In compliance with Executive Order 107, the Executive Committee meeting was held remotely via Cisco's WebEx Meetings platform.

Roll Call / Introduction of Press
The meeting of the Executive Committee, held on Wednesday, June 3, 2020, was called to order by the President, Mary Liz Ivins, at 11:01 am.

The following members identified themselves as being present: Mohammed Abdelaziz, Heather Andersen, Greg Bailey, Tom Berrios, Maureen Bilda, Dr. Brian Brotschul, Kevin Carty, Joanne Dzama, Judy Finch Johnson, James Gaffney, Edward Grande, Robert Grauso, Oscar Guerrero, Robert Haraka, Kurt Karcich, Monsignor Michael Kelly, Raymond Kiern, Howard Krieger, Timothy McElhinney, Tony Mitchell, Tom Mullahey, Michael Nitti, Leon Owen, Michael Pellegrino, Christopher Penna, William Quirk, Scott Ridley, Senator Paul Sarlo, Steve Shohfi, Vincent Smith, Frank Torcasio, Beverly Torok, Bill Vacca, Paul Vizzuso, Kathy Whalen, Denis Williams, Assemblyman Benjie Wimberly, Dr. Robert Zega and Dr. Brian Zychowski. Also present: Larry White, Executive Director; Kim Cole, Jack DuBois, Bill Bruno, Tony Maselli, and Al Stumpf, Assistant Directors; Colleen Maguire, Director of Finance; Michael Zapicchi, Project Manager; Steven Goodell, Esq., NJSIAA Counsel. Also present: Paul Anzano of Pringle, Quinn, Anzano, P.C., and Scott Miccio, Parker McCay P.A.

Members of the press that dialed in: Tom McGurk, Courier Post; Darren Cooper, Record, and Brian Deakyne, nj.com.

Approval of May 2020 Minutes
A motion was made by Steve Shohfi, seconded by Tom Mullahey to approve the May 6, 2020 minutes. Motion carried unanimously.

Larry White Update
Mr. White announced his retirement effective 6/30/20. He is ready to spend more time with family but will be available for consultation. He recommended that the committee approve Colleen Maguire to serve as the association's Chief Operating Officer, a newly created position which is explained in the next section. He gave Ms. Maguire his highest endorsement.

Personnel Committee Update – Mike Zapicchi
The Personnel Committee distributed a memo to the Executive Committee requesting that Ms. Maguire’s title and responsibility be changed from Director of Finance to Chief Operating Officer. Ms. Maguire has, of her own volition and sense of responsibility to the Association, greatly increased the scope of her present position. She has taken a leadership role in the following areas: Coordination of the Association’s response to the COVID crisis, Facilitator for the Calendar, Co-Op and United Football Committees, Development and implementation of the Student Advisory Committee, and Liaison to Rutgers University, Commissioner of Education.
and NJFCA, all which are far beyond her Director of Finance responsibilities. Ms. Maguire has provided excellent leadership and taken on these responsibilities while maintaining the highest level of fiscal oversight and responsibility for the Association in these difficult times. The Personnel Committee and Executive Director recommend this new position to recognize her ever-increasing role in the operation and administration of the Association. The new COO job description was distributed.

A motion was made by Greg Bailey, seconded by Steve Shohfi, to approve Ms. Maguire’s new job title and responsibility as Chief Operating Officer. A roll call vote was taken. Final Vote: Yes-35; No-0; Abstain-0. Motion carried unanimously.

Legislative Update – Paul Anzano
The Bridge Year legislation passed the Senate and will be voted on by the Assembly on 6/5. It is expected to pass and go to the Governor’s office.

Legislation to waive the annual preparticipation physical examination requirement for certain student-athletes who participate in school-sponsored athletic activities during the 2020-2021 school year is being introduced (not applicable to incoming freshmen). The health form questionnaire will still be required. The legislation will move forward once co-sponsor, Assemblyman Simonsen of District 1, finishes reviewing it. Mary Liz Ivins asked if the proposal can be forwarded to committee members.

Mr. Anzano is making every effort to be in touch with the governor’s office regarding schools reopening. The legislature is in a difficult position, considering legislation they never thought they’d have to, while trying to plan next year’s budget. There are significant challenges ahead.

Program Review – Part 1
Member of Varsity Team Clarification – Second Reading

A motion was made by Mohammed Abdelaziz, seconded by Rob Haraka, to add a clarification to the NJSIAA Rules and Regulations, “Specific Sport Regulations,” Note 3, CL 3: All NJSIAA member school athletic teams are bound by NJSIAA rules. No member school may have any team that operates outside of NJSIAA’s jurisdiction in any NJSIAA sanctioned sport. This is a slightly amended motion from the first reading (which took place on 5/6/20) because the wording “in any NJSIAA sanctioned sport” was added. That wording was not in the first reading.

Mr. Joe Jordan, Athletic Director at The Patrick School, had concerns about this proposed rule change, so he was given ten minutes to explain his issues. Then Michael Zapicchi, NJSIAA Project Manager, had ten minutes to explain the association’s position, which was followed by a question and answer session and a roll call vote. This entire portion of the meeting was transcribed by a court reporter.

A roll call vote was taken. Final Vote: Yes-38; No-0; Abstain-1. Amended motion carried with one abstention.

COVID-19 Medical Advisory Task Force – Mary Liz Ivins

This committee is working with organizations across the country to put forth recommended
protocols for the return to athletics. The state says high school athletics can’t start until 6/30. The first stage will include daily screening temperature checks, daily sanitation, and kids assigned to small groups of ten and staying with those groups each day so if one kid gets sick, it’s easier to track who could have been affected. There will be no locker room use and only non-contact conditioning and skill development in this first stage. The committee has made these recommendations and is reviewing it with the DOH and DOE. The hope is that these agencies will be on the same page, and speak with the one, united voice. The committee will tackle the second phase guidelines in the next week. Mr. Shohfi clarified that the governor’s recommended phases may not be in sync with NJSIAA’s, so there is differentiation. There is a meeting later in the week to discuss when the guidelines should be released, which would most likely coincide with when the governor announces that schools can reopen. This committee is working in conjunction with the Sports Advisory Task Force.

COVID-19 Sports Advisory Task Force – Tom Mullahey

This committee has been tasked with getting students back to athletics safely. The group will meet in mid-June, then weekly after that. They are just waiting on the Governor to give direction when schools will open.


Mr. Miccio reported on the Juan Griles matter. After the media reported that Mr. Griles had student-athletes living with him, a controversies meeting was held and Mr. Griles was found to be in violation of NJSIAA rules. After the Department of Education upheld the decision issued by the Controversies Committee, Mr. Griles appealed to the Appellate Division, and a decision was just rendered. They affirmed the decision made by the Department of Education because they found that Mr. Griles was given due process, there was sufficient, credible evidence, and the ruling was not arbitrary or unreasonable.

Cooperative Sports Appeals Committee Update – Colleen Maguire

A motion was made by Rob Haraka, seconded by Denis Williams, to uphold the decision made by the Cooperative Sports Appeals Committee (CSAC) on 5/20/20, which affirmed the Cooperative Sports Committee’s (CSC) denial of a football cooperative sports program between Sayreville HS and South Amboy HS. The CSC denied the original request between the two schools for both a field hockey and football cooperative sports programs, so the schools appealed the decision. After review by the CSAC, it was voted unanimously to overturn the CSC’s denial for a field hockey cooperative sports program and allow it, but the football request was still denied because the CSAC determined that Sayreville did not have a need for a cooperative sports program in football. For the past four years, Sayreville has had over 100 participants in its football program, which is sufficient to sustain freshman, junior varsity and varsity teams. Motion carried unanimously.

Finance Committee Update – Colleen Maguire

The Finance Committee reviewed and approved the 2020 – 2021 budget. The budget is going to be fluid during the entire year as the status of the school year and sports seasons is not
known at this time. The increase in both annual dues and tournament entry fees will take effect in 2020 – 2021. However, due to the uncertainty surrounding the championship tournaments the revenues related to both tournament entry fees and gate receipts is very hard to predict. Overall, the budget projects a slight net profit of approximately $30,000 which reflects the increases in both annual dues and tournament entry fees offset by decreases in gate receipts and renewals for both broadcast rights and other corporate sponsorships. The total budgeted net profit for each season is as follows: Fall - $84,000, Winter - $78,000 and Spring - $207,000.

The Finance Committee also approved a 10-year contract with Teall Property Group (TPG). TPG is sponsorship agency involved with several high school athletic associations, specifically many Section 1 states. Revenues from NJSIAA current sponsors is guaranteed; therefore, all new sponsorship revenues provided by TPG will be shared 50/50 after certain expenses are covered. The partnership with TPG will bring more exposure and potential sponsorship opportunities to the NJSIAA, which will hopefully help increase the Association’s budget. TPG will hire a dedicated General Manager for NJSIAA, this General Manager will be acting on behalf of the NJSIAA but will be a TPG employee.

Eligibility Appeals Committee Update – Kim Cole

Two EAC hearings were held on 5/6, an athletic advantage case was heard on 5/28, and four more appeals will be heard by the EAC on 6/10. Holding the hearings virtually has been successful.

Program Review

1. Classification Legislation – Bylaw Change – Second Reading

The two primary changes to the classification process are: 1-To reflect all non-public classifications on a gender specific enrollment basis, and 2-To include all low enrollment schools (i.e. less than 150) in the total population used to equally divide between the number of groups, these low enrollment schools are currently excluded.

A motion was made by Tom Mullahey, seconded by Steve Shohfi, to accept the classification bylaws changes proposed by the Classification Committee. A roll call vote was taken. Final Vote: Yes-35; No-0; Abstain-1. Motion passed second reading with one abstention.

2. International Student Eligibility Clarification Bylaw Change – Second Reading

A motion was made by Steve Shohfi, seconded by Tom Mullahey, to add the following clarification to the NJSIAA Interpretive Guidelines for Student-Athlete Eligibility Amendment

CL If a member school applies to become a CSIET approved agency, international students who do not come to the United States through such an agency are not eligible for interscholastic competition until the member school has full, conditional or provisional approval from CSIET. Documentation of CSIET approval must be provided before students are deemed eligible for competition.
A roll call vote was taken. Final Vote: Yes-37; No-0; Abstain-1. Motion passed second reading with one abstention.

3. Military Clarification - First (and only) Reading

NJSIAA staff proposed to add a clarification to the Transfer Rule to make clear that if a student's transfer is necessitated by military orders issued to the student's parent or legal guardian, the student shall be immediately eligible. This practice was in place, however it should be part of the transfer Bylaws.

A motion was made by Steve Shohfi, seconded by Rob Haraka, to add the following clarification (CL5) to the NJSIAA Bylaws, Article V [Eligibility of Athletes], Section 4(K)(1) [Transfers]:

CL5: Military Transfer: If the student's transfer is due to a move necessitated by military orders issued to the student's parent or legal guardian, the student shall be immediately eligible. The student transfer information still must be processed.

A roll call vote was taken. Final Vote: Yes-37; No-0; Abstain-1. Motion passed with one abstention.

4. Football Tournament Regular Changes – First (and only) Reading

Kevin Carty explained some of the proposed changes which include:

1-Changes to the non-public multiplier criteria (Schools can only be added or moved up annually, while schools can be removed or moved down with each new two year classification cycle. In order to be considered as a new multiplier school, then a school must have beaten at least one multiplier school in the prior year)

2-Clarifications for the top 8 seeded teams. A play-in game will not be allowed. The following was added “New to 2020, any undefeated team with 8 or more wins, and no ties, that does not fall in the top 16 of their Super Section after all ranking criteria has been applied, will automatically replace the #16 team. The ranking criteria includes, but is not limited to, tie-breakers and the head to head rule. In the event that multiple teams with 8 or more wins, and no ties, do not fall into the top 16 of a Super Section, then each team will replace the lowest ranked team based on the undefeated teams’ UPR standings.”

Tony Mitchell expressed concerns with the 6/1 deadline to submit regular season game schedules, under the Reporting of Schedules and Team Contacts section. WJFL has three different schedules in place but won’t pick the final one until further direction re: fall seasons and school openings is received. He requested changing the deadline, which Mr. DuBois agreed to do. By the end of June, there should be a clearer picture of a more realistic date to be used.

Motion carried with one abstention.

5. NJSIAA COVID-19 Compliance Package – First (and only) Reading

Mr. Miccio began to explain this proposed package but a storm caused a power outage, so the meeting was cut short, and adjourned at 12:44pm. Meeting reconvened on 6/5/20.
NJSIAA COVID-19 Compliance Package – First (and only) Reading

Mr. Miccio resumed his explanation of the proposed COVID-Compliance package. NJSIAA staff recognizes that the standards and deadlines for certain NJSIAA Bylaws for the 2020-2021 school year must be relaxed to accommodate the continuing fallout from the COVID-19 pandemic. After soliciting input from the League & Conference officers, NJSIAA proposed to amend the following three Bylaws for the 2020-2021 school year (only):

(1) **NJSIAA Bylaws, Article V, Section 4(K) Transfer Rule** – The COVID-19 pandemic has had a detrimental impact on finances for families across New Jersey. For this reason, families may need to send student-athletes to a different school for the 2020-2021 school year. To ensure that student-athletes in families that have suffered financially during this crisis are able to participate in athletics during the 2020-2021 school year without penalty, NJSIAA proposes relaxing the Transfer Rule to essentially dispense of the “bona fide change of residence” provision, as outlined below, which normally requires a bona fide change of residence for a student-athlete to be declared immediately eligible for athletics. The proposal also adjusts transfer deadlines.

1. For the 2020-2021 school year, each student-athlete is permitted one “free transfer,” subject to the provisions herein.

2. For the 2020-2021 school year, for athletes with varsity participation in the 2019-2020 school year, the “bona fide change of residence” requirements listed in Article V, Section 4(K)(1) shall be modified as follows:
   a. There shall not be a requirement that the parent/guardian moves with the student-athlete from one public high school district to another public high school district.
   b. A student-athlete may transfer to or from a public or non-public school without being subject to the 30-day sit period.
   c. The transfer must have occurred on or before the following dates:
i. September 1, 2020, to be immediately eligible to participate in the fall season;
ii. November 1, 2020, to be immediately eligible to participate in the winter season;
iii. Given that the spring season for the 2019-2020 school year was cancelled, no student-athlete participated at the varsity level in 2019-2020 in a spring sport. Therefore, there is no deadline by which a student-athlete must transfer to participate in a spring sport to be immediately eligible.

   d. If a student-athlete transfers after the above-listed deadlines related to the fall and winter seasons, the student-athlete shall be ineligible to participate for a period of 30 calendar days or one half of the maximum number of games allowed in the sport by NJSIAA rules (the ineligibility period) from the beginning of the regular schedule, whichever is less.

3. The requirement regarding eligibility for post-season play in Article V, Section 4(K)(2)(c) remains in effect; “A student who transfers during the second half of a sports season . . . shall be ineligible to participate in any post-season championship competition at the new school.”

4. Article V, Section D of the Bylaws, pertaining to “Athletic Recruitment,” remains in effect. Athletic recruitment is prohibited, and the relevant hearing procedures remain in place.

5. The provisions related to “transfer for athletic advantage” in Bylaws, Article V, Section 4(K) remain in effect. Transfer for athletic advantage is prohibited, and the relevant hearing procedures remain in place.

6. To prevent possible recruitment or transfer for athletic advantage, all transfers must be processed in the NJSIAA Home Campus Portal before any interscholastic competition.

7. For administration purposes, the parent/guardian is still required to complete the “Student-Athlete Residency Affidavit,” however, the affidavit does not need to be notarized.

8. This amendment applies retroactively to all transfers that occurred on or after March 16, 2020 (the date of Executive Order 104, which indefinitely closed schools for the 2019-2020 school year), and through the 2020-2021 school year.

(2) **NJSIAA Bylaws, Article V, Section 4(E) Credits Rule** – NJSIAA understands that, in a homeschool setting, some student-athletes may face challenges to achieve the required number of credits to participate in athletics. These challenges include, but are not limited to, lack of access to technology and differing learning methods. To accommodate those student-athletes, NJSIAA proposes a waiver request protocol, to be completed by the student-athlete’s school principal, as outlined below.

The provisions in NJSIAA Bylaws Article V, Section 4(E) regarding the number of credits that must be passed for a student-athlete to be eligible for athletic competition remain in
effect. For individual issues that arise that are not under the student-athlete’s control, the following modification applies:

If a student-athlete is unable to meet the credit requirements provided in NJSIAA Bylaws Article V, Section 4(E) due to a disruption in the student-athlete’s education as a result of the COVID-19 pandemic, i.e., the student-athlete did not have access to the necessary technology to participate successfully in a home school environment, the student may be declared eligible to participate in athletics if the student’s school principal sends a letter to the NJSIAA requesting that the student-athlete be declared eligible, and the NJSIAA approves of the request.

The principal’s letter shall, in detail, explain the following:

• The circumstances that prohibited the student-athlete from meeting the credit requirement; Note – The circumstances must be “out of the student-athlete’s control.”

• The Action Plan that will be put in place to ensure that the student-athlete “catches up” on the required number of credits.

NJSIAA staff shall review the letter and determine if the student-athlete shall be eligible to participate in athletics. The determination shall be made administratively; there shall be no hearings held in this regard.

(3) **NJSIAA Bylaws, Article III, Section 10 Cooperative Sports Programs** – The extent of how the COVID-19 pandemic will affect enrollment and sport participation numbers at NJSIAA member schools is currently unknown. Therefore, NJSIAA staff believes it is necessary to allow schools additional time to assess their situation and to decide whether the school may need to consider entering into a Cooperative Sports Program for the 2020-2021 school year. The proposed deadlines are set forth below.

The provisions in NJSIAA Bylaws, Article III, Section 10 regarding Cooperative Sports Programs remain in effect, however, the application deadlines in Subsection C shall be modified as follows:

- Fall sports – September 1, 2020
- Winter sports – November 1, 2020
- Spring sports – February 1, 2021

Additionally, schools applying to be in a Cooperative Sports Program for the 2020-2021 school year must demonstrate an emergent need for the program.

These dates are only effective for the 2020-2021 school year.

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Mr. Torcasio asked if an administrator believes a student transferred for athletic advantage but there is no proof, does the athlete sit? Ms. Maguire advised that this is a school district decision. Mr. Zapicchi and Mr. Goodell added that schools have that right and it is the obligation of schools to enforce rules.

A motion to approve the proposed changes above to NJSIAA Bylaws, Article V, Section 4(K) Transfer Rule, NJSIAA Bylaws, Article V, Section 4(E) Credits Rule, and NJSIAA Bylaws, Article III, Section 10 Cooperative Sports Programs for the 2020-2021 school year, was made by Mo
Abdelaziz, seconded by Rob Haraka. A roll call vote was taken. Final Vote: Yes-27; No-0; Abstain-0. Motion carried unanimously.

Adjournment

Ms. Maguire then thanked Ms. Ivins for her time as President and for assisting staff for the past 18 months. Ms. Ivins was always willing to serve in any capacity asked of her and kept the Executive Committee moving forward during difficult times, while serving on very important committees including the COVID-19 Medical Advisory Task Force.

Ms. Ivins then thanked the following departing Executive Committee members for their years of service:

Ralph Aiello 2018 – 2020
Heather Andersen 2019 – 2020
Oscar Guerrero 2019 – 2020
Bill McDermott 2014 – 2020
Michael Nitti 2014 – 2020
Michael Pellegrino 2018 – 2020
Phil Schaffer 2015 – 2020
Vincent Smith 2013 – 2020

Ms. Ivins adjourned the meeting at 11:22 am.

Respectfully submitted,

Larry L. White, Executive Director
Colleen Maguire, Chief Operating Officer

LLW: ln