



**OADA Executive Board Meeting  
Monday, January 11<sup>th</sup>, 2021  
Virtual Meeting over Zoom  
10:00 am – 2 pm**

**Roll Call:** Russ Bolin, Bill Bowers, Dennis Burke, Kyle Cowan, Toni Cowdrey, Clint Forste, Dave Ehrhardt, Jack Folliard, Debi Hanson, Erik Hoberg, Dave Hood, Chris Knudsen, Bart Rothenberger, Patrick Richards, Tim Sam, Doug Thompson, Steve Wallo, Peter Weber, Kris Welch, Rob Younger, Anna Maria Lopez.

**Minutes from November 9<sup>th</sup> OADA meeting approved; M/S/P**

**Reports –**

**OSAA Report** – Peter Weber/Kris Welch – The OSAA staff continue to meet with their executive board every couple of weeks and are getting ready for their regularly scheduled Feb. 8 meeting. There is an update from ODE coming on January 19 that will include the Ready School, Safe Learners (RSSL) information. Peter has been involved in discussions with superintendents to anticipate some of the changes and how they may impact athletics.

The OSAA staff has created a new infographic that includes risk levels of counties and what is allowed in sports based on risk level and plans for each season. Also updated FAQ's; recent governor's announcement created more questions, so update should help. Advisory updates for schools reopening is separate from guidelines currently in place for indoor/outdoor sports policies and schools need to follow/be aware of both. This information went out to schools last week.

A few items to discuss with board; out of season coaching is being discussed by 5A/6A level and survey is being taken among AD for feedback to OSAA board. 1-4A level changes are being discussed by the board; they recognize this impacts schools differently at each (classification) level, trying to adjust accordingly or keep in mind.

Academic hardships are another area they are discussing, concern there could be many hardships if current policies are maintained. OSAA looking at what other states are doing in several areas including academics. The impact of how schools are providing academic structure and what classes a student is enrolled in has impacted eligibility and they are trying to figure out how to get kids back playing, keep the process simple for schools and not penalizing them.

No changes currently anticipated from OHA with numbers for indoor/outdoor sports. Next week is the movement week for county risks. Washington and California have football included in their risk metrics numbers, Oregon has not done so yet. Would like the OHA to consider comparable advisory situations for re-opening for football. Washington implemented last week and going by county, it would be helpful if Oregon followed a similar policy. If they get to a point at the start of February and there has not been the improvement in case reduction to hold

football and volleyball at more schools the board will make some decisions on how they will proceed. Likely they will send out a survey to all schools to determine if they will opt in to participate, so will survey schools to get a sense of numbers.

New data metrics out tomorrow (Jan. 12) with current county metrics 2-week mark that determine risk level. On Jan. 19 the new RSSL guidance from ODE will come out, OSAA listening in on this week.

Vaccinations for off-campus coaches has been discussed with Colt Gill to impress upon him the need for coaches and officials to have timely access.

Bringing kids in for limited in-person instruction (LIPI), but not afterschool for activity, what is the rationale? Hasn't heard much of that in the conversations he has been a part mainly since the groups have been large (200). Varied levels of in-person comfort around the state. Trying to convey the message that in sports they have been able to shut down operations when they have had cases easily and that may not be the case with in-person classes.

Hope to have information regarding Culminating Week, as well as activities by Feb. 8 meeting. Would the OSAA be considered in educator's priority group for vaccination distribution? Distribution has been left to counties to orchestrate, so it is unclear how and when distribution will take place across the state.

Trying to stay positive with situation.

At what level does the Rule of 2 decision take place? It is a board decision. They will take input from schools, the 5A/6A has already independently taken a poll. If a change is proposed to the RO2 it would also go to schools for survey at the 1-4A levels before being decided on.

LTI report - we offered 28 ADs for LTC 502 and 19 ADs for LTC 502 as part of the New AD workshop

**OACA Report** – Rob Younger/Chris Knudsen have been busy, just wearing different hats. They have been working on the Oregon Return to Play campaign. Using deep data and research to help encourage return to activity for students. A letter is coming out tomorrow to AD's as well as leaders throughout state to get students involved in co-curricular activities. They will also encourage coaches to be involved gathering signatures to share and show the support for a return of co-curricular programs in schools. They would like leadership teams to distribute to school staff and families to gather support. Have been looking at other states, 3400 football games scheduled in Pennsylvania, 94% played and reported no infection team-to-team infection spread through contact in football or other fall sports. This information will be included in their letter.

Results last week from National Federation HS Coach of the Year Awards. Tremendous success with a number of Oregon coaches earning recognition at both regional and national level (Rob posted list for viewing). 20 Oregon coaches nominated by OACA and OSAA, 15 were recognized for Section 8 awards with 2 being recognized for National Coach of the Year awards (Doug Hislop, Imbler, Anne Ellett, Centennial).

OACA also wants to support both interscholastic coaches and officials in the vaccination priority along with educators.

Chris – Please encourage coaches to become members, especially new coaches. The membership benefits include a \$2 mil liability insurance and a new benefit (not listed yet) gold card members are entitled to a 20% discount on their rack rate for the evening at the Sheraton

Airport Hotel + up to 14 days free parking. Unfortunately, they have had to cancel all of their clinics for the school year, but Nike National Football Clinic will be going virtual and they will be sending out information for this event. It is starting Feb. 21 with over 70 speakers. They recognize this will be during football season but coaches can sign up and get recorded version of clinic to review at a later time. OACA is hopeful the OADA will have a conference this year and looks forward to getting back out to play safely.

**OAOA Report** – Jack Folliard/Debi Hanson – they appreciate officials being included in vaccination distribution priority, it makes sense for the safety of all participants of a contest. With 2800 officials across the state there aren't that many of them to include. They are starting to open up officials' registration in softball, baseball, soccer and volleyball, they don't have numbers yet but he is very nervous about numbers being impacted. The change of the seasons may also impact the ability for some to come back. They are worried about some officials opting out due to COVID concerns and anticipate numbers being low. Scheduling: scheduling has to be done sooner than later, emphasizing getting something to commissioner's soon. It was advised schools work with local commissioners and coordinate with other leagues; the matrix of who plays when is likely.

Soccer and volleyball, are schedules available? 5A/6A working on schedules; Debi – asked for league reps to communicate if schools are playing in leagues or regions. Anna Maria reported 5A/6A nonleague volleyball scheduling is working on a regional format vs. straight league play. Debi is appreciative of the efforts to help get schedules that she realizes are likely in their fourth re-iteration. She has had some officials opt out this year for various reasons, she recognizes age, the fact that some provide support for elderly or high-risk family members are contributing factors. Vaccination will be a plus for those willing to take it. Currently she anticipates only being able to cover Varsity and JV contests, so encourages timing and scheduling as a key as long as communication with commissioners.

Jack reported there were 514 soccer officials last year – currently there are 100 signed up; 410 in VB, currently 79 are signed up. He is having a hard time recruiting officials with the uncertainty of contests. There is the potential of not having enough officials for lower levels; so creativity of timing and scheduling will be imperative along with making it important to communicate with commissioners.

Lower level schools ADs are wondering if they could officiate JV2 volleyball contests. There is already an existing policy that JV2 competitions do not require the use of certified officials to conduct contests.

(If schools choose to play) double header basketball games on Saturdays would eliminate the option for players to swing to different levels on the same day.

It was also noted that by Peter that if officials numbers are so low that they impact the ability to hold contests, they may make some adjustments to address that challenge.

**LTI Report** – Tim Sam – nothing new to report. He has sent Bart some courses that might work for our conference. There were a record number of Oregon AD's involved in taking LIC courses at the virtual national conference in December. It was a good conference.

**Treasurer's Report** – Toni Cowdrey- Toni reported there is \$83, 183.68 in the OADA account as of this morning. Related to that, in December she completed our taxes, the 990EX form was submitted and taken care of. She has also done the Department of Justice (DOJ) form to maintain our non-profit status.

**Classification Reports: 1A**, Steve Wallo nothing to report – He will poll the 1A AD’s to see how the New Year is going.

**2A**, Clint – scheduling is their number one topic. Some superintendents and school boards are identifying where their schools will compete based on county risk levels. Multiple examples of schools that won’t travel to certain places or outside their county. The 2A is concerned about Season 2 and the February start date. They are wondering why if kids are sitting around, why is only football getting extra time to prepare? They’ve been sitting around for 10 months, why don’t other sports have the same opportunity to start early. It was pointed out that Season 1 goes up to Feb. 21, so participants of other sports do have the opportunity to condition and prepare prior.

**3A**, Erik – a few schools have similar situation where they won’t travel to counties with higher risk levels. Majority are going to try and play league schedules, but they have a few schools with different challenges. LaPine does not have transportation due to hybrid and limited in-person instruction, so they are being creative and trying to help them out by playing their away games as double headers (in volleyball) on Saturdays. Switched soccer games to Mondays/Wednesdays to accommodate lack of officials in Lane County. The 3A would also like to eliminate the Rule of 2 and leave to local control.

**4A**, Dave – pretty quiet, pre-Christmas working on Culminating Week, but quiet now. Just anxious to get back and play.

**5A**, Patrick – they have been working on scheduling with the 6A, going with a regional format. They have also been working on the Open/Closed period and the majority of the 5A schools are pushing for no closed period in general; they would like to be able to manage at the local level. Waiting for responses from schools on how they would like to advise the OSAA regarding.

**6A**, Russ – what Patrick said and he is surveying leagues on Open/Closed periods– leaning towards Option C (no Open/Closed). Down south agreeing to one week closed. Schedule wise moving forward; they met last week and their schedules are done. There is some uniqueness to the schedules with contests during spring break, but everyone is excited and looking forward to it. Regarding the rule of 2, he was on the baseball contingency meeting last week and there is still lots of work to be done 4A down – coaches passionate about having/not having. Will have survey results to OSAA before Wednesday’s meeting.

Bart encouraged schools to include all levels in scheduling. Some schools are cut-off geographically and can’t travel so having a hard time scheduling. They just want kids to play. Some schools are pushing their schools to let them self-transport. Bend has been told they won’t have transportation this year. This may create animosity among schools into the future if we don’t make an effort to address. It was felt this can still be managed and taken care of. Kris and Gibby will create a place on the OSAA website to post open games.

## **1. Old Business**

**National Conference:** Recap – President’s meeting result was there will be monthly meeting with president and president elects. 42 AD’s registered from Oregon record number. Erik took

last LTC course really enjoyed workshops and sessions. Dave offered the workshop sessions are now available on the NIAAA website until mid-April.

Dennis enjoyed the sessions and was looking forward to listening to sessions he could not attend that are now posted.

Dave shared Tim Sam was recognized for winning the Bruce T. Whitehead award at the national conference. Congratulations Tim on not only being nominated, but winning this prestigious award. Tim recognizes the groups that he works with: the OSAA, OAOA, OACA and accepts the award with appreciation for those he works with.

There will be a combined awards assembly at next year's conference – live.

To find the NIAAA national conference workshops, Steve offered: Go to NIAAA link to conference in upper right hand corner go to 2020 on demand – drop down – view on demand workshops.

**OADA Membership Registration/Conference Registration/Final Forms** - Dave/Toni –with AMP we are able to register for both OADA and NIAAA membership. The national organization is putting pressure on us to have dual membership offering. Currently, you can pay into AMP but the Toni has to send \$80 to NIAAA for your membership leaving a short gap between sign up on AMP activating the NIAAA membership. Needs re-strategizing. Dave is working with Nellie (Crocker) to sync both memberships; suggested to pro-rate fee to cover gap until OADA registration opens up. AMP was able to update from FamilyID with transfer, but showed everyone as PAID – and they received notice that they had paid. 163 currently signed up for membership; 206 for 2019-20 school year. 40 signed up for dual membership through AMP. Toni has had to go back and rectify those who were actually paid.

The OADA needs to get state conference details set so we can open up registration. Several vendors have contacted Toni regarding whether or not they rolled over their fees from last year. She has been able to help them determine their status.

Newsletter Deadlines (MascotMedia) – Dennis Burke (need to adjust all dates?) Dennis just sent out deadline dates. People submitting articles now. KT agreed to write, Missy asked to write on Girl's Leadership; Vicki Nelms to write on best professional development opportunities. Waldport report on zoom leadership opportunities for players. Trying to generate more articles from around state on great things happening.

Do we need to change dates? New deadlines for spring newsletters?

March 25 – April 1 (2A, 4A, 6A) & June 10 for June 17: (1A, 3A, 5A)

Feb. 1 deadline for the OADA Scholarship (child of Oregon AD) and NIAAA Scholarship (any student at a school where AD is a NIAAA member) applications. The OADA awards deadline is Feb. 21.

Spirit of a Champion (STAR Program?)/BiMart Update – Dennis Burke

The OSAA is trying to take care of existing sponsors, there's been no further discussion regarding Bi-Mart program due to current situation. STAR work being done, but with focus on getting people back to playing – want to move towards the start of next school year. Ian working with Dave to figure out how to include OADA in order to capture money offered through partnership program. Mentorship could be option. OADA does not want to lose their sponsorship from BiMart.

Board positions update/New position – Inclusion/Equity? Dave: board has talked about 2-3 different times. Focus has been re-opening, but don't want to miss opportunity at this time.

President's meeting at national conference 16% of states have position. OADA working on it; how to go about and what does that look like? 18% women; AD's of color less represented. Add a position? What is job description? Tim offered on the national mentoring committee they discussed if the just add a position or would it be better to have an ad hoc committee or task force to find ways to include more women or people of color on athletic leadership.

The OSAA asking organizations for list of names to be included on board; still in first reading of discussion phase. Vs. just giving candidates' names, providing a list of names so they could look at make-up of board at that time to determine what areas would balance. This would necessitate a constitutional change for the OADA on who they present forward. Just having women on board doesn't solve anything. WASA Wednesday is Washington Schools every Wednesday 2 hour presentation 220 AD's (out of 700-800 total) researcher spoke to reasons why role models, examples ahead of how that looks.

Task force vs. survey to investigate; go out and look for reasons and come up with solutions. Tim made a motion to commit to forming a task force that is representative; includes one of us and includes 2 or 3 or 4 other to come up with solutions to move us forward. Kyle recommends 2 current board members. **Proposal: The OADA creates a task force to move the organization forward in creating leadership and inclusion for women and minority athletic administrators.** DEI Task Force. We would still need to work on identifying how current board members and non-current members comprise the task force. M/S/P

Check on the awareness of what is out there in the state, obstacles; how do we start on creating more awareness in providing more opportunities. Intentional about who we reach out to vs. survey. With number of new AD (117) would be good to help them know who we are and what we do. Do we have representation at different levels? Tim offered to chair – how do we take initial steps to start? Important to not have just AD's on committee (KT & Kelly). Kris Welch will send that out the percentage of women AD's and people of color statistics. Initial charge needs to be identified; clear language – draft of charge important. Dave will come up with a generic charge to begin with. Dave, Kris and Tim will come up with charge, next meeting we will come up with suggestions on additional task force members. DEI Task Force. We have 293 ADs of those there are 44 females (15%) in a rough guess there are 15 ADS of diversity (5%) there are 2 females who are also diverse. Just a rough guess FYI

Movement of Investment Account – Erik provided information on proposal we move our funds into a Vanguard fund. Currently, our funds are with Delaware with high charges/fees and poor return. There is a motion to move OADA funds from the current investment account into a new account. S & P will have fewer fees associated than current placement. Motion to move funds was M/S/P.

## 2. New Business

Planning for League Rep meeting (February 21<sup>st</sup> @ West Albany?) That is about when they are scheduled to go back to school, so hard to say if they will be able to host. Possibly having a hybrid meeting. Concern for finding a space and having meeting the day before we start activity on Feb. 22. Patrick will research options for private place to host and find food. Will plan virtual meeting and if we can find a space will go hybrid.

At the League Rep meeting we need to cover:

- i. Registration walkthrough/explanation Hoody will work with AMP to figure out registration.
- ii. Conference Ideas/Housing

- iii. Conference Questions draft/discussions put together by the Feb. 21st
- iv. Award nominations – Hoody will send out nomination forms/links; Anna Maria will create committees to select award winners. All award information is now posted on the OADA website including deadlines.

New AD's at Conference/Mentoring –Tim Sam – Kris was lead organizer and instructor for LTC 502; hounded new AD's and got almost all new AD's in course and registered with NIAAA. OSAA paid for 48 new AD to take LTC 502. The NIAAA is working to have a state AD mentor program director. They are working to create a state mentorship director along with a mentoring toolbox to help veteran AD work with new AD's. In partnership with the OSAA, the OADA is starting bi-monthly Chat and Chew sessions for new AD's. The first session is Jan. 21. Various topics: student leadership groups, developing character, transfers & eligibility, scheduling with integrity, etc. topics that will be presented. Plans to host a social at the conference for new AD's.

### 3. State Conference 2021

Virtual, Keep April or move to May / August?

Schedule, Decision dates? – Bart Rothenberger – hard to secure speakers when we don't have dates. Move later? Will date be too early with large group size restrictions? Possible dates Dave received from SR – May 7, 14, 21 – meeting Friday night, Sat., Sun., Mon. Tue. to noon. June? Graduation is a concern. Myrtle Point June 18, Clint either 6/11 or 18. May 7 seems only option. Running into housing issues if we move back; prices may be different as well as availability. Keeping it a full 4.5 days or moving it back? Making it an August and include OSAA AD workshop? Shorten? Concern for August is moving back into school after being off for a year. Pre-recorded message from sponsors at conference. Also need to look at neighboring states for conferences as it may impact vendors. Washington has moved to June. Idaho has stated they will host, but if not possible they will cancel. Drop dead date with SR needed – Dave will contact them. If we do go virtual, do we want to host over zoom and have full-blown version so vendors could be a part of it. Virtual vendor hall. Now that football is not a concern with original dates, do we move back to the original schedule? We can build a vendor portal, can't do conference registration until we know. Pre-COVID schedule April 16 to April 20 use the same. Greg Bryne guaranteed he would be banquet speaker, but now it may conflict with his spring game. Will vendors be vaccinated? We would want to host webinar sessions as option at a reduced rate.

Survey – will you attend April 16? Might be too early to ask now; too many ifs. Send out once we know drop date. If Feb. 1, we do not know and need to go virtual. If SR can wait a month for the drop dead, we send survey out then. At what number of participants due we break even? If we expect 75% of participants will that allow us to cover? Can't look at current account since some of that is roll-over fees from last year. What is breakeven for registrations? Will we have enough AD attending to cover? Will there be push back from superintendents for AD's to attend when we can't schedule outside of regions?

Current cut-off dates with Sunriver: Feb. 15 is first attrition date, you can take 5%; reservation deadline is Feb. 17, lodging cancellation cut-off March 26, final event details March 19.

Contract is \$41, 000. Suggested to bargain on current attrition rate or extend detail date.

Can't just count on current funds in checking account (\$83, 000) since most is rollover funds from last years conference. There are some sponsors, vendors and members who would need to pay though, approximately \$30-40,000 come in.

Dave will send Bart the last final schedule from 2020.

- a. Workshops Ideas – Bart Rothenberger –stay with same as last year. will work with Tim- also ask if we go virtual.
- b. Begin creating State Conference Questions – Anna Maria work with Kris, Peter and Rob younger to have conference questions, draft ready for league rep meeting.

Reclassification will be next year, do we need extra time to include? Now 4 month process. Nothing to talk about at conference this year?

- c. Conference Gift – Dave –Ryan Garrett left BSN, so what kind of things do we want sunglasses, backpacks, watch, golf hats.
- d. H of F Update – Bill process for 2022 will begin in summer of 2021. Program for this spring's event is ready. Bob Akamian still host.
- e. Golf Tournament Update –Dave will check to make sure we still have date if shifted. Tim thinks it would still work now with starting on Friday, no problem.

#### **4. Action Items: Approval of Expenses/Association Checks/Receipts**

We may need to sneak a zoom meeting in there to discuss prior to Feb. 21 – Sunday evenings better for Bart, Monday evenings. Dave will put out a doodle to identify a date.

The Oregon Women Sports Leadership Network will hold their annual workshop virtually on Feb. 6<sup>th</sup>. Information will be coming out this week

#### Future Meetings:

- February 21, 2021      West Albany HS or Zoom? (League Reps)
- April 5, 2021            OSAA?
- April 17-20, 2021      State Conference – Sunriver?
- June ?, 2021             Board Officer Retreat – Eugene/Bend?