

NEW JERSEY STATE INTERSCHOLASTIC ATHLETIC ASSOCIATION
1161 Route 130 North Robbinsville, NJ 08691

EXECUTIVE COMMITTEE MINUTES
January 18, 2023

Roll Call - The meeting of the Executive Committee, held on Wednesday, January 18, 2023 via Cisco's WebEx Meetings platform, was called to order by the President, Joseph Bollendorf, at 11:03 am.

The following members were present: Mohammed Abdelaziz, Jeff Baldino, Michael Baldwin, Dr. Carol Birnbohm, Dr. Patricia Camp, Ed Chmiel, Jason Corley, Maria Crowley, Danielle Dayton, Jorge Diaz, Al Dyer, Daniel Finkle, Judy Finch-Johnson, John Fraraccio, Brendan Galligan, Dr. Kimberly Gruccio, Dr. Dave Heisey, Steven Jenkins, Kurt Karcich, Raymond Kiem, Howard Krieger, Brendan McGovern, Jason Miller, Thomas Mullahey, Sean Olson, Leon Owen, Russell Petrocelli, Dr. Danny Robertozzi, Dr. Michael Rossi, Dave Ryden, Dr. David Salvo, Senator Paul Sarlo, Steve Shohfi, Sheryl Smith, Jeffrey Steele, Gregory Troxell, Joseph Ursino, Paul Vizzuso, Tammy Wagner, Kathy Whalen and Assemblyman Benjie Wimberly. Also present: Colleen Maguire, Executive Director; Paul Popadiuk, Chief Compliance Officer; Tony Maselli, Chief Operating Officer; Al Stumpf and Derryk Sellers, Assistant Directors; Steven P. Goodell, Esq., NJSIAA Counsel. The following sportswriters were in attendance: Brian Deakyne, *NJ Advance Media* and Darren Cooper, *NorthJersey.com*. Also in attendance: Paul Anzano of Pringle Quinn Anzano, P.C.; Dave Frazier – Athletic Director at Rutherford HS/Chairman of the Advisory Committee; Bob Grauso-Athletic Director at Hackensack HS and Pat Brunner-Athletic Director at Morris Knolls HS.

Approval of Minutes – A motion was made by Jason Corley, seconded by Tom Mullahey, to approve the minutes of the December 7, 2022 Executive Committee meeting. Motion carried unanimously.

Legislative Update (Paul Anzano) – Mr. Anzano will send a summary of the State of State address and he distributed a listing of current bills being considered by the legislature that affect high school sports. First, there is a bill that will allow the association to charge more for tickets to NJSIAA tournament events if needed. Second, there's a bill that establishes a task force to examine issues and make recommendations concerning youth sports (including abusive coaching, confrontational parents, and bullying of players). The association is in support of this bill. Last, there's a bill that would require payment of actual cost per pupil for non-resident public school tuition. This stemmed from the current Camden basketball situation. This bill needs to be slightly amended which the bill sponsor plans to do.

NJ Basketball Coaches Association Proposal – Second Reading – Roll Call Vote – On behalf of the NJ Basketball Coaches Association, Bob Grauso and Pat Brunner attended the meeting to answer any questions before the final vote. Proposal details were outlined in last month's minutes.

Mr. Shohfi asked Mr. Grauso and Mr. Brunner to clear up misconceptions being circulated that the same dominant NJ programs will be invited each year. Mr. Grauso shared that he doesn't believe that will happen. The tournament is limited as is – will only invite eight teams each year so to qualify, you must be a state champion and an elite program. Since many states plan to participate in this, it will be hard to qualify. He does not foresee NJ receiving an invite every year, but we do have good teams/programs.

A motion was made by Jason Miller, seconded by Russell Petrocelli, to allow NJSIAA member school's girls and/or boys basketball programs to participate in the Paragon/ESPN State Champions Invitational which would require a waiver for coaching outside of the normal Winter Season. A roll call vote was taken. Final Vote: Yes-36; No-2; Abstain-1. Motion carried.

Executive Director Update – Colleen Maguire

Advisory Committee Meeting Update – Dave Frazier, Chair – Dave Frazier, Chair of the Advisory Committee, presented two proposals endorsed by the Advisory Committee on 12/7/22. There was one other proposal considered, submitted by Ryan Baylock – Athletic Director at Newark Lab High School, to allow charter schools to co-op with other public schools. This was unanimously defeated 14-0, therefore not presented to the Executive Committee for approval.

Proposal #1 – Amend Transfer Rule

The first proposal approved by the Advisory Committee, which amends the current transfer rule, is as follows:

The NJSIAA staff proposes to amend the Transfer Rule. This proposal presents a significant change in the way transfers are handled. It balances the need to allow good faith transfers to occur while discouraging multiple transfers, which undermine the level playing field. It also reduces the administrative burden on schools. Among other things, it removes the need for a bona fide change of address and no longer relies on varsity participation status when determining a student-athlete's eligibility. Here is how the proposal would work:

- Student-athletes are entitled to one penalty-free transfer during the first six semesters of their high school career, provided that the transfer occurs before the competition start-date of the sports season in which the transfer occurs.
- Student-athletes who transfer after the competition start-date will be subject to a 30-day period of ineligibility (or ½ the maximum number of contests) and will not be eligible for NJSIAA post-season competition for that season.
- Student-athletes who transfer a second time (and any subsequent transfers), will be subject to a 30-day period of ineligibility (or ½ the maximum number contests) for all NJSIAA-sanctioned sports in which the student-athlete participated during the past 12 months.
- This transfer rule applies to all student-athletes at all levels of participation (not just varsity athletes) and is applicable to all NJSIAA-sanctioned sports in which the student-athlete participated during the past 12 months. Student-athletes may participate in a new sport without penalty.
- Immediate eligibility, without penalty, will still be granted for DCP&P placement, court placement, HIB transfers (as currently defined), and military transfers.
- Senior transfers: Student-athletes who transfer in their senior year, or whose 1st transfer occurs for their senior year, in a particular sport will be subject to a 15 day sit (or ¼ of the max. number of contests) for all NJSIAA sanctioned sports in which the student-athlete participated during the past 12 months. This period of ineligibility is increased to 30 days (or ½ the maximum number of contests) for all subsequent transfers.

Mr. Popadiuk explained that if this proposal is endorsed by the Executive Committee, it will be presented at Sectional meetings during February and March, and then the final form and substance of the ballot for each proposal will be reviewed and approved by the Executive Committee at the March 29th meeting. After feedback from the membership at the sectional meetings, changes can be made to what was presented today. There is already discussion whether student-athletes should sit after the competition start date as proposed, or the sit should begin if the transfer occurs after the first day of practice. Mr. Popadiuk has asked league and conference officers to survey their conference to see which language is preferred. Mr. Ryden expressed concerns about seniors only sitting 15 days. He doesn't think that is a strong enough deterrent from seniors transferring to play together their final year. Mr. Popadiuk said if he receives enough feedback on this component of the proposal, that can be changed and asked Mr. Ryden to submit his concern in writing. The definition of "senior" was discussed and should be defined more clearly in the proposal. An athlete is considered a "senior" for this proposal once they've completed their third season of a sport, so a fall sport athlete is considered a senior in their junior year, when they've finished playing their fall sport. Raymond Kiem asked when the clock starts on this proposal if approved – are people grandfathered in? Answer – that has not yet been determined, but as written, once passed, the proposal begins so the association may have to look at mid-year transfers this year. Does the

association accommodate them? That must be decided. Senator Sarlo asked if there's statistics on athletes with multiple transfers. Mr. Popadiuk shared that there have been 252 athletes with more than one transfer in the last three years. Of the 252, one of those students attended six different high schools in four years. This is less than 3% of the total transfer population. Sean Olson asked if there's statistics broken down by grade including seniors, which Mr. Popadiuk did not have at the current time. Assemblyman Wimberly shared that based on the statistics, seems like the right measures are in place, and not sure if changing the transfer rule is necessary.

A motion was made by Kurt Karcich, seconded by Russell Petrocelli, to endorse amending the NJSIAA transfer rule (detailed above). Motion carried with one abstention. This proposal will now be reviewed by the membership at NJSIAA's sectional meetings. Afterwards, Mr. Popadiuk/NJSIAA, the sponsor of the legislation, can modify the proposal based on feedback received in the sectional meetings. The Executive Committee will then review the final proposal for placement on the annual meeting ballot.

Proposal #2 – Amend Athletic Recruitment Rule

The second proposal approved by the Advisory Committee amends the current athletic recruitment rule to remove recruitment penalties prior to high school, and is as follows:

NJSIAA staff proposes the following amendments to the Athletic Recruitment rule in the NJSIAA Bylaws as it believes it aligns with the direction of the new transfer proposal and is in the best interests of all NJSIAA-member schools. This proposal removes any violations for recruiting student-athletes prior to entering high school.

D. Athletic Recruitment – ~~Athletic Recruitment is prohibited.~~ This subsection prohibits the recruiting of high school students. For the purposes of this subsection, a student becomes a “high school student” on the first day the student attends ninth grade, or the first day the student attends fall sports practice prior to the student’s ninth grade year, whichever is earlier.

1. Athletic recruitment is contrary to the purposes and objectives of high school sports. Prohibiting athletic recruitment helps to keep athletics in its proper place and subordinate to academics; protects student-athletes from those having interests that might not be consistent with the interests of the student-athletes; and maintains competitive equity on a level playing field among member schools.
2. Athletic recruitment is defined as any effort to, proselytize, pressure, urge or entice a student to ~~enroll in or~~ transfer to a school for athletic purposes. It is a violation for a member school to engage in athletic recruitment or for a student-athlete to ~~enroll in or~~ transfer to a school as a result of athletic recruitment. Athletic recruitment includes, but is not limited to:
 1. Using mail, letters, brochures, or news media to compare high schools and to solely point out the athletic assets of the sender;
 2. Engaging in proselytizing interviews or communications, initiated by school personnel or associates;
 3. Offering athletic scholarships, free tuition or other monetary assistance, either from the school directly or indirectly through some affiliated body or individual, to induce a student to attend the school for athletic reasons.
3. A member school shall be responsible for athletic recruitment by anyone associated with the school or acting at the direction of the school, including but not limited to administration, staff, coaches, students, parents, booster clubs, or any organization having a connection with the school.

4. Any evidence of recruiting by a member school shall subject the school to a hearing before the Controversies Committee. A school that is found to have violated the athletic recruitment rule shall be subject to the penalties set forth in Art. X
5. Any evidence of a student-athlete enrolling in or transferring to a school as a result of athletic recruitment shall subject the student-athlete to a prompt determination of eligibility by the Eligibility Appeals Committee. A student-athlete who is found to have violated the athletic recruitment rule shall be subject to a one-year period of ineligibility in all sports, except that the student-athlete may return to his/her original school without penalty.

This proposal has gotten rave reviews from both public and non-public schools. Athletics are important to many families so schools being able to advertise them is helpful to the all. Furthermore, the current rule is not policeable.

A motion was made by Tom Mullahey, seconded by Jason Corley, to endorse amending the NJSIAA athletic recruitment rule (detailed above). Motion carried with one abstention. This proposal will also be reviewed by the membership at NJSIAA's sectional meetings and can be modified based on feedback received in those meetings. The Executive Committee will then review the final proposal for placement on the annual meeting ballot.

Officials' Implicit Bias Training Program – NJSIAA staff are currently working with the Association's DEI Advisory consultant, Dr. Tamika Pollins, on developing a training curriculum for all officials on implicit bias. In 2019, NJSIAA entered a Memorandum of Understanding with the NJ Division of Civil Rights that requires NJSIAA to provide implicit bias training of all sport officials. Ms. Maguire hosted a meeting at the office last week with Dr. Pollins, NJSIAA staff, various state rules interpreters/assignors and some members of the Executive Committee. It was a productive working session for over two hours. The hope is to have a training curriculum rolled out later in the spring to coincide with registration for the 2023-2024 schools. Ms. Maguire thanked Executive Committee members - Judy Finch-Johnson, RJ Kiem and Leon Owen - for taking the time to attend this meeting and offering valuable feedback.

Wrestling Updates – District and Region sites are currently being finalized. The schedule will be posted to the NJSIAA website by the end of the week. The Boys Team Tournament will seed on January 31st. Consistent with last year, the boys non-public team tournament will be seeded by committee, with the same committee structure as last year.

For the girls' regions, based on initial estimates of girls participating, there will be four girls regions this year (the traditional North I, North II, Central and South.) Tournament staff are finalizing plans with host sites. The top three girls per weight class at each region will advance to the individual finals for a total of 144 wrestlers. For perspective, when girls wrestling debuted under a pilot program in 2018, 66 wrestlers participated in the individual finals so the need to move to four regions is a good problem to have. Ms. Maguire was pleased to announce that this year's girls' final round will be held in Atlantic City prior to the boys' final round on Saturday, March 4th. The girls' individual tournament will be held at Phillipsburg HS on February 26th up through the 3rd place wrestle back. Ms. Maguire thanked Executive Committee Dr. Troxell for his hospitality - Phillipsburg HS is a tremendous host. This is one step in the right direction that will hopefully result with the entire girls' individual tournament taking place in Atlantic City at the same time as the boys' tournament. Bringing these two tournaments together is not as simple as many may think so Ms. Maguire appreciates the patience of those interested in seeing the girls compete in Atlantic City. She has been working with key members of NJSIAA's tournament staff and has been reaching out to other states who have a significant presence of girls wrestling to learn more. Ms. Maguire is confident that there be a solution that will allow both the girls and the boys to compete in Atlantic City while also keeping the traditions and integrity of the boys' individual tournament intact.

Fall 2022 Financial Results – Ms. Maguire thanked the members of the Finance Committee who met earlier in the morning and received a very detailed update on the fall season. A financial summary of the fall season including financial results by sport compared to the prior year was distributed to the Executive

Committee. Total net profit for the 2022 fall season decreased by 31% compared to the 2021 fall season – primarily due to a 34% increase in total expenses, most significant of which related to event staffing, security and officials. Luckily, the net profit was only 6% under budget as Ms. Maguire had been anticipating significant increases in expenses across all sports, so she did her best to budget accordingly last year.

Six-month Polling Results – All changes to the Bylaws and/or Rules and Regulations that are approved by the Executive Committee are subject to a polling of the membership approximately six months after the proposal was approved. In December, the association polled the membership on 15 different proposals that were approved by the Executive Committee between November 2021 through June 2022. Ms. Maguire was pleased to report that all 15 proposals passed with an approval rating of approximately 70% or more.

NFHS Winter Meeting – Earlier in the month, Ms. Maguire attended the NFHS winter meeting in Fort Lauderdale with Dave Frazier. Much of the conversation surrounded states' positions on Name, Image and Likeness rules as well as continued frustration and difficulties with each state's transfer rule. Many states that originally were opposed to updating their amateur rules to allow student-athletes the ability to engage in NIL activity are now realizing they need to rethink this position. Ms. Maguire was proud to report that NJ's rule that was approved by the Executive Committee in November 2021 has been borrowed by many other states around the country. Regarding transfer rules, Ms. Maguire had smaller group conversations with colleagues from similar states that are very eager to learn more about our transfer proposal and to monitor how things are going in NJ.

Chief Operating Officer Update (Tony Maselli)

Swimming & Diving Update – It's mid-season and the tournament will be seeded in a few weeks. All tournament sites are set. Diving participation struggled during COVID but is beginning to increase again!

Ice Hockey Update – It's mid-season and the tournament will be seeded in a few weeks. There are no major issues, and the season is running smoothly.

Steroid/Banned Substances Testing Update – Steroid testing has been expanded to all sports. Last year there was one positive test. This past fall season there were three. Two students are seniors, so they are not contesting, but the third student-athlete is appealing. A hearing has been scheduled for 2/1. The positive results are not a result of typical steroids, but rather OTC substances in supplements. Protein powders and such are not regulated. There is a free informational website with helpful information about what could trigger a positive test so the association will keep pushing out that resource and information. There is a bill in the legislature being considered that prohibits the sale of certain diet pills and dietary supplements for muscle building to persons under 18. If passed, that may help.

Officials Recruiting Efforts – Due to the increased officials' recruitment effort and the \$300 rebate campaign, there were 129 new fall sport officials. The association paid out \$38,700 in rebates to new officials.

Spring Tournament Regulations - All spring tournament regulations will be posted between the first day of practice and opening day.

Chief Compliance Officer Update (Paul Popadiuk)

Eligibility Update – Transfers keep trickling in. If a student transfers after the competition start date, that athlete is ineligible for the state tournament. Eligibility waiver requests are due 2/20/23. The committee will meet on 2/28/23 to review all requests.

Fall Cooperative Sports Application Deadline – January 23, 2023 – Fall cooperative sport applications are due 1/23/23. The committee meets on 2/15. Mr. Popadiuk shared two cooperative sports programs updates:

1. The Academy of St Elizabeth and Villa Walsh Academy softball co-op has dissolved. Both were able to rebuild enough to field their own team and shared their gratitude to the committee for granting their emergent request last year.
2. The Committee had previously denied the request by Emerson Park to co-op with Park Ridge HS. Mr. Popadiuk was happy to share that Emerson found a new partner in Cresskill.

Legal One Workshop – Addressing Gender Identity for Athletics – On Friday, 1/20/23 there's a free virtual Legal One workshop addressing gender identity for Athletics. Over 70 people are currently registered.

Basketball Disqualifications – There have been three basketball games with bench clearing brawls. Five of the six teams had three or more disqualifications for leaving the bench, therefore are ineligible for the state tournament. The only team of those six that did the right thing and stayed on the bench was #1 in the state, Roselle Catholic. Their assistant coaches restrained their players to remain on the bench, so no disqualifications were issued.

Al Stumpf

Basketball Update – In addition to the problems with leaving the bench for altercations and disqualifications, there's been issues with negative spectator behavior. Mr. Stumpf had to reach out to several schools to discuss plans for remedies. Tournament cutoff is 2/11. Seeding will take place on 2/13. The first round of tournament games begin on 2/20.

Fencing Update – Everything is going well, and all entries have been entered. Districts begin on 1/29 and conclude on 2/12.

Unified Basketball and Unified Bowling Update – There have been several new teams in both Unified Basketball and Unified Bowling. For the bowling tournament, the preliminaries will take place either 2/11 or 2/18 and the finals are set for 2/22 at Bowlero. In basketball, there will be a Unified A and Unified B champion. The championships were supposed to take place at the boys state final game, but since Rutgers has a Big 10 game conflict, the Unified finals will now take place same day/venue as the girls state championship game at RWJ Barnabus in Toms River.

National Girls and Women in Sports Day – Nomination forms are due 1/23. This event will be different from year's past. It used to be a luncheon at Seton Hall University, followed by an invite to the Seton Hall girls basketball game. Now there will be no luncheon. Instead, all honorees will be recognized at the basketball game.

Derryk Sellers

NFHS Volleyball Rules Committee – Mr. Sellers went to Indianapolis to attend the NFHS Volleyball Rules Committee meeting. He shared that he is pleased with how NJ staff and leadership run the volleyball tournament.

Bowling Update – The boys sectional championships will take place on 2/10 and 2/11. The girls compete a week later, on 2/18. Classifications will be completed today.

Winter Track Update – The season is underway. The winter relays took place last weekend at the Bennett Center. Sectionals begin on 2/3 and the Meet of Champions will be on 3/5 at Ocean Breeze.

NJSCA HOF – Positive changes were made to the NJSCA Committee and its Hall of Fame event, which took place on 1/15/23, and inducted 20 new coaches. The following four coaches received Sectional Coach of the Year recognition for their sport from the NFHS, which means they were picked as the best coach in their sport in our eight-state Northeast section. Mary Klinger was chosen as the NFHS National Coach of the Year in girls basketball.

- Kevin Carty, Hillsborough HS – Football COY
- Chris Gacos, Hunterdon Central – Boys Golf COY
- Mary Klinger, Rutgers Prep – Girls Basketball COY
- Scott Pressman, Manalapan – Wrestling COY

Finance Committee Update – Joe Bollendorf

Approval of Monthly Checks – The December 6, 2022 through January 16, 2023 checkbook was approved by the finance committee and all checks were approved per policy before they were disbursed. Kurt Karcich made a motion, seconded by Russell Petrocelli, to approve the December 6, 2022 through January 16, 2023 check registers. Motion carried unanimously.

Old Business / New Business – none

Report of Counsel (Steven P. Goodell) – A motion was made by Steve Shohfi, seconded by Jason Corley, to enter into closed session at 12:14 pm. Motion carried unanimously.

A motion was made by Steve Shohfi, seconded by Jason Corley, to enter into open session at 12:20 pm.

Adjournment – Once back in open session, a motion was made by Steve Shohfi, seconded by Jason Corley, at 12:20 pm, to adjourn the meeting. Motion carried unanimously.

Respectfully submitted,

Colleen Maguire
Executive Director

CEM: In