



**SOUTH DAKOTA HIGH SCHOOL ACTIVITIES ASSOCIATION
REGULAR MEETING OF THE BOARD OF DIRECTORS
SDHSAA OFFICE BUILDING**

August 27, 2015

8:30 a.m.

Pierre, South Dakota

The Board of Directors held a regular meeting on August 27, 2015, at the SDHSAA Office Building in Pierre, South Dakota with members present as follows:

Linda Whitney Sandy Klatt Bud Postma Steve Morford
Dr. Roger Bordeaux Moe Ruesink David Planteen

Dr. Jason Uttermark was present via teleconference.

Staff members present included Wayne Carney, Jo Auch, John Krogstrand, and Brooks Bowman.

The meeting was called to order by Vice-Chairman Steve Morford at 8:30 a.m. followed by the Pledge of Allegiance. Vice-Chairman Morford welcomed new Board Members, Mr. Bud Postma, Activities Director at Madison High School, Mr. Moe Ruesink, Activities Director at Sioux Valley High School, and Mr. David Planteen, School Board Member from the Langford Area School District.

Approval of the Agenda

It was moved by Moe Ruesink, seconded by Sandy Klatt, to approve the agenda as submitted.

The motion passed 7-0 with Dr. Uttermark abstained.

Approval of Minutes from the June 10, 2015 Regular Meeting

It was moved by Dr. Roger Bordeaux, seconded by Linda Whitney, to approve the minutes from the June 10, 2015, Regular Meeting of the Board of Directors as well as the Special Meeting of the Board of Directors held on August 12, 2015.

The motion passed 7-0 with Dr. Uttermark abstained.

Approval of the Financial Reports as Submitted

Following a review of all financial reports, it was moved by David Planteen, seconded by Linda Whitney, to approve the following financial reports as submitted:

- A. Income statements for May, June, and July of 2015
- B. Balance sheets for May, June, and July of 2015
- C. Cash Flow Chart
- D. Budgeted to actual for 2014-2015 fiscal year
- E. Receive report from Reinke Gray Wealth Management

The motion passed 8-0.

Mr. Brad Reinke reviewed the Investment Policy Statement with the Board. Mr. Reinke advised including alternative investments, not to exceed 20% of long-term investments, traded and non-traded

real-estate investment trusts, and traded and non-traded business development companies, to the portfolio.

Following discussion, it was moved by Linda Whitney, seconded by Dr. Roger Bordeaux, to adopt the revised Investment Policy Statement. **See Appendix A**

The motion passed 8-0

Consent Agenda

Vice-Chairman Morford asked if there were any items on the consent agenda that any Board member wished to move to the regular agenda.

It was moved by Bud Postma, seconded by Moe Ruesink, to approve the consent agenda items as presented.

- A. Approval of vouchers paid as follows:
 - May of 2015--\$241,465.52
 - June of 2015--\$351,859.65 of which \$208,170.67 is team reimbursements
 - July of 2015--\$123,583.51
- B. Determined the monetary value of awards which may be accepted by the athletes of member schools.
- C. Adopted mission, vision, and beliefs statements. **See Appendix B**
- D. Approved the following Advisory Committee appointments:

<u>ACTIVITY</u>	<u>MEMBER</u>	<u>TERM EXPIRES</u>
Basketball	Larry Aaker, Winner, "A" Coach	2017 (*)
Golf	Terry Rotert, Huron, Ath. Director	2016 (*)
Track & Field	Steve Charron, Huron, Official	2018 (1)
Tennis	Tom Krueger, SF Lincoln Girls Coach	2018 (1)
Comp. Cheer	Carrie Wieman, Madison, Official	2018 (1)

*Fulfilling a vacant position on the committee for less than a full term
- E. Approval of a cooperative agreement for Montrose High School and Madison High School in the sport of gymnastics effective the 2015-2016 school year.
- F. Approved the addition of boys' and girls' cross country at Oelrichs High School effective the 2015-2016 school year and place Oelrichs in Region 5B.
- G. Approved the disposal of surplus property that is either obsolete, no longer being used, or no longer in working order.

The motion passed 8-0.

Staff reports:

The following staff reports were given:

- A. Debate Topic Selection Meeting—Assistant Executive Director Brooks Bowman reported on a successful NFHS Debate Topic Selection Meeting hosted by the Louisiana High School Athletic Association in New Orleans. The five topics to emerge from the three day meeting include: China, Treaties, India, Export Controls, and Asian Pacific Ring.
- B. Superintendents' Meeting – A report was given by Linda Whitney on the Superintendents' Conference held in Chamberlain in July.
- C. ASBSD/SASD Meeting—Linda Whitney provided report.

- D. SDMEA Report—Assistant Executive Director Brooks Bowman gave a report on the SDMEA Convention held in conjunction with the All-State Chorus and Orchestra.
- E. SDHSCA Summer Coaches Clinic – Assistant Executive Directors Jo Auch and John Krogstrand reported on the coaches’ clinic held in Aberdeen this past July. The report included the fact that the coaches’ clinic will be hosted in Mitchell in 2016 without the inclusion of the All-Star Games, based on a decision of the coaches’ association.
- F. NFHS Summer Meeting – A report was given on the many well designed and useful workshop sessions from the 2015 NFHS Summer Meeting held in New Orleans, LA, by those who attended.
- G. Board members Uttermark, Morford, and Whitney, and Executive Staff members Carney and Krogstrand reported on the Legislative Summer Study sessions of June 26, 2015, and August 19, 2015.
- H. Assistant Executive Director Krogstrand reported on the Government Operations and Audit Committee Meeting of August 25, 2015.

2015-2016 Budget

The Board reviewed the revised budget for the 2015-2016 school year. Line item budget adjustments were reviewed following the close of the 2014-2015 budget.

Following discussion, it was moved by Sandy Klatt, seconded by Linda Whitney, to reduce the cost of the First Aid Class, line item 4040, to \$35 effective immediately.

The motion passed 5-3. Those voting aye were: David Planteen, Moe Ruesink, Linda Whitney, Sandy Klatt, and Dr. Jason Uttermark. Those voting nay were: Bud Postma, Dr. Roger Bordeaux, and Steve Morford.

It was moved by Dr. Roger Bordeaux, seconded by Moe Ruesink, to adopt the revised 2015-2016 budget.

The motion passed 8-0.

Vice-Chairman Morford declared the Board in recess at 9:50 a.m.

Vice-Chairman Morford declared the Board back in session at 10:00 a.m.

Freeman/Canistota Football Cooperative Agreement

Superintendent/Activities Director Mr. Don Hotchkiss of Freeman High School presented information to the Board relative to possibly considering Freeman High School’s request for an emergency declaration for their football program effective immediately.

Superintendent Hotchkiss cited examples of Freeman’s attempts to form a football cooperative in the past with multiple schools. Schools were in agreement to a football cooperative with the stipulation that the coop not be placed in a higher classification while being eligible for the football playoffs. Mr. Hotchkiss requested the approval of a cooperative agreement with Canistota High School that would allow the cooperative to remain in Class 9A and be eligible for the playoffs at the end of the 2015 football season. Mr. Hotchkiss recalled the recently approved football cooperative between Miller High School and Highmore-Harold High School which created an ADM significantly higher than that of the proposed Freeman-Canistota cooperative.

Principal/Activities Director Mr. Tom Rice of Gayville-Volin High School expressed concern relative to the precedent set by the Miller-Highmore Harold decision. Mr. Rice provided the Board with a letter

requesting that a potential cooperative be placed in Class 9AA, attested by 25 of the 27 school in Class 9A football.

Assistant Executive Director Krogstrand commended Mr. Hotchkiss for his leadership in seeking a viable resolution for those students who wish to play football at Freeman High School for the 2015 and 2016 football seasons. Mr. Krogstrand recommended that no emergency declaration be declared. Furthermore, if a football cooperative is approved, the new cooperative should compete in the 9AA classification throughout the 2015 and 2016 football playoffs.

It was moved by Sandy Klatt, seconded by Dr. Roger Bordeaux, to declare the football program at Freeman High School an emergency situation.

The motion passed 6-2. Those voting aye were: Dr. Roger Bordeaux, Moe Ruesink, Linda Whitney, Steve Morford, Sandy Klatt, and Dr. Jason Uttermark. Those voting nay were: Bud Postma and David Planteen.

It was moved by Sandy Klatt, seconded by Linda Whitney, to approve a cooperative agreement in the sport of football between Canistota High School and Freeman High School provided the cooperative compete in Class 9AA for the 2015 and 2016 football playoffs and be placed in a two year transition period.

On a roll call vote, the motion failed 3-5. Those voting aye were: Linda Whitney, Sandy Klatt, and Dr. Jason Uttermark. Those voting nay were: David Planteen, Bud Postma, Dr. Roger Bordeaux, Moe Ruesink, and Steve Morford.

Vice-Chairman Morford declared the Board in recess at 11:25 a.m. for a Special Meeting for nominations.

Vice-Chairman Morford declared the Board back in session at 11:45 a.m.

Revised Transgender Policy—See Appendix C

The following appears in the minutes of the June 10, 2015, meeting of the Board of Directors:

Following discussion, it was moved by Dr. Jason Uttermark, seconded by Sandy Klatt, to direct SDHSAA legal counsel to continue work on the revised Transgender Policy, with specific attention to definition of the Independent Hearing Officer and determination of the Transgender Application approval process.

Association Legal Counsel, Ms. Lindsey Riter-Rapp, reviewed with the Board the revised language relative to the Independent Hearing Officer and the Transgender Application approval process:

Referral to Independent Hearing Officer (IHO): Upon receipt of the Transgender Application (TA) in the SDHSAA office, the Executive Director will refer the application and all necessary documentation to an Independent Hearing Officer (IHO) selected by the Executive Director who will review the submitted information. The IHO shall be a licensed attorney and a member of the State Bar of South Dakota in good standing.

Appeals: If the member school or student making application is aggrieved by the decision of the IHO and desires to appeal such decision, a written notice of appeal may be filed with the Executive Director of the SDHSAA within seven (7) days after receiving notification of the decision of the IHO. All appeals from the IHO will be to the Board of Directors of the SDHSAA.

The decision of the Board of Directors shall be final. The Board of Directors will have the authority to investigate the factual situation as per each request and require that additional specified information be submitted. The Board of Directors will hear appeals during their next regularly scheduled meeting.

Written notification of the decision of the Board of Directors will be rendered through the office of the Executive Director within seven (7) days following the Board of Directors hearing.

Following discussion, it was moved by Dr. Roger Bordeaux, seconded by Dr. Jason Uttermark, to approve as a first reading the changes as presented.

Sandy Klatt expressed a concern that once an affirmative decision is made, the student's eligibility will begin and participation will be granted throughout the duration of the student's high school career, regardless of the member school attendance.

Following further discussion, the motion passed 7-1. Those voting aye were: David Planteen, Bud Postma, Dr. Roger Bordeaux, Moe Ruesink, Linda Whitney, Steve Morford, and Dr. Jason Uttermark. Those voting nay were: Sandy Klatt. A second reading will be held during the November 4, 2015, meeting of the Board of Directors.

Adoption of Board Policy Manual

Each year the Board officially adopts the Board Policy Manual at the first regular meeting of the current school year. Executive Director Carney reviewed changes made to the Policy Manual and Assistant Executive Director Krogstrand reviewed the policy manual changes made in order to comply with recommendations made from the audit report.

Following discussion, it was moved by Moe Ruesink, seconded by David Planteen, to approve the 2015-2016 Board Policy Manual as presented.

The motion passed 8-0.

NFHS Hall of Fame Nomination

Each year the SDHSAA Board of Directors considers nominating a candidate for the NFHS Hall of Fame. Assistant Executive Director John Krogstrand presented the Board with names for consideration to be forwarded to the NFHS Hall Of Fame Screening Committee by the SDHSAA Board of Directors.

It was moved by Linda Whitney, seconded by Sandy Klatt, that the SDHSAA will submit the name of Becky Hammon from Rapid City Stevens High School to the NFHS Hall of Fame Selection Committee.

The motion passed 8-0.

Second reading of the Unmanned Aerial Device (Drone) Policy

The Board read as a first reading, and approved on a 7-0 vote, the Unmanned Aerial Device (Drone) Policy during their June 10, 2015, meeting. The proposed policy reads:

South Dakota High School Activities Association Unmanned Aerial Vehicle (Drone) Policy

The use of unmanned aerial vehicles (UAV), also known as drones, is prohibited for any purpose by any person at any SDHSAA post-season tournament venues.

For purposes of this policy, a UAV is any aircraft without a human pilot aboard the device. This prohibition applies to all fields of play, courts, arena, mats, gym floor or pool, and includes a ban on the entire facility being used as part of the SDHSAA event, including the spectator areas and parking areas.

Tournament management shall refuse admission or entry to anyone attempting to use a UAV; and if necessary, tournament management shall remove anyone attempting to use a UAV and/or confiscate the UAV.

An exception to this policy, in writing, may be made in specific cases for SDHSAA broadcast partners, provided the management of the tournament facility permits the presence of UAV's for broadcast purposes under the control of the SDHSAA.

Following discussion, it was moved by Linda Whitney, seconded by David Planteen, to approve the Unmanned Aerial Vehicle Policy.

The motion passed 7-1. Those voting aye were: David Planteen, Bud Postma, Moe Ruesink, Linda Whitney, Sandy Klatt, Steve Morford, and Dr. Jason Uttermark. Those voting nay were: Dr. Roger Bordeaux.

Proposed constitutional changes

SDHSAA staff and Board annually review the current Constitution and Bylaws and consider any changes deemed appropriate for the 2016-2017 school year. Proposed changes must be drafted and submitted to the SDHSAA office 30 days prior to the Annual Meeting which is scheduled for April 19, 2016. Constitutional amendments may be submitted by the Board of Directors or by petition from the SDHSAA member schools. The complete method of proposing amendments may be found in the SDHSAA Constitution, Article X, Section 1, page 12.

Areas that need attention are:

- Language defining that an assistant superintendent be made eligible for those positions on the Board of Directors reserved for superintendents,
- Clarification of the eligibility section of the Constitution and Bylaws to be more user friendly,
- Requesting legislative assistance to amend SDCL13-36-4 to accurately reflect those bodies that are accredited member schools.

No further action was taken at this time.

Approve a date change for the June 9, 2016 meeting of the Board of Directors

The spring golf tournaments were scheduled for May prior to a change adopted by the Board of Directors during the April 22-23, 2014, meeting of the Board of Directors. The adopted change reads:

- Effective 2015–2016: The dates of the spring state golf tournaments shall be the Monday & Tuesday of Week 48 of the NFHS Calendar. If Memorial Day falls on the Monday of Week 48, tournaments will be held on the Monday & Tuesday of Week 49 OR Wednesday & Thursday of Week 48. Region completion dates would be similarly adjusted. The dates will be set to ensure no conflicts with Boys/Girls State.

During the June 10, 2015, meeting of the Board of Directors, the meeting dates for the 2015-2016 school year were set. The June meeting dates were set for June 7-8 but with the change of spring state golf tournaments, the state tournaments fall on Monday and Tuesday, June 6-7, 2016. Consequently, staff

would recommend moving the June, 2016, meeting dates from June 6-7 to June 8-9 to avoid the conflict with state golf.

Following discussion, it was moved by Sandy Klatt, seconded by Bud Postma, to approve the date change.

The motion passed 8-0.

Appointments to the Site Selection Committee

From the June 2014 Board of Directors Meeting Minutes:

Following the April 22-23, 2014, meeting of the BOD's, the following is reflected in the minutes:

The Executive Staff presented a state event site selection proposal for Board consideration during the March 5, 2014, meeting of the Board of Directors. The SDHSAA Board of Directors, with input from executive staff, would assemble a statewide committee to determine site selection recommendations to the SDHSAA Board of Directors. The Committee should be comprised of five (5) members of the tournament management that currently host a majority of SDHSAA events, and up to 3 members of the SDHSAA Board of Directors.

Three (3) SDHSAA Board members would be appointed annually to serve on the Committee by the Board Chairperson. The Board members appointed should not be from the same community as the tournament managers to ensure a diverse group on the committee.

Following discussion, it was determined that the Committee would meet twice per school year with the first meeting to be held prior to October 1, 2014, at which time the Committee would set the date for the second meeting of the 2014-2015 school year. Staff will serve as a resource to provide research and information to the Committee. The Committee would report to the board with their proposals at the April meeting of the SDHSAA Board of Directors.

Following discussion, Chairman Uttermark appointed the following Board members to the Site Selection Committee for the 2015-2016 school year: Linda Whitney, Dr. Roger Bordeaux, and Steve Morford.

Following further discussion, it was moved by Sandy Klatt, seconded by Moe Ruesink, to approve the following members to serve on the State Site Selection Committee:

Linda Whitney—Sanborn Central	Dr. Roger Bordeaux—Tiospa Zina
Steve Morford—Spearfish	Mark Meile—Sioux Falls
Darren Paulson—Rapid City	Gene Brownell—Aberdeen
Steve Moore—Watertown	Randy Marso—Brandon Valley

The motion passed 8-0.

State tournament program price

During the August 5, 2015, State Event Directors Meeting, the event directors discussed the price of a tournament program. With combined tournaments in volleyball, wrestling, and basketball, it was determined there should be a difference in the cost of a tournament program between a single class tournament and a combined tournament. After much discussion, the state tournament directors determined the price for a tournament program shall not exceed \$5.00 with the cost to be determined by the host school.

It was moved by Linda Whitney, seconded by Sandy Klatt, to approve the maximum cost of a state tournament program be \$5.00 with the price determined by the member school hosting the event.

The motion passed 8-0.

Verify runoff election results

It is necessary for the Board to verify the results of the runoff election for the Small School Group Board of Education and East River At-Large members to the Board of Directors. The following represents the votes of the member schools:

Small School Group Board of Education:

David Planteen—Langford Area: 100

Bryan Skinner—West Central 59

East River At-Large:

Moe Ruesink—Sioux Valley High School: 109

Mike Schmidt—Wilmot High School: 51

It was moved by Dr. Roger Bordeaux, seconded by Sandy Klatt, to accept the election results as presented.

The motion passed 8-0.

Referring decisions of the Board of Directors Policy

The following appears in the minutes of the June 10, 2015, meeting of the Board of Directors:

During the April 21-22, 2015, meeting of the Board of Directors, the Board approved as a first reading the adoption of the following policy as presented:

Referring Decision of the Board of Directors

Any decision by the Board of Directors that involves a substantial/significant capital expense or that requires adding additional personnel can be referred to the vote of the membership by filing a petition within 45 calendar days with the Executive Director with the signatures based on these criteria:

1. Thirty (30) superintendents of member schools if the policy affects all member schools;
2. Twenty-five (25) percent of superintendents of member schools in a specific class if the policy is class specific.

The Board of Directors' decision in question will not take effect until the vote of the membership is completed. The vote of the entire/class specific membership will be completed not more than 45 days following the receipt of the petition by the Executive Director. To be repealed sixty (60) percent of the member schools, either entire or class specific, must vote in favor of the appeal. If the appeal percentage is not met, the decision goes into effect on the date specified by the original motion.

Following discussion, it was moved by Linda Whitney, seconded by Sandy Klatt, to approve as a first reading the Referring Decision of the Board of Directors Policy with the following language change: To be repealed ~~sixty (60) percent~~ **a simple majority vote** of the member schools, either entire or class specific, must vote in favor of the appeal.

The motion passed 8-0.

Following discussion, it was moved by Linda Whitney, seconded by Moe Ruesink, to approve as a second reading the Referring Decision of the Board of Directors policy with the following language change:

To be repealed a simple majority vote of the member schools, either entire or class specific, must vote in favor of the appeal. If the simple majority vote is not met, the decision goes into effect on the date specified by the original motion.

The motion passed 8-0.

In Season/Out of Season

The following appears in the minutes of the June 10, 2015, meeting of the Board of Directors:

Following a second reading of the floor proposals which originated with the athletic directors, it was moved by Linda Whitney, seconded by Steve Morford, to table proposal # 1 for further discussion and send proposals 2 and 3 back to the appropriate advisory committees:

The motion passed 7-0.

Proposal #1 - In Season/Out of Season:

- 1) Amendment to Proposal #6 from the In/Out of Season Committee: Summer Timeline: Change restrictions on coaching activity from midnight of the day following the State Track Meet through the 31st of July as follows:
 - a. **KEEP** the Four Team-Contact rule regarding contacts/competitions/outings during the summer time period.
 - b. **ELIMINATE** language specific to restrictions on coaching during individual contacts, private lessons, open gyms, practices or any other contact that would not fall under the "Four Team-Contact" regulation.
 - c. **INSTITUTE** a "mandatory dead week" of no contact for Coaches with Student Athletes from July 1 through July 7 annually.

Offering testimony was Kelly Messmer of Harding County High School.

The motion passed 7-0.

Linda Whitney led the discussion on this agenda item. Further information will be made available to member schools prior to the November 4, 2015, meeting of the Board of Directors. Member schools shall have the opportunity to testify for or against any rule changes brought forward prior to a first reading during the November 4, 2015, meeting of the Board of Directors and a second reading during the January 13, 2016, Board meeting. Executive staff will confer with the Out-of-Season Committee to discuss those restrictions and a potential final recommendation for Board consideration.

No further action was taken.

Vice-Chairman Morford declared the Board in recess at 12:45 p.m.

Vice-Chairman Morford declared the Board back in session at 1:15 p.m.

Dr. Uttermark was excused at the resumption of the meeting.

Board Sharing

Vice-Chairman Morford encouraged the Board to share other pertinent information with those in attendance. Mr. Morford encouraged all member schools to implement the “Anyone Can Save a Life” Program that was made available to all member schools at no cost through the NFHS Foundation.

Linda Whitney spoke in favor of strategic planning meetings and felt the discussion held during the Goal Setting/Strategic Planning Session on Wednesday, August 26, 2015, was very beneficial. She also reminded everyone that her position on the Board of Directors will conclude at the end of the 2015-2016 school year.

Executive Session to discuss personnel—SDCL 1-25-2.4

It was moved by David Planteen, seconded by Sandy Klatt, to go into executive session at 1:22 p.m. to discuss personnel.

The motion passed 7-0.

Vice-Chairman Morford declared the Board out of Executive Session at 1:44 p.m.

Adjournment

There being no further business to come before the Board, it was moved by Bud Postma, seconded by David Planteen, to adjourn at 1:45 p.m.

The motion passed 7-0.

Respectfully submitted,

Wayne Carney
Executive Director

SOUTH DAKOTA HIGH SCHOOL ACTIVITIES ASSOCIATION

INVESTMENT POLICY STATEMENT

SOUTH DAKOTA HIGH SCHOOL ACTIVITIES ASSOCIATION

Revised August 27, 2015

I. GENERAL INVESTMENT PRINCIPLES

- A. Investments shall be made solely in the interest of the Association.
- B. The portfolio of investments shall be diversified so as to meet the current cash flow needs and the long-term capital growth goals of the Association.
- C. The investments deemed necessary to meet current cash flow needs and investment of committed capital* (from here on referred to as short-term investments) shall be managed to protect principal value, earn interest, and maintain necessary liquidity.

* capital that is earmarked for a specific project with an established time frame of 3 years or less or capital that is not earmarked for a specific project, but is expected to be used within 3 years

- D. Third Party Asset Managers (TPAM's) will be granted full discretion to determine the risk management tools which best serve the interests of the SDHSAA (if such service is offered by the TPAM).
- E. The investments allocated towards long-term capital growth and investment of uncommitted capital* (from here on referred to as long-term investments) shall be managed with preservation of principal in mind, but growth of principal as the primary objective. It is understood that in order to achieve growth of principal there may be some periods of decreased principal value.

* capital that is not earmarked for a specific project, capital that is earmarked for a specific project with no established time frame, or capital that is not expected to be used within 3 years.

- F. The Board of Directors will oversee the compliance of the Association's investment portfolio with the parameters established by this Investment Policy Statement.
- G. The Board of Directors shall be advised by the SDHSAA Finance Committee. The Finance Committee shall meet annually, prior to the Annual Meeting. Additional meetings may be called at the discretion of the SDHSAA Executive Director and Finance Committee Chairperson.
- H. The Finance Committee shall consist of the following:
 - Two current members of the SDHSAA Board of Directors,
 - One active business manager from a SDHSAA member school,
 - One representative from the financial firm representing the SDHSAA,
 - One current administrator from a SDHSAA member school, and
 - Other members as directed by the SDHSAA Board of DirectorsThe Chairperson shall be elected from the Finance Committee and shall serve at the discretion of the SDHSAA Board of Directors.

- I. The Executive Director and their staff are in charge of the day to day management of the investment portfolio.
- J. The Investment Advisor hired to manage the portfolio will meet with the Board at the annual meeting. The Investment Advisor will provide portfolio updates for each Board meeting and will be available to meet directly with the Board at these meetings if deemed necessary by the Executive Director.

INVESTMENTS GUIDELINES

A. ELIGIBLE SECURITIES

- **Short-Term Investments**

The following types of assets are eligible as investments provided they meet the aforementioned General Investment Principles:

1. Money Market Funds or Bank savings account.
2. CDs, Fixed Rate Annuities (or Fixed sub-accounts within Variable Annuities) Investment Grade Corporate bonds, commercial paper or US Government bonds.

- **Long-Term Investments**

The following types of assets are eligible as investments provided they meet the aforementioned General Investment Principles:

Equity Investments – Not to exceed 75% of Long-Term Investments

1. Common stocks of US companies (mutual funds, exchange traded funds (ETF's) or unit trusts that hold such equities are acceptable).
2. Common stocks of foreign corporations so long as they are traded on U.S. exchanges, or are held in mutual funds, exchange traded funds (ETF's) or unit trusts.

Fixed Income – Not to exceed 60% of Long-Term Investments

1. All assets included in the eligible investment list for Short-Term Investments.
2. Corporate High Yield Bonds so long as they are held in mutual funds or closed end funds. This portion of the LT Investments should not exceed 25% of the total Fixed Income Allocation.
3. Investment Grade Corporate preferred stock.

Alternative Investments – Not to exceed 20% of Long-Term Investments

1. Traded and non-traded Real-Estate Investment Trusts.
2. Traded and non-traded Business Development Companies

Management of Long-Term Investments

The Board of Directors will determine the allocation of assets based on the recommendations of the Executive Director and the Investment Advisor.

The investments will follow an asset allocation model approved by the Board of Directors. The investments, in respect to the chosen allocation model, will be reviewed and rebalanced at a minimum annually.

MISSION STATEMENT

The South Dakota High School Activities Association will serve member schools by providing leadership in the development, supervision and conduct of interscholastic activities which enrich the educational experiences of high school students. The SDHSAA is committed to the ideals that will provide equitable participation opportunities and positive recognition to students, while working cooperatively with all schools to enhance the achievement of desired educational goals.

We believe:

- The SDHSAA is the recognized state authority on interscholastic activity programs.
- Interscholastic activity programs enrich each student's educational experience.
- Participation in education-based activity programs promotes student academic achievement.
- Student participation in interscholastic activity programs is a privilege.
- Interscholastic participation develops good citizenship, healthy lifestyles, and strengthens cultural diversity.
- Interscholastic activity programs foster involvement of a diverse population.
- Interscholastic activity programs promote positive school/community relations.
- The SDHSAA, in conjunction with the NFHS, is the pre-eminent authority on competition rules for interscholastic activity programs.
- National competition rules promote fair play and minimize risks for student participants.
- Properly trained administrators/coaches/directors promote the educational mission of the interscholastic experience.
- Properly trained officials/judges enhance interscholastic competition.
- In earning public trust through administering honest and dependable activities programs.
- In providing South Dakota students with quality educationally based activities programs.
- In providing programming that provides balanced coverage of both athletic and fine arts programs.
- The SDHSAA and its member schools value the following:
 - equity, fairness and justice,
 - activities which support the academic mission of schools,
 - fair play and honorable competition,
 - activities which support healthy lifestyles, and
 - treating people with dignity and respect.

Numerous studies have been conducted which provide empirical evidence to the value of co-curricular programs that are supported by our member schools:

- ❖ **Activities Support The Academic Mission Of Schools.** Activities are not a diversion but rather an extension of a good educational program. Students who participate in activity programs tend to have higher grade-point averages, better attendance records, lower dropout rates and fewer discipline problems than students generally.
- ❖ **Activities Are Inherently Educational.** Activity programs provide valuable lessons for practical situations—teamwork, sportsmanship, winning and losing and hard work. Through participation in activity programs, students learn self-discipline, build self-confidence and develop skills to

handle competitive situations. These are qualities the public expects schools to produce in students so that they become responsible adults and productive citizens.

- ❖ **Activities Foster Success In Later Life.** Participation in high school activities is often a predictor of later success—in college, a career and becoming a contributing member of society.

Did you know. . .

- School activities are not a diversion, but rather an extension of a good educational program.
- Students who participate in activity programs tend to have higher grade-point averages, better attendance records, lower dropout rates and fewer discipline problems.
- Activity programs provide valuable lessons for practical situations—teamwork, sportsmanship, winning and losing and hard work. Through participation in activity programs, students learn self-discipline, build self-confidence and develop skills to handle competitive situations.
- Participation in high school activities is likely a predictor of later success.
- Of the 60 students listed in *USA Today's* All-USA High School Academic First, Second and Third Teams and the 51 who earned honorable mention, 75 percent were involved in sports, speech, music or debate.
- A study by the Search Institute indicates that co-curricular activities play a central role in students' healthy development.
- School-age children and teens who are unsupervised during the hours after school are far more likely to use alcohol, drugs and tobacco, engage in criminal and other high-risk behaviors, receive poor grades, and drop out of school than those children who have the opportunity to benefit from constructive activities supervised by responsible adults.
- A nationwide study by the Women's Sport Foundation indicated that athletes do better in the classroom, are more involved in school activity programs and stay involved in the community after graduation.
- According to a study conducted by Indiana University, students participating in a number of activities not only achieve better academically, but also express greater satisfaction with the total high school experience than students who do not participate.
- Individuals at the executive vice-president level or above in 75 Fortune 500 companies indicated that 95 percent of those corporate executives participated in sports during high school. In addition, 54 percent were involved in student government, 43 percent in the National Honor Society, 37 percent in music, 35 percent in scouts and 18 percent in the school's publication.
- The American College Testing Service compared the value of four factors in predicting success after high school. The one yardstick that could be used to predict later success in life was achievement in school activities.

SDHSAA Transgender Procedure

Philosophy of Gender Identity Participation:

In accordance with applicable state and federal laws, rules and regulations, the SDHSAA allows participation for all students regardless of their gender identity or expression in an environment free from discrimination. The procedure outlined in this document is to designate a set of criteria in which student-athletes are able to compete on a level playing field in a safe, competitive and friendly environment, free of discrimination.

Gender Identity Participation:

All students should have the opportunity to participate in SDHSAA activities in a manner that is consistent with their gender identity, irrespective of the gender listed on a student's records. Should any questions arise whether a student's request to participate in a sex-segregated activity consistent with his or her gender identity is bona fide, a student may seek review of his or her eligibility for participation by working through the procedure set forth below: Once a student has been granted eligibility to participate in the sport consistent with his/her gender identity, the eligibility is granted for the duration of the student's participation and does not need to be renewed every sports season or school year.

Definitions:

For the purposes of this policy, the following definition applies:

1. Transgender Person: a person whose gender identity does not match the sex assigned to him or her at birth.
2. Gender Identity: a person's deeply-felt internal sense of one's own gender.
3. Gender Expression: a person's external characteristics and behaviors that are socially defined as either masculine or feminine (dress, speech, mannerisms, social interactions, etc.)

Privacy Statement:

To the extent permitted by law, all discussions and documents at all levels of the process either by a member school and/or the SDHSAA shall be kept confidential, and the proceedings will be sealed unless the student and family make a specific request.

Approval Procedure:

- 1) Notice to School: The student and parent(s)/legal guardian(s) shall contact the administration at their member school notifying them that the student has a consistent gender identity different than listed on the student's school registration records or birth certificate and that the student desires to participate in activities in a manner consistent with his/her gender identity. Gender identity of the student must not be for the purpose of "gaining an unfair competitive advantage."
- 2) Necessary Documentation: The member school should assist in collecting the following information.
 - a. Current transcript and gender identity used for school registration records.
 - b. A written statement from the student and the student's parent(s)/legal guardian(s) affirming the consistent gender identity and expression to which the student self-relates.

- c. Statements from individuals such as, but not limited to parent/legal guardians, friends, and/or teacher, which affirm that the actions, attitudes, dress and manner demonstrate the student's consistent gender identification and expression. Documentation shall also include accommodations that have been made by the school for the student.
 - d. Gender identity related advantages to the student if participation would be approved.
 - e. Written verification from an appropriate health care professional (i.e. doctor, psychiatrist, psychologist), acting within the scope of his/her licensure, that verifies the existence of the student's consistent and uniform gender identification and expression.
 - f. Any other evidence as may be determined appropriate by the school or the SDHSAA office relative to the eligibility determination which may reflect upon whether the gender identity is sincerely held as part of the person's core identity.
- 3) Notice to SDHSAA: The member school is responsible to determine if the necessary documentation has been procured for the SDHSAA Transgender Application (TA). Once this determination is made by the member school, it shall submit the Transgender Application and all materials and documentation to the SDHSAA for review of the student who intends to participate on a team opposite their birth gender. If the required documentation is not submitted, the SDHSAA will neither accept nor consider the TA application.
 - 4) Referral to Independent Hearing Officer (IHO): Upon receipt of the Transgender Application (TA) in the SDHSAA office, the Executive Director will refer the application and all necessary documentation to an Independent Hearing Officer (IHO) selected by the Executive Director who will review the submitted information. The IHO shall be a licensed attorney and a member of the State Bar of South Dakota in good standing.
 - 5) Upon appointment, the IHO shall notify the district and student involved that each may, within ten (10) days, submit any additional information which they urge is relevant to the issues presented, with a copy to the other party. No additional information will be accepted after this date.
 - 6) In addition to a review of the submitted information, the IHO may review any other information which he or she in their sole discretion may deem necessary to render a decision.
 - 7) Written notification of the decision of the IHO will be rendered through the Office of the Executive Director within seven (7) days following the IHO's decision.
 - 8) Appeals: If the member school or student making application is aggrieved by the decision of the IHO and desires to appeal such decision, a written notice of appeal may be filed with the Executive Director of the SDHSAA within seven (7) days after receiving notification of the decision of the IHO. All appeals from the IHO will be to the Board of Directors of the SDHSAA. The decision of the Board of Directors shall be final. The Board of Directors will have the authority to investigate the factual situation as per each request and require that additional specified information be submitted. The Board of Directors will hear appeals during their next regularly scheduled meeting.
Written notification of the decision of the Board of Directors will be rendered through the office of the Executive Director within seven (7) days following the Board of Directors hearing.
 - 9) No Annual Renewal Required: Once a student's gender eligibility has been determined by the SDHSAA and that student elects to participate, they will participate in that gender category in all sports, for the remainder of their scholastic/eight semester eligibility in grades 9-12. Annual renewal is not necessary.

Once an affirmative decision is made, the student's eligibility will begin and participation will be granted throughout the duration of the student's high school career, regardless of the member school attendance.