

NEBRASKA SCHOOL ACTIVITIES ASSOCIATION
BOARD OF DIRECTORS MEETING
NSAA Office, 500 Charleston Street, Lincoln NE

August 21, 2024
8:30 a.m.



Agenda

- I. Call Meeting to Order/Recognition of Guests & Visitors (Graham)**
- II. Pledge of Allegiance (Unzicker)**
- III. Election of Board of Directors Officers for 2024-25**
 - A. If the Board is in agreement, a motion may be made to nominate District IV Board of Director Darren Tobey for the position of Chairperson and District II Board of Director Thomas Lee for the position of Vice-Chairperson as stated in the NSAA Policy Manual, 2024-25.
- IV. Public Comment—Comments by Members of the Public**
- V. Member Comments—Comments by Authorized Representatives of Member Schools**
- VI. Emergency Additions to the Agenda**
 - A. All additions to the Agenda are indicated in italics under the appropriate heading. Emergency additions to the Agenda are made up to 24 hours in advance of the scheduled meeting.
- VII. Consent Agenda**
 - A. Review Agenda; Move Action Items to Regular Agenda; Approve Consent Agenda Items
 1. Approval of Agenda as Presented or Amended
 2. [Approval of Minutes of June 14, 2024, Board of Directors Meeting](#)
 3. [Approval of Minutes of July 26, 2024, Committee on Classification Meeting](#)
 4. [Approval of Minutes of August 6, 2024, District Boundary Review Committee Meeting](#)
 5. Executive Director's Financial Report:
 - Approval of Financial Statements
 6. Approve New Cooperative Sponsorship for the following schools:
 - Gering & Kimball for Softball for the 2024-25 and 2025-26 school years.
 - Ponca & Homer for Softball for the 2024-25 and 2025-26 school years.
 - Omaha Roncalli Catholic & Omaha Duchesne Academy for Softball for the 2024-25 and 2025-26 school years.
 - Humphrey & Lindsay Academy for Boys Cross Country, Girls Cross Country, Girls Golf, and Play Production for the 2024-25 and 2025-26 school years.
 - Bruning-Davenport & Shickley for Girls Golf for the 2024-25 and 2025-26 school years.

- Harvard & Giltner for Wrestling and Girls Wrestling for the 2024-25 and 2025-26 school years.
 - Columbus, Scotus Central Catholic & Columbus Lakeview for Boys Swimming and Girls Swimming for the 2024-25 and 2025-26 school years.
 - St. Edward & Newman Grove for Girls Wrestling, Boys Bowling, and Girls Bowling for the 2024-25 and 2025-26 school years.
 - Omaha Beuna Vista & Omaha Bryan for Girls Basketball for the 2024-25 and 2025-26 school years.
 - Bellevue East, Bellevue West & Platteview for Boys Swimming and Girls Swimming for the 2024-25 and 2025-26 school years.
 - Fremont & Archbishop Bergan for Boys Bowling and Girls Bowling for the 2024-25 and 2025-26 school years.
7. Approve Cooperative Sponsorship Renewals for the following schools:
- Grand Island Central Catholic, Doniphan-Trumbull, Wood River & Heartland Lutheran for Softball for the 2024-25 and 2025-26 school years.
 - Bertrand & Loomis for Boys Cross Country and Girls Cross Country for the 2024-25 and 2025-26 school years.
 - Emerson-Hubbard & Allen for Boys Cross Country, Girls Cross Country, Girls Golf, and Girls Wrestling for the 2024-25 and 2025-26 school years.
 - Omaha Brownell Talbot, Omaha Mercy, Omaha Concordia & Omaha Roncalli Catholic for Girls Swimming for the 2024-25 and 2025-26 school years.
 - Ansley, Litchfield & Pleasanton for Girls Wrestling for the 2024-25 and 2025-26 school years.
 - Elkhorn, Elkhorn South & Elkhorn North for Boys Swimming and Girls Swimming for the 2024-25 and 2025-26 school years.
 - Adams Central & Hastings for Girls Wrestling for the 2024-25 and 2025-26 school years.
 - Twin River & Osceola for Baseball for the 2024-25 and 2025-26 school years.
 - Crete & Milford for Baseball for the 2024-25 and 2025-26 school years.
8. Approve Dissolution of Cooperative Sponsorship for the following schools:
- Lyons-Decatur Northeast & Oakland-Craig for Girls Wrestling for the 2024-25 school years.

VII. Hearings

- A. Bennington, 9 a.m.

VIII. Unfinished Business, Action Items

- A. Discuss NSAA Bylaw 1.10 Due Process.

IX. New Business, Action Items

- A. Discuss and Sign Conflict of Interest Forms.
- B. Discuss, Consider, and Take All Necessary Action by Board of Directors to allow Executive Director Jennifer Schwartz and Associate Director Jeff Johnson to sign all documents and financial statements and reports relating to operations, investments, expenditures, and receipts of the Nebraska School Activities Association.
- C. Discuss, Consider, and Take All Necessary Action to Approve Adjusting Championship Reimbursement Mileage to Include the First 50 Miles.
- D. Discuss, Consider, and Take All Necessary Action to Approve the 2024 Fall Activity Manuals
- [24-25 Golf Manual](#)
 - [24-25 Tennis Manual](#)
 - [Softball](#)

- [Cross Country](#)
 - [Volleyball](#)
 - [Football](#)
 - [Unified Sports, Bowling](#)
 - [Play Production](#)
 - [Speech](#)
- E. Discuss, Consider, and Take All Necessary Action to Approve the [2024-25 Media Manual](#).
 - F. Discuss, Consider, and Take All Necessary Action to Approve the [2024-25 Officials Manual](#).
 - G. Discuss, Consider, and Take All Necessary Action to Approve the 2024-25 NSAA Policy Manual.
 - H. Discuss, Consider, and Take All Necessary Action to Approve the 2024 District Music Financial Report.
 - I. Discuss, Consider, and Take All Necessary Action to Permit Gretna to Opt Up in Softball for the 2024-25 school year.
 - J. Discuss, Consider, and Take All Necessary Action to Permit Adams Central to Opt Up in Girls Golf for the 2024-25 school year.
 - K. Discuss, Consider, and Take All Necessary Action to Permit Malcolm to Opt Up in Play Production for the 2024-25 school year.
 - L. Discuss, Consider, and Take All Necessary Action to Permit Howells-Dodge to Opt Up in Play Production for the 2024-25 school year.
 - M. Discuss, Consider, and Take All Necessary Action to Permit Omaha Nation to Opt Up in Play Production for the 2024-25 school year.
 - N. Discuss, Consider, and Take All Necessary Action to Permit Osceola to Opt Up in Play Production for the 2024-25 school year.
 - O. Discuss, Consider, and Take All Necessary Action to Permit Weeping Water to Opt Up in Play Production for the 2024-25 school year.
 - P. Discuss, Consider, and Take All Necessary Action to Permit Homer to Opt Up in Play Production for the 2024-25 school year.
 - Q. Discuss, Consider, and Take All Necessary Action to Permit Elmwood-Murdock to Opt Up in Play Production for the 2024-25 school year.
 - R. Discuss, Consider, and Take All Necessary Action on a Request from the Omaha Skutt Catholic Boys Wrestling Team for a Waiver of Approved Ruling 3.1.2 – December Moratorium.
 - S. Discuss, Consider, and Take All Necessary Action to Approve a Date Change for the 2025 Girls Wrestling Districts.
 - T. Discuss, Consider, and Take All Necessary Action to Approve the Wet Bulb Globe Thermometer (WBG) Heat Modification Guidelines.
 - U. Discuss, Consider, and Take All Necessary Action to Approve a Request from Grand Island Central Catholic to Waive the CSIET requirement in NSAA Bylaw 2.7.5.2 for the 2024-2025 school year.
 - V. Presentation on Classification/Competitive Balance Research and Findings. (11:30 a.m.)

X. Reports and Discussion

- A. NSIAAAA Report
- B. NCA Report – Darin Boysen, 11 a.m.
 1. NSAA Endorsement of the NCA – Proactive Coaching Presentation *The Parents Role in Education-Based Athletics*
- C. NHSOA Report
- D. NHHOF Report
- E. Lobbyist Report
- F. NSAA Staff Reports
 1. Jeff Johnson
 - a. Competitive Balance Update
 - b. Nebraska Strength & Conditioning Update
 2. Ron Higdon
 - a. CPR/AED Certification at the Coaches Clinic
 - b. Softball RFP

- c. Girls State Wrestling Schedule
 - d. State Championship Worker Appreciation Event – Sept. 7th
 - 3. Jon Dolliver
 - a. NDOT Cup Presentations
 - b. Board Attendance at State Championships
 - 4. Nate Neuhaus
 - a. Officials Summit Recap
 - b. RPAC Meeting
 - c. Official’s Registration
 - 5. Jeff Stauss
 - a. Fall Media Kickoff Recap
 - b. NSAA SMAC/NDE Mental Health Video Series
 - 6. Taryn Retzlaff
 - a. Johnny Carson School of Theatre and Film Partnership
 - b. Summer Committee Meetings – Play Production, Speech, Journalism, Music
 - c. Summer Workshops – Play Production, Speech
 - d. Upcoming Journalism Adviser Summit
 - 7. Colton Wierzbicki
 - a. Student Advisory Committee Update
 - i. August 9th SAC Meeting Recap
 - ii. Sportsmanship PSA’s
 - iii. 2024-25 Points of Emphasis
- G. NDE Liaison Report – Zainab Rida
- H. Legal Report – Bobby Truhe
 - 1. Title IX Update
- I. Executive Director Report
 - 1. Reprimand Report
 - 2. Hardship Report
 - 3. New AD/Admin Assistant Workshop Recap
 - 4. NFHS Section 4/5 Meeting – August 27-29, Fargo ND
 - 5. NSAA District Boundary Committee Meeting – Sept. 11th
 - 6. NSAA Marketing & Communication Options
 - 7. NSAA Strategic Plan Update
- J. Board Reports

XI. Other Business, Action Items

- A. None at this time.

XII. Executive Session

XIII. Informational

XIV. Adjournment

- A. Next Board Meeting: Thursday, September 19, 2024 at the NSAA Office, 500 Charleston Street, Lincoln, NE.

APPENDIX 2
NEBRASKA SCHOOL ACTIVITIES ASSOCIATION
MEETINGS POLICY

Board of Directors

1. **Meetings.** The Board will hold regular and special meetings to conduct the business of the NSAA. Regular meetings generally will be scheduled monthly (except for July). Special meetings may be called by the Chair or at the request of at least two Board members.
2. **Methods of Meeting.** The Board generally will meet in person but may conduct meetings electronically when necessary or convenient for the Board members or affected individuals participating in the meeting, such as for a time-sensitive hearing or appeal.
3. **Meeting Notices.** Notice of meetings will be published on the NSAA website a reasonable time prior to the meeting. Notices will state the date, time, and location of the meeting.
4. **Agendas.** The Executive Director and Chair will prepare an agenda for meetings of the Board and will publish the agenda on the NSAA website a reasonable time prior to the meeting. The agenda will be updated on the website if items are added prior to the day of the meeting, unless extenuating circumstances or unavailability of NSAA staff do not permit an updated agenda to be posted. Agenda items of an emergency nature or items that require timely board action after the agenda is initially published may be added at the agenda if approved by the Chair or requested by any two Board members.
5. **Open and Closed Sessions.** The Board will take formal action in open session. The Board may enter closed session to discuss an agenda item upon affirmative vote of a majority of the members present. The Board may discuss multiple agenda items in a single closed session without opening and closing the meeting for each item.
6. **Board Action.** Formal action of the Board will be based on a motion, second, and roll call vote. Motions may be amended informally by the member making the motion, or as proposed by another member and accepted by the member making the initial motion. Motions may be rescinded by the member making the motion at any time prior to formal action. In addition to its Consent Agenda, the Board may act on multiple agenda items with one motion. The Board is not bound by formal rules or procedures other than those contained in this policy.
7. **Minutes.** The Board or a designee will keep minutes of each meeting consistent with the Constitution and Bylaws. The minutes will be posted on the NSAA website within a reasonable time after the minutes are finalized.
8. **Public Attendance and Participation.** Meetings of the Board are open to member school representatives and the public. The Board may, but is not required, to change the location of its meeting to accommodate the number of attendees. The Board will make reasonable efforts to permit attendees to hear discussion and results of Board votes. The Board will make other reasonable accommodations as required by law.
 - a. **Member School Comments.** Member school representatives will be permitted to address the Board during its Member Comment section or at any other time at the request of the Chair. Member comments will be limited to 5 minutes per member school, but additional time may be given to a member school at the discretion of the Chair. Member school representatives may comment on any matter within the jurisdiction and authority of the Board.
 - b. **Public Comments.** Members of the public will be permitted to address the Board only during its Public Comment section, but public comment may not be permitted at all meetings. Public comments will be limited to 3 minutes per speaker and a maximum of 30 minutes for all speakers. If more than 10 members of the public wish to address the Board, the 30 total minutes designated for public comment will be shared evenly by all speakers. Public comments are limited to items on the agenda for that meeting or items addressed in the Constitution, Bylaws, and other rules adopted by the Board, subject to the following:
 - i. Unless permitted by the Chair, public comment will not be allowed on a topic if another means to bring the item before the Board is or was available, such as attempting to use public comment in lieu of requesting a hearing or appeal before the Board.
 - ii. Comments that are profane, slanderous, threatening, hostile, or inappropriate for the professional setting of Board meetings will not be permitted.
 - iii. Comments about or directed at any employee of the NSAA are not permitted. All such concerns should be presented in writing to the Executive Director.
 - iv. Repetitive comments by multiple members of the public or comments repeated from one meeting to the next are not permitted.
 - v. Members of the public who do not adhere to these rules or other directives of the Chair will be required to leave the meeting premises.

Legislative Bodies

1. The NSAA is a membership organization which utilizes certain member-based legislative bodies to self-govern. Those include 6 Member Districts, a Legislative Commission, and a Representative Assembly (Legislative Bodies). The following rules apply to the Legislative Bodies but not other formal or informal committees, task forces, advisory bodies, or other groups that may advise or assist in conducting the business of the NSAA.
2. Legislative Bodies may meet in person or electronically as determined by the chair or lead of any meeting of the Legislative Body.
3. Notice of meetings of the Legislative Bodies will be published on the NSAA website a reasonable time prior to the meeting. The notice will include the date, time, and location of the meeting.
4. The chair or lead of meetings of the Legislative Bodies will prepare an agenda for each meeting or ensure an agenda is prepared, which will be posted on the NSAA website a reasonable time prior to each meeting.

5. *Each Legislative Body will keep minutes of its meetings, which will be posted on the NSAA website a reasonable time after the minutes are finalized.*
6. *Members of the public are permitted to attend meetings of the Legislative Bodies, unless the meeting or any portion of the meeting is closed by the Legislative Body.*
7. *Each Legislative Body may designate its method for conducting business at its meeting consistent with all NSAA Constitution, Bylaw, or other duly-enacted provisions. In the absence of any rules enacted by the Legislative Body generally or as applicable to a specific meeting, Legislative Bodies will use the same rules as the NSAA Board for taking formal action and discussing agenda items.*
8. *Meetings of Member Districts and the Legislative Commission may include an opportunity for public comment at the discretion of the chair or lead of each such meeting. Members of the public may not address the Representative Assembly.*

**APPENDIX 2
NEBRASKA SCHOOL ACTIVITIES ASSOCIATION
INSPECTION OF RECORDS POLICY**

Member schools and members of the public may request records from the NSAA consistent with this policy. For purposes of this policy, records includes only existing paper or electronic documents and not all information or data in the possession of the NSAA. Individuals may request copies of meeting notices, agendas, and minutes; historical data that is disaggregated so as not to reveal confidential information; and other records that are not confidential records.

Confidential records includes, but is not limited to, those protected by law or NSAA rules; records relating to students, parents, employees, or board members of member schools or the NSAA; any employment-related records of current or past NSAA staff; internal communications of NSAA staff; drafts or incomplete records; communications to/from or between members of the Board of Directors, NSAA legislative bodies, committees, advisory groups, or other formal or informal working groups affiliated with the NSAA; records gathered or created as part of any eligibility determination, hearing, appeal, hardship waiver request, or individual or member school compliance determination, formal or informal; and any other records which in the opinion of the Executive Director should not be disclosed to best protect the NSAA and all of its operations, member schools, or participating students and their families.

Requested records will be processed in light of the following rules:

1. *Requests will be fulfilled a reasonable time after they are received, considering the current staffing and operational needs of the NSAA. Priority will be given to requests made by member schools.*
2. *The NSAA is under no obligation to create new records, to seek records from any other entity, or to answer questions contained in a request, unless required by law.*
3. *Any requester seeking records already available to the public, such as on the NSAA website, will be directed to the location of such records and not provided additional copies.*
4. *The NSAA may charge a fee, to be paid in advance by the requester, for any staff time (after the first 15 minutes), copying costs, or other costs to the NSAA of fulfilling the request. The fee will be communicated from the Executive Director or the Executive Director's designee to the requester. The fee must be paid prior to fulfilling the request. Any fee or portion of any fee may be waived by the Executive Director.*
5. *At the discretion of the Executive Director, voluminous, repetitious, or bad faith requests may be denied. Repetitious or bad faith requests include those whose purpose is or appears to be interference with or frustration of NSAA operations.*
6. *Records may be transmitted to the requester in whatever format is most efficient for the NSAA. The requester must communicate any accessibility needs as part of the request, which will be addressed as required by law.*