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2022

WISCONSIN INTERSCHOLASTIC ATHLETIC ASSOCIATION
ANNUAL MEETING

Annual meeting reported by Meredith A.
Kroening, a Notary Public in and for the State of
Wisconsin, at the Holiday Inn Convention Center,
1001 Amber Avenue, Stevens Point, Wisconsin, on
the 27th day of April, 2022, commencing at 9:00
a.m. and concluding at 10:55 a.m.

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1 A P P E A R A N C E S

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Head table:

3 WIAA Board of Control President Willy Chambers
Treasurer Dave Steavpack
4 President Elect Karl Morrin
WIAA Legal Counsel Brent Jacobson
5 Executive Director Stephanie Hauser
Associate Director Mel Dow
6 Parliamentarian Dr. Edward Miller

7

Board Members:

8 Mike Beighley, Whitehall
Eric Burling, Burlington
9 Mike Endreas, Spencer
Mike Humke, Dodgeville School Board
10 Ryan McMillen, Muskego
Paul Pedersen, Regis
11 Eric Russell, Baldwin-Woodville
Jill Stobber, Waterford

12

13 Members of the Assembly and Senate Education
Committees:

14 Andrew Engel, Hamilton Consulting Group
Shawn Groshek, WADA and Board Liaison

15

16 WIAA Executive Staff Members:

Todd Clark, Director of Communictions
17 Kassie Mortimer, Assistant Director
Kate Peterson Abiad, Assistant Director
18 LeVar Ridgeway, Assistant Director
Tom Shafranski, Assistant Director

19

20 WIAA Staff Members:

Eric Dziak
21 Megan Loken
Molly O'Brien
22 Deb Lepak
Sandy Zastrow
23 Hydie Laidlaw
Julie Kage

24

25 (Continues on page 3)

1 (Appearances continued)

2 Advisory Council and Sports Advisory Committee:
Doug Chickering

3 Dave Anderson, Executive Director Emeritus

4

Spirit of the Sport guests, Wisconsin Lutheran
5 High School:

Jordan Glenn

6 Jeff Sitz, Athletic Director

Carlissa Glenn

7 Jacquelyn Mitchell Glenn

Rose Mitchell

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1 P R O C E E D I N G S

2 MR. CHAMBERS: Good morning. I'm
3 Willy Chambers, Superintendent at Black Hawk
4 and WIAA Board of Control President for the
5 '21-'22 school year. And I call this meeting
6 to order.

7 Please silence all cell phones at this
8 time, and welcome to the annual meeting.
9 According to our registration numbers, there
10 are 410 school leaders from 350 schools here
11 today and others who are joining us virtually.

12 Total -- I'd like to introduce the
13 head table. Treasurer Dave Steavpack,
14 President Elect Karl Morrin, WIAA Legal Counsel
15 Brent Jacobson, Executive Director Stephanie
16 Hauser, Associate Director Mel Dow,
17 Parliamentarian Dr. Edward Miller from
18 UW-Stevens Point, Meredith Kroening Court
19 Reporter.

20 I will introduce the remaining board
21 members and ask that they please stand. Mike
22 Beighley, Whitehall. Eric Burling, Burlington.
23 Mike Endreas, Spencer. Mike Humke, Dodgeville
24 School Board. Ryan McMillen, Muskego. Paul
25 Pedersen, Regis. Eric Russell,

1 Baldwin-Woodville. Jill Stobber, Waterford.

2 In addition, we have some special
3 guests in attendance today. Members of the
4 Assembly and Senate Education Committee were
5 invited to the annual meeting. At this time I
6 invite those members in attendance today to
7 stand, if we have any.

8 Andrew Engel, Hamilton Consulting
9 Group. Shawn Groshek, WADA and Board Liaison.

10 WIAA Executive Staff Members, please
11 stand. Todd Clark, Director of Communications.

12 MR. CLARK: Good morning.

13 MR. CHAMBERS: Kassie Mortimer,
14 Assistant Director. Kate Peterson Abiad,
15 Assistant Director. LeVar Ridgeway, Assistant
16 Director. Tom Shafranski, Assistant Director.

17 We have several other WIAA Staff
18 Members present. Please stand. They are Eric
19 Dziak, Megan Loken, Molly O'Brien, Deb Lepak,
20 Hydie Laidlaw, Bobby Blom and Julie Kage.

21 Would all members of the Advisory
22 Council and Sports Advisory Committee please
23 stand. We are honored to have both Doug
24 Chickering and Dave Anderson, Executive
25 Director Emeritus, here today. Please give

1 them a warm welcome.

2 A number of media are joining us
3 today, and we welcome them as well.

4 Now to today's business. At this time
5 we want to recognize the schools that were
6 presented with the 2021 Award of Excellence at
7 last fall's area meetings.

8 The Award of Excellence, established
9 from 2016-'17, is a program designed to promote
10 and recognize the efforts and achievements of
11 schools in the areas of sportsmanship, ethics,
12 integrity, leadership, and character. This
13 year 33 schools received the award. And, of
14 those, 24 are repeat recipients.

15 The award recipients were also
16 recognized in the bulletin and in the state
17 tournament programs. This year as well it's
18 posted on the WIAA website and distributed in a
19 statewide media release.

20 Will the representative of the schools
21 receiving the Award of Excellence, as listed on
22 the screen, please stand and be recognized.
23 Congratulations.

24 The May 2021 Annual Meeting minutes
25 were approved by the board in June of 2021. At

1 this time Kassie Mortimer will announce the
2 election report.

3 MS. MORTIMER: The 2022 Election
4 Report for the Board of Control. For District
5 1, Cory Hinkel of Luck was elected for a
6 three-year term. District 6, Dennis Birr of
7 Fall River was elected as a three-year term.
8 District 7, Ryan McMillen of Muskego was
9 re-elected for a three-year term. And our Non
10 Public At-Large representative, Paul Pedersen
11 of Regis, was re-elected for a three-year term.

12 For advisory counsel, the large school
13 representatives, Chris VanderHeyden of Menasha
14 was re-elected. And Joe Brandl of Plymouth, I
15 think, was elected both for a three-year term.

16 Medium school representatives, Greg
17 Doverspike of Durand and Scott Fritz of
18 Kewaunee were both re-elected to a three-year
19 term. And small school representative Chris
20 Nelson of Iola-Scandinavia, was re-elected for
21 a three-year term.

22 MR. CHAMBERS: Congratulations to all
23 those who won election. Dave Steavpack will
24 present the 2022 Treasurer's Report. After it
25 is presented we will ask for the action on the

1 report. Please go to the microphone and state
2 your name and school when making the motion or
3 a second to the motion. Dave.

4 MR. STEAVPACK: Good morning. My name
5 is Dave Steavpack, Director of Athletics with
6 the Manitowoc Public School District. I'm in
7 front of you today to share with you the
8 treasurer's report, which can be found on page
9 12 and 13 in your handout that you have and --
10 as well as online.

11 On page 12 you will see the past three
12 years of the WIAA Statement of Activities from
13 the annual audit. As shown for the fiscal year
14 of 2021, the total operating loss was \$2.3
15 million.

16 While the WIAA is still in full
17 financial recovery, the outlook for the '21-'22
18 fiscal year is optimistic. In addition to
19 being able to once again hold state tournaments
20 without spectator limitations, the WIAA staff
21 has worked on innovative ideas for revenue
22 streams, creating new contracts, and revisiting
23 existing agreements with partners and venues.

24 They have done an incredible job the
25 last few years during the pandemic, as well as

1 you have. So congratulations to the executive
2 staff. Could we have a round of applause for
3 that executive staff?

4 Thank you. Legal fees continue to
5 persist in the annual budget. And the WIAA
6 staff has worked with the constitution's
7 guidelines to seek restitution when membership
8 dollars are spent in defense of the rules set
9 forth -- set forth by the membership at this
10 very meeting.

11 The bottom line of the total dollars
12 reimbursed to schools shows the '21 amount is
13 significantly lower than the previous two
14 years. This is the result of the WIAA Board of
15 Control decision to temporarily eliminate state
16 travel reimbursements for the schools for the
17 winter, the alternate fall, as well as the
18 spring events last year.

19 These payments have been reinstated
20 or reinstated during this '21-'22 school year,
21 however. On page 13 with the fancy pie charts,
22 you will see the charts illustrating the
23 tournament revenue and expenses as well as the
24 total operating revenue and expenses for the
25 fiscal year 2021.

1 While the '21 fiscal year operating
2 loss was notably lower, these percentages are
3 consistent with past years' data, again due to
4 the executive staff commitment to being
5 extremely fiscally responsible while working
6 through a global pandemic, yet continuing to
7 produce lifetime memories for your schools and
8 our student athletes.

9 I appreciate your attention to this
10 report. It's been a true pleasure to be on the
11 board of control and the treasurer this past
12 year. Good luck the rest of this spring on
13 this beautiful dry sunshine day while we're
14 sitting inside with no sports going on. And I
15 wish you the best of luck the rest of this
16 spring and beyond. Thank you.

17 MR. CHAMBERS: We will be seeking a
18 motion and second to approve the treasurer's
19 report. Again, please come to the mic. State
20 your name and school.

21 MR. WENDT: Joe Wendt, Racine Horlick.

22 MR. DAMAS: Jeff Thomas, Laconia High
23 School.

24 MR. CHAMBERS: Thank you. It's a vote
25 and a second to approve the 2022 treasurer's

1 report. Any discussion? Seeing none, we will
2 vote. All in favor signify by saying aye.

3 ALL: Aye.

4 MR. CHAMBERS: Opposed?

5 (No response.)

6 MR. CHAMBERS: It passes. Todd Clark
7 will introduce the open forum at this time.

8 MR. CLARK: All right. We have a
9 number of topics to be discussed. And
10 (inaudible) come to the microphone and
11 introduce your topic. You will have to turn on
12 the microphone, I believe, and allow it about
13 two seconds before you speak and (inaudible)
14 the audio.

15 But the first topic is coaching
16 contact. And that was -- was that by -- Ryan
17 McGinnis of Kimberly.

18 MR. MCGINNIS: Ryan McGinnis at
19 Kimberly. The Fox Valley Association has
20 discussed and would like to see contact days
21 expanded throughout the school year so a sport
22 could use them any time throughout the school
23 year, not just in the summer.

24 Our conference coaches felt like it
25 worked really well when we were given those

1 days during the pandemic. We think it makes
2 sense to make it school year -- or school wide
3 that we can use those five. Thank you.

4 Actually, I'm going to add one thing.
5 So what we plan to do is send each conference
6 information on that and then a petition, get a
7 petition signed, to have ten percent of the
8 membership. And then if we get ten percent
9 signatures, we'll bring it to this meeting next
10 year.

11 MR. DOW: Thank you, Ryan. Yes. This
12 would be a constitutional change. And, much
13 like those that we are voting on later yet this
14 morning, a change of constitution must come
15 through the representative process, which will
16 be voted on as soon as next year's annual
17 meeting if approved at that particular level.

18 So thank you, Ryan. Appreciate that.

19 MR. CLARK: Moving on to the next
20 topic of code violations and participation.
21 And that was submitted by Brittany Spencer
22 Grant. Brittany, if you want to come to the
23 microphone and introduce that

24 MS. SPENCER GRANT: Thank you. I
25 would ask that the WIAA and our membership

1 please take a look at the language regarding
2 code violations and how those are enforced when
3 it plays into the tournament series. You know,
4 we always apply our code as written with the
5 designated number of competitions to be served.

6 However, if any one of those
7 competitions is during the tournament series,
8 that individual is no longer able to
9 participate. So it could be a three-day
10 violation. Could be (inaudible) game depending
11 on the sport. Thank you.

12 MR. DOW: Thank you, Brittany. I'll
13 answer that one as well. There are three
14 different types of suspensions within our
15 membership, NFHS and season regulations as well
16 as academic and code of conduct, which Brittany
17 just mentioned.

18 If an athlete is ejected from a game
19 or serving an academic suspension, they can
20 return once that penalty is served. A behavior
21 or code of conduct violation, the athlete is
22 out for the entire tournament series, as
23 Brittany explained.

24 Historically speaking, the language
25 for the tournament series is to be consistent

1 for all participating schools. Schools are
2 afforded the opportunity to set their own
3 consequences beyond the one-game suspension
4 that's outlined in our handbook for the regular
5 season.

6 But the membership with this, similar
7 to the felony language, wanted consistent
8 language across all schools for the equal
9 participation. If the membership would like to
10 change this rule of eligibility, it too would
11 need the approval by the membership as a whole,
12 as voted on at this annual meeting.

13 MR. CLARK: Next topic that was
14 submitted was by Nate Werner of Kaukauna,
15 competition versus prep schools.

16 MR. WERNER: Thank you again. Nate
17 Werner, Kaukauna High School.

18 We are asking that the membership
19 consider an amendment to article 2 section 5
20 letter G of the WIAA bylaws. Currently, that
21 bylaw states that a school shall not
22 participate in contests, competitions and/or
23 scrimmages versus an out-of-state school team
24 not a member in good standing with its state
25 high school association.

1 We are asking that wording of that
2 bylaw be changed to the following. A school
3 shall not participate in contest, competitions,
4 and/or scrimmages versus an out-of-state school
5 team not a member in good standing with an
6 NFHS-affiliated association.

7 We are asking for this bylaw change
8 since many states have multiple athletic
9 associations or have a private school
10 association. This bylaw change would allow
11 schools who may not be a member of their
12 primary team association to compete against
13 WIAA member schools. And we are only
14 advocating for competitions involving students
15 in grades 9 through 12. Thank you.

16 MR. DOW: I'll take this one again as
17 well. Thank you, Nate.

18 Currently, our rules require
19 interstate competition to be in good standing
20 with their NFHS state association to ensure
21 that there is a level playing field for all
22 athletes. There are states out there that do
23 not require this level of fairness.

24 This too would be another
25 constitutional change that the membership as a

1 whole would have to take action on. And we
2 will discuss that process a little bit later in
3 this meeting.

4 MR. CLARK: All right. The next topic
5 is dual teams submitted by Mike Thompson.

6 MR. THOMPSON: Good morning,
7 everybody. Mike Thompson, Chippewa Falls.

8 My recommendation is twofold. Number
9 one, to create awareness for duo racing teams.
10 If you haven't seen anything about it, it is
11 when an able-bodied person pushes somebody in a
12 wheelchair that is not able to move.

13 We obviously want to create awareness
14 around the state. We had really good turnouts
15 for us for this particular year. The brother
16 and sister combo are actually freshmen this
17 year.

18 So we do want to create awareness.
19 And if your school is interested in that,
20 please reach out to Chippewa Falls. We'd like
21 to get that going across the state.

22 The second piece is trying to get them
23 to be able to compete for our team, not just
24 participate. As it stands right now, they are
25 able to participate because they are a duo

1 team.

2 We'd like to get the person that is
3 doing the pushing in the duo team to be able to
4 compete if their -- if their scores or times
5 are (inaudible). So please reach out to me if
6 you have questions on duo teams. It's
7 excellent to see these student athletes
8 compete. Obviously, it's a situation
9 (inaudible). Thank you.

10 MR. RIDGEWAY: Thank you, Mike. We
11 have had conversations with NFHS and other
12 states in this matter. In fact, earlier this
13 year we did do a survey with the NFHS on our
14 behalf for 28 states and asked these questions.

15 And out of that survey, 24 of the
16 schools did not allow team participation. But
17 four did allow participation, but not to
18 compete. So one of the main things that was
19 repeated is this, the individual in a
20 wheelchair that was being pushed by another
21 runner constitutes a fundamental alteration of
22 the sport of cross country and would not be
23 allowed.

24 So if the membership does have a
25 appetite to have a separate duo team division,

1 similar to the wheelchair track and field
2 division, we can explore that through the
3 committee process.

4 MR. CLARK: Thank you, LeVar. The
5 next topic of football planning, submitted by
6 David Robertson.

7 MR. ROBERTSON: I'm just wondering if
8 there is a plan to address the increasing
9 number of eight-player teams at schools that
10 have an enrollment of over 200. I'm
11 specifically wondering if there is a two-tiered
12 playoff system in the works or if that's being
13 addressed.

14 MR. SHAFRANSKI: Thanks, David. I'll
15 be glad to respond to that.

16 This past year we received a number of
17 requests from school administrators to take
18 another look at the WIAA football tournament
19 series and consider expanding the 11-player
20 tournament for those teams that aren't making
21 it into the 224-team tournament. First of all,
22 please know that there are no plans to change
23 the existing 224-team tournament.

24 We are only looking for options to add
25 onto the tournament for those teams that are

1 not making the 224. And there will not be any
2 changes this coming year for the 2022 football
3 tournament.

4 We have reviewed options for 11-player
5 with the football coaches executive committee,
6 discussed ideas at area meetings with school
7 administrators this past September, reviewed
8 options at the November WADA athletic directors
9 conference, met again with WIAA football
10 coaches advisory committee, and then shared a
11 lot of these ideas and discussed them with WADA
12 through a virtual meeting this past February.

13 And then we also had the opportunity
14 to present to our sports medical advisory
15 committee where there were no concerns
16 identified with the expansion of the tournament
17 in any way.

18 We have already received over 200
19 responses in a survey that is now being
20 conducted through the Wisconsin athletic
21 directors Google Docs form. So any athletic
22 directors, if you wish to discuss that with
23 your district representatives, they know
24 exactly where that is. And we hope that we can
25 get all schools to provide a response.

1 We're going to leave that survey open
2 through the end of next week. And then what
3 we'll do is take that information and share
4 that with you at the area meetings this coming
5 fall.

6 Regarding eight-player football and
7 the allowance of teams over 200 into the WIAA
8 tournament series, this is a regular agenda
9 item with the football coaches association.
10 And there was discussion again this year on
11 this particular interest -- on this issue.

12 But there was no interest at present
13 for allowing teams with a three-year average
14 enrollment over 200 into the tournament.
15 Neighboring states continue to do the same with
16 some having standards below 200. So the
17 coaches advisory committee has felt the 200
18 enrollment number is quite satisfactory.

19 Any discussion on expansion of the
20 eight-player football tournament model will
21 have to include discussion for reduction of the
22 seven-division 11-player model as well included
23 with that discussion.

24 I would also just add that if anyone
25 is having difficulties with their football

1 program, we've had numerous schools contact our
2 office, myself, and -- to discuss co-op
3 options, playing JV only, moving to
4 eight-player football.

5 Stephanie and I have developed a
6 flowchart with a process in order to provide
7 you with direction and guidance as to how to
8 work through these issues to prevent any type
9 of sanctions from being -- as you know, we'll
10 have conversation later this morning about the
11 four-year sanction that currently exists and
12 the possibility of a two-year sanction.

13 So if anything comes up, please know
14 that our office is open to discussing those
15 issues with you and would love to hear from
16 you. Thank you.

17 MR. CLARK: Thanks. We'll stay on the
18 subject of football, football-only conference
19 realignment submitted by Jeremy Schlitz.

20 MR. SCHLITZ: Good morning, everyone.
21 I'm actually speaking as co-chair of the task
22 force for conference realignment.

23 First, I want to thank the group,
24 thank the (inaudible) conference realignment
25 task force. I want to show some appreciation

1 for this group who volunteers their time to
2 really work (inaudible) athletic directors,
3 principals, and superintendents. So thank you
4 very much for the effort, for doing it.

5 And what I wanted to speak to is, we
6 just finished our third iteration of the
7 conference realignment. We learned a lot of
8 things.

9 Thank you to WIAA staff for its
10 support of the process. And I think what we
11 really learned is it takes all of us to have
12 these conversations.

13 So I wanted to make sure today
14 everybody understood as we segued to the
15 football discussion, conference realignment
16 next year could potentially impact every one of
17 you sitting here as we see the changes of
18 eight-player football co-ops and teams dropping
19 football.

20 As soon as a football team leaves a
21 conference and no longer offers that same level
22 of sport, we're kind of directed that we need
23 to keep eight-player paired seven and paired
24 six conferences to exist to satisfy the
25 athletic requirements. That means even though

1 you are thinking your group of eight may be
2 affected or your group of seven, it is very
3 possible that that will happen during the
4 realignment process next year.

5 And I really encourage all of you to
6 start having discussions, not only within your
7 conference, but around your surrounding
8 conferences to anticipate whether changes are
9 coming, so we can get everybody's feedback and
10 make sure the process is as genuine and as
11 effective as possible. So thank you all for
12 your participation (inaudible).

13 MS. HAUSER: If I can just add,
14 please, I want to thank Lance Bagstad and
15 Jeremy for being the co-chairs of that
16 committee right now and especially the group of
17 people that put this process together. You
18 know, this was something that the membership
19 spoke loudly and clearly to all of us in the
20 office, that they just felt that the previous
21 process wasn't working well.

22 This new process is outstanding. Its
23 member driven. It is -- it helps to take some
24 of the emotion out of conference realignment.

25 And, truly, we're entering into, I

1 think now, our fourth cycle of this new
2 process. Each year it's gotten a little
3 better, a few more wrinkles ironed out.

4 So those of you who have been through
5 that process, you've been very candid with us
6 about where you saw some pitfalls, where you
7 saw some areas for improvement and
8 opportunities for growth. And you've embraced
9 that and made it better each and every year.

10 So thank you again to those of you who
11 volunteered -- yes, they volunteered -- to be
12 part of the conference realignment task force.
13 And we look forward to another healthy and
14 robust discussion about football realignment
15 this fall.

16 MR. CLARK: Thank you. And the next
17 topic is game maximums. And that was Ante
18 Udovicic.

19 MR. UDOVICIC: Good morning,
20 everybody. It kind of goes hand in hand with
21 the (inaudible) topic that Mike Daniels will be
22 bringing up about the spring sport start dates.

23 But right now things are miserable
24 every single spring for spring sports, except
25 for last year when we started later. And I

1 think that that is something that we absolutely
2 have to consider discussing, and not only
3 discussing but moving on, to delay the start of
4 our spring sports.

5 Obviously, indoor track is something
6 that can go on. But trying to play baseball
7 and softball, tennis and soccer and golf in
8 March, it just doesn't exist unless you have a
9 very lucky stretch and you have artificial
10 turf.

11 I think the number of games that we
12 schedule -- I scheduled -- for the first time
13 in my 19 years, I scheduled 26 softball games
14 this year. I never scheduled 26 before because
15 I never -- I knew we would never get 26 games
16 in.

17 Trying to get this spring season in is
18 an absolute nightmare. I literally have not
19 been to a single game -- whether it's JV-2,
20 whether it's varsity, whether it's JV, I've not
21 been to single game where the conversation
22 immediately with an umpire, with a coach, with
23 a player, with a parent, hasn't started with,
24 why are we doing this? This is awful. It is
25 not fun.

1 And I understand the problem with the
2 switch from summer baseball to spring baseball
3 stemming from the concern that some of our top
4 players were playing club ball. And they would
5 not play summer baseball for their high schools
6 because they had to play club ball.

7 We have a lot of smart people in this
8 room. I think we can get together a committee
9 to look at the start dates of our sports, in
10 particular spring.

11 And we can look at options that come
12 up with creative thinking outside of the box
13 where we have -- there's showcases all the
14 time. We have them for football.

15 Let's come up with some spring
16 sports-related things that we can do that could
17 help get parents to realize, I don't have to
18 pay \$10,000.00 a year for 12 years for my kid
19 to get the hopes of getting a \$12,000.00-a-year
20 scholarship for four years.

21 We want kids to be involved in our
22 high school sports. But if a handful of kids
23 decide that they don't want to do it because
24 they aren't going to be able to play what they
25 think they aren't going to be able to do and

1 play college ball because they are going to
2 miss out on these club opportunities, we can
3 come up with options that might reduce the
4 number of games that we're playing.

5 But aren't we doing that anyway? I
6 think at best -- our softball schedule this
7 year where we have 26 games, at best we are
8 going to finish with 19. Our baseball
9 schedule, the only way we're getting games in
10 is by having five-inning double headers.

11 It's impossible. I'm being told by
12 our signers, don't bother scheduling any
13 lower-level make-ups if it rains out. We will
14 not have umpires.

15 The number of issues that we have in
16 the spring sports dwarfs the issues that we
17 have in the other sports. And it makes a lot
18 of people say, I don't know how much longer I
19 want to play this sport because this isn't any
20 fun.

21 If we delay it, it at least gives us a
22 better chance, like we saw last year, that
23 things are going to be more enjoyable for our
24 kids. Thank you.

25 MS. HAUSER: Mike Daniels, do you want

1 to come to the mic? Is there anything you'd
2 like to add to that? Because this ended up
3 being fairly similar to what you had requested.
4 So I'd invite you up now as well.

5 MR. DANIELS: Good morning. Mike
6 Daniels, Slinger High School.

7 The pandemic and the protocols that
8 followed brought a lot of unintended
9 consequences. And some of them were positive.

10 Last year our season started later. I
11 think it was a more enjoyable experience for
12 everyone involved. We got the majority of our
13 games in. And beyond that we had very few
14 cancellations.

15 This year we started our season
16 traditionally, back in March. Golf courses
17 remained closed. Our baseball and softball
18 teams didn't play for two, sometimes three,
19 weeks. We had miserable experiences playing in
20 the sleet and snow.

21 I also bring up track. Is there truly
22 a venue for indoor track? Because not many of
23 us have even a 200-meter indoor venue to
24 compete in.

25 Have we considered following last

1 year's model or an adaptation of it? Could we
2 do that moving forward? Have we considered
3 starting spring sports a little bit later,
4 maybe considering a statewide spring break
5 where we would follow starting the sports after
6 that?

7 We did this last year. We did it at
8 the drop of a hat. There's a lot of great
9 people in this room. And we're able to think
10 on the fly. We did it last year. I challenge
11 us to do it again.

12 I am tired of battling Mother Nature.
13 As Ante said, it's a battle. She's proven to
14 be the winner. And I just ask that you would
15 consider an adaptation and stop this
16 Groundhog's Day madness.

17 MS. HAUSER: Oh, Mike, you said it --
18 you said it well. She's winning. She sure is
19 winning.

20 Couple key pieces that I took out of
21 both of your comments. One, if we go back to a
22 year ago right now and when we announced the
23 new schedule due to the shift because of the
24 pandemic, we got so much push-back in our
25 office about jobs, about vacations, about

1 travel ball. How could you push the season two
2 weeks deeper in the summer? This will never
3 work.

4 Well, it did work. And we made it
5 work because, all of you know, we just -- we
6 showed an unbelievable resiliency on being
7 flexible and just finding a way to get it done.

8 Now we fast forward to now, and we are
9 reminded so cruelly about what it's like when
10 we start so early. And so I have heard these
11 comments from numerous people.

12 I was at the softball coaches
13 association clinic a month ago. I was at the
14 basketball coaches association last week. They
15 were even talking about spring sports, those
16 kids.

17 So I think it is a conversation we do
18 need to revisit. But you're going to have to
19 ask yourself, does it mean that we do want to
20 go back to how we did it last year, so two
21 weeks deeper in the summer?

22 Or do we want to have a realistic
23 conversation about condensing the spring or
24 condensing the tournament series, help finding
25 a way to not push so deeply into the summer.

1 And then with that, would there come a
2 reduction in the maximum number of games that
3 we have these kids playing as well?

4 Because realistically, you know,
5 unless Tom Joyner is your softball coach,
6 you're probably not going to get 26 games in
7 every single year, like we always did at SPASH,
8 because Tom found a way.

9 So I think that is a conversation that
10 absolutely needs to happen.

11 The second piece that was talked about
12 is forming some type of committee to look at
13 maximum number of games, maybe the start dates
14 as well. As our board has expressed many times
15 over, as soon as one sport comes forward with a
16 couple extra games, what happens is it's a
17 domino effect. Then this sport wants more
18 games, and this sport wants more games. And it
19 just -- it's a continuous cycle of more and
20 more and more.

21 And at some point you have to ask
22 yourself, you know, are -- quality over
23 quantity. Quantity is not always the better of
24 the two.

25 So I do think that that might be a

1 good idea, to establish a committee. And,
2 again, I've heard that from board members as
3 well. Can we establish some type of a group to
4 objectively look at maximum games and
5 potentially late start and finish of season?

6 So this is a topic we will be talking
7 about at the area meetings with all of you next
8 fall. Thank you for your comments.

9 MR. CLARK: Next up on the topics is
10 seeding electronically. And that was submitted
11 by Al Holzheimer of Sheboygan.

12 MR. HOLZHEIMER: Thank you. Just
13 personally, I feel that the electronic seeding
14 is a positive thing, just asking for possibly a
15 few tweaks with that.

16 We understand what the factors are.
17 Just how are they weighted, though? That seems
18 to be a big question among the people in our
19 conference.

20 Can this be displayed on a weekly
21 basis? I know some states use the Dunkel
22 rating. Essentially, every week you know where
23 you stand as the weeks progress in the season.

24 And then head to head being a factor,
25 I know in our regionals, you know, a seventh

1 seed lost to an 11th seed twice. And yet there
2 was still that disparity there.

3 And previously when we had our coaches
4 meet together, head to head was one of the
5 determining factors. And it doesn't seem to be
6 a factor now. So that's my suggestion. Thank
7 you.

8 MS. PETERSON ABIAD: Thanks for
9 bringing that up. We had a lot of
10 conversations. I had a lot of conversations
11 about electronic seeding over the past few
12 months.

13 And I just want to kind of give you a
14 little bit of a historical perspective. There
15 were about 12 to 15 coaches that were involved
16 in the initial discussions about what was to be
17 used in the formula for the electronic seeding.

18 And then at that point after
19 identifying those things -- and head to head
20 was one of those -- one of those items -- we
21 made a smaller committee. And that committee
22 used three years' of data that was provided to
23 us by Travis Wilson.

24 And we ran different formulas with
25 different weights through the computer and

1 tried to adjust it in such a way that it
2 would -- it would come out the way the
3 tournaments came out in the previous years or
4 even try to be, you know, close to how the
5 coaches had seeded.

6 And with anything, when you put in
7 one -- you know, one different factor or take
8 it out, it changes other things. So with head
9 to head, we found that it was really skewing
10 some other -- other areas and causing more
11 actual problems than it helped.

12 So, I guess, the biggest picture here,
13 I want to say, is that we're -- this committee
14 tried a lot of different things and ran a lot
15 of different scenarios through -- through the
16 computer. We in the end came up with six
17 criteria, which were printed in the season
18 regulations or in the tournament procedures so
19 everyone can see.

20 I had a lot of questions about, what
21 were the criteria? And they were in there.

22 The exact weights that -- the original
23 committee determined that they would not reveal
24 the exact weights. And one of the reasons for
25 that was there was a feeling that knowing the

1 exact weights could hurt some of our member
2 schools as far as scheduling games. And so we
3 don't -- we don't want teams technically just
4 playing the system.

5 We -- just like you did when you did
6 face-to-face seeding, you do your best to
7 create a schedule. And you don't know what the
8 coaches are going to decide or how they're
9 going to vote. But you try your best to create
10 a schedule that makes you as competitive as
11 possible.

12 So there has not been any discussion
13 about revealing the weights of the formula from
14 the coaches advisory or from that committee.
15 However, this year at the coaches advisory it
16 was proposed that we have two different times
17 during the season when the -- the RPI, so to
18 speak, is posted for all of the state coaches
19 to see.

20 I'm speaking only of basketball here.
21 I think this question was in regards to
22 basketball and not the other sports that
23 electronically seed.

24 The committee will review. I have 33
25 pages of e-mail information that many of you

1 have provided me with where the -- where the
2 formula maybe didn't work or you didn't feel it
3 worked in a certain area.

4 And so we will take all of that
5 information and, you know, look at those areas
6 and see if some of that can be corrected. I
7 would say that it seemed -- the formula seemed
8 to work better for the teams that were on the
9 top of the standings than it did for the teams
10 that were middle and below. And so we'll take
11 a good look at that as well.

12 As you know, this is the first year of
13 the electronic seeding. And we have heard a
14 lot of positive feedback. So making a few
15 tweaks hopefully will make a few more people on
16 board. Thanks.

17 MR. CLARK: Thanks, Kate.

18 We're going next into the shot clock
19 in basketball submitted by, again, David
20 Robertson of Algoma.

21 MR. ROBERTSON: Yeah. So, again, it's
22 a two-part question. Number one, is a shot
23 clock -- is it coming down? And the second
24 question is, how do changes at the NFHS affect
25 our association rules?

1 MS. PETERSON ABIAD: So for the shot
2 clock, the national federation, in May of last
3 year, voted to allow states to use the shot
4 clock. They did not pass -- one of the
5 proposals was to pass the shot clock
6 nationally. It did not pass.

7 But they did pass a rule that allowed
8 states to adopt the shot clock. In the months
9 that followed, only two states in the last
10 eight months have adopted the shot clock. We
11 had eight states previously with the shot
12 clock.

13 Now we will have two more starting in
14 this coming season, 2022-'23. Those two states
15 happen to be very close to us, Iowa and
16 Minnesota. So I know that that also, you know,
17 brings more attention to the use of the shot
18 clock.

19 Our office will be sending out a
20 statewide survey and asking school districts to
21 please let us know where you stand on the shot
22 clock. We will need one vote out of each
23 school district.

24 And in the past we've heard from the
25 coaches. We heard from the athletic directors,

1 maybe heard from, you know, the
2 superintendents. And everybody feels a little
3 bit differently.

4 So we're asking, and we will be asking
5 in the very near future, where you stand as a
6 community so we can get a feeling for whether
7 or not this is a road we're going down in the
8 near future.

9 And I didn't catch the second part of
10 your question.

11 MR. ROBERTSON: How do changes at the
12 NFHS level affect our association (inaudible)?

13 MS. PETERSON ABIAD: So we like to be
14 in compliance with the NFHS. And I think right
15 now basketball might be the only sport that is
16 out of compliance because we play halves
17 instead of quarters.

18 The national federation allows us to
19 either use or not use the shot clock. So it
20 will not affect us at all if we start using the
21 shot clock or if we do not. Thanks.

22 MS. HAUSER: Todd, I'm just going to
23 add one thing to that. I think just to kind of
24 piggyback on Kate's comment about at the
25 national level, if we are out of compliance

1 with regard to national federation rules, we do
2 not get a voice at the table when it comes to
3 voting on rule changes in that sport.

4 So currently we are still out of
5 compliance in the sport of basketball. But
6 previous to this decision, those eight states
7 Kate mentioned that were using the shot clock,
8 they were out of compliance.

9 Now that the national federation has
10 allowed it to be an adaptation by states, we
11 would not be out of compliance with respect to
12 shot clock if we go in that route. We would,
13 however, still be out of compliance with
14 respect to playing in halves versus quarters.

15 Is that accurate, Kate? All right.

16 Thank you.

17 MR. CLARK: We have already addressed
18 spring sports starts in a earlier topic. So we
19 will move on to the next topic, which is
20 tournament assignments. And that was submitted
21 by Al Holzheimer.

22 AL HOLZHEIMER: Again, just the -- the
23 regional brackets that come out -- that came
24 out recently, I know we submit our intended --
25 our enrollments in September. We get a notice

1 saying, these are the numbers for October.

2 Just wondering if that can be an
3 earlier date. (Inaudible) sites may not be
4 able to be approved at that time. But just,
5 again, just some help for nonconference
6 opponents in scheduling people in your regional
7 brackets. So that's all (inaudible).

8 MR. RIDGEWAY: Thanks, Al. We had
9 some requests similar to this, and we have also
10 received requests to (inaudible). For the
11 earlier pairings coming out, there are some
12 roadblocks to that, one being the application
13 to apply for a co-op team right now and the
14 deadline for that.

15 Secondly is the potential of teams
16 breaking away from co-op. And then lastly
17 would be the member schools given the
18 opportunity to potentially not be tournament
19 eligible or opting out of the tournament
20 series.

21 Those things help us accurately get
22 some regional and sectional pairings. But
23 we're definitely open to conversations on that.

24 MR. CLARK: The next topic is track
25 and field divisional placements. And that was

1 submitted by, again, David Robertson.

2 MR. ROBERTSON: I'm just going to move
3 my chair over here. Actually, just I think it
4 was three years ago. Sorry. I don't have the
5 timeline exact. But there was division -- the
6 divisions of the track and field were revised.

7 And then COVID hit, and everything got
8 all changed. I'm just wondering if that is --
9 if it's going to sunset or if it's being
10 revisited or if you can just update us on where
11 the division revisions are.

12 MS. PETERSON ABIAD: Yeah. It's been
13 a -- it's a little bit confusing, the track and
14 field. It has been pushed back a couple of
15 times.

16 It was originally proposed in 2018 to
17 re-division the track and field. And the
18 sunset clause was after two years. So it was
19 going to be used in 2019 and 2020 season and
20 then check all the data from that because they
21 are trying to make sure that each division has
22 a similar amount of entries and filling their
23 entries.

24 At the end of the 2020 season, after
25 the two years were supposed to be discussed, we

1 actually didn't have a 2020 season. So we
2 still only had one year of data that was from
3 2019.

4 So the coaches advisory proposed that
5 they -- that we push the sunset clause back one
6 year. And so 2021 data was to be used and then
7 see how that reflected.

8 But then the 2021 participation
9 numbers were extremely lower than they had been
10 in the past. And so there was a feeling that
11 we just hadn't bounced back from COVID and that
12 the data was not really usable, so to speak.

13 So they proposed again that we extend
14 the sunset clause, and that was granted. So
15 now the timeline is this year will be the last
16 year of gathering data.

17 But the thing about track and field is
18 that they don't -- the coaches advisory doesn't
19 meet again until the following year when -- so
20 this year, in 2022, we'll have the data. They
21 won't meet again until 2020 -- or late in the
22 fall of 2022.

23 And their -- any proposal that they
24 make at that time will not be implemented until
25 2024. So that would be the first time that you

1 see a change, is in 2024.

2 Now, I can tell you that the three --
3 the three options are, one, to keep it the way
4 it is right now. And they would have to
5 vote -- make a proposal, and it would have to
6 go through to keep it. Otherwise, it
7 automatically reverts back to the way it was.

8 And then the third option is for them
9 to come up with another proposal entirely and
10 see if it passes. If it doesn't pass, we
11 revert back to the way it was before. So that
12 should be coming down next fall.

13 MR. CLARK: And the final topic
14 submitted for open forum is about WIAA
15 membership and submitted by Shawn Groshek.
16 Shawn.

17 MR. GROSHEK: Thanks, Todd. Shawn
18 Groshek, athletic director at Amherst, also
19 WADA president elect.

20 I'm speaking to the membership. First
21 off, thank you for being here today, taking
22 part in this forum, this annual meeting.

23 This membership is very important to
24 all of us. And by all of us, I mean each and
25 every single one of us.

1 The topics that come up, whether it be
2 the seasonal length, game maximum, whether it's
3 hockey divisional placement, whether it's the
4 shot clock in basketball, we all have our
5 thought processes. We all have our ideas of
6 what is best for us.

7 When these topics come up and the
8 membership or the board of control brings
9 forward the topics of -- let's see (inaudible)
10 what do we have on the docket this year? Geez,
11 I'm drawing a blank.

12 Well, I'll go back -- I'll go back to
13 Brian Miller. Brian Miller, District 2 Wausau
14 West, brought up a very good conversation on
15 the smaller schools not having an issue with
16 girls division or hockey divisional placement,
17 the smaller schools saying, well, it's not --
18 it's not about me. We don't have hockey. It
19 doesn't matter.

20 But it does because we're all one when
21 it comes to the membership of both WADA and
22 also the WIAA.

23 When we are talking about competitive
24 equity -- that's the one I was thinking of;
25 that was it. Brain fart. Competitive equity

1 comes up. Division 1 and division 2 schools
2 think, it doesn't affect me.

3 Yes, it will affect you. You have to
4 have -- we need to come to this as a whole. We
5 cannot just think in our -- our own little
6 corner of the world that it might be.

7 (Inaudible.)

8 With that being said, just take
9 anything that comes to this -- to this mic,
10 that comes from the board of control, the
11 WADA -- the WIAA executive staff, the WADA
12 board, anything that comes out, thoroughly
13 think it through, and give your -- and voice
14 your opinion, whether it be positive or
15 negative.

16 Don't take the neutral stance because
17 the neutral stance gets us in a spot where we
18 just keep seeming to be spinning our wheels.
19 Thank you.

20 MS. HAUSER: Thanks, Shawn. If I
21 could echo what he just shared with you, it
22 would be that, certainly, we understand that
23 you have a lens you're looking through, where
24 your school is located, your school size, just
25 the demographics. We understand that there are

1 going to be certain items you are so much more
2 passionate about than others because your kids
3 and your communities are the ones you serve
4 first and foremost.

5 But I believe what Shawn is asking of
6 this membership is to remember that we are part
7 of a membership. And truly, no matter what
8 decision comes before you, it's really your
9 duty as a member to think it through and ask
10 yourself, is it a good decision for
11 education-based athletics, period.

12 Whether it specifically really, you
13 know, appeals to you in your schools, I
14 remember sitting in this -- sitting in one of
15 your chairs in 2014 when the competitive
16 balance conversation came forward and we had a
17 vote. And so often I heard, well, you are a
18 division 1 school. It didn't apply to you.

19 Well, certainly, not nearly as much as
20 it did to other schools. But I cared. I cared
21 because I was part of the membership. And I
22 listened to what other people had said and what
23 their concerns were.

24 So we were prepared to make a vote
25 that day. We were prepared to vote yes, even

1 though it really didn't impact us at SPASH. We
2 knew that it impacted the membership in certain
3 pockets maybe more than others.

4 So I thank you, Shawn, for your words.
5 And I echo that. And all of you being here
6 today tells us that you do believe, and you do
7 engage in this membership. We appreciate you
8 being here. Thank you.

9 MR. CHAMBERS: Thank you to everybody
10 for bringing forward your thoughts and
11 questions to hopefully make things better for
12 the student athletes that we represent.

13 Mel Dow will now present the
14 amendments, and Eric Dziak will facilitate the
15 voting process. Cora Dillion of Necedah and
16 Jeffrey Dorschner of Crivitz are the WADA
17 representatives that are serving as vote
18 verifiers today.

19 Following each amendment presentation
20 by Mr. Dow, we will ask for a motion and a
21 second. Please go to the microphone, and state
22 your name and school when doing so.

23 MR. DOW: All right, folks. Again,
24 welcome, and thank you for your participation
25 in today's meeting.

1 Before we get started, we want to take
2 a quick moment to make that sure everyone who
3 will be voting today has had the opportunity to
4 log on and has reviewed the voting procedures.

5 The pandemic provided us with many
6 opportunities to find new ways to accomplish
7 tasks. And one of those will be our voting
8 procedures. As outlined on page 5 of the
9 electronic copy of the meeting agenda, all
10 votes will be cast by electronic ballot.

11 As communicated via email over the
12 last two weeks, each member school has been --
13 identified a voting delegate who has access to
14 the electronic ballot. If you have not done
15 so, please now log onto the WIAA website and
16 access the annual meeting voting tab.

17 If you need assistance, please let one
18 of our staff that's in the room know so they
19 can assist you. It's crucial for us to be able
20 to accomplish this vote.

21 As you're logging on, we wanted to
22 review with you real quick how our rules are
23 changed. As we get ready to go over the
24 proposed constitutional, bylaw, and rules of
25 eligibility changes, it's a good time to review

1 how our membership rules are changed.

2 Essentially, there are four ways that
3 these changes can be initiated, all of which
4 culminate at our annual meeting, which we are
5 at here today.

6 The first two initiate through the
7 committee process, which is outlined in the
8 graphic that I hope is going to come up onto
9 the screens. The advisory counsel or board of
10 control may originate an amendment from the
11 work of the coaches advisory, sports advisory,
12 medical advisory, officials advisory, and so
13 on, as well as those topics that are
14 consistently brought up across the area
15 meetings for the annual grid for amendments.

16 The third is by a petition of the
17 membership, where administrators from at least
18 ten percent of the members submit a petition in
19 writing by the first Friday in January to be on
20 the current year's annual meeting ballot.

21 These first three are presented to the
22 membership 30 days prior to the annual meeting
23 for review and then are voted on at this
24 meeting.

25 The fourth is a motion made on the

1 floor of this meeting followed by a majority
2 vote by those attending. If approved, the
3 motion would then be on the ballot for the
4 following year's annual meeting.

5 All of these are designed to ensure
6 that the membership rules come from the member
7 schools and have the opportunity to be well
8 vetted on various levels before being placed in
9 our handbook. Today is our opportunity to
10 present this year's proposed amendments for
11 your vote.

12 But before we do so, please review the
13 '21-'22 proposed amendments. I want to again
14 draw your attention to page 3 of the electronic
15 agenda where you can see and review the 2021
16 amendments that this membership has approved.

17 So how the voting procedures will
18 work, Willy has initiated it a little bit. But
19 I will present each of the amendments and its
20 rationale and a brief explanation. Once I am
21 done and any questions are answered,
22 Mr. Chambers then will seek a motion and a
23 second from the floor to vote on the amendment.

24 If approved for a vote, we will start
25 a five-minute window for each delegate to cast

1 their vote. At end of five minutes, the
2 ballots will be closed. And, once tabulated,
3 we will report back to you the result of
4 membership's vote.

5 At this time, are there any questions?

6 (At this time, many people in
7 attendance began saying that there was
8 no internet.)

9 MR. DOW: So we all have data plans,
10 correct?

11 (Inaudible comments.)

12 MR. CHAMBERS: We're going to take one
13 second here to double-check on where the Wi-Fi
14 is. We'll take a five-minute break to give us
15 an opportunity to check on what the status is
16 of the Wi-Fi, and we will start the procedures.

17 (Recess taken.)

18 MR. DOW: So we are a room full of
19 athletic directors. And we have all had that
20 situation where it's about to be game time and
21 something comes up, and you got to huddle. And
22 so we're good at that. We're really good at
23 that. And this spring it's very clear that
24 everybody has adjusted.

25 The Wi-Fi that we were assured is

1 going to be strong enough for us in order to
2 have this technology work for us has failed us,
3 just like Mother Nature has failed us a couple
4 times so far this spring.

5 So we're going to make (inaudible).
6 Okay? So here is going to be our adjustment.
7 Okay. We have checked with our
8 Parliamentarian. Okay?

9 And what we are going to do for each
10 one of these amendments and each one of these
11 votes, we are going to do a stand vote. Okay?
12 Very similar to raising one hand.

13 If it is overwhelmingly, okay, one
14 direction or the other, that motion passes or
15 fails, that is how it's acted on. If it is
16 indecisive based upon the stand vote, then at
17 that time then we will go to a roll call vote,
18 okay, based off a motion and a second from the
19 floor. It is -- it is the adjustment that we
20 make, much like going for two five-inning
21 double headers.

22 Now, one point of clarification, each
23 school is still allowed only one vote. So if
24 you did come with multiple individuals from a
25 respective school, again, one person can stand.

1 Are there any questions about the procedure at
2 this point in time?

3 UNIDENTIFIED SPEAKER: If we have
4 access, can we vote mobilely?

5 MR. DOW: No. We will not be using the
6 mobile. We will not be using the mobile
7 because (inaudible). Any other questions?
8 Yes.

9 UNIDENTIFIED SPEAKER: Do you have to
10 be here to vote? What about the people that
11 are viewing from home right now?

12 MR. DOW: They can vote virtually.
13 Those that are not here can still vote
14 virtually. All right. Assuming that they have
15 internet access.

16 Yes?

17 UNIDENTIFIED SPEAKER: Can we
18 consider, since that happens, voting virtually,
19 that we talk through it and give it a time
20 period that we all can have one (inaudible)
21 vote virtually after the meeting. (Inaudible.)

22 MR. DOW: We can. But the challenge
23 is, is that we have a defined window in order
24 to have the ballot open and closed.

25 And the other part about it is that

1 those that were attending the meeting here in
2 person and virtually only have a defined amount
3 of time to make that vote. Those that were not
4 attending in person or virtually are not
5 allowed to vote.

6 Any other questions from the floor?

7 All right. Ready to get to down business.

8 First, constitutional amendments.

9 Amendment number 1, membership admission,
10 article 3, membership, section 2.

11 Note number 2, when an existing school
12 district expands to create a new high school,
13 all membership rights are afforded to the new
14 school, and the requirements in B, C, and D
15 will not apply, i.e. a single school splits
16 into two separate schools.

17 Brief explanation, this change would
18 add a second note to the section that would
19 clarify that when existing school districts
20 expand to create a new stand-alone high school,
21 they will not be subject to the probationary
22 period.

23 Rationale for this amendment, it
24 provides an existing district that is expanding
25 membership rights for all schools.

1 Justification for this amendment, a
2 school that is in good standing and splits its
3 attendance should be afforded the same
4 privileges at all schools immediately. An
5 example of this, obviously, as we know with Sun
6 Prairie becoming East and West.

7 This amendment was supported by the
8 sports advisory 14 and 0, the advisory council
9 16 to 0, and board of control 11 to 0.

10 MR. CHAMBERS: Do we have a motion to
11 approve article 3, section 2 amendment?

12 MR. MILLER: So moved, Brian Miller,
13 Wausau West.

14 MR. JIROCKY: Jon Jarocki, Regis.

15 MR. CHAMBERS: It is moved and
16 seconded to approve article 3, section 2. All
17 those in favor please stand, again, one member
18 per.

19 All those opposed, please stand at
20 this time.

21 MR. CHAMBERS: It seems pretty clear.
22 It passes. Article 3, section 2 passes.

23 MR. DOW: Nice work, team. Appreciate
24 it.

25 Okay. Amendment number two,

1 withdrawing from a conference. Article 4,
2 powers and duties of the board of control,
3 section 10 conference alignment.

4 Member schools that voluntarily
5 withdraw from their WIAA assigned conference in
6 a sport without conference approval shall be
7 removed from the conference schedules in that
8 sport for two years following the withdrawal.

9 Brief explanation, this change would
10 make the penalty for withdrawal from a
11 conference to be uniform for all sports.
12 Removes the penalty for all sports and applies
13 it for just the sport that is withdrawing, as
14 well as reduces the penalty to two years from
15 the previous four years.

16 Rationale, applies a consistent
17 penalty for withdrawing from a conference.

18 A brief justification, it was noticed
19 that a four-year penalty for all sports does
20 not deter schools from dropping from a
21 conference, most evident with football this
22 past year. Was not felt appropriate to subject
23 other sports or genders to one sport
24 struggling, as well as not to penalize those
25 kids who are yet in high school at the time of

1 a program dropping.

2 This amendment was approved by sports
3 advisory 14 to 0, advisory counsel 16 to 0, and
4 the board of control 11 to 0.

5 MR. CHAMBERS: Do we have -- excuse
6 me. Do we have a motion to approve article 4,
7 section 10?

8 MR. SCHULTZ: Cody Schultz, Fall
9 River.

10 MR. BACKSTAT: Lance Bagstad, Arcadia.

11 MR. CHAMBERS: There's been a motion
12 and a section to -- excuse me. Motion and
13 second to approve article 4, section 10. All
14 those in favor, please stand.

15 All opposed, please stand.

16 And it seems pretty clearcut. It
17 passes.

18 MR. DOW: Amendment number 3,
19 cooperative team deadlines. Article 6 powers
20 and duties of the board of control, section 11
21 cooperative teams. Also corresponding, article
22 1 sports program, section 5 WIAA tournament
23 entry and conference realignment application
24 deadline.

25 This change would clarify that co-ops

1 for football shall meet an October 1 deadline
2 for conference football only realignment.
3 Rationale, eliminates the deadline during the
4 end of the fall season.

5 Justification for this amendment, this
6 initial proposal of the football deadline came
7 from the football coaches advisory to move the
8 date from October 15 up to October 1st to avoid
9 the complexity of the programs' scheduling in
10 and around the playoffs. For consistency sake,
11 for athletic directors in submitting various
12 paperwork in the fall, the executive staff
13 aligned the same date for all conference
14 realignment.

15 This amendment was approved by sports
16 advisory 14 to 0, advisory counsel 16 to 0, and
17 the board of control 11 to 0.

18 MR. CHAMBERS: Okay. We'll entertain
19 a motion to approve article 6, section 11. Is
20 there a motion?

21 MR. ACKLEY: Paul Ackley. McFarland.

22 MR. CHAMBERS: Do we have a second?

23 MS. STOBBER: Jill Stobber.

24 Waterford.

25 MR. CHAMBERS: Thank you. We have a

1 motion and a second to approve article 6,
2 section 11. All those in favor, please stand.

3 Okay. Thank you. You may be seated.

4 All those against, please stand.

5 It passes. Article 6, section 11
6 passes.

7 MR. DOW: Next, we'll be discussing
8 editorials. First section, obviously, the
9 bylaws.

10 Editorial change number 1, article 1,
11 sports program. Adds wrestling for girls in
12 the senior high handbook under the sports
13 offered by the association.

14 Justification, girls wrestling was
15 approved by the board of control but was not
16 added to the senior high handbook. This
17 editorial will make an update throughout all
18 publications.

19 Again, with editorials, it does not
20 change -- it does not change the structure of
21 our membership rules. It's just editorials for
22 better clarity throughout the (inaudible).

23 MR. CHAMBERS: Do I have a motion to
24 approve that editorial change?

25 MR. LEBOUTON: Mike LeBouton, Horicon.

1 UNKNOWN SPEAKER: (Inaudible) Second.

2 MR. CHAMBERS: We have a motion and
3 second to approve editorial change. All those
4 in favor, please stand. Please be seated.

5 All those opposed, please stand. The
6 editorial change passes.

7 MR. DOW: Editorial change number 2,
8 article 2, sports, competition, and practice
9 requirements, section 2(b)1 changes the
10 language of unrestricted to sanctioned school
11 contact days.

12 Justification, the term unrestricted
13 and unlimited in relation to summer contact
14 days more often than not were confusing to
15 member schools. This edit, along with rules of
16 eligibility number 5, is intended to provide
17 relief of this confusion.

18 MR. CHAMBERS: Can I have a motion to
19 approve article 2 section 5 of the editorial
20 changes?

21 MS. STOBBER: Jill Stobber.
22 Waterford.

23 MR. BEIGHLEY: Mike Beighley.
24 Whitehall.

25 MR. CHAMBERS: We have a motion and

1 section -- second on article 2, section 5. All
2 those in favor, please stand. Thank you.

3 Opposed, please stand.

4 It passes.

5 MR. DOW: So I'm going to play my
6 rookie card. We can do all editorials in one
7 vote. So we are going to save you some
8 exercise. And I'm going to go through all the
9 remaining editorials, the bylaws, as well as
10 the rules of eligibility. All right?

11 All right. Editorial change number 3,
12 article 2, school competition and practice
13 requirement section 5(f). Teams may practice,
14 scrimmage, with or against nonschool groups,
15 alumni, city teams, et cetera, at their
16 discretion.

17 Justification, this was outlined in
18 the rules at a glance as a description of the
19 interpretation of the rule where the bylaws did
20 not specify. Provides clarification in both
21 locations.

22 Moving on to the rules of eligibility,
23 editorial changes. Editorial change number 1,
24 article 1, general, section 3(b).

25 According to state law, a public

1 school may use on its interscholastic teams
2 students residing within the district boundary
3 who are bona fide home-based private education
4 students as defined by state law on the same
5 basis and to the same extent as other full-time
6 students at that member school.

7 Justification, adding clarification to
8 what the state law allows removes confusion for
9 those reviewing and interpreting the rule to
10 allow private schools to use homeschooled
11 students.

12 Editorial change number 2, article 2,
13 residence and transfer, section 3(a)7. Note,
14 residence rules still apply.

15 Justification, reminder that in order
16 to have unrestricted eligibility, a student
17 must meet both transfer and residence
18 requirements. Item 7 is a provision this
19 membership approved to allow a student who
20 never participated in a sport, high school or
21 otherwise, eligibility. But the student must
22 also meet the resident requirements of residing
23 with their parents or legal guardian to have
24 that unrestricted eligibility.

25 Editorial change number 3, article 4,

1 amateur status, section 1(a)1. The addition of
2 gift cards into the language of items of
3 violation.

4 Justification, gift cards are the same
5 as cash, where an individual can exchange cards
6 for merchandise and in some cases receive the
7 balance in cash.

8 Also the before-mentioned girls
9 wrestling will be added into this section as
10 well.

11 Editorial change number 4, article 5,
12 attendance and scholarship, section 1(a)3(d).
13 Removes the language, and the three consecutive
14 years starting with grade 10, from the
15 definition of four consecutive years of
16 eligibility.

17 Justification, this second line is
18 redundant with all students having to start in
19 grade 9 before they can start grade 10. Allows
20 for less language to be interpreted.

21 And editorial change number 5, article
22 6, non-school participation, section 2, out of
23 season. Changes the language of unlimited
24 non-school coaching contact to non-school
25 programming contact, excuse me, for those

1 coaches who are not representing their school,
2 but are coaching for an outside organization.

3 Again, the justification, this change
4 also includes the previously mentioned
5 unrestricted to sanctioned school contact days.
6 There are the five summer contact days that
7 each program is afforded and can be used in the
8 same fashion as if the teams were in season,
9 now identified as sanctioned school contact
10 days. All publications will be edited to
11 reflect this new language.

12 Again, the intent was to use words
13 that cannot be mistaken for the others when
14 defining the two contact opportunities for
15 coaching outside of the season.

16 All of these editorials were approved
17 by the board of control on a vote of 11 to 0.

18 MR. CHAMBERS: At this time I would
19 entertain a motion to approve the remainder of
20 the editorial changes.

21 MR. MCCLOWRY: Jim McClowry, Appleton
22 West.

23 MR. MARIEN: Justin Marien, West
24 Allis, with the second.

25 MR. CHAMBERS: This moves and seconds

1 to approve the remainder of the editorial
2 changes. All those in favor, please stand.

3 Opposed, please stand.

4 All the editorial changes are
5 approved.

6 MR. DOW: Thank you, everybody, for
7 your willingness to adjust in that particular
8 situation. We will continue to review our
9 processes and make sure that it's efficient for
10 everyone.

11 One last thing that I want to make
12 sure the membership is aware of so we can
13 better serve you. Recently coming from the
14 ranks of being an athletic director, there are
15 often times where I've looked into the senior
16 high handbook, constitution, bylaws, rules of
17 eligibility, and got lost in the words. Many
18 things seemed redundant, confusing, and so
19 forth.

20 So with the help of WADA, we have
21 identified various WADA members to help us to
22 go over and copy edit the senior high handbook.
23 We are going to be using a independent copy
24 editor to help us to identify those areas.

25 The process started when the athletic

1 directors that were sitting here in this room
2 had an opportunity to go through and highlight
3 certain sections of the senior high handbook
4 (inaudible). The next step is to take that to
5 a copy editor. It will be a yearlong process.

6 Our intent is to be able to provide
7 the membership a more accurate and a more
8 concise document to help you manage each of
9 your athletic programs. So I just wanted to
10 give you an update on that.

11 We will be reviewing how the process
12 is going at the area meetings and hope to have
13 additional information as we prepare for next
14 year's annual meeting. So thank you, everyone.

15 MR. CHAMBERS: Thank you, everyone,
16 for making -- not making me do a roll call vote
17 for all of these.

18 At this time, Mr. Clark will introduce
19 the Spirit of Sport winner.

20 MR. CLARK: Okay. Thank you, Willy.
21 The Spirit of Sport award seeks to recognize
22 individuals who exemplify the ideals of the
23 positive Spirit of Sport, which is the purpose
24 of education-based athletics.

25 To the athletic directors who

1 submitted nominations, thank you for sharing
2 these inspiring incredible stories of
3 perseverance and courage.

4 We want to also recognize the Dairy
5 Farmers of Wisconsin, which has been a
6 tremendous partner with this program in sharing
7 these inspiring stories. Wisconsin's dedicated
8 dairy farm families are honored to support the
9 WIAA Spirit of Sport award.

10 The athletes nominated for this award
11 exemplify the same traits as our proud
12 Wisconsin dairy farmers, perseverance,
13 determination, and a strong work ethic. Over
14 the past several weeks the WIAA has recognized
15 the talent and the Wisconsin finalists for this
16 award.

17 A special congratulations go out to
18 the other three Spirit of Sport finalists.
19 They were Vincent Bellock of Mauston High
20 School, Cooper Perry of Sun Prairie High
21 School, and Nicholas Zitlow of Mayville High
22 School.

23 At this time please join me in
24 welcoming to the stage our 2022 Wisconsin
25 Spirit of Sport award recipient, Jordan Glenn,

1 and athletic director Jeff Sitz from Wisconsin
2 Lutheran High School.

3 We're also happy to have joining us
4 today Jordan's mother, Carlissa Glenn;
5 grandmother, Jacquelyn Mitchell Glenn; and
6 great-grandmother Rose Mitchell.

7 Before we see a short video, here's a
8 bit of background on Jordan's story.

9 On January 9, 2021, during a game at
10 Menomonee Falls High School, Jordan collapsed
11 in cardiac arrest. Fortunately, game
12 management, a police officer, an athletic
13 trainer, and five nurses -- four of them were
14 mothers of Wisconsin Lutheran and Menomonee
15 Falls players -- were in attendance to revive
16 him.

17 Jordan's heart stopped twice during
18 the episode, and each time he was brought back
19 by the nurses attending to him and an AED that
20 was available. By the time paramedics arrived,
21 Jordan was again breathing and his heart
22 beating on its own.

23 Jordan spent three days in recovery
24 and undergoing testing at Children's Hospital
25 in Milwaukee. He was released from the

1 hospital and returned to school and watched his
2 team's remaining games for the '20-'21 season.

3 Jordan was outfitted with a heart
4 monitor vest so doctors could monitor him on a
5 continuous basis. After extensive evaluation
6 at the Mayo Clinic, doctors inserted a
7 defibrillator to regulate and monitor his heart
8 rhythms.

9 He spent the spring and summer of 2021
10 training to return to action with his
11 teammates. And on November 30, 2021 he was
12 back on the court for Wisconsin Lutheran's boys
13 basketball team that included a recognition and
14 celebration of his courage throughout the
15 ordeal of a near-fatal experience.

16 Jordan participated in games
17 throughout this past December. Then, in a game
18 against West Allis Central on January 4, 2022,
19 Jordan lost consciousness and collapsed to the
20 floor again before halftime with complications
21 caused by dehydration. He again received
22 clearance and returned to the line-up and
23 completed the season, playing in 20 games,
24 averaging 12.6 points, 4 rebounds, and 2.4
25 steals per game.

1 Let's watch Jordan's story as reported
2 through the video.

3 (Video played.)

4 MR. CLARK: Jeff, thank you for taking
5 the time to share Jordan's story and your
6 efforts in coordinating everything during this
7 process.

8 We have a couple items to present to
9 Jordan today. First, WIAA Board of Control
10 President Willy Chambers will present Jordan
11 with a certificate of the NFHS (inaudible). On
12 behalf of the WIAA and dedicated dairy farm
13 families of Wisconsin, we present Jordan with
14 the 2022 Wisconsin Spirit of Sport award.
15 Congratulations.

16 MR. CHAMBERS: At this time I would
17 ask that this year's efforts on competitive
18 balance are shared by co-chairs Jordan Sinz and
19 Michelle Guyant-Holloway. Come on up, please.

20 MS. GUYANT-HOLLOWAY: Good morning,
21 everyone. Thank you very much. As stated, my
22 name is Michelle Guyant-Holloway. I'm the
23 athletic director at Wauwatosa East High
24 School. I'm joined here today with Jordan
25 Sinz, the district administrator at Wauwatosa

1 Heights School District -- Wisconsin Heights.

2 Sorry about that. I'm giving you a new job.

3 As stated, again, we are co-chairs
4 with the competitive balance ad hoc committee.
5 We do appreciate the opportunity to provide you
6 with a very brief update on the committee's
7 work as of today.

8 Beginning with a little bit of a
9 background, back in August of 2021, the board
10 of control approved the creation of the
11 competitive balance ad hoc committee. The
12 committee's directive is to study competitive
13 balance, evaluate the divisional placement
14 procedure of post-season tournaments, and to
15 make any recommendations.

16 In creating this committee, the board
17 of control wanted a group that reflects the
18 composition of our membership, including
19 private and public schools; small, medium, and
20 large schools; three levels of school
21 leadership comprising of athletic directors,
22 principals, superintendents, and district
23 administrators. The board also wanted to
24 ensure gender and ethnicity representation was
25 also considered.

1 More than 200 school and district
2 administrators volunteered to serve on this
3 committee. We are grateful to be two of the 24
4 committee members who were selected.

5 The committee has met a total of nine
6 times starting back on December 2, 2021.
7 Central to the efforts of the committee is
8 working with transparency and, accordingly,
9 with a sound process. With that in mind, the
10 committee agreed on a purpose statement that
11 frames the committee's focus.

12 It is, the purpose of the committee --
13 excuse me, the purpose of the competitive
14 balance ad hoc committee is to thoughtfully and
15 intentionally research the association's
16 ability to hold tournament series in which all
17 members feel their school has an opportunity to
18 be competitive. And, based on this research,
19 the committee will recommend option, or
20 options, to the board of control to help ensure
21 all members feel their school has an
22 opportunity to be competitive. This purpose
23 statement and a series of other operational
24 principals frame and guide the work of the
25 committee.

1 We are committed to using data to help
2 lead our work. With that in mind, we have
3 engaged Barrett Analytics to review data so we
4 can be informed by actual numbers. Working
5 with Barrett, we've developed a list of
6 variables to measure their correlation with
7 tournament success.

8 We have asked them to help collect
9 information on sectional and state
10 championships, population density, open
11 enrollment information, transfer student status
12 and data, free and reduced lunch, median
13 household income, and other factors that we
14 felt are important to the conversation. In
15 keeping with our commitment to transparency, we
16 will make this data available to members.

17 We have also reviewed other plans and
18 talked with representatives of various state
19 associations as well as WIAA member school
20 leaders about their proposed plans. To date,
21 the committee has reviewed plans from several
22 states, plans submitted by the WIAA school
23 leaders, as well as a previously-considered
24 success factor plan. The committee has also
25 had conversations with athletic association

1 staff in other states about their current plans
2 and any proposed changes.

3 Using a small-group process, we
4 evaluate the plans with the use of guiding
5 questions, such as, do you see any areas that
6 you believe are a concern for legal challenges?
7 Does this plan create a situation in which
8 schools feel like they have an opportunity to
9 compete?

10 Is this a system that is manageable to
11 administrate? Are there any unintended
12 consequences that you believe could come from
13 this plan? Do you think this plan would work
14 in Wisconsin? Does this plan support the
15 philosophy of education-based athletics?

16 At this time my co-chair Jordan will
17 continue with the remainder of the
18 presentation. Thank you.

19 MR. SINZ: Good morning, everyone.
20 The good news is we're building a new
21 elementary school right now. So we're cleaning
22 out two schools that we're closing. And next
23 year when this comes to vote, hopefully, at
24 this meeting, I should have a couple of
25 overhead projectors and a Scantron machine that

1 you can use to count the ballots.

2 So I think we'll be safe next year.
3 We'll have a level of redundancy. And if the
4 Wi-Fi goes down, we'll have a backup plan when
5 this comes to a vote next year. Because this
6 one may not be able to get voted on by a
7 standing vote.

8 That being said, I just want to thank
9 Michelle. It's been a real pleasure to work
10 with Michelle and the rest of the committee on
11 this process.

12 When the WIAA initially had put out
13 the message about joining, potentially, this
14 committee, it looked interesting. It's
15 something that I've been involved in, in small
16 school districts, large school districts, rural
17 schools. And I volunteered my name.

18 Little did I know at that first
19 meeting that Mike Beighley was going to be so
20 kind to nominate Michelle and I. I kind of
21 looked up when I heard my name. I was, like,
22 I'm not sure that's what I signed up for. But
23 here we are. It's been a real pleasure.

24 So thank you, Michelle. It's been
25 great getting to know you.

1 One of the things we're focused on is
2 engaging, engaging ourselves, engaging the
3 membership. One of the topics of discussion
4 that we had as a group was the fact that, when
5 this was brought up in 2014, we felt as though
6 some further steps should be made by our group
7 now to communicate more clearly. So we've
8 really focused on transparent communication.

9 Part of that process has been getting
10 involved with the Donovan Group, which many of
11 us are familiar with. They specialize in
12 communication. Joe Donovan has just been a
13 tremendous asset to our group as we worked.

14 We've developed a communications plan,
15 and we put information on the website and sent
16 out e-mails after every meeting. Michelle and
17 I have also provided updates on the committee's
18 progress to the board of control and the
19 advisory council.

20 With all those things in mind, I just
21 want you to know how seriously we take this
22 work. We understand the membership has asked
23 for this to be done, and we are grateful for
24 the opportunity to try to represent the
25 membership in this work.

1 However, I can tell you, in the nine
2 meetings we've had, it's been very apparent
3 that the membership is very diverse. And we
4 all come trying to represent the best interests
5 of our students and our communities. So the
6 work has not been without challenges, and it
7 will not be without challenges moving forward.

8 We have three requests for the
9 membership today that I ask you to try to
10 remember as you leave and as you think about
11 this work over the next year.

12 Number one, we as a committee want to
13 be held to a high standard. We are committed
14 to trying to be as transparent as possible. We
15 are trying to have open and positive lines of
16 communication. We want the process to be
17 clear. And we want you to be felt like -- or
18 to feel like this was done with a high level of
19 integrity.

20 Next thing, we need you to engage.
21 All of us have been involved with some level of
22 local politics. I would say in the last couple
23 years local politics have certainly been
24 amplified.

25 We need you as a membership to engage

1 in the process. And we need you to engage
2 before it's too late. So, please, as you see
3 the updates come out from our committee and
4 from the WIAA, please engage in that and offer
5 feedback if you have it.

6 The next piece, and perhaps the most
7 challenging piece for all of us, we need you to
8 keep a broad perspective. I appreciate the
9 words of Shawn Groshek earlier today because it
10 seemed like the perfect segue to this
11 conversation.

12 It's easy for us to look at our
13 individual situation and say, well, I think
14 this is going to be good for me, or I think
15 this is going to be bad for me, or I don't
16 really care because I'm a school of 2,500 kids
17 so I know I'm going to be in division 1
18 forever.

19 We need you to think of this from the
20 membership's perspective. We need you to think
21 about all student athletes, all districts, all
22 communities. We have an incredibly diverse
23 organization.

24 The fact of the matter is that, when
25 this is all said and done, there will be a

1 vote. Or we hope there will be a vote. But we
2 hope you are voting as a member of the WIAA.
3 We certainly understand that you're also
4 representing your school district.

5 Our timeline, our vision to see this
6 work through, as noted, we've done many things.
7 We've had nine meetings. But much work
8 remains. We have scheduled committee meetings
9 throughout the fall or into the fall.

10 It's our goal to present a plan to the
11 board of control in the fall and to share that
12 information at the area meetings in September.
13 Hopefully, after that point the membership will
14 be able to vote on a final plan at the 2023
15 annual meeting.

16 In closing, I just want to start -- or
17 finish this how we started and say thank you to
18 the membership. Thank you for your commitment
19 to your school district, the children that you
20 serve, and to the WIAA.

21 I think all of us understand the
22 importance and the power that school-based
23 activities have. We're only as strong as the
24 membership. And we certainly know there's many
25 other things that challenge the strength of

1 school-based activities. So please engage with
2 the process. Think of the membership as a
3 whole.

4 And we look forward to continuing to
5 share information with you in the upcoming
6 months and at the area meetings in the fall.
7 Thank you very much for this opportunity. And
8 I hope there's much more warm and dry weather
9 ahead for you. Thank you very much.

10 MR. CHAMBERS: Thank you, Jordan and
11 Michelle, for heading up that committee. Thank
12 you to the other 22 members. Can we give the
13 whole committee a round of applause for the
14 effort that they put in?

15 MR. CHAMBERS: Now my understanding is
16 you might want to get really comfortable for a
17 few minutes here. I would ask that Stephanie
18 Hauser present her 2021-'22 director's report
19 at this time.

20 MS. HAUSER: I just want to know
21 (inaudible) this speech. (Inaudible) is this
22 close enough? Can you hear me okay?

23 As our Wi-Fi debacle was happening, I
24 kept thinking about the movie Tin Cup and was
25 looking for the quote. But, of course, it took

1 me a while to get the Wi-Fi to find the quote
2 because of the situation. So I'll just read it
3 to you because it reminds me of this meeting
4 now.

5 Roy says, my whole career, my whole
6 life on the line, I just made a 12 on the last
7 hole of the open.

8 Dr. Molly says, you sure did. It was
9 the greatest 12 of all time. No one is going
10 to remember the open 10 years from now, who
11 won. But they'll remember the 12. My god,
12 Roy, it was -- well, it's immortal. I'm so
13 proud of you.

14 We're going to remember this one.
15 It's not quite the same as what (inaudible)
16 years ago. I can remember that one, too, but
17 it's special for me because it is our first.
18 And I want to thank all of you so much for
19 being here.

20 The membership, thank you for being
21 engaged in the association. You are here
22 because you're an active role in this
23 membership. To our visitors, we appreciate
24 your continued interest as a stakeholder in
25 education-based athletics and also in our

1 association. And we value the perspective and
2 the insight that all of you can provide to us.

3 Today we're going to take a journey.
4 I won't tell you how long the journey is going
5 to be. It will be a suspenseful thing to see
6 who wins. We're going to reflect on where
7 we've been, examine where we are now and
8 discuss the path on which we are heading.

9 Doug Chickering and Dave Anderson are
10 here. They, along with many former WIAA staff
11 and committee members have created a history of
12 an association we are so proud to be associated
13 with. This organization has not only been
14 providing top-quality events that create
15 lifetime memories, but also working extremely
16 hard to uphold the integrity of fair play and
17 other philosophies that education-based
18 athletics is built upon.

19 As you know, Dave, in consultation
20 with the Department of Health Services and the
21 WIAA sports medical advisory committee, led our
22 membership and supported our staff as we worked
23 tirelessly to find a way to offer opportunities
24 for kids when it seemed absolutely
25 insurmountable during the COVID pandemic. I

1 have shared with Dave often that I hope, as he
2 reflects on his career, that his final year is
3 one in which he takes great pride.

4 Now let's take some time to review
5 where we are now. I'll call this the
6 post-COVID-19 era of high school athletics.
7 Certainly, we know it's not over. But we've
8 come a long way since it began. And we are
9 learning how to thrive in this new chapter.

10 We've been resilient. And although
11 some things have not gone back to the way it
12 was -- I'm sorry. Some things have gone back
13 to the way it was, we know there is much that
14 has not and possibly never will. We realize
15 that the WIAA is not alone when we say we are
16 still in full recovery mode, financially,
17 emotionally, and as a culture.

18 As you are aware, change has been
19 prevalent at the WIAA office as well. The
20 retirements of Joan Gralla, Dave Anderson, and
21 Wade Labecki, and our new staff and our old
22 staff, our (inaudible) as (inaudible) calls
23 them, who have new roles, we are working really
24 hard, not only to carry on that torch and that
25 responsibility given to us from those who came

1 before us, but also to seek ways to continue to
2 improve and better serve this membership.

3 Our new and our veteran staff have
4 recommitted to provide you the best possible
5 service. We ask you continue to tell us what
6 you need from us. We are listening.

7 In an effort to be more accessible to
8 the membership, we are opening a satellite
9 office in southeast Wisconsin, an area that has
10 an extremely high concentration of member
11 schools. Assistant Director LeVar Ridgeway, as
12 well as his assistant, Molly O'Brien, in the
13 back, will primarily operate out of that office
14 beginning on May 1st.

15 Once this office space has officially
16 opened and they're settled in, we will make an
17 official announcement to the membership to let
18 you know that this option is available to you.
19 And we encourage schools to take advantage of
20 this new opportunity to have face-to-face
21 conversations, especially if this is
22 geographically more convenient for you.

23 As you heard from Mr. Steavpack and
24 his treasurer's report, we are certainly still
25 in financial recovery mode due to the impact of

1 COVID-19 and due to the fact that we are mostly
2 reliant upon ticket sales. Our staff has
3 turned this threat into an opportunity to hold
4 brainstorming sessions about how to generate
5 revenue in new ways.

6 By doing this, and in conjunction with
7 getting back to allowance of full spectator
8 capacity events we are making great progress
9 toward the financial security that we had
10 preCOVID. In fact, the WIAA board of control
11 has recently confirmed there is no need to
12 continue talking about the emergency
13 implementation of member dues at this time.

14 Certainly, legal fees associated with
15 court cases have slowed our recovery a little
16 bit. But please remember that our current
17 rules do allow for restitution of these legal
18 fees. And our staff has worked with those
19 involved parties to recover dollars on behalf
20 of the membership when appropriate.

21 As we reflect on legal challenges this
22 year, it is important we continue to ask
23 ourselves, what can we all do to keep the focus
24 on the kids? Remember, these are the rules we
25 have all created, and we voluntarily decided to

1 abide by these.

2 These are -- we have well-established
3 processes in place to allow the members to
4 actively engage in conversation in order to
5 ensure that these policies and procedures
6 continue to serve all of our students in the
7 best possible way. If change is what you
8 believe is best for kids, then involve yourself
9 in the process for making change. This is your
10 organization.

11 Now let's shift our topic to licensed
12 officials. This fall we recognize we are in
13 absolute crisis mode with an overall 30 to 35
14 percent reduction in officials numbers.

15 Most would agree that things are still
16 very serious. But the good news is that we are
17 slowly seeing progress.

18 And this has become a topic of focus
19 now for all stakeholders, not just the WIAA
20 staff, but athletic directors, the
21 commissioners and assignors, the coaches, the
22 parents, and the officials themselves. Each of
23 those stakeholders has a responsibility toward
24 making an impact on the situation.

25 We've gathered input from all of you

1 at the area meetings last fall. And we've
2 begun many new initiatives. And we are seeing
3 positive results. We look forward to sharing
4 more with you as we move forward to achieving
5 the goal of ten thousand licensed officials in
6 the State of Wisconsin and to surpass that in
7 the near future.

8 Finally, I'd like to take us on the
9 final leg of today's journey. Where are we
10 headed?

11 Well, the first goal, I know, for our
12 staff is to get through this area meeting and
13 to get through one full year of our new staff
14 working as a team together. As I mentioned
15 before, the direction in which we are committed
16 to heading will be service driven.

17 The following are areas we will be
18 engaging with the membership as we look
19 forward. We've gathered initial feedback at
20 last year's area meetings about current
21 transfer rules. We will continue that
22 conversation. We want to make sure that our
23 current language is serving you and your
24 students as well as you are wanting those to
25 do.

1 Participation in high school programs
2 is a key factor of indicating how successful a
3 student will be at their high school. How do
4 we continue to connect your students with their
5 school?

6 Are there other new sports, such as
7 girls wrestling, and which students are excited
8 about and that we should be exploring the
9 sanctioning of? There are now almost 500 girls
10 wrestling in the State of Wisconsin for their
11 high schools, and we're excited to see those
12 numbers continue to grow.

13 The sport of lacrosse has seen a 19
14 percent increase nationwide. And we're working
15 with an ad hoc group of coaches and athletic
16 directors to present a plan to the board of
17 control for consideration to sanction this
18 sport.

19 LeVar Ridgeway recently met with the
20 middle level advisory committee. They
21 discussed ways to involve more middle level
22 schools in the membership. The committee
23 requests we begin discussing the possibility of
24 hosting middle level culminating events, as is
25 done in some of our neighboring states. Our

1 staff will ask you for your feedback at area
2 meetings next fall.

3 The WIAA works with Hamilton
4 Consulting to help us do outreach to our state
5 legislators. The goal is to build
6 relationships with our elected officials and to
7 help them better understand our organization.
8 Our staff has spent three full days of
9 one-on-one meetings with legislators who are
10 willing to open their doors and spend time
11 listening and learning about the WIAA.

12 I challenge each of you to build
13 relationships with your area legislators.
14 Invite them in to watch and learn more about
15 education-based athletics and the services that
16 you provide to your students to help them
17 understand what makes high school athletics so
18 special and so unique.

19 As you heard from Michelle and Jordan,
20 the work of the competitive balance committee
21 has been impresentive. As they continue their
22 work, I ask that you stay informed, do your
23 diligence as a good member, and be engaged in
24 the conversation.

25 Please use the feedback portal that we

1 provided to you. We are listening. We are
2 watching. And we seek your input on each of
3 their steps. We will continue to be
4 transparent and provide open and honest
5 communication along the way.

6 The 50th anniversary of Title 9 has
7 been a wonderful celebration of the history of
8 girls athletics. Our staff will continue to
9 recognize the magnitude of this event
10 throughout 2022 as well as to continue find
11 other reasons to celebrate education-based
12 athletics.

13 With regard to the sustainability of
14 this organization, we believe that we not only
15 have a duty to continue to support the athletic
16 leaders in our state, but also a duty to
17 establish systems in which we can develop our
18 students as future athletic leaders. We will
19 be working closely with the membership to
20 develop a student leadership component in
21 conjunction with the WIAA.

22 We have a vision as to what this will
23 look like, but we want to gather ideas from all
24 of you as we begin this process. Key factors
25 will be the importance of having a diverse

1 representation of students involved,
2 opportunities for leadership experience at the
3 student level in our association, and
4 involvement of leaders in the sports industry
5 to expose these young people to the many career
6 opportunities available beyond just their hopes
7 and dreams of being a professional athlete.

8 Name, image, and likeness is a topic
9 that's been brought to light with recent
10 changes in the NCAA. Through conversations
11 with our other state associations, we are
12 doubtful that our current membership policies
13 regarding amateur status are sustainable in the
14 current legal and legislative environment.

15 As a result, we are taking intentional
16 steps to begin conversations with the
17 membership in an effort to see if there is a
18 way that we can educate, support, and protect
19 high school student athletes who seek to gain
20 from their name, image, and likeness, while
21 also striving to preserve the integrity of the
22 foundation upon which education-based athletics
23 is built.

24 That is a challenge. We are working
25 closely with other state associations as we

1 navigate through these very uncertain waters.

2 In support of these visionary
3 initiatives and as our financial situation
4 returns to solid ground, we have begun
5 discussions with staff and with the board of
6 control about hiring additional staff. Due to
7 the dire situation at the time of Joan Gralla's
8 retirement, that position was not filled. And
9 now we are able to realistically begin planning
10 for returning to full capacity so that we can
11 do our best work for you.

12 Wow, there's a lot going on. In an
13 already complicated world, the COVID chapter
14 has made many things more challenging. But we
15 are all persevering.

16 We are here today. We've gathered to
17 celebrate being back, although Mother Nature
18 has made that a little challenging.

19 I do believe that our passion for
20 serving our students outweighs any difficulty
21 that we have faced or that we will face. We
22 are stronger together.

23 And please know that our staff is
24 working really hard for you. We recognize the
25 world around us is changed. And we have every

1 intention of not only being something that is
2 good in the lives of so many, but striving to
3 be the best that we've ever been.

4 And I'm going to close with a promise
5 that I made to all of you one year ago as Dave
6 introduced me to this group. I vow to stay
7 positive even in the most challenging
8 conversations.

9 My office door, my computer, and my
10 phone will always serve as a welcome
11 opportunity for you to share your feedback with
12 me. And I would ask that you have the same
13 open-door policy for our staff.

14 Every day I will smile, I will laugh,
15 and I will encourage all who work to enrich the
16 lives of students. I will not fear failure
17 but, instead, will accept it as the inevitable
18 and vow to use it as a learning experience to
19 get better, not bitter.

20 I have a vision for the WIAA. And I
21 believe we will move forward together even
22 stronger than before. And I truly believe that
23 the best is yet to come.

24 We are here for you. I want to thank
25 the board of control, the WIAA committees,

1 WADA, all of our other supporting educational
2 associations, all of the school leadership, our
3 licensed officials, and the WIAA staff who make
4 a positive difference in the lives of students
5 every day. Thank you.

6 MR. CHAMBERS: Thank you for the
7 insightful words, Stephanie. Can we get one
8 more round of applause for Stephanie and the
9 rest of the WIAA staff?

10 Okay. Couple announcements. Those
11 who did not pick up scholar athlete or tennis
12 or golf hosting info, please do so as you leave
13 today.

14 A reminder for all who have registered
15 for the open house and lunch at the WIAA
16 office, that we have been granted to park at
17 the surrounding businesses but would encourage
18 carpooling.

19 Are there any other announcements at
20 this time?

21 MS. STOBBER: Jill Stobber.
22 Waterford. Waterford had an opportunity to buy
23 a new spring floor for our gymnastics team. We
24 currently still have the old one. It may need
25 a few pieces of plywood, but the springs are

1 really still good.

2 We would love to offer it to a member
3 school. So if you are interested in a spring
4 gymnastics floor, you would have to get the
5 foam, the carpeting, but we do have the plywood
6 and springs if you are interested.

7 MR. CHAMBERS: Thank you, Jill. Any
8 other announcements?

9 Okay. May I please have a motion and
10 a second to adjourn?

11 MR. MCMILLEN: Ryan McMillen.
12 Muskego. Motion to adjourn.

13 MR. ENDREAS: Mike Endreas. Spencer.
14 Second.

15 MR. CHAMBERS: We have a motion and
16 second to adjourn. All those in favor, please
17 stand.

18 (Meeting adjourned.)

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