSADA as a reimbursement to you

Board agenda for Monday

8:30 a.m. – 10:45 a.m.-Call to Order/Roll Call/Minutes

John Crawford – calls meeting to order at 8:28am. Reads prepared statement. Asks if board agenda posted and if all board members received agenda prior to meeting? Kathy – yes. Thanks everyone for serving and thanks Rusty and Kathy for all they do. Next board meeting with be at THSADA state conference. Officers met at office yesterday – impressive office and wall of officers and past honorees.

In Attendance: John Crawford, Debbie Decker, Shawn Pratt, Chris Feris, Brad Thiessen, Hugh Sandifer, David Kuykendall, Rene Aguilar, Rodney Chant, Johanna Denson, Oscar Riojas, Rudy De Los Santos, Sandra Howell, Bob DeJonge, Rusty Dowling, & Kathy Mathis.

Kathy – all paid travel expense check. Need info. Sheet please and reviews schedule.

Officer duties

San Antonio-2018

President agenda – September 6th, 2016

Board agenda preview

Executive Director evaluation

Call to Order/Agenda

Pound the Gavel-Meeting to Order

Board agenda

THSADA Board of Directors – listed in booklet handout. All current. Region directors in red term expires at coaching school so elections this spring. In By-Laws it does not state that a region director cannot be re-elected.

State Conference – cover photo Waco convention center March 26th-29th, 2017

State Conference Agenda/WCC/Staff Duties/Officer duties (Academy)

Reviews agenda – Sunday similar to last year. Topics came from professional development committee and survey of athletic directors. THSADA Board will meet on Mon., March 27th at 11:30 – 12:50pm and the committee chairs will report briefly.

We will be changing the way we do door prize drawings. You will go to the vendors for them instead of us having them. Will have strategically placed host and cash bars and food around the vendors. Some will schedule after hours vendor events.

Tues. – golf tournament. 30 signed up now but will pick up quickly. At Cottonwood GC and format similar last year. Using Mulligan money and some sponsor money to go toward Whataburger scholarship. Registration goes to John Crawford. Parking very compressed and park at stadium and walk over.

Catch phrase – all info. On the website.

Athletic administrators academy on Tues. 9:00am. 9:50 safety presentation from Field Turf.

Two hour social 4 – 6 in the trade show. Vendor/Exhibitors will have after hour events.

Region 5 – please generate questions for athletic facilities

Region 2 – multisport

Region 3 – TV/Radio/Internet

Region 4 – Club sports

Region 1 – academy budgets

Region 6 – emergency planning

Region 7 – hiring reassignments etc.

Region 8 – female A.D.'s

Send questions and comments to kkilgore28@comcast.net by March 1st.

Wed. – 8:30am Q & A about state of high school athletics in Texas.

Sponsors – make sure you visit them.

Whataburger scholar athlete name release

Introduce VP candidates

Hall of honor inductees

Mega Drawings/Hole Sponsorship

Hotel Information (checkout)

John Crawford – Chris Feris motion to approve conference agenda. D. Decker 2nd approved unanimous

Exhibitors Info/Tradeshaw: Diagram-Flow – Tradeshaw Chisholm Hall Two hotels connect on either side of center. Free parking.

Kathy – spouse excursions, Magnolia etc. Deadline dates – March 6th Booked at 2 hotels and now added 3rd hotel.

p. 7 State Conference duties – K. Kilgore, B. Daws, V. Sebo.

p. 8 Sponsorships – Orange column Jan. 17th - \$107,400 still outstanding. Green column \$100,800 received from sponsorships. This helps us to keep conference fees down to our members.

35 sponsors of our association total. P. 10 hall of honor sponsors.

Mega Drawings – Region directors please talk to your region A.D.'s to help obtain items. If have pro athletes get autographed items. Vince Sebo point of contact.

Home Team Marketing is no longer title sponsor. Very minimally involved with us. May conclude membership at end of conference.

Golf hole sponsorship – each isd to supply one. Form on the website. \$150 p. 13 is last year's but not accurate. No turf companies please.

p. 14 Tournament application deadline March 17th. Deadline for hole sponsors Mar. 6th

p. 15 – Information Sheet – region directors have list of current members. If blacked out not current. 14-15 people member ID's are being repurposed. Deadline to join is Jan. 31st for 16-17. Little over 800 members. Using filemaker pro to help with membership tracking and member communication as well as documents and reminders. Hotel deadline March 6th. Lots registered and more hotel nights. Many people walked away last year from reservation. Once booked room only have 72 hours to cancel or change reservation. Must cancel in advance is leaving on Tuesday. Will not be able to cancel day of. Late arrivals – please call the hotel to let them know you will be late. I have all confirmation #'s for Waco hotel. All on executive floor 11. You still pay for hotel.

p. 16 – application for exhibitor space. We have sold over ½ booths already.

p. 17 – tradeshow layout – make sure you and other members circulate through out trade show. Food will be in front of the stage area. Bar stations in cut throughs and by fire exit. Hellas at front entrance. 160 booths is our goal.

p. 18 - State Conference expense sheet – Green writing 2016 San Marcos state conference costs \$133,990.79, in 2015 Frisco \$94,259.58 and estimate for Waco \$66,518. Believe Waco will be higher than that number. All had dedicated convention center. Waco considerably cheaper. 488 hotel rooms in San Marcos a few less in Frisco. A lot have to travel to Waco and more hotel rooms helps us negotiate other prices down. Golf tournament will be a wash.

p. 19 – Looks at let's consider doing the conference in Waco the next four years. Small window of time between Easter and UIL dates and playoffs. San Marcos and Frisco have conflicts in the time we need it. 2018 March 24th – March 28th. In 2019 will move Hall of Honor banquet from coaching school to THSADA conference. March 23 – 27, 2019 HOH banquet on March 23rd. March 28-April 1, 2020 and March 27-March 31, 2021. Would like board to consider option to give authority to look into a contract with Waco Convention Center. J Denson – they are very eager to get other people. Less expensive to travel there. They have had renovations and it is nice. Feris – when do you think you might have a plan? State conference? Rusty – we go this Friday to meet and we could send out something in a couple of weeks. As we grow we have issues with who can hold our tradeshow. Our tradeshow keeps us out of some places. We are on 3rd hotel and are at 750 hotel rooms now. South Padre cannot hold our tradeshow right now.

John – entertain a motion for Rusty and Kathy to review – Shawn Pratt motion 2nd Rodney Chant.

Unanimous

Future State Conferences

P 20 - State Conference attendee registration: gray column total region membership, over 800 now. We have historically gone up in region membership. Blue column – state conference attendance and rough estimates. Green private schools. Orange column - % of region members. Have increase in smaller school HD FB/AD getting involved.

John Crawford – AFCA Convention – letter of recommendation to not play college football games on Friday nights. More and more have begun to move to Friday night. Do we THSADA want to endorse this too and offer a letter to support THSADA and AFCA? We would join with them in that stance. John – motion to endorse position of AFCA and THSADA to ask universities to not support Friday night play – Feris motion, Theissen 2nd all in favor – unanimous.

Rusty – as A.D.'s what are items of concern that you think we need to be involved in and/or work with UIL to address. For example – THSCA very concerned about 7 on 7. Discussions about public education athletics vs private and high profile schools, club sports, UIL educating coaches on off-season rules. Need to support public education athletics. Ex. San Antonio school had to leave TAPPS due to players being ruled ineligible. Faith Christian and Harmony did same thing in our area – New Mexico athletic association will not allow them to play Faith Christian. They are not an NFHS school and are playing a pro schedule. Most will not play them. They are out of El Paso.

Rodney Chant – regional sites for cheer competitions. \$65,000 for 3 teams from Pasadena to Dallas. Regional site would help out and would create a qualification first before state competition.

State Conference fees (Retired AD's)

State Conference Survey

10:45 a.m. – UIL-Dr. Charles Breithaupt/Dr. Susan Elza

Charles Breithaupt – Reading a book Momentum – Daniel Seymore. Mentions rate of change. Analyze change. Sometimes we are slow to change but, we have to wait on schools and leadership of athletics. Finished great fall season – 245,000 in attendance at ATT. Mentions Hugh Sandifer as a leader. Your communities command you to do everything with excellence. Susan just at Waco baseball clinic an rules committee meetings and I was at hall of honor in Indy. Have to talk about health and safety when legislation in town. Have to be a ahead of the curve and work with Medical advisory committee. We made good changes with concussions and some will cry we should do more but, we have to be able to practice. We need to stick with the minutes we have but can't have elected officials run thing through on us. Eduledge – coming up trying to grade everything that an outside entity says all states should have. Work with coaches associations on what needs to happen with football and NCAA committee – like half-time at state championships and 28mins may not be necessary. May look at reducing to 20 mins. Excited about what we are doing in our state and many finish football in Oct. 56% of schools make the playoffs. We will have some 1—9 teams make the playoffs. It is not watered down after week 1. Coaches wanted advantage in week one in terms of who won. Some want to compare season record but it is only your district record. Back at AT& T next year. Houston treated us fabulously. We lost some general fans. 90% of time matched up near DFW.

Working for a long term solution and looking at revenue. We are looking for ways to enhance programs. Last 5 years avg. 1 million from football playoffs at 16% including the championships. No entry fees in other sports at state level. TV Broadcasts – we are negotiating with Fox. New guy Steve Simpson and he is from Texas and understands HS football. AD's why can't we get paid from TV contracts in playoffs? You don't get to keep it in your district if you get it now and it goes in the general fund. Spotlight show that covers 45 weeks and Scoreboard show on Friday nights is highest watched show. Not a lot of TV stations looking to do this. Production companies yes but, not TV stations. Get together a small focus group to see what it looks like for the future. Do not know what contract will look like. What about starting our own TV network at UIL? Could stream a lot. Don't have same bang for buck vs. if on one cable network station.

PAPF – problems with #6 on Section 3 – opinion did you move for athletic purposes? Coaches need to be there. Ask this question – do you have any evidence that a student moved for athletic purposes? If yes, put it in writing from the coach. About 50 cases a year and must have facts for ruling. Must enforce rules. Mentions full-time employee to coach and push from parents to have good coaches. Educational mission separates us from AAU and club. Our seasons are finite and not year round. We want to protect full time coach rule. Lots of conversations about 7 on 7 and should we allow them to coach in summer? No. Coaches have legal contact with kids 11 months out of the year via season, athletic period, and summer strength and conditioning. School's of innovation – Elza will talk about. Realignment # to 250. The line moves. Texas is growing – over 1500 HS's. Over 1400 play something. A lot have schools of choice in their own ISD – many trying to keep students in their school districts. What do you do with magnet school pullouts? Not fair to stay in 6A and not fair to go to 1A and win state. Referendum ballot 5A split conference on Feb. 5th – pro's and con's. Officiating will continue to be a major concern to me. Shortage in quantity will create a shortage in quality. Couple of bills – for officials to be registered. Sometimes a lot of local people will call junior high games. Just don't want it legislated. UIL does not assign that many games. Just instituted largest fee increase in the history of UIL about 40% for officials.

Dr. Susan Elza – He inspires me and this room inspires me. Made it to most region meetings but, have a few to go. Many had huge influence on me. Same old Susan. Excited to be in front of you for 1st time. The work you do on behalf of this association is and your districts is profound. Help increase the capacity of others and improve others lives. Blessed to do what we do in athletics. Keep doing what you do. Make sure we are saying all the same thing and doing UIL updates with a common language. We have broaden questions back out to all AD's and not just sports they are over. Legislative Council – passed and signed off by commissioner – 6A football playoff will be done next year on district finish. Next year holiday travel exception but will take director approval to travel on day 5 from UIL. Team tennis – will go into a regular bracket just like basketball. Will go bi-district, area, region quarterfinals and finals. Pitch Count – went to baseball convention with Polk. 1000 in room standing room only and there for 3 hours. Sub-varsity – will not require them to be outside the dugout. Varsity will outside th dugout. The rule came from NFHS and we have to follow. No question we could not answer. Not automatic forfeit if 1 pitch over. Is there a penalty to the athlete, the coach, or the school. What about transparency of the pitch count. Many were trying to get some strategy out of the rule but, that is not what it is about. We are not trying to make it hard or difficult. Lower classifications will have

the most struggle due to limited number of pitchers. If we can tweak anything we will but please provide feedback. Realignment changes to 250 and graduating seniors for baseball and softball can finish. Referendum ballot – to increase tournaments back and 5A football split conference on Feb. 6th. Staff study – 3 events in track ambulatory, golf area, gymnastics survey to add, study water polo. Sports Officials Committee – Brian Davis, Supt. – discussion of flat rate mileage vs. metro/non-metro. Flat fee would be easier to pay. We are working on a survey to see if we can actually test it. Will be sent out and posted on website and test formula to see how it will work for your district. Rely on A.D.'s association to get word out. Football rules committee – rule on electronic devices on sideline or coaches box area, can I review in locker room? NO. Rules given to coaches association to review. Not sure NCAA will pass it again this year. NFHS allows it but in Texas we follow NCAA rules.

New registration system for UIL – Giving you material and you can administer a test in the meantime. Should launch pilot this coming Thursday. Register my athlete but, will call it something. Very user friendly. This has a tech support with it from the company. A lot more components. Should move pretty quickly to register in phases – Supt.'s, AD's, then coaches. Can send out via email and/or text message. We will have ability to use it for communication too. Long term goal to have DEC operate out of there and the PAPP's will be automated. PAPP's, Waivers all online. New system will keep from having misanswered questions and explanations and will not submit if not complete.

Injury reporting data completion – will become our data collection. Will seek council approval to make that our tool for injury data. Meeting with 15 DEC chairs ranging from 1A – 6A on PAPP and hearings. #6 must have an explanation.

State basketball will select own officials. TV Broadcast – how many does it really effect?

School's of Innovation – need to see a calendar of what it looks like.

Eduledge piece – no contact restrictions in the spring and need to look at that.

Swim and Dive, Wrestling, and GBKB and BBKB state coming up.

11:51 a.m. – Break for Lunch

John Crawford calls meeting back to order at 12:53pm

12:45 p.m.-4:00 p.m. – Call to Order

Introduced Brennan Harris – Intern from A & M Univ., and Pete Gavrel – Assoc. CPA

State/Region Business -

p. 21 – Reviews responsibilities of Regional Directors.

p. 22 - Review Region Director Spring Calendar Checklist/Duties-Duty Sheet/Meeting agendas/template. Request award nominations. Criteria and forms online.

Awards, VP Nominations, Region Director Elections, HOH nominations – Randy Cretor is the chair and/or send them to Bob DeJonge. Regional athletic administrator of the year – vote at region.

Certified by the board. Nominees for Joe Bill Fox, Distinguished service, NIAAA Citation Award, DSA Award, Frank Kovalski Award, Distinguished Service.

Request nominations for the office of VP. – Region 3 not nominating this year. March Local elections VP. HOH nominees approved at state conference.

p. 24 – Region Director duties and talks about vendors or sponsors. Association can help you if you need to hold onto money from sponsors. Can exchange fee toward breakfast or lunch and/or door prizes if you want on the \$300 fee.

p. 25 – Map of region

p. 26-31 templates of past Region meetings

p. 32 – blank template for region meetings

Rusty – introduces Pete Gavrel CPA and hands out financial Profit & Loss report comparing the last two fiscal years. Reviews the two sheets and discusses highlighted areas. C Feris – have had our CD's for a long time. They just sit there. Is there something that could be done different. Opinion – interest is so low CD's are good. Investments are reviewed and cannot receive more than 1/3 on the investment side. CD's good because rates not locked in. Asset purchase may be better for a 501 c 3. When organization limited by IRS and by interest income may be better to have cash on hand due to turnover. Always want to raise money to offset investment income.

p. 33 – Listing of awards, scholarship, etc. so you know who won last year.

p. 34 – profile for position of VP

p. 35 – VP nomination form

p. 36 – Board of Directors and those who will roll off

p. 37 – Hall of Honor nomination form

p. 38 – Joe Bill Fox Distinguished Service Award

p. 39 – Region meetings master calendar – need sites and dates updated

p. 42-45 - Whataburger Scholar-Athlete Scholarship application – due in March 20th.

p. 46-51 – Lists all committees – chairs and committee members who serve. Would like committee members to give updates at Region meetings. They may not have a report but would like to have a habit of involving them.

Handout email from Field Turf/Beynon to go to website for educational materials about turf safety.

p. 52 – Texas Athletic Administration Certificate – TAAC Certification

John - Discussed a few times – a work in progress and is turning out to be larger than we thought but will be good for association. Hoped to make presentation at superintendent's association. Not selected as a presenting group. Proposal to offer courses at coaching school and around the year for \$40/class. Need a vote on this.

Motion by Debbie Decker and 2nd by Shawn Pratt....Rusty there are several other states doing this so not first to do it. Not a mandatory program. The TAPPS organization wants to be a part of this and want to make it a requirement for AD's. Section 100 only UIL and not TAPPS. Not a requirement for someone to be an AD but might carry some weight with a superintendent. What does it take to become an AD in the state of Texas? Have to complete all four sections to be certified. Sessions are 50 mins. Per class. Would end up with approximately 40. Not asking for board approval for program.

Just asking to move forward to attempt hire approval with superintendents and others. All in favor unanimous.

p. 55 – THSCA Coaching school 2017 Houston Hilton Americas

July 23rd – 26th & HOH banquet July 23rd and general session 24th and new board orientation 25th.

In 2018 back to San Antonio July 21st-24th Sun – Wed. without us. Last year of their contract and will follow same schedule for the last time in 2018. We will still have an involvement but, not through THSCA

In 2019 back to Houston July 21st – 23rd

In 2020 back to Houston July 19th – 21st and then stay in San Antonio next few years. Hotel and food prices are forcing longer term agreements so will be there for possibly 3 years.

Our head quarters hotel would be the Wyndham or old crown plaza in 2018. We would book Wyndham through THSADA and would negotiate our own hotel and food and beverage. Could get some better rates. Couple of reasons why coaches association looking to make some changes just as we do. They are going to eliminate their Wed. Hall of Honor and move it to Sun. evening. And readjust their schedule from there. We would have to adjust our schedule and possibly have a reception Sun. night and professional meeting on Mon. and maybe start TAAC classes.

Similar template in 2018 matching coaching school. No banquet because we will move it to the spring in 2019. Still need/want to have a presence at coaching school.

2019 not sure on anything.

John – hopefully we can continue to work with THSCA to have meeting space at conferences.

Motion to continue forward with calendar for coaches school – Johanna Denson 2nd Rene Aguilar – all in favor? Unanimous

p. 56-57 fluid document – Transition Plan for Hall of Honor Banquet to 2018 THSADA Conference

p. 58 – Wyndham San Antonio Riverwalk – business decision that is better for association

P. 59 – Wells Fargo account as of Jan. 5th. We have received several other deposits since this was printed.

p. 60 – impromptu AD/HD football coach salary survey

p. 61 - THSADA Facilities Workshop Agenda – athletic facilities was #1 survey topic coming out of conference. What would you think if the association offered a one day athletic facilities workshop? Maybe host in San Antonio or Austin? This agenda is from NACTA from colleges for something they did.

Mentions playoffs – do you honor THSADA pass? More do than do not.

Region Director topics that some deal with –

Pitch Count – most will use google docs to update info every Tues. and Fri. Will track varsity and should track sub-varsity due to possibly pulling a pitcher up.

Baseball / Softball officials fees for time limit of 150 minutes or other time limits – do you use them if yes, will you change yours to a different amount. Will you get charged if over 150mins? No, writing that you get to finish the inning.

Football to move up next year in term of date. In realignment packet on p. 7.

Officials for football possible 7 man crews – varsity only started in Houston and some areas are coming to talk to other AD's. Houston area had it but, not much difference.

Anybody know of any bills filed with legislature at this point that would effect athletics? No

Region Updates:

Region 1 – Thiessen – 1st meeting Jan. 25th – will have update after

Region 2 – Sandiver – meet Feb. 9th –

Region 3 – Kuykendall – Meet this next week. Meet monthly.

Region 4 – Aguilar – Meet Feb. 22nd – all in tact all openings filled.

Region 5 – Chant – Meet Feb. 8th – some movement with positions and hope filled soon

Region 6 – Denson – Membership up and moved meetings to Waco for a neutral. Well attended and good discussion.

Region 7 – Riojas – meet once a month with attendance up and down. A few AD changes in the valley.

Spring golf tournament and BBQ an have a turkey luncheon in Nov. and a happy holidays picture.

This spring want to do one meeting with no agenda and just talk about different topics and whatever you need to talk about.

Region 8 – de los Santos – One concern with school districts is do you have a cold weather policy and does yours agree with other school districts? Most AD's disuss and make decisions together.

We thank all of you for being here. This concludes the meeting at 3:07pm adjourned.

Region Membership/ Membership Report/Renewals: Kathy Mathis

Committee Updates

TAAC

Coaching School/Hall of Honor Banquet

Financial Reports/THSADA CPA-Pete Gavrel

THSADA Newsletter

THSADA Pass

Region updates from Region Director

Committee proposals for Legislative Council

Bills to State Legislature

AD Survey