



Oregon School Activities Association  
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October 11, 2022

TO: Superintendents, Principals and Athletic Directors

FROM: Peter Weber, Executive Director

SUBJECT: Summary of Delegate Assembly Action at the October 10, 2022, Meeting

At the meeting on October 10, 2022, the OSAA Delegate Assembly took the following actions:

- Approved the minutes of the April 4, 2022, Delegate Assembly meeting.
- Recognized Kris Welch, Assistant Executive Director, OSAA for receiving the NFHS Citation Award.
- Received a "State of the Association" report from Executive Director Peter Weber and OSAA Staff regarding the following subjects.
  - 2022-23 Association Goals
  - Equity and Diversity Advisory Committee
  - Basketball Shot Clock
  - OSAA/ODE Title IX Seminars
  - Emerging Activities
  - Student Advisory Council
  - State Championships Calendar/Venues
  - Wrestling Weight Class Survey
  - Football Ad Hoc Committee
  - OSAA Foundation
  - Reimbursement Review Task Force
- Discussed the following questions in classification caucus groups and received written and oral reports back to the full Delegate Assembly.

#### **Reimbursement Review Task Force**

Based on recommendations from the State Championship and Budget Committees, the OSAA Executive Board recently appointed a task force to review the Reimbursement Formula of the Association. This review also includes event management expenses paid by the OSAA for schools hosting state playoff games. As the Task Force begins their work, they're looking for input and feedback.

**What aspects of the reimbursement formula should the Task Force focus on? For example, is mileage or per diem more important? Should equity across all sports and activities be the main focus? Should reimbursement continue to be directly tied to the number of students participating for a school? Any other suggested topics for the Task Force to review?**

#### **Sportsmanship**

The OSAA, especially through the STAR initiative, continues to put a focus on sportsmanship, interrupting disruptive acts, and setting expectations for coaches, students, and fans when attending interscholastic events. We hear anecdotally about outstanding examples from around the state where schools are doing incredible work in this area and want to share examples for other schools to emulate.

**What are examples of sportsmanship strategies that are working in your school/league/classification? How are you incentivizing good behavior by fans and students, especially toward officials? Is your school utilizing the STAR initiative? If so, what aspects of the initiative are most effective? If not, what program does your school utilize instead?**

## **Student Participation**

During the height of the pandemic, many interscholastic programs, especially music and speech activities, suffered significant drops in student participation. As this school year begins, we're seeing participation increase in many activities, yet many music and speech programs continue to struggle with numbers. Conversely, we've seen interest increase in a few non OSAA-sanctioned activities, including boys volleyball, girls flag football, Esports, etc.

**What steps has your school/district taken to promote participation in activities, especially music and speech? What non OSAA-sanctioned activities are popular in your school/district? What suggestions do you have for activities seeking to be OSAA-sanctioned as it relates to gaining support from your school/district?**

## **Officials Recruitment and Retention**

The shortage of officials has been felt in nearly every community around the state with changing game times and dates, even cancellations of contests. The OSAA is partnering with NFHS on a #BenchBadBehavior campaign to raise awareness of the impact of inappropriate and disrespectful behavior by spectators. The OSAA's Officials Recruitment and Retention Committee is meeting again soon to explore new ideas on enticing more people to become or remain officials. The OSAA Officials Fee Review Committee has proposed changes to the fee schedule to also help address the issue.

**What types of scheduling changes have you experienced at your school/district this Fall? What effective examples have you seen by local officials' associations and/or schools in your area to help recruit/retain new officials? What suggestions do you have for the Officials Fee Review Committee as they look beyond the proposed two-year fee schedule?**

- Voted unanimously to adopt the 2022-23 OSAA Handbook.
- Voted to adopt the Officials Fee Schedule for 2023-25. ***(Attached)***
- Received an informational presentation from Boys Volleyball.
- Voted to amend Article 5 – Executive Board which adjusts language restricting school districts to only one elected representative on the Board, ***effective immediately. (Attached)***
- Voted to amend Article 9.1. – Budget Committee – Composition and Terms which adjusts the makeup of committee, along with terms and member rotation, ***effective immediately. (Attached)***
- Voted to amend Rule 8.4 – Awards – Name, Image, Likeness (NIL) which clarifies the policy and sets parameters for student-athletes regarding endorsements related to NIL, ***effective immediately. (Attached)***
- Voted to elect Curtiss Scholl, Superintendent, Sisters SD as the 3A Representative to the OSAA Executive Board.
- Received a reminder of upcoming meetings:
  - Executive Board – Monday, December 12, 2022 / 9am / OSAA Office, Wilsonville
  - Executive Board – Monday, February 6, 2023 / 9am / OSAA Office, Wilsonville
  - Delegate Assembly – Monday, April 3, 2023 / 9am / Holiday Inn, Wilsonville
  - Executive Board – Monday, May 8, 2023 / 9am / OSAA Office, Wilsonville
  - Executive Board Summer Workshop – Monday-Wednesday, July 17-19, 2023 / Eagle Crest Resort, Redmond

A summary of actions is posted on the OSAA website following each Board and Delegate Assembly Meeting. Official minutes of the October 10, 2022, Delegate Assembly meeting are available from the OSAA upon request.



## Oregon School Activities Association

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September 19, 2022

TO: Superintendents, Principals, Athletic Directors, and Local Associations

FROM: Kris Welch, Assistant Executive Director

SUBJECT: OSAA Officials Fee Review Committee – September 8 Meeting Update and Final Recommendations

The Officials Fee Review Committee conducted its fourth public meeting via Zoom on September 8, 2022. The constitutionally mandated purpose of this Committee is to make recommendations to the OSAA Delegate Assembly for adoption in October 2022. These recommendations will consider items involving fees paid to individual officials, commissioners, and local associations. This includes game fees, mileage, per diem, check writing fees, commissioner fees, or any other service fee.

The Committee received public testimony from several people including officials' association representatives for wrestling, volleyball, football, and softball. The Committee also reviewed correspondence received and then adjourned to a work session to finalize development of its recommendations.

The Committee has reached consensus on the following final recommendations that will be forwarded to the Delegate Assembly for action at the Fall Delegate Assembly meeting on October 10, 2022:

- **Officials Fee Schedule Term (2023-2025):** The Committee is recommending creation of a two-year fee schedule as opposed to the current four-year schedule. The group believes this provides more flexibility to adapt to changes moving forward, especially as it relates to fee structures in surrounding states and the potential impact those have on rates in Oregon.
- **Aligning Varsity Fees at Different Classifications:** The Committee is recommending an increase of 2.5% each year to the 3A/2A/1A Varsity Fees (currently at 95% of the 6A/5A/4A rate). This will lead to a single varsity rate, regardless of classification, beginning with the 2024-25 school year.
- **Increasing Sub-Varsity Rates:** The Committee is recommending an increase of 2.5% each year to the sub-varsity game fee rate (currently at 75% of the varsity rate). This means the sub-varsity rate will get to 80% of the varsity rate for the 2024-25 school year. The group believes that increasing the sub-varsity rate will encourage officials to work sub-varsity games rather than non-high school contests.
- **Mileage Fee:** The Committee is recommending increasing the mileage rate for officials to 100% of the IRS rate (up from the current 90% rate). The group is also recommending an increase to the minimum mileage fee for each official from \$5 to \$10.
- **Single Official Rate.** The Committee is recommending increasing the single official's rate from 1.33x the "per official fee" to 1.5x the "per official fee".
- **Game Fee Cancellation Policy.** The Committee is recommending a change to the Game Fee Cancellation Policy stating that if the game is rained out within three hours prior to the scheduled start of the contest, the official shall be paid ½ game fees and all travel/per diem actually incurred.
- **Check-Writing Fees:** The Committee is recommending this term be renamed to Administrative Fees.
- **Commissioner and Administrative Fees:** The Committee is recommending that these fees continue to be tied to the 6A/5A/4A Varsity Game Fee during this two-year schedule. Commissioner Fees in baseball and softball would remain at 1.5x the Varsity Game Fee. The Committee is recommending that assigning fees in cheerleading be set at \$20 for a panel.

## 6.a.

- **Wrestling Dual Meet Skin Check Fee.** The Committee is recommending an increase in the Wrestling Dual Meet Skin Check Fee from \$10 to \$20 for each dual meet.
- **Cheerleading Officials Rates.** The Committee is recommending that Cheerleading officials be paid \$22/hour in 2023-24 and \$23/hour in 2024-25.
- **Game Fees.** The Committee is recommending increases in all sports for each of the next two years as committee members recognize the impact that increases can have on recruitment and retention of officials (similar to current hiring incentives in place by school districts). Recommended increases vary by sport in the first year of the two-year schedule (2023-24) as the group attempted to balance the need for increases with the differing number of officiating opportunities within each sport. In 2024-25 the recommended increase is 11% for all sports. Committee members believe that these increases, along with a continued emphasis on sportsmanship by the OSAA and its member schools, are necessary to recruit people to officiating and reverse the downward trend of the number of officials.

Current 2022-23 Game Fees

	<u>Football</u>	<u>Soccer</u>	<u>Volleyball</u>	<u>Basketball</u>	<u>Wrestling</u>	<u>Baseball</u>	<u>Softball</u>
6A-5A-4A Varsity	\$73.50	\$65.50	\$67.50	\$73.50	\$71.25	\$70.75	\$65.50
6A-5A-4A Sub-Varsity	\$54.00	\$49.25	\$50.75	\$55.25	\$53.50	\$53.00	\$49.25
3A-2A-1A Varsity	\$69.75	\$62.25	\$64.25	\$69.75	\$67.75	\$67.25	\$62.25
3A-2A-1A Sub-Varsity	\$50.00	\$46.75	\$48.25	\$52.25	\$50.75	\$50.50	\$46.75
6A-5A-4A Sub-Varsity Extended Contest	\$13.50			\$13.75			
3A-2A-1A Sub-Varsity Extended Contest	\$12.50			\$13.00			

Proposed 2023-24 Game Fees

	<u>Football</u>	<u>Soccer</u>	<u>Volleyball</u>	<u>Basketball</u>	<u>Wrestling</u>	<u>Baseball</u>	<u>Softball</u>
6A-5A-4A Varsity	\$90.00	\$80.00	\$76.00	\$80.00	\$76.00	\$76.00	\$76.00
6A-5A-4A Sub-Varsity	\$69.75	\$62.00	\$59.00	\$62.00	\$59.00	\$59.00	\$59.00
3A-2A-1A Varsity	\$87.75	\$78.00	\$74.00	\$78.00	\$74.00	\$74.00	\$74.00
3A-2A-1A Sub-Varsity	\$68.00	\$60.50	\$57.25	\$60.50	\$57.25	\$57.25	\$57.25
6A-5A-4A Sub-Varsity Extended Contest	\$17.75		\$11.75	\$15.75			
3A-2A-1A Sub-Varsity Extended Contest	\$17.00		\$11.50	\$15.25			

Proposed 2024-25 Game Fees

	<u>Football</u>	<u>Soccer</u>	<u>Volleyball</u>	<u>Basketball</u>	<u>Wrestling</u>	<u>Baseball</u>	<u>Softball</u>
6A-5A-4A Varsity	\$100.00	\$88.75	\$84.25	\$88.75	\$84.25	\$84.25	\$84.25
6A-5A-4A Sub-Varsity	\$80.00	\$71.00	\$67.50	\$71.00	\$67.50	\$67.50	\$67.50
3A-2A-1A Varsity	\$100.00	\$88.75	\$84.25	\$88.75	\$84.25	\$84.25	\$84.25
3A-2A-1A Sub-Varsity	\$80.00	\$71.00	\$67.50	\$71.00	\$67.50	\$67.50	\$67.50
6A-5A-4A Sub-Varsity Extended Contest	\$20.50		\$13.50	\$18.00			
3A-2A-1A Sub-Varsity Extended Contest	\$20.00		\$13.50	\$17.75			

These recommendations are estimated to increase officiating costs for schools by the following amounts (will vary by school):

- ▶ 6A/5A/4A: approximately \$4500 in 2023-24 and \$6700 in 2024-25
- ▶ 3A/2A/1A: approximately \$3400 in 2023-24 and \$4900 in 2024-25

The attached documents outline the recommended Commissioner and Administrative Fees, along with Tournament fees.

Written input should be emailed to Kris Welch at the OSAA ([krisw@osaa.org](mailto:krisw@osaa.org)). Communication received will be shared with all Delegate Assembly members prior to the October 10 meeting.

## Proposal to Amend Article 5. – Executive Board

(Action Item)

**QUESTION:** *Should the Delegate Assembly approve an amendment to Article 5. – Executive Board to adjust the restriction of having no more than one individual from the same school district serving on the Executive Board?*

**RATIONALE:** In the staff's annual review of the Handbook with our legal counsel, the changes to the composition of the Board were discussed, as well as this restriction. With the move from eleven voting members previously to 15 voting members currently, concerns about a school district having too much sway over decisions has been negated. Additionally, the Board now appoints nine of its 15 members. The Executive Board believes that having additional flexibility to ensure the best possible candidates are representing the membership is important.

**RULE CHANGE SPONSORED BY:** OSAA Executive Board

**NUMBER OF VOTES NEEDED TO PASS:** Three-fourths vote of the DA members present and voting

**NEXT STEP IF PASSED:** Effective immediately

**POSSIBLE RULE CHANGES:**

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### **Article 5 – Executive Board**

#### **5.2. Qualifications.**

5.2.1 To serve as a member of the Executive Board, the classification representatives and the activities representative shall be employed at a 0.49 FTE level or greater in a position that has at least some responsibility for secondary education and is at least equal in rank to the position of high school assistant principal at a school district of a full member school, or at a high school which is a full member of the Association. The Oregon School Boards Association representative, the Oregon Athletic Directors Association representative, the Oregon Athletic Coaches Association representative, and the Oregon Athletic Officials Association representative shall each be currently serving in the role being represented on the Executive Board. There shall be no two ***elected*** individuals from the same school district serving concurrently on the Executive Board.

A duly elected or appointed member of the Executive Board whose position changes during the second of their three-year terms is eligible to complete the term of office if the new position retains some responsibility for secondary education and is at least equal in rank to the position of high school assistant principal and is within the same classification(s) from which originally elected.

5.2.2. If a member of the Executive Board is an elected member of the Executive Committee of the NFHS and their term on the Association Executive Board has expired, the member shall remain on the Executive Board as a non-voting, member-at-large, as long as they remain a member of said National Executive Committee.

5.2.3. To be elected President of the Association by the Delegate Assembly, a person shall be a member of the Executive Board.

## Proposal to Amend Article 9.1 – Budget Committee

(Action Item)

**QUESTION:** *Should the Delegate Assembly approve an amendment to Article 9.1. – Budget Committee that would modify the terms and composition of the Budget Committee?*

**RATIONALE:** In a review of OSAA policies, the terms and composition of the Budget Committee was unlike other groups. These changes align the term and composition of the Budget Committee with other major committees of the Association.

**RULE CHANGE SPONSORED BY:** OSAA Executive Board

**NUMBER OF VOTES NEEDED TO PASS:** Three-fourths vote of the DA members present and voting

**NEXT STEP IF PASSED:** Effective immediately

**POSSIBLE RULE CHANGES:**

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### *Article 9 – Standing Committees*

#### **Budget Committee.**

- 9.9.1. Charge.** The Committee shall recommend a yearly Association budget for presentation to the Executive Board for approval at the May Executive Board meeting.
- 9.9.2. Composition.** The Committee shall consist of one 6A/5A, one 4A/3A and one 2A/1A school member from the Delegate Assembly; one 6A/5A, one 4A/3A and one 2A/1A school superintendent, assistant superintendent, high school principal or high school assistant principal not a member of the Delegate Assembly; one athletic director representative; one activities director representative; one coach representative; one officials representative; one representative of the Oregon School Boards Association; ***one representative of the Diversity and Equity Advisory Committee*** and the Executive Director of the Association. In addition, the Executive Board shall appoint a chair.
- 9.9.3. Term.** ***The term of office for members of the Budget Committee shall be for three years. Members shall not serve more than two consecutive terms.***
- 9.9.4. Meetings.** The Committee shall meet annually in April.

## Proposal to Amend Rule 8.4 - Awards

(Action Item)

**QUESTION:** Should the Delegate Assembly approve modifications to the awards rule which would clarify the policy as it relates to Name, Image, Likeness (NIL)?

**RATIONALE:** The changing NIL landscape requires OSAA to clarify its policies in this area. The current awards rule is ambiguous as to what a student could or couldn't receive related to NIL. The following clarifies the stance of the Association and delineates what is allowed/prohibited when it comes to NIL activities.

**RULE CHANGE SPONSORED BY:** OSAA Executive Board

**NUMBER OF VOTES NEEDED TO PASS:** Majority vote of the DA members present and voting

**NEXT STEP IF PASSED:** Effective immediately unless otherwise stated in the motion

### POSSIBLE RULE CHANGES:

<p>KEY: <b>Add</b></p> <p><del>Delete</del></p>
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**8.4. Awards.** A student becomes ineligible for one calendar year after the date of the report of the violation to the OSAA if at any time the student accepts or enters into any agreement for the purpose of later accepting any compensation or thing of value for or in recognition of athletic or activities ~~abilities~~ **performance**, with these exceptions:

**8.4.1.** A student ~~activities~~ participant may not accept monetary compensation in recognition of activities **performance**, participation and/or achievement ~~during the Association year~~. A student may accept non-monetary compensation or items of value solely in recognition of activities ability, participation and/or achievement if the total value of such non-monetary compensation or items of value, including the actual value of any gift certificates (so long as they are not convertible to cash), discounts, coupons, etc., does not exceed \$500 retail value **annually** ~~in any association year~~.

**NOTE:** For the purposes of this rule, "non-monetary compensation or items of value" does not include customary awards of a symbolic nature without resale value such as the school's athletic letter, medals, ribbons, certificates, plaques, trophies and other emblems. This rule does not regulate or prohibit compensation received by a student for ability, participation and/or achievement in a non-OSAA sport or activity, nor does this rule prohibit the acceptance of college scholarships by students.

**8.4.2.** A coach or director is responsible for reporting to the school's athletic/activities director all compensation or items of value received by the students on that coach/director's team within one month of the receipt of the compensation or items of value. Principals are responsible for verifying to the association, **if requested**, that the total sum of compensation or items of value received by each student participant at that school does not exceed \$500 retail value for each participant.

**8.4.3.** A student participating without compensation as a contestant, coach or similar participant in athletic or other activities may accept the use of necessary equipment and incidental services customarily furnished amateur participants in such activities, may accept reimbursement for direct and necessary expenses for participation (including mileage where the student must drive), and where participation requires absence from home, may accept necessary meals and lodging.

**8.4.4. The following is intended to offer guidance to students, parents, and member schools regarding Name, Image and Likeness (NIL).**

**A student may earn compensation from the use of their Name, Image, Likeness (NIL) provided that:**

- (a) The compensation (or prospective compensation) is not contingent on specific athletic performance or achievement (e.g. financial incentives based on points scored)**
- (b) The compensation (or prospective compensation) is not provided as an inducement to attend a particular member school or to remain enrolled at a particular member school ("Undue Influence").**
- (c) The compensation (or prospective compensation) is not provided by the member school or an agent of the member school (e.g. school booster club, foundation, employee, etc.)**
- (d) The student-athlete discloses any proposed agreement/contract to the member school at which the student is enrolled and/or participating.**

**In seeking compensation for Name, Image and Likeness (NIL):**

- (a) The student shall not use OSAA or member school marks, logos, insignias in NIL activities.**
- (b) The student shall not wear apparel or equipment which includes OSAA logos or member school markers and/or logos for the purpose of NIL activities.**
- (c) The student shall not reference the OSAA or member school name and/or mascot for the purpose of NIL activities.**
- (d) The student shall not use a member school's district facilities and/or equipment for the purpose of NIL activities.**
- (e) The student shall not use school practice and/or game film for the purpose of NIL activities.**
- (f) The student shall not promote any services and/or products during team activities.**
- (g) The student shall not promote activities, services, or products associated with, but not limited to,:**
  - (i) Adult entertainment products or services;**
  - (ii) Alcohol, tobacco, nicotine and vaping products;**
  - (iii) Cannabis products;**
  - (iv) Controlled dangerous substances;**
  - (v) Prescription pharmaceuticals;**
  - (vi) Political parties and/or candidates;**
  - (vii) Any product illegal for people under 18;**
  - (viii) Gambling, including sports betting, the lottery, and betting in connection with video games, on-line games and mobile devices;**
  - (ix) Weapons, firearms, and ammunition.**

**The student and their family are encouraged to seek legal counsel and tax advice when considering NIL activity, along with guidance from their member school.**

**NOTE: Compliance with these policies does not ensure maintenance of eligibility under the eligibility standards of other high school state activity associations or entities such as, but not limited to, the NCAA, NAIA, NJCAA etc. Students are encouraged to communicate with those organizations to ensure any activity complies with those eligibility standards.**

**8.4.5 A student forfeits amateur status by signing a professional playing contract in any activity sanctioned by the OSAA.**