Flag Salute

Roll Call / Introduction of Press - The meeting of the Executive Committee, held on Wednesday, November 13, 2019, at the NJSIAA Administration Building in Robbinsville, New Jersey, was called to order by the President, Mary Liz Ivins, at 11:12 am. The following members were present: Mohammed Abdelaziz, Ralph Aiello, Heather Andersen, Greg Bailey, Tom Berrios, Maureen Bilda, Joseph Bollendorf, Kevin Carty, Jr., Jason Corley, Joanne Dzama, Judy Finch Johnson, James Gaffney, Edward Grande, Robert Grauso, Oscar Guerrero, Robert Haraka, Kurt Karcich, Monsignor Michael Kelly, Raymond Kiem, Howard Krieger, Bill McDermott, Timothy McElhinney, Dominick Miletta, Tony Mitchell, Thomas Mullahey, Leon Owen, Michael Pellegrino, Christopher Penna, William Quirk, Philip Schaffer, Steve Shohfi, Vincent Smith, Frank Torcasio, Beverly Torok, Paul Vizzuso, Kathy Whalen, Denis Williams, and Dr. Robert Zega. Also present: Larry L. White, Executive Director; Kim Cole, Jack DuBois, Bill Bruno, Al Stumpf and Tony Maselli, Assistant Directors; Colleen Maguire, Director of Finance; and Steven P. Goodell, Esq., NJSIAA Counsel. The following sportswriter was in attendance: Darren Cooper. Also present: Paul Anzano of Pringle, Quinn, Anzano, P.C. and Judy Tutela of HBK CPAs & Consultants.

Approval of Minutes - A motion was made by Steve Shohfi, seconded by Kevin Carty, Jr., to accept the minutes of the October 16, 2019 Executive Committee meeting. Motion carried unanimously.

Out-of-State Competition/All-Star Games - A listing of Bordering State Sanctions and National Federation Sanctions was distributed for informational purposes.

Executive Director Update – Larry L. White

FYE 2019 Financial Audit – Judy Tutela, partner and manager at NJSIAA’s auditing firm, HBK CPAs & Consultants, reviewed the June 30, 2019 financial statements, which was reviewed with the Finance Committee earlier in the day. The NJSIAA received an unmodified opinion, which means the Association’s financial statements conform to Generally Accepted Accounting Principles and fairly represent the Association’s financial accounts.

The biggest change from years past is seen on the Functional Expense Statement (page 5), which in accordance with the new standards shows costs/expenses by program versus management, general and administrative. The footnotes in the report indicate changes from 2018 including the functional expense allocation, as well as the association’s which liquidity which is currently six-months of operating expenses. The association finished slightly better than the prior year though it still ended the year with a $39,000 loss, due to decreased revenues. The association decreased expenses by approximately $255,000. It was a stable year and the outlook is promising.

A motion was made by Greg Bailey, seconded by Maureen Bilda, to approve the FYE 2019 financial audit statements. A roll call vote was taken. Final Vote: Yes-37, No-0, Abstentions-0. Motion carried unanimously.
Legislative Update (Paul Anzano) – The legislature is currently in lame duck session. Nothing is being moved forward that the association supports or opposes. This month’s elections did not see significant party changes so dynamics shouldn’t change much. Mr. Anzano is monitoring several bills for the association including: 1- a bill that prohibits discrimination on basis of hair under "Law Against Discrimination"; 2-a bill that establishes tenure for coaches; 3- a bill that allows collegiate student-athletes to earn compensation for use of name, image, or likeness.

SOAP Initiative – SOAP will conduct its third high school program in the fight against opioids on 11/19 at Hamilton HS North (Nottingham). The SOAP coalition have previously visited Williamstown HS and South Plainfield HS and spoken to student leaders from all aspects of the school body about the evils of getting hooked on narcotic pain relievers. On 11/26, SOAP will replicate the program again at Pequannock HS. Speakers include school SAC coordinators, county prosecutor’s office/law enforcement representatives, GRASP coalition administrators, and pharmacists from the Garden State Pharmacy Owners group. The event features a five-minute video that was produced by NJCARES, an arm of the Attorney General’s office, which interviews two former high school athletes who became hooked on opioids due to injuries sustained playing high school sports and where they are now in their recovery. In 2020, the plan is to visit 10-12 more schools, all from different counties.

Gymnastics – Mr. White distributed a listing of winners from the five 2019 sectional championships that all took place on 11/2 at five different sites, as well as the team and individual championships that took place at Montgomery HS on 11/7 and 11/9 respectively. The five winning sectional teams were Freehold Township (Central I – 113.875), Hillsborough (Central II – 109.425), Old Bridge (North II – 109.125), Brick Memorial (South – 106.000) and Roxbury (North I – 105.950). The next five highest overall qualifying scores/teams were Saint John Vianney (109.600, Central I), East Brunswick (109.400, Central II), Howell (108.350, Central I), Middletown South (108.550, Central I) and Marlboro (107.325, Central I). At the team championships, Freehold Township finished in first place with a score of 111.150, followed by Middletown South (108.625) and Howell (108.150). In the individuals’ event, Grace Costello of St. John Vianney finished first in four of the five categories (all-around, uneven bars, balance beam and floor exercise), and in the one category she didn’t place first in (vault), she placed second! Mr. White thanked Executive Committee Christopher Penna and his school Montgomery HS for hosting both the team and individual championships and running them so smoothly.

Medical Advisory Committee Meeting – The Medical Advisory Committee (MAC) met on 10/30. The following discussions took place:

1. Dr. Robert Wagner, AD at Atlantic County of Institute of Technology, presented the pros of having a certified Strength and Conditioning professional on staff to supervise and coordinate weight room activities for not just athletes but the entire student body. Mr. White knows it is a tough sell with budgets, but feels it is important because a lot of kids don’t know what they are doing in the weight room and can get hurt.
2. The “black out” time period and who should set the time period. NJSIAA staff believes that each individual conference should choose their own week, and not be dictated by NJSIAA.
3. It has been reported to several ATC’s that football teams are going to “thud camps” with full gear and the “thud” sessions are turning into “live contact” drills. Though this practice has been reported, the specific schools engaging in this practice has not been divulged. The committee was very concerned.
4. Word is that some teams are having three-hour plus practices during the regular season. The committee was alarmed about this. It also led to a discussion about documentation for clearance notes.
5. Lastly, the committee accepted the resignation of long-time member Ms. Karen Harvey, school nurse from Bishop Eustace. Dr. Jack Kripsak is interviewing several school nurse candidates on 11/14 to fill the vacancy presented by Ms. Harvey's retirement.

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**Assistant Director Reports**

**Jack DuBois**

**Football Update** – Tournament brackets were distributed. Seeding took place on 11/3, where 184 teams were seeded, but not without issues. First, in the South, Group 3 bracket, Allentown was seeded 16th based on UPR. Robbinsville was ranked 17th, but they were undefeated. The rules changed last year to allow an undefeated team to be eligible for the state tournament but there was no provision in the regulations that defined how the undefeated team would qualify and who they would replace. The seeding committee originally placed Robbinsville as the 16th seed, but Allentown HS protested. After communication with both schools, it was agreed by both to participate in a play-in game. The game was a very competitive game, which saw Allentown winning and advancing to play the #1 seed, Wall Twp HS. A second issue arose in North Supersection 5. Paterson Eastside HS qualified for the state tournament but were on probation during the regular season. Then during regular season, they were involved in an altercation, thereby possibly violating their probationary period. A Controversies Hearing was scheduled for Monday, 11/4, the day after seeding, where it was determined that Paterson Eastside HS violated their probationary status, and as a result of this infraction, was then removed from the state tournament. The non-public quarterfinals and public semi-finals will be played this upcoming weekend. Mr. Smith asked how the association will fix the Allentown/Robbinsville situation, so it doesn’t happen again in the future. Mr. DuBois advised that the language will be corrected.

**Corporate Update** – Mr. DuBois is hoping for a signed contract from PGA Superstore in December.

**Workshops** – On 11/18, Legal One will host a workshop called “Coaches' Due Process Rights and Evaluation and Duty to Supervise Athletes”. As of this morning, 27 people were registered.

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**Kim DeGraw-Cole**

**Field Hockey** – 201 teams were seeded in the tournament out of a potential 225 field hockey teams. There were no bracket changes after seeding took place, and tournament play started on 10/21. Ms. Cole thanked all host sites for the tournament, including Executive Committee member, Michael Pellegrino and his school Egg Harbor Twp, who served as one of the four semi-final sites. The group finals took place at Bordentown HS, where the staff does a tremendous job. The following schools won group titles and advanced to the Tournament of Champions:

- **Group 1**: Shore Regional HS
- **Group 2**: West Essex
- **Group 3**: Clearview Regional HS
- **Group 4**: Eastern HS
- **Non-Public**: Oak Knoll School.
The Tournament of Champions semifinal games were supposed to be played later in the day, but due to weather, was postponed to 2pm on 11/14. NJSIAA staff met collectively to explore all options, reviewed weather forecasts, and all options open (date, times and sites) for both the field hockey and the state soccer tournament. The decision was made to move the field hockey TOC semifinals to the higher seed during the best weather part of the day in the best interest of the student-athletes’ safety and welfare. Parents were upset about the game time and venue change, but this was the best decision for the student athletes. A position statement was distributed to all the schools still involved in the field hockey and soccer tournaments and Ms. Cole spent a lot of time answering parent phone calls. The TOC finals will take place on Friday, 11/15, at Kean University at 7pm.

Eligibility and Transfers – Since NJSIAA has begun to use the new online transfer system on 9/1, 1,158 transfers have been processed from 9/1 to 11/7. There were two eligibility appeals hearings in the morning, and there will be an athletic advantage hearing later in day. The Eligibility Committee will meet on 12/5 to review any eligibility waiver requests.

Bill Bruno

Cross Country – Sectional results were distributed. Not including non-public runners, there were 3,269 runners competing at four different sites. The group meets, which include non-public participants, will host 1,762 athletes, which will then dwindle down to 450 on 11/23 for the Meet of Champions.

Winter Track – The Rules and Regulations have already been posted. Mr. Bruno distributed a listing of all winter track meet dates. For the first time ever, the Meet of Champions will take place at The Ocean Breeze in Staten Island. Mr. Bruno is very excited about this facility.

Wrestling Update – Rules and Regulations have been posted. This is the end of a two-year cycle so after the season, the districts and regions will be realigned in March 2020. Information to book hotel rooms for the state tournament in Atlantic City is now available on NJSIAA’s website, which was posted four weeks earlier than prior years.

Spring Track – Rules and Regulations should be posted by 2/15. A listing of 2020 tournament sites was distributed. New sectional sites include Seton Hall Prep and Stockton University. Pennsauken HS is a new site for the group championships and Franklin HS will be the new location for the Meet of Champions.

NJSCA Clinics – Down to the final four! The baseball clinic will take place on 12/12 at Diamond Nation. After that, there’s still the track & field coaching clinic on 12/14 at the Bubble, followed by tennis and wrestling coaching clinics in 2020.

Al Stumpf

Girls Soccer – Due to weather, the boys and girls public state semi-finals were postponed to the following day. As a result, neutral sites weren’t available, so games had to be played at the home schools (according to the Regulations – the home schools this year were N1 and Central). The games were also scheduled at 1pm and 3pm to make most of sunlight and optimal playing conditions, instead of at night as originally scheduled. Athletic Directors were cooperative; parents on the other hand were very upset. Mr. Stumpf understands it, but decision was made in the best interest of the student-athletes and based on the options available to the association.
The following are the semi-final matchups. Winners will compete in the group championships on 11/16 at Kean University.

Group 1- Glen Ridge v Mountain Lakes and Audubon v. Shore Regional
Group 2- Ramsey v Parsippany Hills and Wall v Haddonfield
Group 3- Ramapo v Middletown South and Hopewell Valley v Ocean City
Group 4- Montclair v Scotch Plains-Fanwood and Hunterdon Central v Eastern

On 11/10, at Kean University, Pingry was crowned the Non-Public A champion over DePaul and Rutgers Prep defeated Saddle River Day for the Non-Public B title.

The Soccer Committee will discuss the weather situation that took place for the semifinal games in the post-season meeting.

Girls Volleyball – State semifinal games are being played later in the day today. Matchups are below:

Group 1- Bogota v Midland Park and Kinnelon v Verona
Group 2- Rutherford v Sparta and Demarest v Barnegat*
Group 3- West Morris v Wayne Valley and Mendham v Colonia
Group 4- North Hunterdon v Southern Regional and Williamstown v East Brunswick
Non-Public - Immaculate Heart v Donovan Catholic and Dwight-Englewood v Union Catholic

Congrats to Barnegat who was the #32 seed and is still competing. Winners will advance to the state finals on Saturday, 11/16. Winners from those games advance to the Tournament of Champions tournament, which will take place at William Paterson University. The TOC out-bracket and semifinal games will be played on 11/23, culminating with the finals on 11/24.

New Boys TOC Golf Site – Since Hopewell Valley Golf Club closed, Mr. Stumpf secured a new site, Hawk Point, for the boys' golf state championships. Hawk Point is an excellent golf course located in Warren County, and they are very eager to host. Mr. Stumpf is still looking for Central and South Group 1 sites, so any recommendations are welcome.

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Tony Maselli

Boys Soccer Update – Mr. Maselli touched on the controversy with the public state semi-finals that Mr. Stumpf explained in detail earlier. The eight boys’ semi-final games, originally scheduled to play today, were rescheduled to tomorrow, 11/14. Seton Hall Prep and Gill St. Bernards School were named the Non-Public A & B champions respectively. The public champions will be crowned this upcoming weekend on Sunday, 11/17, at Kean University.

Tennis – 128 players competed in the singles tournament and another 128 in the doubles tournament. A freshmen player from Fort Lee HS won the singles championships, while Kent Place School earned the doubles championship title. It’s a large tournament with huge brackets; some states can’t believe how many participants we have. East Brunswick HS will compete against Moorestown Friends for the Tournament of Champions team tournament state title on 11/14.

Winter Tournament Opt-Out Process – The process is the same as the past few years. Please make sure schools submit their refusal in a timely manner.
Winter Participation Numbers – The electronic form is posted on the NJSIAA website. Again, please make sure schools submit their information in a timely manner.

Swimming and Bowling Update – Both swimming and bowling have already started their seasons.

New Website/ZebraWeb – Both are progressing. There have been ZebraWeb training sessions throughout the state, and a test group made up of assignors. The new website is not 100 percent ready yet. Mr. Quirk expressed concern that independent schools will not be listed in the new ZebraWeb program. Mr. Maselli explained that the initial upload only contained member schools, so independent schools will be manually added. They will not be excluded.

Michael Zapicchi

International Student Form – On 1/1/20, this form will no longer be available in paper format. Instead it will be online, on the same screen as the transfer forms. It will be exactly like the paper version including an upload documentation feature.

The Personnel Committee will meet immediately after this Executive Committee meeting ends.

Director of Finance Report – Colleen Maguire

Classification Review Committee – First, Ms. Maguire thanked Executive Committee, Frank Torcasio, for volunteering on this committee. The Classification Review Committee is wrapping up and finalizing its recommendations. They have analyzed each sport, now that all are sport-specific, in efforts to create a consistent number of teams that qualify for state tournament play. For some sports, it won’t be an option, but the target qualification range is 70-80% of participating schools. This is good timing for changes, since next year begins a new two-year classification cycle.

Cooperative Sports Program Bylaws – Clarification – 1st Reading – After last month’s meeting and the appeal by the Ranney School, there was consensus that the new language for cooperative sports needed to be tightened up. It is recommended to add the following language to the Cooperative Sports Program Bylaws:

CL. This section establishes a process by which Cooperative Sports Program applications are processed, reviewed, and appealed. A CSP is an exception to the general requirement that students play sports at the school at which they are enrolled. A CSP is not to be used to place students in another school’s program simply because the student(s)’ school does not offer the particular sport. Both schools must demonstrate a need for and commitment to the CSP.

The goal of a cooperative sports program is not to be formed for a single athlete/small group of players to play for a season or two, when a school does not offer the sport. Instead, the purpose of this program is for a school who is committed to growing the sport. The recommended additional wording above would give guidance to the first level committee who reviews cooperative sports applications.

Mr. Karcich asked if both schools eventually need to have their own program, which may not be practicable. Ms. Maguire responded that a request must have more than a single season ambition. Mr. Goodell and Ms. Maguire explained that they do not want free agents and parents trying to negotiate a co-op for their child. Mr. Haraka asked how the clarification will affect some
district co-ops including his own. Ms. Maguire explained that the spirit of this clarification isn’t for programs that have been in place and supported by the local school boards, but rather for the scenarios explained above. Mr. Goodell explained the Ranney situation again. Mr. Bollendorf added that in that situation, St. John Vianney failed to establish a need, but suggested that “declining enrollment” must be clarified or there will be more requests of this nature. Mr. Goodell added that though it’s still a discretionary process, this recommended clarification gives the committee more teeth to make decisions. Mr. Haraka feels there could be problems with the wording “established programs” because for example, a school can have a program for 50 years, then one year have less kids. You shouldn’t want a co-op and it shouldn’t be your first option. Mr. Mullahey thinks the clarification does a good job in setting parameters. Ms. Cole made note of the words “Both schools” in the last line in the recommendation. Mr. Grauso expressed that some schools may have enough numbers, but they wish to combine for financial reasons. Ms. Maguire reminded everyone that the new application is very detailed, and the committee takes all those factors in to consideration before approving/denying a request.

A motion was made by Joseph Bollendorf, seconded by Michael Pellegrino, to approve the cooperative sports program clarification to the Bylaws. A role call vote was taken. Final Vote: Yes-37; No-0; Abstain-0. Motion passed first reading unanimously.

**ZebraPay Workshops** – Two workshops have been scheduled to teach the new ZebraPay system. The registration form was sent on the AD Forum. The first workshop will be at NJSIAA on 1/23; the second at PCTI on 1/29. These workshops are geared towards the people who utilize electronic payments, such as an Athletic Administrator Assistant or a Business Administrator. The workshop will go over the new system, teach how to pay officials electronically, and even how to generate 1099 forms. Ms. Maguire highly recommends attending one of these workshops.

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**Finance Committee Update – Mary Liz Ivins**

Approval of October 2019 Checkbook – The October 2019 checkbook was approved by the finance committee and all checks were approved per policy before they were disbursed. A motion to accept the October 2019 check register was made by Beverly Torok, seconded by Paul Vizzuso. Motion carried unanimously.

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**Program Review**

Girls Tennis Start Date Waiver – 1st Reading – Since Labor Day falls late the next two years, and the tennis tournament begins early, it is recommended that tennis begin on 9/1 (instead of 9/8) for the next two years (2020 & 2021). This will give schools the same amount of play dates as this past year. Tennis is driven by weather, so unless this change is enacted, the next two years would only have 14 possible play dates, and if weather is uncooperative, teams may not have enough matches to qualify for the state tournament. This proposal was unanimously approved by the Program Review Committee.

A motion was made by Greg Bailey, seconded by Chris Penna, to approve a waiver to allow girl’s tennis teams to open on September 1st for the 2020 & 2021 seasons, and the option to begin practice on August 10, 2020 & August 9, 2021. A role call vote was taken. Final Vote: Yes-37; No-0; Abstain-0. Motion passed first reading unanimously.
Football – Removal of Waiver Request for Football Early Start – 1st Reading – It was recommended to eliminate the need to request a waiver for an early start date for the next two-year scheduling cycle. This was approved unanimously by the Program Review Committee. Zero Week for the next two years would correspond to this past year’s 00 Week, and next year would fall on Friday 8/28 or Saturday, 8/29 in 2020. Mr. Mitchell asked if the first game is scheduled for 9/4. Mr. DuBois answered that schools can open up on 9/3. A motion was made by Kevin Carty, seconded by Judy Finch Johnson, to eliminate the need to request a waiver for an early start date for the next two-year scheduling cycle. A role call vote was taken. Final Vote: Yes-35; No-2 (Mitchell and Torcasio); Abstain-0. Motion passed first reading.


The Controversies Committee has met twice since the last Executive Committee meeting. The first hearing involved Paterson Eastside HS, which Mr. DuBois explained earlier in the meeting under his football report. The second hearing held three weeks ago, involved an official and the new background checking system. The Eligibility Appeals Committee met this morning and will reconvene later in the day to hear an athletic advantage appeal.

Old Business – none.

New Business – Mr. Bailey asked when the next meeting will be. Answer is 12/11. Mr. Bailey also added that right now, New Jersey is in the heart of its fall championships. Committee members should spread the word and attend an event since NJ’s tournaments are tremendous. Eastern field hockey team is ranked the #1 team in the nation and things like that are not publicized enough.

Adjournment – There being no further business, a motion was made by Maureen Bilda, seconded by Kurt Karcich at 12:27 pm, to adjourn the meeting. Motion carried unanimously.

Respectfully submitted,

Larry L. White
Executive Director

LLW: ln