

THSADA Board of Directors/Chairs Meeting

Wednesday, December 5th-Thursday, 6th, 2018

Waco Hilton Hotel

Hilton Hotel Check-in 3:00 p.m.

Wednesday, December 5th, 2018-**Officers** Only- **3:00 p.m.** Brazos C

- Review Board book

Wednesday, December 5th, 2018-**Region Directors** Only-**4:00 p.m.**-Brazos C

- Review Region meeting schedule
- Region Sponsors/State Sponsors
- Meeting template
- Region Director duties
- Board Committee Assignments

Wednesday, December 5th, 2018-**Chairs** Only-**5:00 p.m.** Rio Grande Board Room

- Chair duties
- Roster updates
- Board Committee Assignments

Wednesday, December 5th, 2018 – **Social Hour** – 5:45 p.m. – Beverage Station

Wednesday, December 5th, 2018- **Dinner** – 6:30 p.m. – Brazos Grille

**Thursday, December 6th, 2018-Board of Directors/Chairs Meeting-8:30 a.m.-4:00 p.m.
Brazos Room C**

- 7:30 a.m.-Light breakfast/Coffee will be available.
- 8:30 a.m.-Board President -Call to Order/Welcome

Shawn Pratt calls meeting to order at 8:31am and reads meeting statement. Asks Mrs. Unger if agenda was posted within in 48 hrs prior to the meeting and if all received the information? She states, yes.

Roll Call – Shawn Pratt, Rodney Vince Sebo, Bernie Mulvaney, Lynn Pool, Johnny Tusso, Jerry Littlejohn, Brenda Marshall, Sandra Howell, Bill Daws, Larry Peil, Melanie Henson, Paula Gonzalez Todd York, Debbie Fuchs, Phillip O'Neal,

Mrs. Unger reviews schedule of the day – policy meetings this morning and lunch at noon and meetings in the afternoon.

Rusty Dowling – Please complete your reimbursement form and attach your receipts so we can reconcile those this afternoon. Thank John from Cardinal Sports for shirts. DW Rutledge is retiring in a few weeks and we prepared a letter to send to him and we would like all of you to sign it in appreciation for everything he has done.

I asked Debbie Decker to make an announcement about a program. Debbie- NCS4 – National Center for Safety & we have talked them into coming to Legacy Stadium April 3rd-4th all day and 5th at noon. Hotels by the mall in Katy.

Prepare a few questions if we finish early for us to discuss and share.

How many of you use Rank One? How many have dual contracts?

Shawn – review committee page 1 info. Discuss and process info. for a direct report and any proposals to the board. Rusty - By-laws stay here, Legislative go to Rio Grande room & Financial goes to Brazos A next door.

- 8:40 a.m.-Break into Board Committee Meetings (Hollow Square-10)
Duties/Process

| <u>Board Committee</u> | <u>Region Director</u> | <u>Committee Chair</u> | <u>Board Committee Chair</u> |
|--|------------------------|---|---------------------------------|
| <u>By Laws (Brazos C)</u> | 1-7-4 | Membership Awards NIAAA Assistant Executive Director | Vice President (Minutes-Report) |
| President re-elected By Laws review | | | |
| <u>Legislative (Rio Grande)</u> | 2-6 | Athletic TAAC Policy President | President-elect(Minutes-Report) |
| UIL Legislative Council | | | |
| <u>Financial (Brazos A)</u> | 3-5-8 | Officials Secretary Publications Executive Director | Past President (Minutes-Report) |
| Financial Report review | | | |

- 10:00 a.m.-President Re-call Board to Order
Shawn Pratt – reconvenes meeting at 10:07am
Rusty Dowling covers next items listed

A. Information Items (Do not need Board approval)

THSADA Information – pg. 118 covers board of directors, regional directors, appointed positions and committee chairs. This is the group that comes to board meetings.

p. 119 – Calendar for remainder of year. Start Jan. 7th Whataburger scholar athlete and can begin with nominations for VP if choose.

p. 120 – Office and THSADA organizational structure. Kathy Mathis will retire after the conference. Left side is full time staff. Right side is part time staff. In the past we have had office interns come in and work and it worked well. Haven't decided if we use interns or not. We have had 12 applicants but, just not sure how we will proceed.

p. 121 - 5A-6A Fall Forum-September 24-25 Northside ISD This is something we have talked about in the past. Just for 5A/6A AD's and a Tues./Wed. would be the best. We thought it would be nice to go and see new facilities. Aimed at providing another learning opportunity for THSADA membership. Bring together for a day and have a mini-workshop with the concept of 5A/6A admin's and also update on UIL Legislative Council (prior to) and realignment to allow conversations with them. Thoughts about doing this, bringing AD's together, mini-workshop and feedback to UIL? Several comment it is a great idea and love it. Could we consider Mon/Tues

instead of Tues./Wed. Some have travel issues. What about one day instead of 2 days. Maybe a function Tues. evening and day event Wed. and go back. We will continue further development on this and bring to state conference board meeting for discussion. Would start here and then consider down the road to do something for 4A and below maybe in a spring scenario. What about doing inconjunction with the UIL Legislative Council? We have talked about before. This next year not sure if in Pflugerville or Round Rock. We did discuss with UIL about doing something with AD's. As AD's we like to see facilities but the thought about Sept. is timing to hear & discuss items in advance of legislative council and realignment.

Pg. 122 - TGCA Summer Convention – 2019 July 8-11 in Arlington. Attendance has dwindled at those sessions. We would like to get more directed toward TAAC presentation.

Pg. 123 - THSCA Summer Coaching School – 2019 July 20-23rd. We will be at Mariott Marquis-Houston. Reviews schedule. Sun., July 21st – Committee Chairs will meet with Bob DeJonge at George R Brown Room 360 – time is flexible. After that meeting we will have Committee meetings. General Session – 4pm we will do Region AD's of Year, AD of Year and HOH(tentative) after general session. Subject to adjustment. Mon., July 22nd 8am-1:30pm THSADA Officers Meeting, Region Directors meeting, New Board Member Orientation, TAAC update – certification, next steps, certificates, etc.

Pg. 124 – TAAC – Larry Peil – All info. program, certification, etc. is on the website. This has driven membership. Thanks all involved in process. New email larry.peil@thsada.com. TAAC has increased membership. 2018 was 14 courses but certification is 29-UIL and/or 30-TAPPS Sections/Courses. Pg. 127 Course 203 AD/HD Coach course will be a 2 hour course. That's why hours went up one. P. 124 – Certification – When complete certificates will be given to Regional Directors to hand out in their regions. Once certified to maintain certification you will take 6 TAAC classes over a 3 year period with 3 of the 6 classes every year will be courses 101, 302, & 304. For access to your courses you go to login with your member# and last name – ex. 998smith through the THSADA website where it says professional development. This coming year on Tuesday we will have 2 classes going on at the same time 1hour each in separate rooms.

Bill Daws - State Conference Exhibitors – opened to vendors on Nov. 12th. They cannot wait to get to the tradeshow. Signup is on the conference tab and go to vendor registration. They pick booth on a map and pay via pay pal. Site is easy and user friendly. Main ballroom is almost full. Turf company will have a turf there. Please encourage vendors to sign up and AD's and coaches to visit all the booths. We have food, beverages, ice cream, drawings etc. to encourage flow to all vendors. Have to work out communication and we have a webmaster. The times on the shows are different. We need a lot more people at the Tradeshow on Tues. from 4-6pm. Dave Stephenson has done a great job with vendors and sponsors. We have 5 20x20's and many 10x20's.

Shawn Pratt – we will take a break now and have 12mins.
Rusty – you have time to check out now and/or at noon.

- 11:00 a.m.-UIL will address the Board – Shawn Pratt introduces Susan Elza. Thanks for allowing us to be here. Brian Polk here too. Mentions new staff. We here that it's important to answer our phones. We have worked on the answers we give to make sure we are on the same page. We do consult Mark Cousins for history on answers with policy/rules. We are dedicated to giving the correct answers. Some take us a little longer. Interpretations have to be discussed. Long standing interpretations have changed in some areas. Busy time, some finished football and some in playoffs. Volleyball and finished. Verify exciting when teams are successful and make playoffs and no better feeling as a coach/AD when get there and are successful. Discussion about past coaching times and successes. Coaches need their AD's everyday and they are tunnel visioned and only see their sport. You are their leaders. I appreciate your conversations with UIL and focused on us getting better. Sometimes seems like it is a snails pace but we stay the course. We made several regional director meetings and on the agendas I saw THSCA info. on Fast Clinics and Atavus training and shared with all membership and due dates. All will debate who's right/wrong but, we have to remember at the end of the day all other coach organizations we must work with them and all work well together. I see those collaborations happening now. We do want information on what works and what does not work. Keep growing in the direction of working with other associations and information flow to coaches to make us the best in the nation.
Performance Enhancing Details – I've seen all but one region. Want to reinforce value of CCP and met with THSCA & TGCA as well. We certified over 10,000 coaches on site at THSCA and 3000 on tackling certification. I think it's great to be able to call our coaches certified. Our online needs to improve. We are trying to push for knowledge and not answers. They will have to read the content as tests will be different in 2019. We have not added anything but the tackling certification. The Ethics course may be a dynamic changing one – ex. Ethics, bullying, legal. Wide open to thoughts on that.
Had a large debate with Dr. Harrison on PAPF's. Wanted to launch in Jan. Why don't we make it mandatory in June? Well no one doing PAPF's then. That would mean August and we would have a bunch of people trying to figure it out. We need him to hear challenges and we have to get to a point that we start it. There are only 500 principal's signed up. That's a problem. We are looking at March/April. We met with RMA on a conference call and Mark is the primary lead on portal issues with the PAPF. Looking to go away from paper in March or April. Debbie and Shawn please call Dr. Harrison and provide feedback. El Paso's district made it mandatory and are trying to work out glitches and have been in constant communication. Need to consider all who would have approval rights in the system. It's user friendly if you read the directions and if you call UIL if there is an issue. Those are the discussions going on. We just changed time keeping system at UT/UIL and there is a learning curve. Is there an email alert? You should be getting an email when one is in the queue. If you are not getting it, the email may be incorrect, or user was not set-up appropriately. Send Dr. Cousins and email and ask him. Do you get those on eligibility? Yes. Dr. Cousins is on this daily and communicates with RMA on any issues. RMA has a help desk you can contact too. The waiver has some glitches in it. We get 10,000 PAPF's a year. We have only had 750 go through the portal. The ejection rule has gone well and have even had video review and officials who contact us to change an ejection when they eject wrong athlete. Asks about adding coaches to the rule and all in agreement to do so. Rusty – we would need a proposal to add to coaches. In football we get 200-300 and are getting them with coaches must sit out even if you do not receive anything from UIL. Any coach

ejection 7-12 should be submitted to UIL. Sebo – we had an official say they don't report it. Some schools using non-registered officials by agreement. If TASO officials they have been instructed to file ejections. Gonzalez – working on parent ejections. Our district is considering removal letters or ban letters. Media policy too. Shawn - Let's discuss at the end. Elza – interesting call on soccer officials association trying to make rules. Dr. Brown is not communicating with them. We sent to TASO and they sent back to us. Dr. Brown is president of soccer of all of Texas and sits on TASO board. Call us immediately if there is a situation. Dates will be put up tentatively on football page and spring dates are slightly different and instant replay.

Brian Polk – spring football on UIL football page. Going from 30 days to 34 days still get 18 practices. 12 with full contact but only 3 days a week with contact. First 2 days with helmets only. Instant replay – run like collegiate level. College replay officials will do it. Will have buzzers on all officials on the field to stop game and review. We will not have a coaches challenge. Targeting is different for us. If called on the field it will be reviewed and can be overturned.

Susan Elza – Worked on Summer Strength and Conditioning and skills. Baseball/Softball when get to post season can play 2 games prior to Friday. Golf – can pick up ball at any time if you see 9 is score you will get. Will pick up pace of play. USGA has had 32 rule changes and we are reviewing. We will send those out. These are playing rules. Wrestling fees will increase. In 2020 Baseball/Softball district champion will get choice of 1 game or series. Injury reporting changes – all 6A's fill out concussion incident to UT Southwest. We are reviewing injury reports to DEC's. The Elementary piece is being reviewed and we past to allow you to create leagues in your own boundaries to allow them to compete and pay. If you have things you want to do with 7 on 7 or other sports send it to us in writing and we will help make sure it is in compliance.

Summer Strength and Conditioning and Skills – we changed one thing, your coaches can transport kids as long as it is not in a school vehicle. It doesn't say you cannot transport in your own vehicle but some districts do not allow that.

Documents are created by Brian Polk. We got with THSCA and TGCA on dead periods. The majority of schools are taking off July 4th week. As we discussed some schools serve meals to kids all summer and shutting down would effect that. We will have 2 periods of no activity – Tues. July 9th & Wed. July 10th, but can pick up Fri., July 12th. Mon., July 22nd -Tues., July 23rd and can pick up Fri., July 26th. Shawn Pratt – asks does that apply to outside 3rd parties. We originally said all facilities closed. The THSCA and TGCA working together on this. We had 6 weeks and you now have 10 weeks. You can work out up until the 1st day of VB and the prior Thursday before 1st day of FB. A question on skills – if I start VB practice but I am also a basketball player can I continue to do basketball skills through 1st day of school? No.

Question – Are schools allowed to provide transportation to strength & conditioning programs if conducted by the school district? YES

Are schools allowed to provide transportation to strength & conditionings programs if conducted by outside groups? NO

It is the same for sport specific skills as well.
Strength & Conditionings – 2 hours per kid per day

Skills – 2 hours per week per athlete.

Can I coach them in 7 on 7 or any competition? NO.

Kuykendall – is there an FAQ? Elza – Yes. I envision when we send this out that this is the beginning for coaches to have a little more leeway. It gives coaches access to kids. We have a good model to follow from Alabama. We had coaches associations in the room and had discussions with their leadership.

This can help us with the outside parties. Hardest part for you all is how will it work in your implementation. Earliest document out would be before holidays and latest would be right after.

Questions – track meet regulations. Proposal to change track meet regulations – UIL will recommend and hoping not have to go to council. It could be 19-20 but we do not pass a lot of things in June. We think we need to pass things in June. It could go into Oct. and not roll out until 20-21.

Mulvaney – can we revisit the broadcasting issues? Some groups coming in and trying to dictate. It is a sore subject with AD's and some having multiple broadcasters. AD's would need to collectively come together and make a presentation or proposal.

Decker – what would be the timeline on something like that? Elza – my school of thought is to sit down and have a conversation about it? We want a successful proposal but we need to get in a room, listen and discuss. Set up a time in spring and have conversations. Dr. Breithaupt and Harrison cannot see from AD perspective but they are willing to listen. It comes out of policy.

McCallie - San Angelo- question on split conference 6A. A mock up would drive the vote and have some who want to do it only because other levels do it. I do not think we will go have to a survey. I think it would go to referendum ballot next fall. Voting changes on travel. Pratt talks about budget impact for split 5A and Decker mentions multiple DEC meetings now.

Elza – good luck to those with football teams in. On behalf of all at UIL Merry Christmas and Happy New Year and thank you for all you do. Thank you for including us!

Pratt – we thank you for coming. Going in to lunch at 12:08.

- 12:00 noon-Lunch will be served.

Set up serving tables in Brazos B-Board will have lunch in Brazos B/C Rusty introduces Jason Elliott and Will from Waco Convention Center and Waco Sports Commission and they payed for lunch today. Thankful to have you, here for greater good of Waco and bringing in sporting events to Waco. We have a different array of things we can provide and love having teams here. If you know of associations that come here let us know. Has a gift. Phone charger promo item – solar powered. Has a special light. Thank you!

- 1:02 p.m.-President Shawn Pratt Re-call to Order

General Comments by President of the Board - Shawn thank all in here for serving and your leadership from running regions and appreciate your time and talent and thank all the officers and Rusty and Bob for their leadership. I commend them for sitting down with THSCA and coming together. Thank all of you for your time and leadership to THSADA.

Bob DeJonge – led Region Directors meeting and Committee Chair meeting. Discussion with regional directors was how to conduct the meeting and who is a state vs regional sponsor and put on regional meet. Refer to pgs. 4-5 Region meeting protocols and calendar and get sponsors together and coordinate events. Agenda samples are there beginning on pg. 7 – 14. Pgs. 15-19 – Regional calendars with state sponsors. Dave Stephenson does this and I fill in State sponsors. Directors take pictures and give feedback from meetings. We make sure state sponsors are taking care of. Dave Stephenson uses pgs. 20-23 when meeting with potential state sponsors and shows them what privileges they get and sets those schedules. Discussed meeting quality and expectations of committee members. Committee Chairs will send out reminders and info. to committee members

Mike Meeks – Region We have not had a region meeting yet. We do not meet monthly. 1st meeting on Jan. 23rd at Texas Tech football facility. Partner with Region 2 for that event and then we will meet in Amarillo to help all with travel. I appreciate all that Rusty has done. I have learned so much and I am humbled and honored to be here.

McCallie – Region 2 – We have enjoyed partnering with another region to help with attendance. I do a lot of work through email with Region 2.

Phillip O’Neal – Region 3 – WE meet monthly. We have 125-155 attendees, we have a wealth of knowledge and geographically they show up. We do reflections and it is really a good time. Members get a lot out of it.

– Region – we extend out to Fort Stockton and other areas. We incorporate private schools, LTI etc. but, mostly El Paso.

Fuchs – Region 5 – We have 75-90 attend and we have had 3 meetings. I go to host site and ask if someone on admin. staff who could give us a talk on something important like safety and security or legal council. I have enjoyed my time and thank your for the faith in me to lead our region.

Todd York- Region 6 is central Texas and the way to Louisiana. Johnny has been hosting us in Waco. Tremendous attendance at ours and we have great networking and use messaging and have reflection topics. AD’s leave meeting feel they gained something by attending.

Gonzalez – Region 7 – We have good attendance and we try to make meetings beneficial to attend. UIL, THSCA, TGCA and THSADA attend. Appreciate the support.

Hinson – Region 8 – wide area from Corpus Christi to San Antonio . We are trying to get everything involved including smaller districts. We have tried to focus on professional development. Panel – athletic culture and the campus or UIL etc. NIAAA Conference over 2000 coming and expect 300 onsite registrations. Jennifer from Alamo heights. Hellas is sponsoring some functions. Saturday – we need facilitators for LTI courses – if you can help we would really appreciate it. Fun Run highest participation in years. Sat. night Texas hospitality – Hellas, Daktronics, & Field Turf. Monday night – Texas host night – Ballroom at the Marriott to have a full fledged casino night by Hellas – Go by Hellas booth and get a wrist band. 6:30pm Texas only and later to all other states. Host committees great job. A lot of volunteers from

schools. Bob DeJonge- the meetings with NFHS/NIAAA begin a year in advance. Spouse breakfast unique and transported by river boat.

Bob – In Committee Chairs meeting we gave them tools to get input from regions and hints on items we need discussed to give Rusty direction from all regions. This input is critical to take to UIL and council and for THSCA/TGCA/Board to be on the same page with all regions too. They will give us their goals and any items they would like reviewed for action.

A. Information Items-continued (Do not need Board approval)

Board/Chair Committee Reports

Maria – Membership committee – do we want the membership year to stay the same or go back to conference time. We want to keep the same. Cost of membership has been a topic but, discussions were around group membership and clarifying those questions in regards to managing group membership. Bob- so they are charged with getting how they want group membership to look like and get it presented to board. A lot of work between now and state conference.

Bernie – Publications – lots of good things going on. Most recent newsletter pg. 40. Great content. I do not have a representative from each region but, I would love too. I am not people's bosses so difficult to get articles sometimes. Please do send items to us. Legal stuff is good, any issues going on etc. It would help publications – if I am able to visit with some face to face. Bob – Brenda had a great idea for board to consider – when we have award winners have a paragraph for award winners across one or several publications.

Rodney – Awards – creating an awards calendar and rubric. We have to change dates on how and when to vote to get inline with state conference change over. Bob- goal to present an awards calendar and a rubric for awards at state conference. We will submit those in the fall.

Jerry – TAAC – I try to reach out to Bob, Rusty, Larry to see if there is anything new. I send him what I am going to talk about. Need to work on feedback from committee members after they have presented. It will important moving forward that we have input on update courses. 3 have topics but we need topics for other 3. We need this discussed at regional meetings. Most will have completed our certificate. Looking at calendar in 2020 courses start over. Anything I can do let us know.

Bob- the next 3 some reports may be similar.

Vince – Policy – I will reach out to Sam Tipton and Joe Martin and ask if there are issues that need to be addressed and how to move forward.

Lynn – Athletics – I have been sending out items to committee members to present but, no feedback back from regional meetings. We need help in getting that feedback returned from meetings. We will continue to send talking points. Track issues TGCA/THSCA came up with proposal to allow a meet per week anytime during the week and not just on Friday's. I will refer to policy to make sure we have the same language for that. 6A Divisions – when we start that, will we start that? Travel and extra DEC's a big consideration. Legislative Council – 4A looking at home field. No 4A people on the board. Issue with golf –

discussion of 3 teams to regionals and we thought that was good but, golf coaches changed mind and want an Area meet. Do AD's want an area meet? Mandatory 1st round games and compensation or travel allowance for those teams that have to travel to those first round games and TV / Broadcast games.

Bob- when we finish we will ask for input from board.

Johnny – Officials – Goal to discuss officiating numbers. Houston Chronicle – article on shortage of officials. Get students who can become involved in officiating. We may need to have an adhoc committee with officials organizations and coaching organizations. How to we get people involved in officiating. We have Mike Fitch helping to direct us. Monitoring officials who are not being true – i.e. turning in 2 cars for mileage and all came in 1 car. Instant replay answers.

Vince – I really have an issue with 7 man crews. When they start trying to pick up people for 7 man they have to reach back to some JH officials and a blatant call right in front of you, aren't you going to call that? Official responds that's not my call. Regular season should be 5 man. You can have all 5 man crews for your game but you will get leftover 5 man crews that are not 7 man.

Phillip – I tried to tell them you work for the school districts we do not work for you. When you go to pick you pick bottom of barrel and they have you. Johnny - The only advantage is from 20 yards to endzone. There are still mistakes and wrong calls with 7 man crews. Phillip – it spills over to basketball. Some work through Christmas and stop and basketball loses officials. Volleyball a huge shortage. The abuse to officials is discouraging them. We have to also try to fix fan base. Rusty – the officials have a campaign to recruit officials. Johnny – on their website called START – asking coached to identify seniors. Not sure how we get that word out. Control of ball game are in hands of officials. Hinson – we have had more issues at the JH level. Fuchs- We just got approved an officiating class for 11th/12th graders as an elective and one of our coaches will teach.

Bob – so that has some real interest. This is an example of items we need to address.

NIAAA committee – NIAAA created an awards calendar and timeline for those awards. 3 initiatives to consider – NIAAA Scholarship winners – Texas offer 1 winners with a small scholarship \$500. Taking award winners and have them submit an article to bernie for publication. Joint membership ability to NIAAA and THSADA.

Brenda – Bringing the connection with the NIAAA and Texas AD's. Would like for people to join both and Texas gets asked lots of questions. Membership list from NIAAA and we have a lot of people that are members of both. Way to combine both. The calendar we presented and I know we moving ours but, we still need to have NIAAA awards. Those representatives from the state are featured in the IAA magazine. We do not want to skip a beat and would like to continue awards. NIAAA has asked us in the past years to get involved. In the past we have had gaps. Other AD's have won nationally. NIAAA student scholarship is due Feb. 28th to THSADA and then to Section 6 and then to national. Need a M/F and push with regional directors. Still be able to nominate people.

Bob – there is time to still do national awards but, we were moving ours and just didn't consider to do NIAAA and find a way to recognize those members. It's hard to wait a year or implement and have to do both or wait a year. Brenda – we could come up with members and we do have the list and there are past winners on there. Of all the awards there are not multiples except for one. The timeline is no different than what we have in the past. There are special forms for each award and need two letters of recommendation for awards. Sometimes we have not gotten the awards in time and when all info. not given until the last meeting. We can get the names done. We can get it done. Rusty – if we present the NIAAA awards at coaching school at general session, then we would have HOH at 2020 would we do all at conference in 2020? Yes. Awarding of NIAAA plaques this year would be at THSCA.

Bob – does this require action on this topic? Rusty yes wait until action.

Bob – are there any items that board wants committee to address?

Decker – please draw up something for review of broadcasting and something that helps schools with broadcasts. Playoff broadcasts and Friday night football broadcasts? Pratt- majority I know most are opposed to it.

Decker – golf – financially expensive to have Area meet instead of 3 teams to regionals. Most for 3 teams to regionals. Bob – take back to region meetings and get consensus.

Pratt – could you send out something to regional directors and directors send out? Survey monkey or email?

Rusty – I talk to UIL prior to Legislative council so there are no surprises. We are getting processes in place for this and this will help us tremendously. Once a committee decides something and the board votes on it will get presented to UIL.

Bob – thank you for reports and feed back.

Board Chairs Committee reports – pg.28

David Kuykendall – Legislative Committee – pg. 89 discussed all of those topics just discussed by committee reports. What Phillip does early is that he contacts AD's and asks them to be on panel to discuss items. We use AD, campus AD, coordinator and gives a little bio on people. We want all region meetings to be a learning environment to AD's. Alignment with other associations – we have to be on same page and work together. We are all in the same business. Involvement with UIL Legislative Council – idea that Leslie Slovak spoke on something other AD's didn't know about we need to have a communication flow. Recommend committee for TV/Broadcast. P. 90 Want to keep Friday night as a special night. If want to expand for a few games it might be fine. Committee should be comprised of AD's who would have teams getting broadcast. Fox night is great but don't over do it. Non-school participation – we need Q& A and UIL has done that. Pg. 95 – Combining club swim with UIL swim – not enough to discuss but some using to pass bond facilities. Pg. 97 – Liked survey. Bob- we could do a survey and get someone to do it for us and try to have ready by state conference. Rusty – when we do this it is a useful tool for athletic administrators in 2015. First one was not a good response. In 2016 better response. Lynn – take it through the regional directors and take the time to fill it out. Pg. 91 already

addressed. Pg. 92 – Not enough information to discuss. Pg. 104 last one reviewed.

Rodney Chant - By-Laws – reviewed what we looked at revising and get to Elissa on a Word doc and bring to state conference. Term of officers – President change to serve again? Possible change to after they serve they sit out a year and would be eligible. Debbie Decker – to me it is better to allow more people to serve but, would really be two years right? Rusty, we have had some inquiries from past leaders who have said they would be interested in serving again. Currently you are on the board for 3 years when you have become president now. Rusty – I am not opposed to it but, we also want to give people opportunities. We have 84 people involved in service now. Will review and vote on in March. 6.02 – need to add 6.04 for duties of assistant executive director. Plan to turn in and get to board at state conference.

Bob – we will have all timelines ready at state conference.

Debbie Decker – Financial report – want transparency, it is a little difficult to find and we discussed what we would like to see. When Rusty took over association in dire straights and there has been tremendous growth. The model of Rusty's pay was earn your way. We are in a different place financially and Rusty will give a financial report during action item time.

Awards Time Line (PBK Sports-THSADA Hall of Honor Banquet) – pg. 32 no HOH or Texas awards in March. No THSADA nominations this year but, could have NIAAA. Next September we would do all awards and HOH in 2020.

86th Texas Legislative Session begins January 8th, 2019 – just mentioned. NIAAA Conference – already reviewed above.

Next elections – pg. 133 Reviews outgoing regional directors and committee chairs and areas we need to have elections.

Shawn Pratt – take a break and reconven by 2:50pm.

B. Consent Items (Board Group approval)

July 2018 Minutes pg. 134 – review minutes and then vote on approval. Any discussion on the minutes? Rodney Saveet motion to approve. Maria seconded. Pratt – All in favor? Yes unanimous.

Proposals for June UIL legislative Council
Region 6 to Region 3 – pg. 140. proposal to move a county from 6 to 3 Motion Kuykendall, Rodney Chant 2nd all approved.

C. Action Items (Board Single Action approval)

Rusty – thanks the board for addition of Bob DeJonge's position and he has been a tremendous help. Membership up to over 1100 now. Makes us a large organization. We have quite a few TAPPS AD's involved in association. We have some that want to get involved at a higher level. They are members and we have a good relationship with them. There is a process to get involved but there has to be a familiarity there. You have to be involved in region meetings. Not really involved in

meetings. They would get leadership roles by nominations via regional director. They could be selected to be committee members. We have a few. We could leave it like that or possible add a TAPPS slot as a future consideration.

Financial Report – pgs. 141 At top of page financial report for August 2016 – July 2017 and Gavrel Financial Services is our CPA. There is a revenue list, tax code, expense, tax code. Then below is 2017 – 2018. To read see Sponsorship line then tax code 5110-10 and go to red(right side) and find same line title but has an expense tax code. Go to pg. 142 which is our Profit and Loss statement and notice that tax codes and titles match. All the numbers that make up our revenue and expenses are verified by our CPA on our Profit and Loss statement. To bottom right pg. 141 where it says Assets those are the assets of the THSADA.

Checking Account \$337,509.26, Savings \$30,026.09

Checking Account pg. 144

Current Sponsorship status report - Pg. 145 This is completed by Dave Stephenson. I do not go out and solicit sponsors anymore. This shows the list of state sponsors, what level they are, gross dollars from contract, status of contract, and strategy. Pg. 146 is renewals at the same amounts and new businesses we are soliciting prior to the conference. Pg. 147 above Gross \$338,500 is projected sponsor dollars. We are already there.

The contract for the Executive Director calls for 30% of sponsorships to Executive Director and the association gets 70%. Dave Stephenson gets his cut out of the Executive Directors 30%.

Debbie Decker – we asked Rusty to review models and consider options and a proposal for possible changes to salary and how we pay everyone and bring back to the financial committee and hopefully have a presentation by July.

Motion melanie and Rodney Saveet 2nd – all in favor? All yes

State Conference Preview/Previous Attendance pgs. 148-151 General draft of agenda.

Sunday, March 24th - officers meet 10am-12pm, committee chairs meet 1:00pm and Committees meet at 2-3:30pm. The change this year is we will have a reception and Kenny Humphries group is sponsoring.

Monday, March 25th -

Registration and CAA exam

Then UIL and TAPPS. Topics will switch and change based on speaker schedules.

Almost all classes will be TAAC classes. Not sure of the final order yet.

11:50 – 1:50 – Board Luncheon

UIL has requested to talk to us from 1:50 – 2:05pm on Reclassification and Realignment.

At 2:15 – Managing the Athletic Director/Hd Coach position role and we broke it out 1A – 6A and then will do another session specific to size and needs.

4:10pm Keynote speake

5-8pm – Tradeshow – we have sold out big room. We now have to move TAPPS to take up another room for vendors. 200 vendors and our conference is attracting vendors.

We are not far off from being sold out.

Tuesday, March 26th

Golf tournament
Full TAAC courses
We will video all TAAC sessions.

Wednesday, March 28th
THSADA General Session
Recognition/Awards
UIL
Finish with Mega Drawings

We had 511 last year and will have over 600 at this conference.

The Hilton is full, the Indigo is full, the Courtyard is almost full. It should give you link.

Debbie Decker – because of new session should we put HD FB/AD session to Tuesday?
Most do not play golf. Just a thought.

Rusty – go to pg. 153 all on this page we have reserved your room but, you are paying for it. We reserved Sat. – Wed. morning. All sitting in here are in the Hilton. If you booked a hotel – cancel yours. Would you all be opposed if we had a board meeting Sat. afternoon? Could we have board officers meeting and committee chairs Sat. evening? Bob- could do committee chairs on Sat. and actual committee meetings Sunday morning and board meeting after and extend longer if necessary.

Pg. 152 – State Conference Attendees - Gray total region membership, Blue #'s from each region that attended the conference by region, green – private school attendees, orange % attendees.

Would like board to approve dates, concepts but understand a few changes to conference schedule. Motion – Maria, and Rodney Saveet 2nd. All in favor? Yes unanimous.

Pg. 154 – Skip. Texas Cup

NIAAA – proposals

#1 – Award Texas finalists to NIAAA scholarship winner of \$500 each and money could be given by a sponsor. Debbie motion to approve, 2nd – Rodney Chant – all in favor – yes unanimous.

#2 – Several NIAAA/NFHS Awards – calendar for the year to take nominations and select award winners and be recognized later at either THSCA General Session or conference. Vote yes they begin to solicit nominations and go to work to do it. Discussion? Rodney Chant motion to move forward Debbie Decker 2nd. All in favor? Yes unanimous.

Todd York – consider possibly moving the HOH banquet from Sat. night? Yes will review.

Debbie Decker – shout out to Shawn Pratt and his leadership.

Shawn Pratt – this is the best board meeting we have had and this is good for the committees to get involved like this and formal proposals. Survey Monkey may be a good mechanism to get feedback quickly.

Thank you Ellissa Unger.

Adjourned 3:45pm.

- D. Those who fly in will arrange their transportation to the Hotel. Ellissa Unger will help coordinate arrival time at Airport.***
- E. Hotel-Reservations/Meals are paid by THSADA/Mileage is covered by the THSADA as a reimbursement to you.***

