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2023

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 26th day of April, 2023,
commencing at 9:06 a.m. and concluding at
10:54 a.m.

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

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3 Head Table:

4 WIAA Board of Control President Karl Morrin
5 Treasurer Jill Stobber
6 President Elect Paul Pedersen
7 Executive Director Stephanie Hauser
8 Associate Director Mel Dow
9 WIAA Legal Counsel Brent Jacobson
10 Parliamentarian Dr. Edward Miller
11 Court Reporter Meredith Kroening
12 Administrative Assistant Kristin Britz

8

9 Board Members:

10 Mike Beighley, Whitehall
11 Dennis Birr, Fall River
12 Willy Chambers, Blackhawk
13 Mike Endreas, Spencer
14 Cory Hinkel, Luck
15 Mike Humke, Dodgeville
16 Ryan McMillen, Muskego
17 Dan Retzki, Green Bay Preble

14

WIAA Executive Staff Members:

15 Todd Clark, Director of Communications
16 Kate Peterson, Abiad Assistant Director
17 Melissa Gehring, Assistant Director
18 LeVar Ridgeway, Assistant Director
19 Tom Shafranski, Assistant Director

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1 PROCEEDINGS

2 (At this time Mr. Morrin spoke in a
3 language other than English.)

4 MR. MORRIN: Translation, welcome to
5 the 127th annual meeting of the Wisconsin
6 Interscholastic Athletic Association. I address
7 you today with great admiration as it has been
8 an honor serving you as board president. As the
9 first Native American to sit as board president,
10 I was humbled by the honor bestowed on me and
11 took great pride in representing the Native
12 American people of the great State of Wisconsin.

13 And with that said, I'm Karl Morrin,
14 superintendent at Florence and the WIAA board
15 president -- Board of Control president for the
16 2022-2023 school year, and I call this annual
17 meeting to order.

18 According to our registration numbers
19 there are 444 school leaders from 399 schools
20 here today and others who are joining virtually.

21 I'd like to introduce the head table.
22 Our Treasurer Jill Stobber, President Elect Paul
23 Pedersen, Executive Director Stephanie Hauser,
24 Associate Director Mel Dow, WIAA Legal Counsel
25 Brent Jacobson, Parliamentarian Dr. Edward

1 Miller from UW-Stevens Point, Court Reporter
2 Meredith Kroening, and our Admin. Assistant
3 Kristin Britz.

4 I'd like to also introduce the
5 remaining board members and ask them to stand at
6 this time. Mike Beighley of Whitehall; Dennis
7 Birr, Fall River; Willy Chambers of Black Hawk;
8 Mike Endreas of Spencer; Cory Hinkel of Luck;
9 Mike Humke of Dodgeville; Ryan McMillen of
10 Muskego; Dan Retzki of Green Bay Preble.

11 In addition, we have some special
12 guests in attendance today. Members of the
13 assembly and state education committees were
14 invited to attend the annual meeting. At this
15 time I invite those members who are in
16 attendance to stand as well.

17 The WIAA executive staff members
18 please stand at this time. Todd Clark, Director
19 of Communications; Kate Peterson Abiad,
20 Assistant Director; Melissa Gehring, Assistant
21 Director; LeVar Ridgeway, Assistant Director;
22 Tom Shafranski, Assistant Director. Tom's in
23 the back.

24 We also have several of our WIAA staff
25 members present. Please stand at this time.

1 We would also like the members of the
2 Advisory Council and Sports Advisory Committee
3 to please stand if you are in attendance and be
4 recognized. Thank you for all you do.

5 We have a number of media joining us
6 today, and we would like to welcome them as well
7 today.

8 Now to today's business. The April
9 2022 annual meeting minutes were approved by the
10 board in June of '22.

11 And at this time I would like to call
12 Kristin Britz up to -- who will announce the
13 election results.

14 MS. BRITZ: Good morning, everyone.
15 Thank you for all those who voted. And
16 congratulations to all those who were elected or
17 re-elected for the Board of Control and Advisory
18 Council. If your name is announced, please
19 stand.

20 Board of Control District 3 Greg
21 Doverspike of Durand Arkansas was elected to a
22 three-year term. District 4 Daniel Retzki of
23 Green Bay Preble was re-elected to a three-year
24 term. Ethnic Minority At-Large Karl Morrin of
25 Florence was re-elected to a three-year term.

1 For Advisory Council, Large School
2 Representative Craig Olson of Hayward was
3 re-elected to a three-year term. Large School
4 Representative Todd Willems of Greenfield was
5 elected to a two-year term. Medium School
6 Representative Jeff Koenig of Stanley-Boyd and
7 Ty Breitlow of Lomira were each elected to a
8 three-year term. Small School Representative,
9 Brian Nadeau of Plum City was elected to a
10 three-year term. Ethnic Minority At-Large, Dr.
11 Tremayne Clardy of Verona was elected to a
12 three-year term as well.

13 Lastly, with Greg Doverspike being
14 elected to the Board of Control, there will be a
15 special election that will happen to fill his
16 Advisory Council Medium School position, which
17 will be a two-year term. More information
18 regarding this will come out shortly to member
19 schools. And congratulations again to everyone.

20 (Applause.)

21 MR. MORRIN: Thank you, Kristin. At
22 this time Jill Stobber will present the 2023
23 Treasurer's Report. After it's presented we
24 will ask for action on this report.

25 MS. STOBBER: Good morning. My name

1 is Jill Stobber, Athletic and Activities
2 Administrator at Waterford Union High School and
3 Treasurer for the Board of Control. The
4 Treasurer's report is on pages 6 and 7 of the
5 annual meeting program.

6 On page 6 you will see the past three
7 years of the WIAA statement of activities from
8 the annual audit. As shown for fiscal year
9 2022, we did not suffer an operating loss this
10 year. 1.8 million dollars was saved, and 2.9
11 million dollars was reimbursed to our member
12 schools.

13 While the WIAA continues to focus on
14 full financial post-pandemic recovery, the
15 outlook for the 2022-2023 fiscal year continues
16 to be optimistic. In addition to state
17 tournaments recovering with more spectators
18 attending, the WIAA staff continues to work on
19 innovative ideas for revenue streams, creating
20 new contracts, and revisiting existing
21 agreements with partners and venues.

22 The partnership with UW-La Crosse and
23 Explore La Crosse for the state track meet and
24 reinstating gate fees during the spring
25 tournaments in 2022 were instrumental in

1 avoiding financial losses during the spring
2 tournament series. Legal fees do continue to
3 persist in our annual budget, and the WIAA staff
4 has worked within the constitutional guidelines
5 to seek restitution when membership dollars are
6 spent in defense of the rules that are set forth
7 by our membership.

8 On page 7 you will see the charts that
9 illustrate the tournament revenue and expenses
10 as well as the total operating revenue and
11 expenses for the fiscal year of the 2021-2022
12 school year. The 2022 fiscal year, again,
13 operating loss was a positive gain of 1.9
14 million dollars due to those attendance numbers
15 improving, the staff's continued commitment to
16 being extremely fiscally responsible within each
17 of these tournaments, all while maintaining an
18 enjoyable and exciting atmosphere that will
19 provide memories for our member athletes
20 continues to be an instrumental effort in our
21 financial recovery. Thank you.

22 MR. MORRIN: At this time we're
23 looking for a motion to approve the treasurer's
24 report.

25 MR. BAGSTAD: Lance Bagstad, Arcadia.

1 MR. MORRIN: Second?

2 MR. MILLER: (Inaudible.)

3 MR. MORRIN: Okay. Motion by Lance
4 Bagstad of Arcadia and second by?

5 MR. MILLER: Brian Miller, Ashland.

6 MR. MORRIN: Brian Miller of Ashland.

7 Any discussion? All those in favor?

8 ALL: Aye.

9 MR. MORRIN: Opposed?

10 (No response.)

11 MR. MORRIN: Motion carries. Next we
12 have this year's Spirit of Sport recipient is
13 Kenzie Koppenhaver of Kiel. And at this time we
14 will have Todd Clark and Melissa Gehring come
15 up.

16 MS. GEHRING: As athletic
17 administrators, coaches and teachers, we often
18 hear and use the word resilience. Although
19 there are many definitions, simply put, it's the
20 ability to withstand or recover from difficulty.
21 There is no better place to learn resilience
22 than through our high school sports and
23 activities.

24 Whether taught blatantly or it happens
25 organically, our student athletes are learning

1 these valuable lessons every time they practice
2 or compete with hope that these lessons will
3 transfer when faced with adversity throughout
4 their lives. The NFHS Spirit of Sport award
5 seeks to recognize individuals who have
6 exemplified the ideals of sport and represent
7 the core mission of education-based athletics.

8 The award has been given to student
9 athletes who have demonstrated exceptional
10 sportsmanship or citizenship, those who have
11 exceeded normal expectations in assisting others
12 in their school or communities and those who
13 have overcome adversity or challenging
14 circumstances, therefore demonstrating
15 resilience. Based on our nominees from our
16 athletic administrators across our state, we
17 have not only identified four finalists and an
18 overall Wisconsin Spirit of Sport winner, but we
19 have also identified five absolutely inspiring
20 role models and exemplary citizens.

21 Overcoming a devastating medical
22 diagnosis, major accidents, digit amputation and
23 even a shark attack, these student athletes
24 epitomize the resiliency we want see in every
25 student graduating from our Wisconsin schools.

1 Please join me in first recognizing and
2 congratulating the four finalists on the screen
3 and their school representation.

4 (Applause.)

5 MS. GEHRING: Now, if you would please
6 turn your attention back to the screen, and we
7 will learn about Wisconsin's 2023 NFHS Spirit of
8 Sport winner.

9 (Video played.)

10 MS. JANISCH: Good morning, everyone.
11 My name is Vicki Janisch, and I represent Dairy
12 Farmers of Wisconsin. We are extremely humbled
13 and proud to honor this -- sponsor this award.
14 And we are excited to award this to Kenzie
15 Koppenhaver of Kiel. Can I get a round of
16 applause?

17 (Standing applause.)

18 MR. MORRIN: You know, those are the
19 moments that really (inaudible) what we're doing
20 as coaches, as athletic directors, as
21 administrators, it's moments like that. It's
22 not about the wins. It's not about the losses.
23 It's about giving kids a chance to come back and
24 play the games they love to play. So that was
25 very inspirational.

1 So congratulations. (Inaudible.) And
2 another inspiration to all the students in the
3 State of Wisconsin that if you put your mind to
4 it you can accomplish anything. Thank you, and
5 congratulations.

6 Just a little reminder to people in
7 the back, there are chairs in the middle and up
8 front if you are looking for a seat. So don't
9 be afraid to just come on up.

10 Okay. At this time I would like to
11 ask this year's -- that this year's efforts on
12 competitive balance are being shared by
13 co-chairs Jordan Sinz and Michelle
14 Guyant-Holloway. So they're going to come up
15 (inaudible).

16 MR. SINZ: If I would have known that
17 that was going to be prior to this presentation,
18 I may have offered some insight into the
19 compilation of this agenda. Karl is up here
20 choked up, and understandably so. And here we
21 go talking about competitive balance. So how's
22 that for a segue?

23 On behalf of the committee, I just
24 want to thank everyone for this opportunity.
25 And the saying that time flies when you're

1 having fun, I guess the last year was incredibly
2 fun because it has gone by very fast.

3 And I remember standing at this
4 meeting one year ago talking about the first few
5 months of work that our committee had done. And
6 now here we are ready for a vote. So this is
7 very exciting, and I'm very proud to be here.

8 One of the first things that we did as
9 a committee was arrange to put together a
10 purpose statement to guide the work that we've
11 done for the last year-and-a-half.

12 The purpose of the competitive balance
13 ad hoc committee is to thoughtfully and
14 intentionally research the association's ability
15 to hold a tournament series in which all members
16 feel their school has an opportunity to be
17 competitive. And based on this research the
18 committee will recommend an option or options to
19 the Board of Control to help ensure all members
20 feel their school has an opportunity.

21 And that statement drove our work for
22 the last year-and-a-half. And we're proud to be
23 here today.

24 Communication was a critical part of
25 this process from the beginning. Our committee

1 has now met over 20 times in the last
2 year-and-a-half. Transparency and information
3 sharing have been the goals from the get-go.

4 I want to personally thank the
5 committee members for their commitment to this
6 process. At this time I would ask that any
7 members of the committee who are here in
8 attendance today please stand so people can show
9 their appreciation for the hours that you
10 volunteered in the last year-and-a-half. So
11 please stand up to be recognized.

12 (Applause.)

13 MR. SINZ: As part of the process, we
14 worked to gather information, made decisions
15 based on data rather than emotion. So we worked
16 with Barry Financial Services to gather
17 information.

18 At that time our committee unanimously
19 agreed that the issue of competitive balance is
20 something that needed to be addressed. We
21 researched plans that were used in other states
22 throughout the country. We examined proposals
23 that were brought forth by members of the WIAA
24 membership teams or schools.

25 We reviewed feedback that was placed

1 in the WIAA portal after every meeting. And we
2 used feedback that we received at the WADA
3 conference and the Wisconsin Education
4 Convention.

5 The bottom line was we wanted to
6 thoroughly examine the situation and find a way
7 to move forward as a membership.

8 Some of our basic conclusions
9 throughout this process: Number one, committee
10 members agreed that athletes, coaches, parents
11 and administrators perceive that some schools
12 have inherent advantages and, in some cases,
13 inherent disadvantages.

14 While enrollment is currently the only
15 factor used for divisional placement, committee
16 members agree that times have changed, and other
17 factors should be considered to create more
18 competitive balance. As we looked at that
19 research, a few things stuck out, community
20 resources in (inaudible) divisions, money and
21 access. In smaller divisions it's proximity to
22 large population bases and having that ability
23 to draw students into your district or into your
24 school system. It was this information that
25 drove our work throughout the process.

1 At this time I'm going to turn it over
2 to Michelle who's going to share a few other
3 comments about the process and the plan.

4 MS. GUYANT-HOLLOWAY: Thank you,
5 Jordan.

6 So as we talk about what the plan
7 entails, the plan is, basically, a seven-step
8 process. As Jordan has alluded, enrollment has
9 been the only factor that we've used thus far.
10 And that's still going to be the starting point
11 at this point in time.

12 From there we go through a variety of
13 steps, including an opportunity for a school to
14 request movement up or down a division based off
15 of that school's enrollment, offering a school
16 an opportunity for an appeal after tournament
17 and (inaudible) points are applied.

18 And then, lastly, if any appeals are
19 requested, the classification committee will
20 hear those appeals. And once any decisions are
21 made, then that would be final.

22 So each of the 517 member schools has
23 an opportunity to request that divisional
24 placement. And that would be, obviously,
25 different from what your enrollment is for each

1 sport that the school sponsors.

2 The requests then are -- it's going in
3 and out here. Okay. All right. Thank you.

4 So each of the 517 member schools
5 again have an opportunity to request that
6 divisional -- divisional placement is different
7 than your enrollment for each sport that your
8 school sponsors. These requests then are heard
9 by the classification committee.

10 As you can see, there are eight
11 criteria where a school can showcase why your
12 school and your particular sport should be moved
13 either up or down a division. On the form that
14 you will be completing, each criteria has
15 examples to assist in providing what information
16 you as a school view that the classification
17 should have in regards to reviewing your
18 request.

19 The superintendent or your district
20 administrator will be able to sign off on your
21 request before you finally submit that to the
22 WIAA staff.

23 The tournament performance factor
24 points are a cumulative of six points over a
25 three-year period per division in which a school

1 is then promoted for the following school year,
2 so over that three-year period, six points per
3 division.

4 To move down the points are
5 accumulated over all divisions. So regardless
6 if you move up or down a division, your points
7 are still a rolling total so that when you hit
8 below six points, that promoted team will then
9 have the -- will be moved down into the next
10 division unless your enrollment would put you up
11 in that division.

12 The sports have been bracketed -- or,
13 excuse me, grouped into bracketed or unbracketed
14 sports. Points are awarded for advancement in
15 the tournament series play, and a game starts at
16 the sectional time -- sectional round of play.

17 Two sports that are exempt are track
18 and field and swimming and diving from this
19 particular plan. And they are exempt because,
20 once they get to sectional -- pass sectional
21 rounds based off of individual performance, not
22 a team engagement aspect of them coming after a
23 sectional round.

24 Again, after tournament performance
25 factor points have been applied, divisional

1 placements then will be released by the WIAA
2 staff. Schools that are promoted based on the
3 tournament performance factor points will have
4 the opportunity then to appeal to the
5 classification committee.

6 The same criteria that is applied for
7 requests will be used for appeals. Those eight
8 factors again have -- the school have an
9 opportunity to provide any and all information,
10 be it qualitative, quantitative, information,
11 based on those criteria factors while
12 communicating their narrative reasons in
13 requesting for that appeal.

14 And again after the classification
15 committee hears those requests and those appeals
16 with the simple majority, the decision will be
17 made by the classification committee. And that
18 will then be final for divisional placement.

19 The classification committee, those
20 members will be on the committee for three
21 years. And obviously they're going to be
22 representing the diversity of our membership.

23 This committee then will be serving on
24 staggered terms, one two and three, and will be
25 rotating off. And there will be a WIAA staff

1 member that will be the liaison with that
2 committee.

3 And then, lastly, the timeline for
4 when requests and appeals will be submitted is
5 still tentative at this point. The WIAA staff
6 is still working on some of those dates and some
7 other deadline dates that us as schools are
8 required to meet at this point in time. So
9 (inaudible) the board are tentative at this
10 point.

11 I will turn it back over to Jordan for
12 final comments.

13 MR. SINZ: One of the pieces of
14 feedback that we received throughout this
15 process is the assertion that this is the 2014
16 plan coming back with a different name. And the
17 short answer to that is no. There's a few key
18 reasons why.

19 This plan also provides relief for
20 schools that are struggling to compete as they
21 can request a divisional placement other than
22 where their enrollment would place them.

23 The second key piece of this plan
24 allows for schools that may be promoted because
25 they accumulated success factor points to appeal

1 that promotion based on criteria. The bottom
2 line is the appeal process is there.

3 The goal of our committee was not to
4 reshuffle the entire tournament, that it was to
5 make some subtle adjustments where things seem
6 like the (inaudible) per se and make sense to
7 the membership as a whole that certain
8 situations need to be addressed.

9 The classification committee will
10 evaluate this process on an annual basis. It
11 will seek feedback from the membership with
12 regards to approving the plan. And they will
13 have a handbook as well as (inaudible) to serve
14 as a resource for the process.

15 The bottom line is this is not the ten
16 commandments. It is not etched in stone. And
17 this is a starting point. This is not the
18 finish line.

19 In closing, on December 2, 2021 our
20 committee got together. And the question was
21 asked, why did you volunteer to be a part of
22 this committee?

23 Responses ranged from remembering when
24 they were an athlete, to successful experiences
25 as a coach, as an athletic director, as a

1 principal or a district administrator and seeing
2 their children thrive in competitive athletics
3 at the high school level. It was the
4 opportunity to serve the membership.

5 At no point was it self serving or was
6 it about their district or their private school
7 system. It was about doing the best we could
8 for the membership.

9 Large schools, why does this matter to
10 you? You may not think it matters. It matters
11 because you're a part of our membership.

12 Two of the key members of our
13 organization -- or our committee, excuse me,
14 Mike Johnson from Eau Claire, Mark (inaudible)
15 from Janesville, this plan will not have a huge
16 impact, Tim (inaudible) from Green Bay. But
17 they were a part of this for the last
18 year-and-a-half.

19 We've also received feedback and tried
20 to simplify this issue as public versus private.
21 It cannot be that. Public schools are not the
22 same just because they're public schools, and
23 private schools are not the same just because
24 they're private schools.

25 There are certain public schools that

1 have advantages over other public schools. And
2 there are certain private schools that have
3 advantages over other private schools. So to
4 simplify this issue into that is short-sighted.

5 If districts think this is the path
6 that we should go down, then we might as well
7 prepare for three words here, legislation,
8 litigation and alienation. If that's what the
9 membership is looking for, then that would be
10 the path to pursue. But I do not think that is
11 wise for this membership.

12 Finally, some of our latest feedback
13 has been from systems that have some (inaudible)
14 research suggested. They have geographic access
15 to large numbers of students, and they have
16 socioeconomic resources that don't look like
17 majority of the state of Wisconsin.

18 I understand it's hard to (inaudible)
19 something when you feel like you might be
20 impacted by it. But the reality is that's not
21 reflective of the majority of the state of
22 Wisconsin or the schools that are voting today.

23 And, finally, we ask ourselves, is
24 this plan better than what is currently in
25 place? We believe it is, as a committee. We

1 believe that we cannot allow perfection to get
2 in the way of progress. So if you're serious
3 about making progress with this issue, then we
4 would ask for your support today.

5 I just want to thank the competitive
6 balance committee for this opportunity to chair
7 this committee, thank the Board of Control for
8 selecting me to be part of this. I want to
9 thank the membership for your time. Have a
10 great day.

11 (Applause.)

12 MR. MORRIN: All right. At this time
13 we'll have -- Todd Clark will introduce the open
14 forum.

15 MR. CLARK: Thank you, Karl.

16 First off in the open forum, I want to
17 introduce Ryan Karsten from Siren (inaudible)
18 competitive balance. Ryan?

19 MR. KARSTEN: Good morning. I know
20 there's always two sides to every argument. You
21 can hear from one school or that school. But if
22 it doesn't affect you or your school district,
23 you have no reason to care.

24 I'm here to speak for the small
25 schools. What we currently have in regards to

1 competitive balance is not working for most
2 small schools in Wisconsin.

3 Here, let me give you some stats.
4 Football, this year private schools champions in
5 eight-man division seven, division five and were
6 also runner up in division five.

7 In volleyball private schools have won
8 D4 the last three years. They also won D2 and
9 D1 this year.

10 Girls basketball, private schools have
11 won a gold ball or silver ball or both for the
12 last three years in the D5 and have won D4 and
13 D2 this year.

14 Boys basketball, private schools were
15 first and second in D5 this year and D4. And
16 baseball, private schools were champions in D4
17 last year.

18 So that's just some of -- you can't
19 argue that fact.

20 Here, now let's compare two schools.
21 I'm not going to say which schools they are.
22 Small D5 school. Economically disadvantaged,
23 75.36 percent of the students. SPED, 20.7.
24 Median income from the community is 52,000.
25 Population of the school district 3,332.

1 We'll compare it to a team also in D5.
2 Economically disadvantaged, 29 percent. SPED,
3 0. Percent choice, student choice, 23 percent.
4 Median income, 64,607. Population of
5 surrounding area, 121,195.

6 If you compare those two that have to
7 play, it's not even. That community I said had
8 121,000 people in it, their kids athletically
9 can go to Valley Sports Academy, Turn 2
10 Sports -- Athletics, The Eau Claire Sports
11 Warehouse, YMCA programs, Momentum Baseball
12 Academy, EXA Sports, Crass Trained Wrestling
13 Club, various UW-Eau Claire sports camps and
14 other AAU opportunities all within 15 minutes of
15 their house.

16 Kids from the first school have to
17 drive over two hours to get to those. It's not
18 feasible for a kid on a Tuesday night to drive
19 two hours to practice.

20 The last thing I'd like to say
21 tonight, private schools that play in the
22 Cloverbelt, the average Cloverbelt enrollment is
23 257 students; West Lakeland, 168; East Lakeland,
24 105; Indianhead, 98; Marawood North, 178;
25 Marawood South, 200; Northern Lights, 143; and

1 Marinette and Oconto, 147. That's where the
2 majority of the division 5 and division 4
3 students come from.

4 These schools that come from the
5 smaller conference just hope to get their
6 varsity schedule in and maybe some JV games,
7 where if you look at the private schools that
8 play in the Cloverbelt, they get JV games every
9 night. They get C-squad opportunities. Their
10 kids get way more opportunities.

11 So in closing, as an AD for the last
12 21 years, I know this plan is not perfect. I'm
13 not claiming that it is. But it's better than
14 what's currently happening in the WIAA right
15 now.

16 My fear is that, if this pass -- if
17 this does not pass today, it will be many years
18 and possibly never brought up again. If it
19 passes today it is a good starting point for
20 change, and we have something the association
21 can work with to make the future even better.
22 So please support the public small schools and
23 vote yes for the competitive plan as it is
24 designed currently. Thank you.

25 MS. HAUSER: Thank you for your

1 comments. I didn't hear a question in there, so
2 I'm not going to answer anything. But
3 appreciate your comments.

4 Todd?

5 MR. CLARK: The second topic on the
6 open forum this morning would be football all
7 play playoffs. And Ryan Mangan of Arrowhead, if
8 you could introduce.

9 MR. MANGAN: Good morning. Ryan
10 Mangan, Arrowhead. I was told to pose this as a
11 question, so I am.

12 As an AD for 20 years at multiple
13 schools including several large, historic
14 football programs, I'm asking why the WIAA and
15 its membership is not implementing the all-play
16 football playoff model.

17 I'm not asking to benefit me or my
18 school, but in general. I've asked this
19 question for more than a decade as we constantly
20 struggle with solutions to conference
21 realignments that are regularly tied to football
22 inequities. And I have yet to hear a convincing
23 argument not to do it.

24 The model I'm suggesting is an
25 eight-game regular season that starts the same

1 date as our current season. The ninth week
2 would begin with the first round of playoffs for
3 all teams. Teams can opt out of the playoffs
4 after week seven if they are decimated by injury
5 or if they do not feel they would benefit from
6 playoff experience. This would lead to possible
7 byes for the highest seeds.

8 The model would ensure that every
9 school can have nine games. And every team gets
10 chance to play in playoffs, just like every WIAA
11 sport.

12 This plan would solve many of the
13 controversial realignment issues that plague our
14 association. Many requests for realignment are
15 specific to football and are -- and many
16 decisions are based on getting a team in a
17 conference that will give a school the chance to
18 make the playoffs.

19 Why don't we make this change? The
20 answer I hear is that the membership is not
21 supportive of this based on surveys. However, I
22 do not believe that ADs and coaches are always
23 all aware of all the facts or variables when
24 they are voting.

25 The other reasons I hear are there

1 would be too many blowouts under this model.
2 Blowouts already exist in the current model and
3 happen often in the regular season.

4 I hear the Wisconsin playoff system is
5 unique and elite. That's opinion. I don't
6 know.

7 Finally, I hear leadership of the
8 coaches association does not want this. I agree
9 that's probably the case.

10 In my opinion, an all-play system is
11 better because, number one, it's equitable to
12 all schools, same as it is for all other WIAA
13 sports, less conference realignment issues would
14 come up, there'd be more money for WIAA with an
15 extra round of playoffs, there'd be preset
16 playoff groupings, there'd be no controversy
17 among who and how teams get in. Thank you.

18 AUDIENCE MEMBER: Thanks, Ryan. I'll
19 be glad to just give a brief response as far as
20 the all play is concerned.

21 During the past two years, we have had
22 numerous conversations with the membership for
23 either the fall year (inaudible) meetings,
24 WIAA-WADA workshops, the WADA convention, many,
25 many opportunities for school administrators.

1 And, in addition, we've also worked with the
2 Wisconsin Football Coaches Association to
3 identify how the football tournament format
4 could be improved or expanded during recent
5 years.

6 And it came to a point even this past
7 year where a recommendation, an actual all-play
8 recommendation, came forward and was considered
9 by all of the committees and received zero votes
10 as far as the proposal that came through.

11 There are other proposals that came
12 out of these discussion. One is an all-play
13 discussion. And the other is a two-tournament
14 format discussion that currently remain for
15 conversation and will continue to be considered
16 during the year ahead.

17 This issue is one that repeatedly
18 comes up. And we are looking for ways to
19 provide opportunities for football teams,
20 football schools, who wish to play additional
21 games after the regular season concludes so that
22 it would -- it can create a more equitable
23 competition field as far as tournament play goes
24 because currently too many teams are getting
25 zero games after the regular season concludes

1 versus many others that are getting three, four
2 and five additional weeks of practice.

3 Many, many considerations are going
4 into that, including the eight-game series or
5 eight-game regular season. And all of those are
6 in conversation.

7 It's been an issue for this membership
8 for a long, long time that goes way back to even
9 exactly 100 years ago when this very same
10 concept was being considered and has also been
11 discussed in district plan 13 years ago that
12 failed because of the extensive travel that
13 small schools would have had to endure.

14 Thank you.

15 MR. CLARK: The third topic in open
16 forum is delaying the start of spring sports.
17 And Ante from South Milwaukee will introduce the
18 topic.

19 MR. UDOVICIC: Good morning, everyone.
20 My question is, can the WIAA help form a
21 comprehensive committee to explore sports
22 schedules, not just spring, but in particular
23 spring, game maximums and budgetary implications
24 that go along with those?

25 Yesterday we played a baseball game.

1 And almost everyone I spoke with commented how
2 nice it was and how pleasant it felt. It was 43
3 degrees. By the end of the game, people were
4 not saying it was pleasant. Pretty much
5 everyone had jackets on, winter hats. I
6 honestly couldn't tell -- if it weren't for
7 jersey numbers, I couldn't have told you who
8 everybody was on our team because they all had
9 masks just like, you know, skiers will wear.

10 I guess I would like to reiterate what
11 I feel is a need to explore the possibility of
12 adjusting especially the spring sports schedule
13 to adjust for the weather issues we all face in
14 Wisconsin. We see it terribly down in
15 southeastern Wisconsin, and I know up north it's
16 even worse.

17 District 7 last week had our caucus.
18 Several ADs volunteered to start a committee to
19 examine the spring calendar. We will also be
20 joined by one of our esteemed colleagues from
21 District 6.

22 We need to examine -- I feel that we
23 need to examine start dates, game maximums,
24 state tournament schedules, locations and
25 especially budgetary impacts for all of our

1 sports in an era where the folks in Madison are
2 simply not helping school districts out with the
3 resources we need for such vital programs for
4 our students.

5 Yet again many of us are going to be
6 facing deep cuts. And we need to be mindful of
7 that so we don't reduce the opportunities for
8 our kids. Now more than ever we need them to be
9 involved.

10 Furthermore, I urge the WIAA to help
11 us spearhead a group that can put the key
12 players all together at the table at the same
13 time. While I'm very happy to be working with
14 some great colleagues in D7 and D6, that will
15 not be enough. We need to have representatives
16 from all over the state, from the WIAA coaches
17 associations, even (inaudible) sports and
18 officials associations at the same table to make
19 this work.

20 Our kids are depending on us. I know
21 I speak for everyone in this room that what is
22 in the best interest of kids should be a guiding
23 principal for all of us. I believe
24 wholeheartedly that this is an important process
25 that we need to move forward with to remain the

1 vital and vibrant organization that we as the
2 WIAA have been for 128 years.

3 Thank you.

4 MS. HAUSER: Thank you, Ante. As most
5 of you in the room know, we had great breakout
6 discussions about this topic at area meetings
7 last fall. We definitely got enough feedback
8 from across the state. This is a topic that's
9 not going away. This is real.

10 The Advisory Council discussed it at
11 their January meeting. They would like further
12 discussion about forming an ad hoc committee. I
13 think the thought of a second ad hoc committee
14 before today's vote was a little too much to
15 digest because we've got one big topic that we
16 have yet to vote on.

17 So we absolutely appreciate that
18 you're getting together with your counterparts
19 in your area of the state. But, Ante, as you
20 said, this is something that impacts each part
21 of the state a little bit differently and also
22 each size school a little differently. And so
23 we absolutely are going to need input from a lot
24 of people.

25 But we're not in that chapter yet, so

1 hang tight. Let's -- let's culminate one of our
2 big topics today and then move on to the next.
3 But thank you for your comments, Ante. They're
4 appreciated.

5 MR. MORRIN: At this time they're just
6 fixing sound system, so we're going to take a
7 minute here. At this time we're going to take a
8 minute while they fix the sound system. We'll
9 be back.

10 Back to the meeting. At this time Mel
11 Dow will present the amendments, and Eric Dziak
12 will facilitate the voting process. Jenny
13 Bandow from Luxenburg-Casco and Eric Nee from
14 Sun Prairie are the WADA representatives that
15 are serving as vote verifiers today.

16 Please ask for a motion -- I'm just
17 looking -- please ask for a motion -- go to the
18 microphone and state your name and school -- and
19 second as well from the floor following each of
20 the amendments to be presented today.

21 At this time Mel Dow will step to the
22 mic.

23 MS. HAUSER: I just want to clarify,
24 we have a court reporter here. So many of us
25 know you by face and name. So what we were

1 trying to reiterate is, if you do make a motion
2 and second, could you please stand or come to
3 the microphone, state your name and your school
4 so the court reporter has that on record.

5 Thank you.

6 MR. DOW: Officially, good morning,
7 everybody. It's great see everybody here today.

8 Before we get started, we want to take
9 a quick moment to make sure that everybody who
10 will be voting today has had the opportunity to
11 log on and review the voting procedures outlined
12 on pages eight and 9 in your packet. As
13 communicated by e-mail over the last two weeks,
14 each member school has identified a voting
15 delegate who has access to the electronic
16 ballot.

17 We feel that we have addressed the
18 electronic voting challenges that we faced last
19 year, leaving you to get your up and down
20 exercises on your own later today. As outlined
21 on page 5 of the meeting handout, all votes will
22 be cast by electronic ballot today.

23 To assist in the voting process and
24 avoid any connection issues, we ask those of who
25 are not the designated school voting delegate

1 that you do not access the WIAA voting network
2 during this meeting.

3 If you have not done so, please log on
4 now to the WIAA voting site by using the QR code
5 on page eight and access the annual meeting
6 voting tab. If you need assistance, please let
7 one of our staff know at this time.

8 AUDIENCE MEMBER: It's not allowing us
9 to connect.

10 MR. DOW: Turn the Wi-Fi off and back
11 on? Still not connected? Okay, folks, as you
12 can -- as you can tell, inside your packet there
13 are paper ballots. We will go ahead and, for
14 ease of time, we will go ahead and move forward
15 and use the paper ballots.

16 As you open your packets, ballots are
17 gold. We will explain each particular ballot as
18 we get to the amendment.

19 As we proceed, first of all, I want to
20 talk about how the rules are changed. As we get
21 ready to go over the proposed constitutional,
22 by-law and rules of eligibility changes, it is a
23 good time to review how our membership rules are
24 changed. These can be found on page 5 of your
25 handout.

1 There are four ways in which changes
2 can be initiated, all of which culminate at our
3 annual meeting. The first two initiate through
4 the committee process, which is outlined in the
5 graphic organizational flowchart within the
6 packet. The Advisory Council or Board of
7 Control may originate an amendment from the --

8 AUDIENCE MEMBER: Respectfully -- Mel,
9 respectfully, we cannot hear you at all. We
10 can't hear you at all.

11 MR. DOW: Thank you. I appreciate it.
12 Is it coming through the speakers at all over
13 there? Appreciate it.

14 Again, through the sports advisory,
15 medical advisory, officials advisory and so on,
16 as well as those topics that are consistently
17 brought up across the area meetings for the
18 annual grid of amendments.

19 The third is by a petition of the
20 membership where the administrators from at
21 least 10 percent of the members submit a
22 petition in writing by the first Friday in
23 January to be on the current year's annual
24 meeting ballot.

25 The first three are presented to the

1 membership 30 days prior to the annual meeting
2 for review and then are voted on at our annual
3 meeting.

4 The fourth is a motion that's made on
5 the floor of this meeting followed by a majority
6 vote of those attending. If approved, the
7 motion would then be on the ballot for the
8 following year's annual meeting.

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

16 Before we review the 2023 proposed
17 amendments, I want to again draw your attention
18 to page 3 of the handout where you can review
19 the 2021-22 amendments that this membership has
20 already approved.

21 How the voting process will work.
22 Business procedures today, we are going to be
23 using Robert's Rules of Order if they are not
24 consistent with the WIAA constitution. Dr.
25 Miller has been introduced as our

1 parliamentary. The president of the Board of
2 Control will chair the meeting. I will present
3 each amendment and its rationale with a brief
4 explanation.

5 Once I am done and any questions are
6 answered, Mr. Morrin will seek a motion and
7 second from the floor to vote on the amendment.
8 If approved for a vote, we will start by -- take
9 a five-minute window for each delegate to cast
10 their vote. At the end of the five minutes, the
11 ballots will be collected. Once tabulated, we
12 will report back to you the result of the
13 membership vote.

14 So does everybody have their ballots
15 prepared and ready to go? Excellent.
16 Outstanding. Anybody not have their ballots?
17 Okay.

18 When we go to collect your ballots,
19 keep it simple. Everybody will just pass it to
20 your right, and we will have our staff collect
21 them on each of the aisles. So again pass it to
22 your right.

23 Okay. Constitutional amendment number
24 one, competitive balance. Constitution article
25 III membership section 3, classification, found

1 on page 14. After determining the school
2 enrollment as described above, article III
3 section 3-A, a tournament performance factor and
4 procedures outlined in Appendix N will be used
5 to determine divisional tournament placement for
6 all WIAA sports except for swimming & diving and
7 track & field.

8 Explanation, in addition to school
9 enrollment, a tournament performance factor
10 would be used to determine tournament divisional
11 placement. Within this process is the ability
12 for schools to request as well as appeal
13 divisional placement both up and down.

14 Rationale for such a change, a
15 mechanism for competitive balance for the WIAA
16 tournament series.

17 Justification, membership -- excuse
18 me. Membership has indicated that only using
19 enrollment numbers does not accurately reflect
20 the competitiveness of a team.

21 Throughout the process, sports
22 advisory approved advancing this to the annual
23 meeting 14 to 0 and supported it 14 to 0. The
24 Advisory Council supported advancing it to the
25 annual meeting 18 to 0 as well as supported it

1 18 to 0. The Board of Control approved
2 advancing to it to the annual meeting 14 to 0 as
3 well as supported it 14 to 0.

4 Ladies and gentlemen, at this time
5 please vote on amendment number 1. Oh, it will
6 be on the green ballot, but we will need a
7 motion and a second in order to vote.

8 MR. BAGSTAD: I make a motion to
9 accept this proposal. Lance Bagstad, Arcadia.

10 MR. KARSTEN: Second. Ryan Karsten,
11 Siren.

12 MR. MORRIN: We have motion by Lance
13 Bagstad of Arcadia, second from Ryan from Siren.
14 Is there any discussion? If you have any
15 discussion, come to the microphones.

16 So this is the -- this is our ballot.
17 I call the vote. Place your vote, and send it
18 to the right.

19 MR. DOW: Okay. One more call for the
20 neon green ballots.

21 Okay. Moving on. Moving on to
22 amendment number -- amendment number 2. By-laws
23 article I, sports program, section 5-C WIAA
24 tournament entry, page 23.

25 When a member school withdraws from a

1 team -- Bobby grab me one of those mics, please.

2 Appreciate everybody's patience and
3 understanding that in the world of sport we are
4 adaptable. LeVar, can you get one of the staff,
5 please, to get the sound system to be adjusted?

6 I'm going to do the old shout-and-go
7 so we can keep everybody moving.

8 By-law article I sports program,
9 section 5-C WIAA tournament entry, page 23.
10 When a member school withdrawals from a team
11 tournament for any reason, the most recently
12 defeated opponent may replace that team.

13 Corresponding change to the following,
14 by-law article II, section competition -- or
15 school competition and practice requirements,
16 section 6-A-2 classes interrupted, page 25.

17 Explanation, any time that a team that
18 advances in the tournament series is unable to
19 continue, the team they most recently defeated
20 may return to replace that team that is unable
21 to continue.

22 Rationale, allows the tournament games
23 to be played rather than a team receiving a
24 forfeit.

25 Justification, high school sports is

1 about opportunities to participate, and if a
2 team is unable to do so, replacing them with the
3 most recently defeated team is an appropriate
4 opportunity to allow games to be played.

5 Throughout the process Sports Advisory
6 approved advancing this to the annual meeting
7 and supported this 14 to 0. Advisory Council
8 approved advancing this to the annual meeting as
9 well as supported it 18 to 0. And the Board of
10 Control approved advancing this to the annual
11 meeting and supported this 11 to 0.

12 MR. MORRIN: Proposal number 2 is the
13 pink ballot. Looking for -- I need a motion for
14 this proposal.

15 MR. FOLEY: Mike Foley, Platteville.

16 MR. MORRIN: Do I have a second?

17 MR. McCLOWRY: Jim McClowry,
18 Janesville.

19 MR. MORRIN: We've got a -- we've got
20 a motion from Platteville. We've got a second
21 from Janesville. Any other discussion? All
22 right. Cast your vote. Send it to the right.

23 MR. DOW: As they continue to work on
24 the sound system, again, your understanding is
25 greatly appreciated. This is, obviously, not

1 the direction that we wanted this to go. But we
2 understand that sometimes circumstances are
3 outside of our control. And your understanding
4 is appreciated.

5 We're going to continue on while we're
6 waiting for the ballots to be counted in the
7 back, continue moving forward with
8 constitutional amendment number 3, senior
9 transfers. Rules of eligibility article II,
10 residence and transfer, section 3-A transfers,
11 on page 31.

12 Students entering 11th and 12th grade
13 are restricted to nonvarsity for one year. This
14 strikes out that students entering 12th grade as
15 transfer students are ineligible to compete on
16 any level for one calendar year but may
17 practice.

18 Explanation, this change would afford
19 a senior who transfers without a full family
20 move the opportunity to compete at the
21 nonvarsity level as currently afforded to 11th
22 grade students.

23 Rationale, provides 12th grade
24 students with an opportunity to compete.

25 Justification, member schools have

1 requested ways to get 12th grade students to
2 participate who do not qualify within the
3 transfer waiver process. This leaves nonvarsity
4 competition to the local community to decide.

5 Throughout the process Sports Advisory
6 approved advancing this to the annual meeting 14
7 to 0 and supported it 14 to 0. Advisory Council
8 supported advancing this to the annual meeting
9 as well as supported it 18 to 0. Board of
10 Control advanced this to the annual meeting as
11 well as supported it 11 to 0.

12 With this one you will notice within
13 the change your conference as well as local
14 schools may have to make some changes within
15 your bylaws and your policies and procedures for
16 allowing a senior to participate. That's one
17 conversation that has come forward in regards to
18 this rule.

19 There is no WIAA rule preventing a
20 senior from participating at the nonvarsity
21 level. Just wanted to make sure that that was
22 well communicated. Again, that's another local
23 control situation.

24 MR. MORRIN: Okay. We'll use the
25 orange ballot. I'm looking for a motion to

1 approve this.

2 MR. ENDREAS: Motion to approve, Mike
3 Endreas, Spencer.

4 MR. BEIGHLEY: Second, Mike Beighley,
5 Whitehall.

6 MR. MORRIN: Okay. Motion by Mike
7 Endreas of Spencer. Second by Mike Beighley of
8 Whitehall.

9 Any discussion? All right. Call the
10 vote. Send them to the right.

11 Last call for any orange ballot before
12 we move on. All right.

13 MR. DOW: Amendment number 4,
14 transfers, rules of eligibility article II
15 residence and transfers, section 3-A-7
16 transfers, on page 31.

17 A student who transfers into a member
18 school without ever participating in a try-out,
19 practice, scrimmage or contest on a team
20 sponsored by a school or a club in a WIAA
21 recognized sport while attending classes at any
22 school in grades 9 through 12 is unrestricted.

23 This would add point B, a student who
24 transfers without participating in a sport,
25 school or nonschool, can have unrestricted

1 eligibility in that specific sport.

2 Explanation, if a student transfers
3 schools and does not qualify for unrestricted
4 eligibility, they may receive unrestricted
5 eligibility in a sport that they did not
6 participate in prior to transfer.

7 Rationale, provides additional
8 opportunities for students who transfer and have
9 no experience in a sport a chance to
10 participate.

11 Justification for this change,
12 students who wish to transfer and want to be
13 actively involved at their new school at the
14 varsity level can have unrestricted eligibility
15 in a sport, or sports, that they have never
16 participated in, in or out of the school.

17 Regarding this one, in 2019 the
18 membership approved a provision that allows a
19 student who has never participated in any sport
20 sponsored by the WIAA out of school or -- excuse
21 me, outside of school to have unrestricted
22 eligibility. This proposal takes this one step
23 farther. It allows participation in sports that
24 they've never participated in and unrestricted
25 eligibility in those sports.

1 The challenge that we've heard
2 regarding this change, caliber of the athlete.
3 You may get a high performing athlete in a sport
4 that they never participated in that displaces
5 others from your teams or from your opponents.

6 Second, one may be family and
7 administrative confusion. Families may not
8 understand why they have unrestricted
9 eligibility in some sports but not others, able
10 to play varsity in the fall but not be able to
11 play varsity in the winter in a sport that they
12 previously participated in. But, again, with
13 good administrative oversight those barriers can
14 be overcome.

15 To get to this position for the annual
16 meeting, Sports Advisory approved advancing it
17 to the annual meeting as well as supported it 14
18 to 0. Advisory Council supported advancing it
19 to the annual meeting 18 to 0 and supported it
20 16 to 2. Board of Control approved advancing it
21 to the annual meeting 11 to 0 and supported it
22 11 to 0.

23 MR. MORRIN: All right. Purple
24 ballot. I'm looking for a motion to approve
25 this amendment.

1 MR. RUSSEL: Eric Russel,
2 Baldwin-Woodville.

3 MR. MORRIN: Motion by Eric Russel,
4 Baldwin-Woodville. Can I get a second?

5 MS. DAHL: Vicki Dahl, Mineral Point.

6 MR. MORRIN: Vicki Dahl, Mineral
7 Point. Any discussion?

8 AUDIENCE MEMBER: Karl, how do you
9 prove out of school participation? How do you
10 define that? How do you prove the out of the
11 school participation?

12 MR. MORRIN: How do we prove the out
13 of school --

14 AUDIENCE MEMBER: Right.

15 MR. MORRIN: -- participation?

16 MR. DOW: So if I heard the question
17 correctly, how do you prove the out of school
18 participation?

19 AUDIENCE MEMBER: Correct.

20 MR. DOW: That is a conversation
21 between you, the athlete and the parent.

22 AUDIENCE MEMBER: What if they lie to
23 you?

24 MR. DOW: Okay. Good question. What
25 if they lie to you? I want to point out, within

1 our membership rules falsifying or providing
2 false information of any kind is automatic
3 ineligibility of the student athlete.

4 AUDIENCE MEMBER: How about your team?

5 MR. DOW: Your team, if you -- if an
6 ineligible athlete participates on your team,
7 your team then becomes ineligible as well.

8 AUDIENCE MEMBER: Even if they lie?
9 Your whole team?

10 MR. DOW: Yes. The question -- ladies
11 and gentlemen, the question on the floor is,
12 even if they lie. Yes. Because it is the
13 administrative responsibility -- it is the
14 administrative responsibility to ensure the
15 eligibility of all your student athletes.

16 MR. SMITH: Kasey Smith, Mosinee.

17 MR. MORRIN: Hold up. If we could
18 have one person talking on the floor, please, at
19 a time.

20 MR. SMITH: How far back do you have
21 to go? Is this ever? Like a kid runs track in
22 fourth grade?

23 MR. DOW: Grades 9 --

24 MR. SMITH: Or high school years?

25 MR. DOW: Grades 9 through 12.

1 Eligibility starts at the first day of fall
2 practice or the first day of school as a 9th
3 grader. Anything prior to that time is not
4 considered.

5 MR. MORRIN: Any other discussion?

6 MR. DOW: And as we said, folks, this
7 would include more administrative oversight.
8 But it does answer the question of providing
9 kids in a transfer situation more opportunities
10 to participate.

11 AUDIENCE MEMBER: Will the transfer
12 form be updated to include that question?

13 MR. DOW: Yes. Folks, her question
14 was, would the transfer form be updated to
15 include that question? And yes, it would.

16 MR. MORRIN: Any other questions?

17 AUDIENCE MEMBER: So does it have to
18 be rewritten, though? You said ever versus
19 being in high school, right?

20 MR. MORRIN: Could you say that again,
21 please?

22 AUDIENCE MEMBER: Well, it's just --
23 we're asking at what level. But it seems like
24 it's whether they did it in middle school or
25 not. I don't know if it -- only -- okay. We're

1 good. Sorry.

2 MR. DOW: Okay.

3 MR. MORRIN: Any other discussion?

4 All right. Cast your vote. Send it to the
5 right, please. It's the purple ballot.

6 Last call for purple ballots. Last
7 call for purple ballots.

8 Okay. Vote is in for competitive
9 balance. Supporting the motion was 265.
10 Denying the motion was 115. Motion passes.

11 Proposal number 2, tournament
12 substitution. Supporting the motion was 371.
13 Denying the motion was 10. Proposal number 2
14 passes.

15 Proposal number 3, senior transfers.
16 Support of the motion was 354. Denying the
17 motion was 27. Motion passes.

18 MR. DOW: Amendment number five,
19 coaching contact, rules of eligibility article
20 VI, nonschool participation, section 2-C-2e, out
21 of season, pages 34 to 35.

22 The person who will be coaching a
23 student in the following school season shall not
24 be permitted to coach that student other than
25 during the designated school season and Board of

1 Control approved coaching contact days in the
2 summertime. Exception is that the coaches can
3 have coaching contact with students who have
4 just completed 8th grade up until these 8th
5 graders start their 9th grade year as a student
6 or the first day of practice, or whichever comes
7 first.

8 Corresponding changes to rules at a
9 glance.

10 Explanation, a coach at any level can
11 have coaching contact with incoming 9th graders
12 until the first day of fall practice or the
13 first day of school.

14 Rationale, eliminates the confusion or
15 uncertainty of what level of play an incoming
16 9th grader is going to participate at and
17 identifying the potential coach of that athlete.

18 Justification, determining at what
19 level an incoming 9th grader is going to play in
20 order to know what level of coach can or cannot
21 work with them causes many challenges. This
22 change would make it clear and easier for the
23 coaches and administrators to apply.

24 To get to this point, Sports Advisory
25 voted to advance it to the annual meeting 14 to

1 0 as well as supported it 14 to 0. Advisory
2 Council advanced it to the annual meeting 18 to
3 0 and supported it 18 to 0. Board of Control
4 supported advancing it to the annual meeting 11
5 to 0 and supported it 11 to 0. Any questions on
6 this amendment?

7 MR. MORRIN: All right. Proposal
8 number five is the salmon color ballot.

9 MR. BAGSTAD: I make a motion to --

10 MR. MORRIN: I need a motion to
11 approve this ballot. Lance Bagstad from
12 Arcadia.

13 MR. FELL: Wayne Fell from Bellville,
14 second.

15 MR. MORRIN: Wayne Fell, second, from
16 Bellville.

17 Any discussion? All right. Cast your
18 vote. Send it to the right.

19 MR. DOW: Any last ballots? Last call
20 for ballots.

21 Regarding editorial changes, there are
22 no specific editorial changes to advance to the
23 membership of the 2023 annual meeting. A full
24 grammatical review was conducted by an outside
25 editor in order to identify and correct any

1 inconsistencies. These corrections will be
2 reflected in the 2023-24 version of the
3 (inaudible) handbook.

4 As we wrap up, I first would like to
5 say thank you once again for your understanding.
6 And we will continue to make improvements for
7 the annual meeting for our membership.

8 As we look to conclude the
9 constitutional portion of today's agenda, it's a
10 good time to remind everyone that today's
11 changes will go into effect at the time of the
12 next posted WIAA bulletin, which is scheduled
13 for the end of May. My office will send an
14 e-mail notification at that time as an
15 additional awareness that these are now in
16 effect. Until that time all previous member
17 rules should still be applied.

18 Any final questions? Thank you.

19 MR. MORRIN: Thank you, Mel. Now we'd
20 like to begin recognizing the schools who have
21 received the WIAA Award of Excellence. At this
22 time Todd Clark will come to the podium to do
23 that.

24 MR. CLARK: Thank you, Karl. At this
25 time we want to recognize the schools that were

1 presented with their the 2021-22 Award of
2 Excellence at last year's fall meetings, area
3 meetings.

4 The Award of Excellence established
5 six years ago now is a program designed to
6 promote and recognize the efforts and
7 achievements of schools and the work of athletic
8 directors in the areas of sportsmanship, ethics,
9 integrity, leadership and character. This year
10 39 schools received this prestigious honor. And
11 of those 33 are repeat recipients.

12 The award recipients were also
13 recognized in the bulletin and in the state
14 tournament programs during this year as well as
15 being posted on the WIAA website and distributed
16 statewide in a media release.

17 Will the representatives of the
18 schools receiving the Award of Excellence as
19 listed on the screen, please stand and be
20 recognized.

21 (Applause.)

22 MR. CLARK: Congratulations.

23 And remember to fill out the form for
24 the Award of Excellence beginning of June and
25 before the deadline on -- Friday June 30th is

1 the deadline for that. As we shared with you
2 last fall, there are four additional criteria on
3 the form which is printed on the form on the
4 website. You just go to the miscellaneous
5 information forms module on your AD resources
6 page on the WIAA website to complete and submit
7 that form.

8 Thank you. And, again,
9 congratulations.

10 MR. MORRIN: Thank you, Todd. Now I'd
11 like to ask Stephanie Hauser to present her
12 2022-23 director's report.

13 MS. HAUSER: Thank you, Karl. Thank
14 you to everyone who came here today.

15 First of all, I want to echo Mel's
16 comments and thank you for your patience. But
17 I'd like to also add to that that our technology
18 mishaps today were unacceptable. The Holiday
19 Inn absolutely assured us that we were going to
20 be in good hands this year. And that did not
21 happen.

22 So we will take whatever steps needed
23 to ensure that we have a venue that can support
24 our needs moving forward. But, again, I echo
25 Mel's comments and thank you for your patience.

1 First of all, I can assure you of one
2 thing, that I know that there tends to be,
3 historically speaking (inaudible) over or under
4 on the length of this speech. Now, remember
5 last year I talked to you about that. It might
6 have been significantly shorter. Can't start
7 your timer yet. I didn't actually start. We're
8 going to be okay. We're going to be out of here
9 in plenty of time for lunch, open house, golf,
10 whatever you've got today.

11 All right. So, again, I'm going to
12 hold this really close because you're not going
13 to hear me if I don't. So I apologize. It's
14 not going to be quite as personal and free as
15 I'd like it to be.

16 Oh, okay. Don't turn my timer on. I
17 have to announce some last results. For those
18 of us who are old enough to have been in this
19 room, did you appreciate the colored ballots
20 once again? I mean, it was -- it really was a
21 good (inaudible) and I have to agree.

22 Mike, you told Karl we're going to
23 make this one hard on him. He had his hands
24 full.

25 Okay. So proposal number four, which

1 was transfer and sports participation, a sport
2 not participated in before, that motion was 189
3 to support, 192 to deny. That motion does not
4 pass.

5 And our final proposal of the day,
6 amendment number five with regard to coaching
7 contact with incoming 9th graders, that was, to
8 support 373, to deny it eight. So the final
9 amendment does pass.

10 All right. Put me on your clock now.
11 Finally, I just want to welcome all of you who
12 visited with us in person today and also those
13 who attended virtually. We want to extend our
14 appreciation for your interest and your
15 engagement with the WIAA association process.
16 It's encouraging, and it's refreshing.

17 Thank you to Karl, the Board of
18 Control, as well as all the committees who
19 volunteered their time to serve the member
20 schools and to make the lives of all of our kids
21 in Wisconsin better.

22 To all our WIAA staff, you are truly
23 the best. I am honored I get to come to work
24 with you each and every day, people who are so
25 committed to their passion. And they have a

1 message to share. Makes me proud.

2 I just finished reading the book Make
3 Your Bed, The Little Things That Can Change Your
4 Life and Maybe the World written by retired
5 four-star Navy Admiral William Raven (sic). He
6 begins the second chapter like this, if you want
7 to change the world, find someone to help you
8 paddle.

9 With that in mind, again, I thank each
10 and every one of you for, not only your
11 engagement in today's meeting, but also the
12 large number of candidates who ran for elections
13 this spring, the volunteerism on all of our WIAA
14 committees, and the openness to considering
15 brand new ideas and new paths to head down for
16 this membership.

17 This type of commitment to
18 education-based athletics gives me so much faith
19 in the direction that this membership is headed.
20 Our staff has felt your willingness to help us
21 paddle while we work to continue to serve you
22 and your students better every day.

23 Please allow me to take a moment to
24 publicly acknowledge the efforts of the group
25 who did so much paddling over the last year and

1 a half. Jordan and Michelle, you did a great
2 job leading the group.

3 The committee was so engaged, and they
4 had very, very difficult conversations. But
5 they took their time, and they invested in the
6 resources they needed to assist in their
7 investigation.

8 They reached out to so many other
9 associations and their memberships to gain
10 insight and ideas. And whether you were in
11 agreement with the outcome of this amendment
12 today or not, one thing I would ask is that,
13 truly, please be grateful and respect the
14 process that they used to come to the decisions
15 and the proposal that they put before you today.

16 Truly that was collaborative, and it
17 was holistic. And their communication of the
18 process was commendable.

19 That vote today on competitive balance
20 certainly means we're headed on a new voyage
21 together. This type of change, we know, can be
22 daunting. As the committee has acknowledged, no
23 plan is perfect.

24 Yet through living and breathing it
25 together, continuous improvement will be

1 encouraged and expected. Their work, along with
2 the work of the WIAA staff, will help to ensure
3 that the membership feels informed and has the
4 opportunity to continue to ask questions and to
5 provide feedback as we move forward in this new
6 direction.

7 Now, if I may continue on with
8 reference to Admiral Raven's book, chapter 5
9 says, if you want to change the world, don't be
10 afraid of the circus.

11 Think about the circus that we have
12 all lived through in recent years, and we're
13 still facing many after-effects, a shortage of
14 bus drivers and officials, a decline in
15 participation numbers in some of our sports,
16 increased mental health concerns. Yet we
17 continue to persevere.

18 Why? Because even though we have
19 experienced the chaos, the people in this room
20 believe so strongly in education-based athletics
21 as a game changer in the lives of our kids that
22 you're willing to do whatever it takes to keep
23 things moving forward.

24 Let's take some time to dwell on the
25 celebrations of our collective perseverance.

1 The membership asked for sanctioning of the
2 sport of girl's wrestling. In one year's time
3 the number of participants has gone from 450 to
4 over 750 females who wrestled for the first time
5 at the Kohl Center this year. That's
6 incredible. We got to see the best of the best
7 on the biggest stage.

8 Even while so many of us were dealing
9 with post-pandemic challenges, we made it a
10 priority to spend a full year celebrating the
11 implementation of Title 9 legislation, 50 years
12 anniversary. And that made athletic
13 participation an option for those who were not
14 allowed that in the past.

15 As you know and as Jill talked about
16 earlier, the WIAA experienced a severe financial
17 crisis due to tournament ticket sales being
18 devastated for over a year. Our staff found
19 innovative ways to generate revenue.

20 And although our tournaments are not
21 quite back to our normal spectator rates, we hit
22 a new record for attendance at this year's state
23 volleyball tournament in the fall and a
24 second-all time attendance at the individual
25 wrestling tournament. This is really

1 encouraging as to where we are headed.

2 We witnessed more collaboration than
3 ever before in the effort to build up our number
4 of licensed WIAA officials. The finger pointing
5 and the blaming of everybody else has
6 essentially stopped.

7 We are seeing for the first time our
8 schools, our conference commissioners, the
9 assigners, the officials associations
10 themselves, our staff, your parent groups, your
11 booster groups, they're all working together to
12 do their part to not only recruit new officials
13 but also to treat them with respect in an effort
14 to retain those that we already have.

15 We are seeing huge progress. I know
16 you don't completely feel it yet, but Kate just
17 reported to our Board of Control yesterday that
18 we've almost achieved our goal this year of
19 10,000 licensed officials. We are at the
20 highest number of licensed officials in the
21 state since 2010.

22 That's promising. We know we're not
23 there yet and there's work to do, but we are
24 seeing the results of everybody's efforts.

25 So where are we headed? As promised

1 to the membership in the past two annual
2 meetings, our staff is recommitted to service.
3 We want to hear from the membership on what's
4 most important to you and where you think that
5 changes can benefit your student athletes.

6 One of the most valuable strategies
7 our staff has implemented recently is the
8 conference outreach initiative, which allows us
9 to come to you on your turf to sit and listen
10 and have you share what's concerning you, what's
11 going on in your schools and how we can help you
12 with that.

13 I'd like to share some of the most
14 consistent themes that our staff has heard from
15 across the state. Number one, concern for the
16 impact of club sports on education-based
17 athletics. Each level and type of programming
18 in youth sports has unique aspects. Each has
19 its own purpose and its own function.

20 But there's a place for all of us in
21 this world. I believe more than ever before
22 that education-based athletics is in the best
23 hands because you are serving the students who
24 need you the most.

25 If you need a reminder, ask yourself,

1 why do we have school sports? What are we
2 trying to provide to our students? When you
3 have that answer, then the future will look as
4 bright to you as it does to me (inaudible)
5 education-based athletics.

6 The kids that need you and your
7 coaches the very most are the ones that are
8 right in front of you. You work for them, and
9 you work to make a positive difference in their
10 lives.

11 Second area we've heard a lot about is
12 the rate of athletic participation in our
13 schools. Obviously, the addition of girls
14 wrestling is a great example of an innovative
15 way to draw kids to your programs at your
16 school. It's been a huge success. Growth is
17 expected to be continued.

18 Girls and boys lacrosse is being added
19 next year. We're excited about that as well as
20 the pilot co-op review process that the board
21 has approved for the sport of lacrosse. It's
22 very possible that this preview format might be
23 something that's applicable to other WIAA sports
24 as well.

25 So let's paddle together to not only

1 find ways to attract our students to new
2 athletic opportunities in your schools, but
3 let's keep our minds open, as was talked about
4 earlier with football playoffs. Keep our minds
5 open to new opportunities to revisit and to
6 revitalize the sports that we already have in
7 our schools.

8 Third challenge is that of athletic
9 director and coach turnover. The WIAA
10 partnership with the Green Bay Packers to
11 provide the InsideOut Initiative was entered
12 into as a way of helping you and your coaches
13 find your why. Define what success looks like.
14 Why do I do what I do? Why do the coaches do
15 what they do?

16 Those reasons are the reasons why you
17 do the work. They're what keep you coming back
18 every single day. As Joe talks about,
19 transactional relationships don't last. But
20 transformational relationships are for the
21 long-haul.

22 We hope that you will make time to
23 include some or all of what InsideOut offers and
24 that it pays you back in the form of increased
25 support from your parents, from your coaches,

1 school administration and school boards and that
2 what you see is longer lasting and more
3 meaningful results for all.

4 A fourth area was already discussed
5 today, game maximums and season lengths. Again,
6 as we have put one committee to its retirement,
7 I'm very certain that we're going to some --
8 some head in the direction of formation of a new
9 committee with representation from across the
10 state to continue to talk about that topic.

11 The coaching contact rules is a fifth
12 area we've talked about with many conferences.
13 Of course, we experienced so much that was
14 different over the past few years in our
15 schools. And there are things about that that
16 none of us want to ever experience again.

17 But there are new lessons learned as
18 well. And some of the adjustments and
19 modifications that we made with the coaching
20 contact rules were well received. We will
21 continue to discuss this topic at area meetings
22 in the fall. And if the membership would like
23 to bring something forward for you to consider,
24 you may see it one year from today at the annual
25 meeting to vote on.

1 And the final area that is a
2 consistent ask to our staff is that of name,
3 image and likeness. We've all witnessed the
4 impact of these changes at the college level.
5 We have asked the membership at our area
6 meetings the last two years, and the response
7 has been strongly in favor of keeping things how
8 they are and preserving the integrity of
9 education-based athletics with our current rules
10 for amateur status.

11 However, our staff recognizes that we
12 have a duty to continue to educate you and to
13 educate your families and your coaches so you
14 feel better prepared to have those conversations
15 and also to comply with the membership rules as
16 they currently exist. So we will continue to be
17 a resource for you as that conversation
18 continues to happen around us.

19 Please do not allow any of these
20 themes to scare you. If anything, I hope you
21 find comfort in the fact that you're not alone
22 and that others across the state have the same
23 issues that they're talking about. We recognize
24 how important these are to you, and we will
25 continue to seek feedback and to brainstorm as a

1 staff how to better assist you.

2 Again, it's all about finding someone
3 to help you paddle. We are on this journey
4 together. And our staff is committed to helping
5 you provide your high school student athletes
6 with the best experience they can possibly have.

7 As we continue to look forward to the
8 future, I'd like to discuss a few more areas
9 with you. First of all, our staff, like most of
10 you, loves coming to work almost every day. I'm
11 sure the days that we don't enjoy coming to work
12 you hear about or you read about on social
13 media.

14 Yes. I'm referring to the WIAA is,
15 unfortunately, on the receiving end of
16 litigation. Brent has me on speed dial. And I
17 have him on speed dial for that very reason.

18 But I want to reassure you that our
19 staff is making progress in this area. Through
20 open and proactive dialogue with school leaders,
21 our staff has helped them to better understand,
22 not only the rules that the membership has set
23 forth, but the rationale.

24 Why do rules exist? We don't love
25 enforcing rules. None of you love enforcing

1 rules. (Inaudible) talk about when it comes to
2 discipline. We don't discipline because we
3 enjoy it. We discipline because we care. We
4 want you to grow and become better.

5 And so through those open and
6 proactive dialogue with schools, we have made
7 progress. We also provide you with talking
8 points to help to speak with your school board
9 members or your parent communities that are
10 upset with the eligibility rules and the
11 membership rules.

12 In addition, our staff has implemented
13 applicable constitutional sanctions which
14 consistently includes the restitution of WIAA
15 member funds that are spent on defending the
16 rules that you, the members, have established.
17 So, again, the proactive and the reactive
18 conversations are our key to building these
19 relationships and also establishing trust with
20 our member schools when they are faced with
21 those tough situations.

22 It gives us the opportunity to ask the
23 school, what does being a WIAA member actually
24 mean to you? Do you find value in being a WIAA
25 member school? And, finally, how can we move

1 forward together?

2 As we continue to seek strategies to
3 improve the service, we are actively exploring
4 two further areas I wanted to share with you
5 today. We believe that there are exponential
6 possibilities to help you and your schools and
7 your coaches and your athletes.

8 Number one, we have additional
9 conversations about implementing the WIAA
10 student leadership component. There are over
11 half the -- half the associations in the state
12 that do have a student association -- a student
13 leadership component.

14 I shared this vision with the Board of
15 Control when I was going through the hiring
16 process. And they have been very supportive of
17 continuing to explore that notion.

18 We look forward to feedback from all
19 of you as we continue these conversations. We
20 have some models across the nation that have
21 highly functional student leadership programs as
22 part of the association. So, again, we look
23 forward to the conversation involving that.

24 And then secondly, we are actively
25 exploring the establishment of a WIAA

1 foundation. Again, over half of our state
2 associations do already have an established
3 foundation. So we have a lot of models to show
4 us how this can benefit you in your everyday
5 work.

6 The possibilities, they also are
7 endless. But what we were really excited about
8 is having conversation with you as we start to
9 form the function and the primary roles of how a
10 foundation can assist.

11 Finally, I want to personally thank
12 each and every one of you for your commitment to
13 changing lives. I'd ask you to do as Admiral
14 Raven outlines in his final chapter of his book,
15 and that is give people hope. If you want to
16 change the world, he says you need to start
17 singing when you're out cheering them in the
18 mud.

19 There are not many people in the world
20 with bigger hearts than those who serve others.
21 And I'm proud and privileged to be among some of
22 the very best here today in this room.

23 I'm going to close my director's
24 report by making the same commitment to the
25 membership that I've made for the past two years

1 that I've had to stand before you. I vow to
2 stay positive even in the most challenging
3 conversations. My office door, my computer and
4 my phone will always serve as a welcome
5 opportunity for you to reach out and share your
6 feedback with me.

7 But in return I would ask that you
8 continue to have that same open door policy for
9 me and my staff to come to you. Every day I
10 will smile, laugh and encourage all who work to
11 enrich the lives of students even when the Wi-Fi
12 doesn't work. I will not fear failure but
13 instead will accept the inevitable and allow
14 these as a learning experience to get better,
15 not bitter.

16 And, finally, I have a vision for the
17 WIAA. It hasn't wavered in the past two years.
18 I'm still as excited as I was the day that I was
19 offered this opportunity to lead this amazing
20 organization.

21 I believe we will be moving forward
22 stronger than ever before. And truly the best
23 is yet to come. Thank you so much for your time
24 today.

25 (Applause.)

1 MR. MORRIN: Thank you, Stephanie.

2 Just a reminder, if you registered for
3 the WIAA open house and lunch, we've been
4 granted permission to park at surrounding
5 businesses but would strongly encourage you to
6 carpool over there if you -- if you can.

7 Are there any announcements today that
8 anybody has? All right. With that said I'm
9 looking for a motion to adjourn the meeting.

10 MS. OLSON: Linda Olson, Freedom.

11 MR. MORRIN: Linda Olson, Freedom.
12 Can I get a second?

13 MS. DAHL: Second, Vicki Dahl, Mineral
14 Point.

15 MR. MORRIN: Vicki Dahl, Mineral
16 Point.

17 All those in favor?

18 ALL: Aye.

19 MR. MORRIN: Opposed? No one. This
20 meeting is adjourned.

21 (Meeting adjourned.)

22

23

24

25

