



Meeting of the Executive Committee

March 28, 2019

1:00 p.m.

*CIF Southern Section Offices
Los Alamitos, California*

Agenda

<u>1. OPENING BUSINESS</u>	<u>DISPOSITION</u>	<u>ITEM</u>
A. Call to order by Dr. Monica Colunga, President of the Council		
B. Pledge of Allegiance		
C. Roll Call		
D. Introduction of Guests		
E. Adopt Agenda	Action	
F. Approval of Minutes		
1. Minutes of the January 19, 2019, Executive Committee Meeting	Action	1F1
<u>2. PUBLIC COMMENT</u>		
A. Recognition of anyone wishing to address the Executive Committee. Speakers must limit their remarks to three minutes.		
<u>3. ACTION ITEMS</u>		
A. STATE FEDERATED COUNCIL ACTION ITEMS		
1. Proposed 2019-2020 CIF State Budget	Action	STATE 584
2. CIF State Executive Committee Nominations	Action	STATE 585

3. ACTION ITEMS (Cont.)

A. STATE FEDERATED COUNCIL ACTION ITEMS (Cont.)

- | | | |
|---|--------|-----------|
| 3. Proposed Bylaw Revision 503.F -
Coaching Staff Payments | Action | STATE 586 |
| 4. Proposed Bylaw Revisions 22.B.9 & 503.L -
Emergency Action Plans and A.E.D. | Action | STATE 587 |
| 5. Proposed Bylaw Revision 2000.B -
Varsity Football Age Requirement Medical Clearance | Action | STATE 588 |
| 6. Proposed Bylaw Revisions 211 and 303 –
Continuation School | Action | STATE 568 |

B. SOUTHERN SECTION ACTION ITEMS

- | | | |
|---|--------|--------|
| 1. Proposed 2019-2020 CIF Southern Section Budget | Action | SS 589 |
| 2. CIF Southern Section Executive Committee Nominations | Action | SS 590 |
| 3. Officials Fees Proposal | Action | SS 591 |
| 4. Proposed Bylaw Revision 504.M -
Sunday for Cheer Only | Action | SS 592 |

4. NON-ACTION ITEMS

A. STATE FEDERATED COUNCIL NON-ACTION ITEMS

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|--|------------|-----------|
| 1. Proposed Bylaw Additions 1501 and 2603 -
Baseball and Softball State Championships | Non-Action | STATE 593 |
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B. SOUTHERN SECTION NON-ACTION ITEMS

There are no Southern Section Non-Action Items at this time.

5. NEW BUSINESS

- | | | |
|---|----------------------------|-------------|
| A. 2017-2018 CIF Southern Section Audit | Action | 5B1 |
| B. Financial Report | | Mitch Carty |
| C. Marketing Update | Thom Simmons/Jackie Gibson | |
| D. Communications Update | Chelsea Heyward | |
| E. 2018-19 Southern Section Goals | | Rob Wigod |

6. CLOSED SESSION

A. Public Employee Evaluation of Performance – (Government Code 54957):

1. Commissioner's Evaluation

7. REPORT OF ACTION(S) TAKEN IN CLOSED SESSION

8. REPORTS

- | | |
|---------------------------------------|--------------------|
| A. President's Report | Dr. Monica Colunga |
| B. Treasurer's Report | Dr. Jeff Jordan |
| C. Commissioner's Report | Rob Wigod |
| D. Executive Committee Member Reports | |

9. ADVANCE PLANNING

A. DATES

1. April 9, 2019 – CIF Southern Section Council Meeting, The Grand, Long Beach, California, 9:00 a.m.
2. May 8, 2019 – CIF Southern Section Executive Committee Meeting, CIF Southern Section Offices, Los Alamitos, California, 1:00 p.m.

B. SUGGESTED AGENDA ITEMS

1. _____
2. _____
3. _____

10. ADJOURNMENT

A. Time of Adjournment _____



Meeting of the Executive Committee

*January 19, 2019
9:30 a.m.*

*Hyatt Centric
Santa Barbara, California*

Minutes

1. OPENING BUSINESS	DISPOSITION	ITEM
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- A. Call to order by Dr. Monica Colunga, President of the Council – called to order at 9:40 a.m.

Meeting was called to order by Dr. Monica Colunga at 9:40 a.m. Monica Colunga welcomed everyone and thanked the staff for a fantastic location.

- B. Pledge of Allegiance

- C. Roll Call

All members were present except for Terry Barnum, Glenn Martinez, Jill Matyuch, and John Norman.

- D. Introduction of Guests

There were no guests present.

- E. Adopt Agenda

Adopted 21-0-0

There was a motion and a second to adopt the agenda. There being no discussion, the motion was approved to adopt the agenda.

- F. Approval of Minutes

Approved 21-0-0

1F1

There was a motion and a second to approve the minutes of the September 27, 2018 Executive Committee meeting. The minutes were approved.

2. PUBLIC COMMENT

- A. Recognition of anyone wishing to address the Executive Committee. Speakers must limit their remarks to three minutes.

There was no one present to address the Executive Committee.

3. ACTION ITEMS

A. STATE FEDERATED COUNCIL ACTION ITEMS

1. Proposed Revision of Bylaws 22.B.9 and 503.K - Coaching Education and Heat Illness Approved 21-0-0 STATE 582

Mike West reviewed the proposal that would include Heat Illness in coaching education requirements. There was a motion and a second to approve this proposal. There was no discussion. Motion carried 21-0-0

2. Proposed Revision Bylaw 7.70.D – Terms of Office Approved 21-0-0 STATE 583

Mike West reviewed the proposal regarding terms of office for CIF Executive Committee members. There was a motion and a second to approve this proposal. There was no discussion. Motion carried 21-0-0

B. SOUTHERN SECTION ACTION ITEMS

1. Proposed Bylaw Elimination 3105.4 - Water Polo Tournaments Approved 21-0-0 SS 580

Monica Colunga reviewed the proposal. There was a motion and a second to approve this proposal. Kristine Palle reviewed the reasons behind this proposal in helping align water polo with other sports by removing the limitation on individual players participating in tournaments. Motion carried 21-0-0.

2. Proposed Revisions to Summer Dead Period Bylaws Not Approved 6-13-2 SS 581

Monica Colunga reviewed the proposal. There was a motion and a second to approve this proposal. Dave Reid stated that he was voting no because it does not go far enough. The rule needs to be updated but should eliminate the weightlifting element of the rule. Paul Lopez stated that this rule does not work in his league because of summer school. It is difficult for everyone because of the differences in all schools. Denise Halstead agreed that something needs to be done but to pick a universal dead period is difficult and we should eliminate weight lifting. Sandy Gahring stated there is a problem with summer school, still no family vacations and that twelve days is not enough days. Jeff Williams added that there are start and end dates throughout the summer for summer schools and the updating of facilities during the summer is not under the control of the schools. Paula Rodas agreed with the facilities issue, adding that only one crew is available to work on all facilities in her district. Dick Billingsley said with two weeks off, students will weightlift on their own and that the Northern Area is against this proposal. Jeff Williams stated that his area has a counter proposal, that has not been presented yet, which allows schools to pick their dates and that proposal will be submitted if this proposal fails. Ed Kearby stated that the concerns heard today are not new concerns. There would be a need for summer school regardless and weightlifting is not mandatory. Trying to make an option so the schools can make it work. This is a starting point that can be adjusted in the future. Jim Perry stated this will not pass as written but would like to still have school discretion. The idea is trying to give students rest and a break. Twelve days is not going to make a difference medically. Mike West stated that if the rest period is three weeks then there is a need to build up the strength. Twelve days without deep training is not a factor but if it is longer, it might be a problem. Jeff Williams added that coaches might take more than twelve days and then let students recover before Hell Week. Mike West stated that there are still going

3. ACTION ITEMS (Cont)

B. SOUTHERN SECTION ACTION ITEMS (Cont.)

2. Proposed Revisions to Summer Dead Period Bylaws (Cont.)

to be issues for a couple of sports that run into the start of the fall season. Chris Calderwood stated that his league wanted to change to twenty-one days but have turned that thinking around and are now voting against this proposal while working with a league-wide dead period using two dead periods to pick from. Multi-sport athletes need a full break from all sports at once and the coaches need the break also. Monica Colunga stated that the second time around shows a real interest in changing this, but the real challenge is being responsive to our communities. We are going in the direction to standardize dead periods to help administrators have oversight on their campuses and to see when traveling through the community that everyone is dark at the same time. Carter Paysinger added that there is a belief something needs to happen, and this proposal has forced the conversation. There is the option to table this proposal and look at amendments, counter proposals, etc. Dana Wilkerson mentioned that other states and even sections have their dead periods following seasons of sport: fall, winter, spring. Paul Lopez stated that his school has adopted all sports having two weeks off with one-week carryover and everyone dark at the same time which does not interfere with summer school. Loren Kleinrock added that his coaches work summer school and with this proposal, they would not be able to work with their students. Monica Colunga stated that she is not sure summer school plays a factor in the dead period as going to summer school is a family decision. With athletics, we can control that, as the student attends summer school and is still resting for athletics as they focus on academics in this education-based athletic system. The Inland Empire Area proposed this to get feedback on the concept and even if it passes, it might be tweaked. Chris Calderwood stated that if you eliminate dead period flexibility, there is less chance of students jumping schools because one school goes to a big tournament that another one does not because of time off. Dick Billingsley asked what are other states doing? Jim Perry stated that site control and weight rooms shut down will allow multi-sport athletes to get some rest. Those are all considerations that need to be weighed in working on this proposal. It is only twelve days of 365. Monica Colunga stated that she will put this forward and if there is an amendment, there may vote on that. If there are too many amendments, the proposal may be pulled and restructured before sending it back out. Mike West reminded everyone that this is proposed for this summer, which is too soon. Motion failed 6-13-2. Denise Halstead said that we need to bring back to our constituents what was discussed and encourage vetting of this proposal. Nancy Kelly said it is important to explain that the Executive Committee is in support of something, just not the way this is written.

4. NON-ACTION ITEMS

A. STATE FEDERATED COUNCIL NON-ACTION ITEMS

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| 1. Proposed 2019-2020 State Budget -
(To Be Distributed at State Federated Council Meeting) | Non-Action | STATE 584 |
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Mike West indicated that there is no budget at this time and that the CIF State Budget will be distributed at the February 1, CIF State Federated Council Meeting.

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| 2. CIF State Executive Committee Nominations | Non-Action | STATE 585 |
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Mike West indicated that there are no nominations from the Southern Section on the ballot and therefore we will recommend that we send our representatives uninstructed.

4. NON-ACTION ITEMS (Cont.)

A. STATE FEDERATED COUNCIL NON-ACTION ITEMS (Cont.)

3. Proposed Bylaw Revision 503.F - Coaching Staff Payments Non-Action STATE 586

Mike West reviewed the proposal regarding changing the penalty for schools who violate this rule away from penalizing teams and gives school administrations oversight of this situation. There was no discussion.

4. Proposed Bylaw Revisions 22.B.9 & 503.L - Emergency Action Plans and A.E.D. Non-Action STATE 587

Mike West reviewed the proposal which would require schools to have updated Emergency Action Plans in place and AED's accessible on their campuses.

5. Proposed Bylaw Revision 2000.B - Varsity Football Age Requirement Medical Clearance Non-Action STATE 588

Mike West reviewed the proposal that would eliminate the requirement of a licensed medical provider certifying that a 14-year-old student was fit to participate in Varsity Football.

6. Proposed Bylaw Revisions 211 and 303 – Continuation School Non-Action STATE 568

Mike West reviewed the proposal and reminded the Executive Committee regarding the updated language with new Q&A's related to students under disciplinary action and defining a semester in good standing. However, even with the new language, there is room for discrepancies in grades and process. Monica Colunga stated this proposal puts more responsibility on the member high school. Carter Paysinger suggested private schools have no incentive to vote for this. Mike West reminded everyone that this came from a CIF Federated Council Roundtable Discussion.

B. SOUTHERN SECTION NON-ACTION ITEMS

1. Proposed 2019-2020 CIF Southern Section Budget Non-Action SS 589

Mitch Carty, CIF Southern Section Chief Financial Officer, reviewed the 2019-20 budget of which copies were distributed to the Executive Committee. Mitch Carty highlighted the changes in sports fees, rights fees, and no salary increases. He reminded that in the 2014-15 school year, we returned sports fees to all schools and if things turn around, we would do it again. Mark Edgemon asked do rights fees include the NFHS Network. Mitch Carty answered yes, for regular season broadcasts. Mike West clarified that more than 50% of the budget is based on ticket sales and we are hoping to put the organization on a more solid financial footing. Monica Colunga stated that this is going on throughout the state and the nation. Chris Calderwood stated that it is important that we show how low our fees are compared to the rest of the sections and there is a feeling in his area that competitive equity is why ticket sales have gone down because more fans are staying home and watching on television. Are there statistics to support this theory? Rob Wigod thanked Mitch Carty for his hard work as this was an incredible challenge putting this budget together. One thing that does not seem to resonate with our constituents is that this is a partnership. Host schools need to do more to increase attendance. This is bigger than just this last fall. 50% of our budget is based on ticket sales

4. NON-ACTION ITEMS (Cont.)

B. SOUTHERN SECTION NON-ACTION ITEMS (Cont.)

1. Proposed 2019-2020 CIF Southern Section Budget (Cont.)

and factors such as attendance, weather, match ups, things that are out of our control, directly affect the largest part of our budget. Carter Paysinger reminded everyone that the decline in attendance is everywhere, not just Southern Section. College and professional sports are having the same issue. We need to get in front of it and not have to resort to what the other sections have in place such as playoff entry fees, etc. We need to put our product out there, market our product, and we will continue to grow. Mitch Carty did a great job building this budget and it is customary to pay for services. Nancy Kelly added that with the advancements in technology, we have to advance as well. Monica Colunga said that because there is little longevity in high school administration, we need to provide the story so those that were not here, they know where we were and where we are and where we are going. Thom Simmons stated that we are monetizing all avenues of rights fees since there is increased demand in this area. Paula Rodas added that technology is the way things are moving as you can watch at your own convenience. You can pause when needed and people get everything that way, not just high school sports. Thom Simmons added that when the big college and pro games conflict with our games, we move our games in order to allow for the best possible attendance.

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| 2. CIF Southern Section Executive Committee Nominations | Non-Action | SS 590 |
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Monica Colunga reviewed the nominations located in the agenda.

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| 3. Officials Fees Proposal | Non-Action | SS 591 |
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Monica Colunga asked Rob Wigod to present the Officials Fees Proposal and asked the Executive Committee to refer to their packets. Rob Wigod explained the process to the Executive Committee on how this proposal was created. There is a request for a \$1 increase in each year for the next three years with some specifics in certain sports. This translates to approximately \$1,250 increase each year for a school. Officials groups asked for much more, but the Officials Fees/Relations Committee was able to settle on the \$1 over the next three years. Chris Calderwood talked about the discussion in his area and that they have developed a plan to eliminate transportation fees to raise fees across the board to compensate for travel. There is always an argument about where travel mileage begins in order to calculate mileage costs. Jeff Williams noted that the quality of officials has decreased. Possibly a sliding scale to encourage longevity and retain quality is in order. Rainer Wulf suggested a scale to slide in the opposite direction in order to keep young officials longer and stated that units need to be more active in mentoring younger officials.

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| 4. Proposed Bylaw Revision 504.M -
Sunday for Cheer Only | Non-Action | SS 592 |
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Monica Colunga reviewed the proposal asking for an exception to the Sunday Rule for Cheer. This is for one Sunday event, once a year. Ed Kearby voiced concern that if we do this for one sport, we will start the ball rolling for all. Sandy Gahrning stated that parents are happy with the practice restrictions. Rob Wigod added that athletes can still compete with outside cheer

4. NON-ACTION ITEMS (Cont.)

B. SOUTHERN SECTION NON-ACTION ITEMS (Cont.)

4. Proposed Bylaw Revision 504.M (Cont.)

teams since there is no season of sport. This is a request for a one-time exception and this one was granted, once last year by the CIF State. Jim Perry acknowledged that they could be videotaped on Saturday for a Sunday competition and that if we allow this for one sport, others will follow, and we need to protect ourselves from ourselves. It is other people making money on our students. Monica Colunga asked what is in the best interests of our students and does this meet that interest?

5. OLD BUSINESS

A. Executive Committee to Visit Probationary Schools

5A

Monica Colunga reminded the Executive Committee of the conversation from previous meetings and yielded the floor to Rob Wigod. It was asked that the Executive Committee review the form contained in their packet and give feedback on any necessary changes. It was asked to add a Not Recommend to the check boxes at the end of the form.

6. NEW BUSINESS

A. Financial Report

Mitch Carty

Mitch Carty presented a PowerPoint presentation that appears at the end of minutes. He highlighted the increases, trends and why these increases are necessary with a reminder regarding the redistribution of sports fees in the 2014-15 school year.

1. 2017-2018 CIF Southern Section Audit

Action

6A1

Tabled. The audit was not complete for this meeting and will be carried over to the March Executive Committee Meeting.

Monica Colunga called for a lunch break at 12:00 p.m. for forty-five minutes.

Monica Colunga called the meeting back to order at 12:48 p.m.

B. Marketing Update

Thom Simmons/Jackie Gibson

Jackie Gibson presented a PowerPoint presentation that appears at the end of the minutes. Jackie Gibson spoke on game programs online and then Thom Simmons spoke on the CIF State Marketing Program. Jackie Gibson showed a video of the recent Cheer Championships.

C. Communications Update

Chelsea Heyward

Chelsea Heyward presented a PowerPoint presentation that appears at the end of the minutes. Thom Simmons presented information regarding podcasts which appears at the end of these minutes.

D. Proposed 2019-2020 CIF Southern Section Meeting Dates

6D

Monica Colunga reviewed the meeting dates for the 2019-20 school year.

7. CLOSED SESSION

Monica Colunga called for closed session at 1:05 p.m.

A. Public Employee Evaluation of Performance – (Government Code 54957):

1. Commissioner's Evaluation Process

8. REPORT OF ACTION(S) TAKEN IN CLOSED SESSION

Monica Colunga reconvened the full session at 1:53 p.m. with no action taken in Closed Session.

9. REPORTS

A. President's Report

Dr. Monica Colunga

Monica Colunga was able to attend the Football Championships, Water Polo Championships and Cheer Championships. Staff did a phenomenal job and it was nice to see teams that are not normally there. Sideline music needs to be appropriate for a championship game. The Cheer Championships displayed the best example of sportsmanship amongst schools as this is part of the culture. They helped each other out and cheered for each other. Monica Colunga challenged leaders to talk to parents that are buying tickets to an event and remind them that buying a ticket does not mean you get to belittle the officials and other parents.

B. Treasurer's Report

Dr. Jeff Jordan

Jeff Jordan echoed everyone's praise for the staff's hard work on the budget. It is easy to develop when things are good and difficult when things are down. Your work is greatly appreciated. Then, Jeff Jordan reviewed the numbers for the current school year which appear at the end of these minutes.

C. Commissioner's Report

Rob Wigod

Rob Wigod thanked everyone for taking time out of their busy schedules to join us and thanked Sharon Hodge for her hard work on planning the weekend. He continued with appreciation to those Executive Committee members that were able to attend our fall championships. Many members turned out to the events. The Transfer Rules Committee will be meeting for the first time before the CIF Southern Section Council meeting on January 23, to begin that conversation with the Assistant Commissioners. Looking forward to the winter championship season starting very soon and hope to see you at the events.

D. Executive Committee Member Reports

President-Elect, Mike West – What happens if the budget does not pass at the April Council meeting? Rob Wigod answered that the staff would go back to the drawing board and would have to come back with a balanced budget. Then, we would have to call an emergency CIF Southern Section Council meeting to vote on the revised budget if needed. Mike West continued that the Cheer Championships were on point. The organization of the event from the staff and Varsity very precise. The California Athletic Trainers Association is putting forward another bill shortly. At-Large Representative, Dana Wilkerson – Stated this is her last year on the Executive Committee and that it has been an honor and a pleasure to be here. Has learned a lot by talking to people beyond sports, on a more personal level.

9. REPORTS (Cont.)

D. Executive Committee Member Reports (Cont.)

Orange County Area Representative, Denise Halstead – Thank you for the weekend. I was not able to attend the Cheer Championships, but our squad participated, and they said it was so organized. They had a great time and enjoyed seeing other squads.

Mt. SAC Area Representative, Paul Lopez – Attended the Cheer Championships and they were beyond excited to be there. Their squad finished third and stated it was well organized and had lots of energy. It was fun to present awards at football. Recommended to the Executive Committee to send their Athletic Directors to the national conference. His area has their students reading sportsmanship statements before games, which is being well received by the parents and those in attendance.

Parochial Area Representative, Rita Dever – Thank you for the weekend. This is my last one and I have learned so much in my time here.

Activities Directors Representative, Todd Arrowsmith – This year we started the Activities Director Advisory Committee and had a great discussion on how to get ASB Directors to work with CIF and athletic directors to promote sportsmanship and programs in general as marketing comes from ASB. We will meet again in April. Cheer Championships were amazing.

Northern Area Representative, Dick Billingsley – Thank you for the weekend. The Summit was great. Northern Area voted to do football-only leagues. My area lost a lot of family homes and trying to rebuild. This is my last year and I may be retiring, maybe not.

Assistant Commissioner, Mike Middlebrook – Thank you for helping out with volleyball and making the offsite games great.

Assistant Commissioner, Kristine Palle – Thank you for helping with Water Polo Championships.

Assistant Commissioner, Rainer Wulf – This will be our first year of trying a round robin tournament in the Basketball Open Division.

CIF Federated Council President, Jim Perry – Thank you for the weekend. Football was fun and it was standing room only as there are no stands! At the Cheer Championships, not a single boo in the whole day and no one yelled at the judges.

CSADA Representative, Dave Reid – Thank you to the staff and appreciate all you do. Football was so well run. Great to hear the different perspectives and the great conversation.

Small Schools Representative, Mark Edgemon – CSADA Conference is in April in San Diego and for the first time the top two awards are female athletic directors, including our own Sandy Gahring.

Citrus Belt Area Representative, Ed Kearby – Thank you for the weekend. Football Championships were top notch and special. Our section is the best and they want to win our championships. Relegating is very political in our area.

CADA Representative, Geniel Moon – Thank you for this great weekend and being so professional and welcoming. CADA Conference is in San Diego in March. Looking forward to the State Federated Council Meeting.

Coast Area Representative, Paula Rodas – Thank you staff for everything. The most important thing we do is working to see how we improve the lives of our students. Had the opportunity to work the Cheer Championships and it was all positive and the athletes were very supportive of each other. Handed out trophies at the Football Championships to my own team and that was an amazing experience. We are very close to having full-time athletic trainers on our campuses in the fall.

Desert Area Representative, Jeff Williams – Thank you for the weekend. Appreciate the professionalism in this room. Everyone was very welcoming to us for our first retreat. Had the pleasure of presenting football plaques at two events. District is fighting to get principals to understand the difference between education-based athletics and competitive athletics. Our principals voted to put in character/leadership requirements for all-region, all-league, and all-CIF awards.

9. REPORTS (Cont.)

D. Executive Committee Member Reports (Cont.)

CSADA Representative, Sandy Gahring – The Cheer Championships were the highlight of the season for these students and their parents. It was so successful and amazing to watch the squads come in and out, watching and supporting each other. March 5 is the Foothill Citrus Area's Girls' Got Game event at the University of La Verne.

Boys' Athletic Directors' Representative, Chris Calderwood – Thank you for the weekend.

Superintendent Representative, Nancy Kelly – Thank you for the weekend. The Athletic Trainer Sub-Committee helped draft and send out letters to our schools' Principals, Athletic Directors, and Superintendents expressing the need to have full-time athletic trainers on all campuses. This created a ripple effect, but we had an incident on one of our campuses that I was a part of that allowed us to save this student's life because of the trainer. It is very important. Spoke at Girls Got Game event last year and will be speaking at the Orange County event this year. When you share your story, share your struggles. You can help even when you do not think so.

Foothill Area Representative, Loren Kleinrock – This is my last retreat also. The staff has never been less than the best, and the message that we are here is that of helping, they are there to help. I have watched Rob Wigod grow over the years. This is my favorite committee because everyone here wants to make students' experiences better.

Executive Assistant, Sharon Hodge – Thank you for all the kind words and gave instructions for the evening events.

Past-President, Carter Paysinger - Thank you for the weekend. Congratulations to Paula Rodas and Lawndale High School on winning their Southern Section and State Football Championships. I have been working with this group over several years and this is the best group of people to meet with. Politics does not play a part in this meeting and we do not have to put guards up because we can have honest conversation knowing we are doing the best for students. Being a leader is sometimes not easy and you have to make the tough decisions. The office staff are leaders and they can make tough decisions.

10. ADVANCE PLANNING

A. DATES

1. January 23, 2019 – CIF Southern Section Council Meeting, The Grand, Long Beach, California, 9:00 a.m.
2. March 28, 2019 – CIF Southern Section Executive Committee Meeting, CIF Southern Section Offices, Los Alamitos, California, 1:00 p.m.
3. April 9, 2019 – CIF Southern Section Council Meeting, The Grand, Long Beach, California, 9:00 a.m.
4. May 8, 2019 – CIF Southern Section Executive Committee Meeting, Site TBD, California, 1:00 p.m.

B. SUGGESTED AGENDA ITEMS

There were no suggested agenda items for the next meeting.

11. ADJOURNMENT

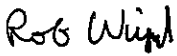
There was a motion and a second to adjourn the meeting. By unanimous voice vote, the meeting was adjourned at 2:43 p.m.

Submitted By:



Sharon Hodge
Executive Assistant

Approved By:



Rob Wigod
Commissioner of Athletics

Adopt Agenda

Todd Arrowsmith	Yes	Terry Barnum		Dick Billingsley	Yes	Chris Calderwood	Yes
Monica Colunga	Yes	Rita Dever	Yes	Mark Edgemon	Yes	Sandy Gahring	Yes
Denise Halstead	Yes	Jeff Jordan	Yes	Ed Kearby	Yes	Nancy Kelly	Yes
Loren Kleinrock	Yes	Geniel Moon	Yes	Paul Lopez	Yes	Jill Matyuch	
John Norman		Carter Paysinger	Yes	Jim Perry	Yes	Dave Reid	Yes
Paula Hart Rodas	Yes	Mike West	Yes	Dana Wilkerson	Yes	Jeff Williams	Yes

Motion Carried 21 Yes 0 No 0 Abstain

Approval of Minutes

Minutes of the September 27, 2018 Executive Committee Meeting

Todd Arrowsmith	Yes	Terry Barnum		Dick Billingsley	Yes	Chris Calderwood	Yes
Monica Colunga	Yes	Rita Dever	Yes	Mark Edgemon	Yes	Sandy Gahring	Yes
Denise Halstead	Yes	Jeff Jordan	Yes	Ed Kearby	Yes	Nancy Kelly	Yes
Loren Kleinrock	Yes	Geniel Moon	Yes	Paul Lopez	Yes	Jill Matyuch	
John Norman		Carter Paysinger	Yes	Jim Perry	Yes	Dave Reid	Yes
Paula Hart Rodas	Yes	Mike West	Yes	Dana Wilkerson	Yes	Jeff Williams	Yes

Motion Carried 21 Yes 0 No 0 Abstain

STATE 582

Proposed Revision of Bylaws 22.B.9 and 503.K Coaching Education and Heat Illness

Todd Arrowsmith	Yes	Terry Barnum		Dick Billingsley	Yes	Chris Calderwood	Yes
Monica Colunga	Yes	Rita Dever	Yes	Mark Edgemon	Yes	Sandy Gahring	Yes
Denise Halstead	Yes	Jeff Jordan	Yes	Ed Kearby	Yes	Nancy Kelly	Yes
Loren Kleinrock	Yes	Geniel Moon	Yes	Paul Lopez	Yes	Jill Matyuch	
John Norman		Carter Paysinger	Yes	Jim Perry	Yes	Dave Reid	Yes
Paula Hart Rodas	Yes	Mike West	Yes	Dana Wilkerson	Yes	Jeff Williams	Yes

Motion Carried 21 Yes 0 No 0 Abstain

STATE 583

Proposed Revision of Bylaw 7.70.D Terms of Office

Todd Arrowsmith	Yes	Terry Barnum		Dick Billingsley	Yes	Chris Calderwood	Yes
Monica Colunga	Yes	Rita Dever	Yes	Mark Edgemon	Yes	Sandy Gahring	Yes
Denise Halstead	Yes	Jeff Jordan	Yes	Ed Kearby	Yes	Nancy Kelly	Yes
Loren Kleinrock	Yes	Geniel Moon	Yes	Paul Lopez	Yes	Jill Matyuch	
John Norman		Carter Paysinger	Yes	Jim Perry	Yes	Dave Reid	Yes
Paula Hart Rodas	Yes	Mike West	Yes	Dana Wilkerson	Yes	Jeff Williams	Yes

Motion Carried 21 Yes 0 No 0 Abstain

SS 580

Proposed Bylaw Elimination 3105.4 Water Polo Tournaments

Todd Arrowsmith	Yes	Terry Barnum		Dick Billingsley	Yes	Chris Calderwood	Yes
Monica Colunga	Yes	Rita Dever	Yes	Mark Edgemon	Yes	Sandy Gahring	Yes
Denise Halstead	Yes	Jeff Jordan	Yes	Ed Kearby	Yes	Nancy Kelly	Yes
Loren Kleinrock	Yes	Geniel Moon	Yes	Paul Lopez	Yes	Jill Matyuch	
John Norman		Carter Paysinger	Yes	Jim Perry	Yes	Dave Reid	Yes
Paula Hart Rodas	Yes	Mike West	Yes	Dana Wilkerson	Yes	Jeff Williams	Yes

Motion Carried 21 Yes 0 No 0 Abstain

SS 581

Proposed Revisions to Summer Dead Period Bylaws

Todd Arrowsmith	Yes	Terry Barnum		Dick Billingsley	Abstain	Chris Calderwood	Yes
Monica Colunga	Yes	Rita Dever	Abstain	Mark Edgemon	Yes	Sandy Gahring	No
Denise Halstead	No	Jeff Jordan	No	Ed Kearby	Yes	Nancy Kelly	No
Loren Kleinrock	No	Geniel Moon	No	Paul Lopez	No	Jill Matyuch	
John Norman		Carter Paysinger	No	Jim Perry	No	Dave Reid	No
Paula Hart Rodas	Yes	Mike West	No	Dana Wilkerson	No	Jeff Williams	No

Motion Lost 6 Yes 13 No 2 Abstain

C. I. F. SOUTHERN SECTION
Budget Notes for 2019-20
Executive Committee Meeting
January 19, 2019

- I. COLUMN 1:** Actual revenue and expenditures in the CURRENT fiscal year (2018-19)
- II. COLUMN 2:** Budget target for CURRENT fiscal year (2018-19)
- III. COLUMN 3:** Budget target for NEXT fiscal year (2019-20)
A. Based upon current actuals, forecast and historical trend
- IV. COLUMN 4-8:** Actual revenue and expenditures over the last 5 fiscal years (2013 – 2018)
- V. REVENUE NOTES (page 1):**
A. Decreasing SPORTS targets by \$332K -- Due to 5 year ticket sales decline
B. Proposing increase in SPORTS FEES -- \$15 in 19-20 (\$160K), \$10 in 20-21 (\$100K)
 1. Note: It has been 10 years since last membership fee change
 2. Also note: Sports Fees refunded to schools in 2014-15
C. Proposing increase in fees for TV/WEB/RADIO RIGHTS FEES -- Demand exists
- VI. EXPENSE NOTES (pages 2-3):**
A. Decreasing SPORTS targets by \$40K -- Continuing to move away from large venues
B. MAJOR MEDICAL
 1. July-December 2019 can be predicted to the penny as premiums are on calendar year
 2. January-June 2020 is unknown, but projecting 5% increase to active employees, 2.5% to retirees
 i. Note: One additional full-time staff member added in July 2018
C. CALPERS contribution rates continue to climb to maintain healthy status of pension fund
 1. Tier 1 employees was \$250K in 17-18
D. SALARIES target up by \$34K
 1. 0% COLA proposed
 2. Regular staff step/longevity increases included
 i. Note: One additional full-time staff member added in July 2018
E. Decreasing TV TO SCHOOLS to match playoff splits (60% CIF-SS, 40% host school)
- VII. OVERALL**
A. Balanced budget
B. No change to TICKET PRICES
C. No change to PLAYOFF SPLITS
D. First change to MEMBERSHIP in 10 years
E. Partnership remains -- “When we succeed financially, we share.”
F. Continued commitment to provide exceptional service and memorable events, while keeping costs at the forefront of our MISSION.

Prepared by:
MITCH CARTY, Chief Financial Officer

C.I.F. SOUTHERN SECTION

Budget Proposal

2019 - 2020

	1	2	3	4	5	6	7	8
	18-19 To Date	18-19 Budget	2019-20	0%	+2% & 1%	+5% & 2.5%	+8% & 4%	+10% & 5%
				17-18	16-17	15-16	14-15	13-14
Income								
BADMINTON	-	-	-	-	-	-	-	-
BASEBALL	-	59,000	59,000	59,654	62,334	53,277	56,656	66,040
BASKETBALL	-	649,000	525,000	459,608	689,467	650,630	673,844	617,755
CHEER	23,210	10,000	25,000					
CROSS COUNTRY	93,272	99,000	99,000	102,084	98,863	91,723	95,400	87,917
FIELD HOCKEY	-	-	-	-	-	-	-	-
FOOTBALL	662,264	875,000	709,000	852,343	883,009	1,061,636	1,138,054	860,704
GOLF	32,080	74,000	79,000	80,030	66,595	65,665	63,875	63,280
GYMNASTICS	-	-	-	-	-	-	-	-
LACROSSE	-	-	-	-	-	-	-	-
SOCCER	-	77,500	69,000	65,019	74,022	88,687	103,996	82,389
SOFTBALL	-	26,000	25,000	25,395	24,450	29,035	30,715	31,380
SWIMMING	-	59,000	57,000	53,744	60,683	54,020	54,794	53,505
TENNIS	-	-	-	-	-	-	-	-
TRACK	1,000	139,000	122,000	121,641	128,150	151,043	145,404	138,666
VOLLEYBALL	90,836	169,000	156,000	154,112	178,950	196,570	207,691	186,039
WATER POLO	22,401	47,000	46,000	47,869	46,394	46,713	46,851	55,119
WRESTLING	-	149,000	129,000	113,991	151,002	135,176	142,082	128,359
APPAREL (Merchandise, T-Shirts, Patches, etc.)	37,825	139,000	139,000	140,402	142,996	140,028	136,886	132,252
FRIENDS OF GOLF	-	47,000	47,000	47,000	47,000	47,000	47,000	47,000
INTEREST (on Investments)	(45,749)	25,000	24,000	69,799	101,969	45,521	5,455	7,289
OTHER INCOME	56,709	35,000	45,000	73,707	22,086	23,301	57,693	8,426
PROGRAM SALES	-	100	-	5	28,888	31,845	33,673	34,097
PUBLICATIONS (Rule Books)	43,954	79,000	77,000	77,473	70,422	78,790	94,862	49,127
SPECIAL EVENTS (HOF-DS, Ath Ad Summit)	74,320	49,000	65,000	65,370	48,774	28,330	4,260	
SPORT FEES (Membership)	488,500	489,000	649,740	499,800	487,490	482,800	475,250	468,895
SUPPORT/MARKETING INCOME	629,967	1,065,100	1,023,400	1,064,057	1,072,534	954,679	857,659	831,104
TV/RADIO/WEB - RIGHTS FEES	170,025	289,000	435,455	332,967	285,975	299,225	257,996	120,188
CHAMPIONS FOR CHARACTER	10,745	74,000	79,000	86,479	76,261	69,486	60,862	55,917
Total Income	2,391,358	4,723,700	4,684,595	4,592,546	4,848,314	4,825,180	4,790,958	4,125,448
Cost of Goods Sold								
Publications COGS	35,999	64,470	64,000	63,595	63,804	78,091	97,797	49,196
Total Cost of Goods Sold	35,999	64,470	64,000	63,595	63,804	78,091	97,797	49,196
Gross Profit	2,355,359	4,659,230	4,620,595	4,528,952	4,784,510	4,747,089	4,693,161	4,076,252

Prepared by:

MITCH CARTY, Chief Financial Officer

SS 589

C.I.F. SOUTHERN SECTION

Budget Proposal

2019 - 2020

	1	2	3	4	5	6	7	8
	18-19 To Date	18-19 Budget	2019-20	0%	+2% & 1%	+5% & 2.5%	+8% & 4%	+10% & 5%
				17-18	16-17	15-16	14-15	13-14
Expense								
BADMINTON EXPENSE	47	-	-	-	-	85	-	-
BASEBALL EXPENSE	654	41,000	38,000	37,273	40,768	41,972	37,948	56,926
BASKETBALL EXPENSE	9,322	195,000	186,000	194,589	312,865	241,046	190,139	188,963
CHEER EXPENSE	7,927	15,000	15,000	1,413				
CROSS COUNTRY EXPENSE	47,126	46,000	47,000	46,304	44,920	45,235	40,582	40,035
FOOTBALL EXPENSE	78,659	50,000	69,000	76,016	127,221	118,122	147,416	148,947
GOLF EXPENSE	31,485	71,000	70,000	75,694	71,829	69,160	66,241	64,540
LACROSSE EXPENSE	189	150	200	-	-	-	-	-
SOCCER EXPENSE	1,421	36,000	28,000	31,722	35,537	36,300	37,834	36,550
SOFTBALL EXPENSE	246	23,000	22,500	21,039	21,869	22,102	30,724	22,370
SWIMMING EXPENSE	559	48,000	49,000	51,768	46,717	48,269	51,510	41,344
TENNIS EXPENSE	7,206	16,000	16,000	15,823	15,883	15,430	13,681	14,174
TRACK EXPENSE	3,606	86,000	87,000	87,496	84,847	86,476	86,240	80,817
VOLLEYBALL EXPENSE	26,958	55,000	51,000	55,605	54,152	54,614	58,759	58,701
WATER POLO EXPENSE	12,201	26,000	26,000	25,767	25,919	25,531	24,570	21,608
WRESTLING EXPENSE	(4,569)	134,000	98,000	99,669	134,105	141,446	136,688	119,908
AREA LIAISONS	20,981	43,000	44,000	43,241	53,514	55,457	53,039	52,294
AUDITOR	6,000	16,000	16,000	16,000	15,500	15,500	15,556	15,500
AWARDS	24,686	57,000	58,200	57,324	54,512	51,795	58,942	66,932
BAD DEBT	-	-	-	185	151	-	691	-
BANK SERVICE CHARGES	1,136	2,000	2,500	2,432	3,674			
BUILDING MAINTENANCE	12,881	34,000	26,000	24,584	33,721	28,256	27,263	26,135
COUNCIL	17,271	58,000	55,000	53,523	56,174	63,022	65,237	51,831
DEPRECIATION EXPENSE	-	82,000	78,000	77,284	80,954	74,215	71,848	67,007
DONATIONS	6,100	49,000	50,000	49,230	49,943	46,702	522,250	47,000
GENERAL OFFICE	20,609	28,900	28,000	33,308	26,435	28,203	35,945	22,306
INSURANCE (WC, D&O, Life, Bldg)	22,343	32,000	29,000	28,723	31,309	39,736	37,830	36,770
INTEREST EXPENSE	-	-	-	-	-	-	-	-
INVESTMENT EXPENSE	900	3,800	3,600	3,490	3,225	3,110	3,767	
LEGAL EXPENSE	1,169	5,000	3,000	2,432	2,055	1,382	2,698	61,486
LOSS OR GAIN/ASSETS	-	-	-	-	-	-	-	-
MEDICAL	250,699	386,999	404,706	400,032	401,901	404,706	407,261	408,732
MISCELLANEOUS EXPENSE	53	975	1,000	1,321	693	660	947	680
OFFICE SUPPLIES	20,705	35,000	29,000	28,759	31,630	45,062	51,645	42,107

C.I.F. SOUTHERN SECTION

Budget Proposal

2019 - 2020

	1	2	3	4	5	6	7	8
	18-19 To Date	18-19 Budget	2019-20	0%	+2% & 1%	+5% & 2.5%	+8% & 4%	+10% & 5%
				17-18	16-17	15-16	14-15	13-14
Expense (continued)								
OFFICE SUPPLIES - SMALL EQUIP.	-	3,000	-	-	518	7,622	7,631	160
OFFICE TRAVEL	12,889	43,500	45,000	56,589	40,242	46,644	61,561	17,248
PAYROLL EXPENSES	-	96	-	-	1	543	4,856	316
PAYROLL TAXES								
CALPERS (Tier I, II & III)	215,626	394,086	445,066	340,832	313,390	285,727	233,721	206,975
FICA - SOCIAL SECURITY	41,137	96,698	99,462	92,363	90,885	92,195	88,288	84,493
FICA - MEDICARE	13,001	26,294	26,795	24,332	24,866	24,226	22,917	21,991
Total PAYROLL TAXES	269,764	517,078	571,323	457,526	429,141	402,148	344,926	313,459
POSTAGE	10,914	17,500	12,500	11,878	14,568	20,641	15,499	20,910
PRESS/MEDIA	4,877	7,000	8,000	7,551	8,340	4,740	5,954	6,251
PRINTING/DUPLICATING	17,384	38,500	29,000	32,745	37,599	39,288	34,946	45,308
PROFESSIONAL GROWTH	360	750	750	720	720	720	300	770
PROGRAM EXPENSE	474	500	100	62	50,010	53,313	47,471	49,123
PUBLICATIONS EXPENSE	24,156	25,000	24,500	23,170	25,314	25,787	26,408	36,625
PUBLICATIONS WASTE	-	3,500	3,900	4,684	3,317	3,797	6,249	5,686
SALARIES (Regular, commission & overtime)	896,591	1,813,182	1,847,966	1,700,765	1,714,246	1,681,683	1,573,312	1,503,766
SALES/USE TAX EXPENSE	739	2,000	1,750	1,485	1,756	1,965	425	4,577
SECRETARIAL/ADMIN. ASSISTANCE	-	500	300	158	242	508	3,345	1,083
SPECIAL EVENTS (HOF-DS, Ath Ad Summit)	54,901	70,000	62,000	61,251	69,282	56,131	5,352	-
SUPPORT/MARKETING EXPENSE	35,112	175,000	175,000	190,278	180,881	106,444	71,012	48,387
TAXES (Property)	1,627	2,300	2,800	2,650	1,160	3,630	2,265	5,678
TICKETS	-	1,100	300	145	24,805	28,197	32,715	30,230
TV TO SCHOOLS	-	135,000	66,000	117,100	121,700	128,390	130,720	69,545
UTILITIES	9,063	18,900	18,700	18,366	18,530	15,530	22,579	25,167
CHAMPIONS FOR CHARACTER EXP	37,408	54,000	63,000	62,544	52,119	45,874	45,472	45,912
WEBSITE TECHNOLOGY	33,277	55,000	57,000	60,097	74,489	63,760	52,532	69,504
Total Expense	2,038,107	4,659,230	4,620,595	4,413,155	4,680,551	4,456,537	4,650,333	3,976,811
Net Income/Loss	317,252	0.00	0.00	115,797	103,959	290,552	42,828	99,441

C.I.F. SOUTHERN SECTION

FINANCIAL REPORT

Executive Committee Meeting

January 19, 2019

FINANCIAL POSITION 2018-19

- Profit & Loss (1/17/2019)
 - Revenue: \$2,391,358 (51% of budget)
 - Expenses: \$2,074,106 (44% of budget)
- Net Income/Loss: \$317,252
- Prior Year Comparison: \$561,920
- Difference: (\$244,668)
- NOTE...Fall generally accounts for 50+% of the annual revenue.

FALL SPORTS 2018: \$\$\$

SPORT	NET INCOME	BUDGET TARGET	+ / -
FOOTBALL (1 game outstanding)	\$ 583,605	\$ 825,000	\$ (241,395)
G. VOLLEYBALL (1 game outstanding)	\$ 63,878	\$ 76,380	\$ (12,502)
CROSS COUNTRY	\$ 46,146	\$ 53,000	\$ (6,854)
B. WATER POLO	\$ 10,200	\$ 10,500	\$ (300)
G. GOLF	\$ 595	\$ 1,500	\$ (905)
G. TENNIS	\$ (7,206)	\$ (8,000)	\$ 794
TOTALS	\$ 697,218	\$ 958,380	\$ (261,162)

FALL SPORTS 2018: Tickets

SPORT	TICKETS SOLD 2018	TICKETS SOLD 2017	+ / -
FOOTBALL	199,512	223,728	(24,216)
G. VOLLEYBALL	34,469	34,078	391
CROSS COUNTRY	10,009	11,126	(1,117)
B. WATER POLO	2,864	3,332	(468)
TOTALS	246,854	272,264	(25,410)

REVENUE SHARING 2018-19

- Football
 - \$403,316 to schools
 - \$479,391 prior year
- Girls Volleyball
 - \$43,528 to schools
 - \$40,288 prior year

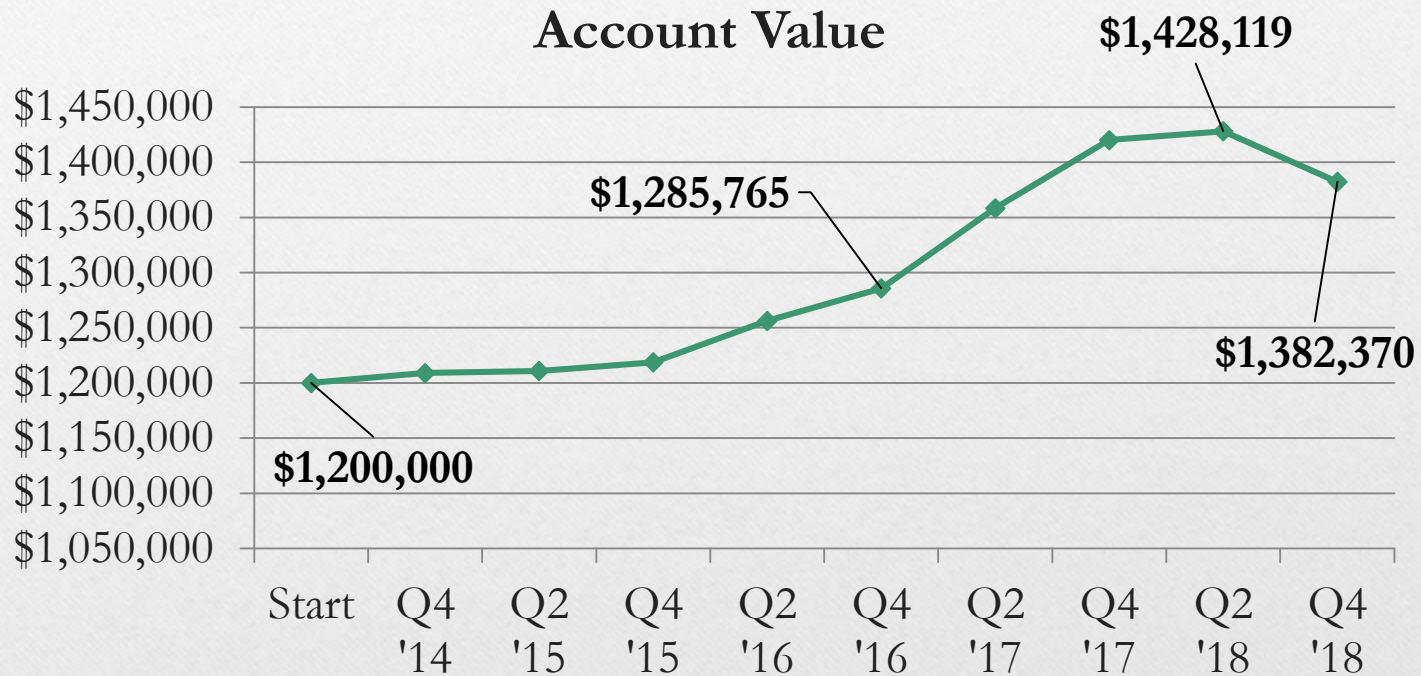
OTHER REVENUE NOTABLES

ACCOUNT	INCOME	BUDGET TARGET	+ / - OR %
SPORTS FEES	\$ 488,500	\$ 489,000	99.9%
MARKETING	\$ 629,967	\$ 1,065,100	59%
BROADCAST RIGHTS	\$ 170,025	\$ 289,000	59%
APPAREL	\$ 37,825	\$ 139,000	27%
SPECIAL EVENTS	\$ 74,320	\$ 49,000	151%
OTHER INCOME	\$ 56,709	\$ 35,000	162%
PUBLICATIONS	\$ 43,954	\$ 79,000	56%

EXPENSE UPDATE

ACCOUNT	EXPENSE	BUDGET TARGET	+ / - OR %
AWARDS	\$ 24,686	\$ 57,000	43%
MAJOR MEDICAL	\$ 250,699	\$ 386,999	65%
PAYROLL TAXES	\$ 269,764	\$ 517,078	52%
SALARIES	\$ 896,591	\$ 1,813,182	49%
SPECIAL EVENTS	\$ 54,901	\$ 70,000	78%
OFFICE TRAVEL	\$ 12,889	\$ 43,500	30%
UTILITIES	\$ 9,063	\$ 18,900	48%
TECHNOLOGY	\$ 33,277	\$ 55,000	61%

INVESTMENTS





JANUARY 19, 2019

MARKETING REPORT

ONLINE PROGRAMS

	PROGRAMS SOLD FALL 2016	FALL 2017 (JANUARY 13 TH , 2018)	FALL 2018 PROGRAM VIEWS TO DATE
FOOTBALL	1,577	976	1,731
GIRLS VOLLEYBALL	132	773	790
BOYS WATER POLO	194	632	453
GIRLS TENNIS (TEAMS)	0	263	198
GIRLS TENNIS (INDIVIDUALS)	0	416	245

ONLINE PROGRAMS

	FALL 2017 (JANUARY 13 TH , 2018)	FALL 2018 PROGRAM VIEWS TO DATE	VIEWERSHIP
FOOTBALL	976	1,731	+755 VIEWS
GIRLS VOLLEYBALL	773	790	+17 VIEWS
BOYS WATER POLO	632	453	-179 VIEWS
GIRLS TENNIS (TEAMS)	263	198	-65 VIEWS
GIRLS TENNIS (INDIVIDUALS)	416	245	-171 VIEWS

ONLINE PROGRAMS

	FALL 2017 (JANUARY 13 TH , 2018)	FALL 2017 PROGRAM VIEWS TO DATE	FALL 2017 1 YEAR VIEWABILITY
FOOTBALL	976	1,821	+86.58%
GIRLS VOLLEYBALL	773	1,416	+83.18%
BOYS WATER POLO	632	1,457	+130.54%
GIRLS TENNIS (TEAMS)	263	603	+129.28%
GIRLS TENNIS (INDIVIDUALS)	416	1,297	+211.78%

STREET TEAM

SNAPCHAT NUMBERS

	FALL 2017	FALL 2018	
Number of events	20	17	-3
Impressions	1,060,849	1,001,624	-59,225
Average Impressions per event	53,042	58,919	+5,877
Biggest Single Event Numbers	Division 1 Football Championships 195,991	Mater Dei vs IMG Academy 294,519	+98,528

CIF SPORTS PROPERTIES

2018-2019 Budget	\$2,000,000
Total Committed as of 1/15/19	\$1,833,966
Remaining	\$166,034
2018-2019 Threshold (Rev Share over Threshold)	\$2,000,000



EXECUTIVE COMMITTEE UPDATE

SOCIAL MEDIA

2019

NUMBERS UPDATE

TOTAL-DECEMBER

BENCHMARK	AUG-DEC	AUG	DEC
Engagement Rate	5.22%	5.28%	4.51%
Follower Growth	9,450	382	2,534
Reach	2,155,862	258,468	595,525
Impressions	10,428,559	1,135,155	1,674,006
Top Performing Platform	Twitter	Twitter	Twitter

STRATEGY UPDATE

NFHS NETWORK GAMEDAY

BASKETBALL

Boys



CHINO HILLS
V.
UC ACADEMY



6:30PM



DAMIEN
V.
ETIWANDA



6:30PM



MATER DEI
V.
SANTA MARGARITA



6:30PM



JSERRA CATHOLIC
V.
SERVITE



6:30PM

Girls



PALM DESSERT
V.
RANCHO MIRAGE



6:30PM



CHINO HILLS
V.
UC ACADEMY



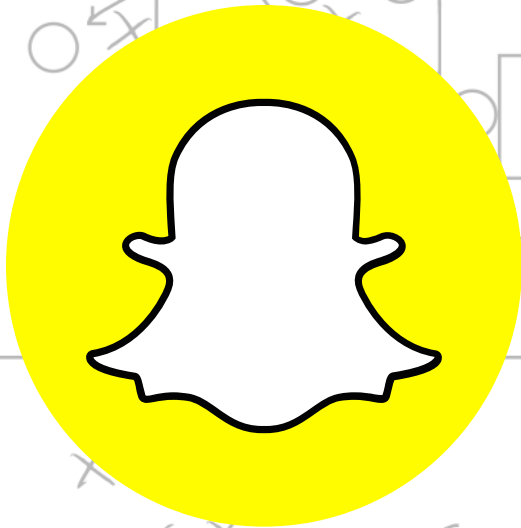
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@CIFSS | #CIFSSBASKETBALL



PLATFORM UPDATE



2018 CIF-SS FALL PODCAST

THOM SIMMONS, ASSISTANT COMMISSIONER



EPISODES

SEASON 1/EPISODE 1

- “A LOOK BACK/A LOOK FORWARD” - ST. JOHN BOSCO VS. MATER DEI PREVIEW
- “ALUMNI LOOKBACK” – GEORGE DAILY LYLES, LONG BEACH POLY
- “HE’S/SHE’S GONNA GO” – GEORGE HOLANI, ST. JOHN BOSCO/DOMINIC TATUM, CULVER CITY
- “COMMISSIONER’S CORNER” – ROB WIGOD, “STATE OF THE SOUTHERN SECTION”
- RUNTIME – 1:10:33
- 112 LISTENERS



EPISODES

SEASON 1/EPISODE 2

- “A LOOK BACK/A LOOK FORWARD” – GIRLS VOLLEYBALL PLAYOFFS PREVIEW
- “COMMISSIONER’S CORNER” – MIKE MIDDLEBROOK, “RUN TO THE VOLLEYBALL CHAMPIONSHIPS”
- “HE’S/SHE’S GONNA GO” – JULIA CRAWFORD, LAKEWOOD/NATALIE BERTY, MATER DEI
- “ALUMNI LOOKBACK” – MATT LOGAN, CENTENNIAL
- “COACHES CORNER” – MIKE WADLEY, LAKEWOOD/DAN ODELL, MATER DEI (VOLLEYBALL COACHES)
- “PREP ZONE TIDBITS” – VARIOUS FOX SPORTS WEST PREP ZONE PLAY-BY-PLAY ANNOUNCERS
- RUNTIME – 52:30
- 82 LISTENERS



EPISODES

SEASON 1/EPISODE 3

- “A LOOK BACK/A LOOK FORWARD” – FOOTBALL PLAYOFFS PREVIEW
- “COMMISSIONER’S CORNER” – GLENN MARTINEZ, “FOOTBALL FRENZY”
- “COACHES CORNER” – JAIME ORTIZ, SAN CLEMENTE/FRANK MAZZOTTA, LA HABRA (FOOTBALL COACHES)
- “PREP ZONE TIDBITS” – VARIOUS FOX SPORTS WEST PREP ZONE PLAY-BY-PLAY ANNOUNCERS
- RUNTIME – 45:23
- 170 LISTENERS*
- * MOST LISTENED TO REGULAR PODCAST

EPISODES

SEASON 1/EPISODE 4

- “A LOOK BACK/A LOOK FORWARD” – FOOTBALL PLAYOFFS UPDATE
- “COMMISSIONER’S CORNER” – KRISTINE PALLE, “WATER POLO WORLD”
- “COACHES CORNER” – CHAD JOHNSON, MISSION VIEJO
- “HE’S/SHE’S GONNA GO” – WILLIAM NIMMO, MATER DEI
- “ALUMNI LOOKBACK” – TAYLOR MARTINEZ, CENTENNIAL
- “PREP ZONE TIDBITS” – VARIOUS FOX SPORTS WEST PREP ZONE PLAY-BY-PLAY ANNOUNCERS
- RUNTIME – 50:36
- 100 LISTENERS

EPISODES

SEASON 1/EPISODE 5

- “A LOOK BACK/A LOOK FORWARD” – FOOTBALL PLAYOFFS UPDATE
- “COMMISSIONER’S CORNER” – RAINER WULF, “CROSS COUNTRY CONVERSATIONS”
- “RECRUIT CORNER” – GREGG BIGGINS, FOX SPORTS WEST
- “HE’S/SHE’S GONNA GO” – DOHNOVAN WEST, ALEMANY
- “PREP ZONE TIDBITS” – VARIOUS FOX SPORTS WEST PREP ZONE PLAY-BY-PLAY ANNOUNCERS
- RUNTIME – 43:24
- 75 LISTENERS

EPISODES

SEASON 1/EPISODE 6

- “HOT TOPICS” – TRAGEDY & HIGH SCHOOL SPORTS
- “A LOOK BACK/A LOOK FORWARD” – FOOTBALL CHAMPIONSHIPS PREVIEW
- “ALUMNI CORNER” – MATT BARKLEY, MATER DEI
- “SCRIBES SECTION” – ERIC SONDHEIMER, LOS ANGELES TIMES
- “PREP ZONE TIDBITS” – VARIOUS FOX SPORTS WEST PREP ZONE PLAY-BY-PLAY ANNOUNCERS
- RUNTIME – 48:31
- 118 LISTENERS

EPISODES

SEASON 1/EPISODE 7

- “FOOTBALL FANTATICS” - FOOTBALL CHAMPIONSHIPS PREVIEW
- “COMMISSIONER’S CORNER” – THOM SIMMONS
- “SCRIBES SECTION” – STEVE FRYER, ORANGE COUNTY REGISTER
- “PREP ZONE TIDBITS” – VARIOUS FOX SPORTS WEST PREP ZONE PLAY-BY-PLAY ANNOUNCERS
- RUNTIME – 49:43
- 113 LISTENERS

EPISODES

SEASON 1/EPISODE 8

- “FALL SPORTS FINALE” – WRAP-UP OF THE FALL SEASON
- “COMMISSIONER’S CORNER” – ROB WIGOD
- “COACHES CORNER” – BRUCE ROLLINSON, MATER DEI (FOOTBALL)
- “FOX SPORTS WEST WING” – SARA TAKATA, FOX SPORTS WEST SENIOR PRODUCER
- RUNTIME – 48:14
- 115 LISTENERS

FOOTBALL PAIRINGS DAY SPECIAL EPISODE

- FACEBOOK – 1,400 VIEWS – 3,117 PEOPLE REACHED
- TWITTER – 4,194 VIEWS
- INSTAGRAM – 507 VIEWS
- YOUTUBE – 100 VIEWS
- 6,194 TOTAL VIEWS

C. I. F. SOUTHERN SECTION
Treasurer's Report
Executive Committee Meeting
January 19, 2019

I. WRAPPING UP 2017-18

- A. Revenue = \$4,592,546 (down \$255,768 to fiscal 16-17)
- B. Expenses = \$4,476,750 (down \$203,801 to fiscal 16-17)
- C. Net Profit = \$115,797
- D. BUT...Pension Expense entry still required with Harrington Group
- E. So, overall P&L \$ is pending

II. FINANCIAL POSITION (1st two quarters of fiscal 2018-19)

- A. Revenue \$2,318,678 (down \$230,924 to prior year)
- B. Expenses \$1,956,332 (up \$99,488 to prior year)
- C. Net \$362,347 (down \$330,311 to prior year)

III. MEMBERSHIP SPORTS FEES 2018-19 (due annually on October 1)

- A. 564 total Member schools
 - 1. 560 paid (99.3%)
 - 2. 4 unpaid (0.7%)
 - i. C.S.D.R
 - ii. Eastside Christian
 - iii. Orion International Academy
 - iv. Price

ALPHA CUT	TOTAL SCHOOLS	PAID	%
A – D (Rainer & Kristine)	146	145	99.3%
E – L (Mike & Kim)	129	128	99.2%
M – R (Kristine & Brenda)	136	134	98.5%
S – Z (Glenn & Susan)	153	153	100%
	564	560	99.3%

THE DYNASTY CONTINUES...
Glenn & Susan “Race for the Dues” Champs
2018-19
2017-18
2016-17
2015-16

Prepared by:
MITCH CARTY, Chief Financial Officer

ROGER L. BLAKE, EXECUTIVE DIRECTOR

CALIFORNIA INTERSCHOLASTIC FEDERATION

CIF STATE OFFICE • 4650 DUCKHORN DRIVE • SACRAMENTO, CA 95834 • PH: 916-239-4477 • FX: 916-239-4478 • WWW.CIFSTATE.ORG

**To: Federated Council****Date: March 9, 2019****Re: Proposed Budget for 2019-2020****Proposal Originated: Executive Committee****Proposal Reviewed**

01/31/2019 Executive Committee

01/31/2019 Economic Viability Committee

02/01/2019 Federated Council

Proposal Recommendation

9-0, Support

10-0, Support

1st Reading**Type: Financial****Next: Federated Council Action****Proposal Summary:**

Please refer to the budget handbook that was distributed at the February 1, 2019 Federated Council meeting.

CALIFORNIA INTERSCHOLASTIC FEDERATION

2019-2020 Budget Workbook



STATE CIF OFFICE
4658 Duckhorn Drive
Sacramento, CA 95834
www.cifstate.org



Vision Statement

Athletic competition is an integral part of the high school experience. CIF is uniquely positioned to foster student growth in values and ethics. CIF's ideal of "Pursuing Victory with Honorsm," provides the opportunity to dramatically influence the actions of the athletic community. CIF strives to strengthen the integrity of students and adults across the state by promoting the concepts of sportsmanship, honesty and quality academics. These priorities advance the highest principles of character -- trustworthiness, respect, responsibility, fairness, caring and good citizenship.

Mission Statement

The CIF governs interscholastic athletics, promoting equity, quality, character and academic development.

Equity - Equal opportunity without regard to race, gender, ethnicity, and disability within all aspects of the athletic program for students, personnel, schools and governance.

Quality - Training, education and commitment of coaches, officials, administrators and parents to improve the quality of athletic programs.

Character - Trustworthiness, respect, responsibility, fairness, caring and good citizenship.

Academic Development - Commitment to encourage academic growth is a high priority.

2018–19
FEDERATED COUNCIL MEMBERS

Officers

CIF President

James Perry, California Assoc. for Health, P.E., Recreation & Dance

CIF President-Elect

Monica Colunga, Principal, Irvine H.S.

CIF Past President

Amy McNamara, Asst. Superintendent, Acalanes U.H.S.D.

Executive Committee

Nancy Acerrio, Athletic Director, Hilltop H.S.
Marty Bitter, Director of Athletics, Madera U.S.D.
William Chavarin, Principal, Castlemont H.S.
Marco Sanchez, Principal, Gilroy H.S.
Tina Tamura, Athletic Director, Santee Education Complex
Sara Wetteland, Assistant Principal, Antelope H.S.

Federated Council

Nancy Acerrio, Athletic Director, Hilltop High School
Natalie Ayres, Athletic Administrator, Pacific Bay Christian School
Terry Barnum, California Assoc. of Private School Organizations
John Becker, ED, Personnel Services, Roseville Joint U.H.S.D.
Marty Bitter, Director of Athletics, Madera U.S.D.
Steve Boyle, Superintendent, Escondido U.H.S.D.
Andrea Bustamante, ED, Comm. Schools Partnership, O.U.S.D.
William Chavarin, Principal, Castlemont High School
Kristie Christiansen, Athletic Director, Eureka H.S.
Monica Colunga, Principal, Irvine H.S.
Dave Contreras, Teacher, Wheatland High School
Marci Cranford, Teacher/Coach, Kingsburg High School
Maureen Ferrel, Calif. Assoc. for Health, P.E., Recreation & Dance
Chris Fore, California Coaches Association
Sandy Gahring, California State Athletic Directors Association
Timothy Glover, Superintendent, Grossmont U.H.S.D.
Dave Grissom, Principal, Mountain View High School
Eric Guthertz, Principal, Mission High School
Paula Hart Rodas, Principal, Lawndale H.S.
Jumoke Hinton-Hodge, School Board Member, Oakland U.S.D.
Andrew Ishibashi, Principal, Lowell H.S.
Doug Kaelin, Superintendent, Biggs U.S.D.
Nancy Kelly, Superintendent, Upland U.S.D.

Neil La Sala, Instructor/Athletic Director, Belmont High School
Neezer McNab, Assistant Principal, Taft H.S.
Amy McNamara, Asst. Superintendent, Acalanes U.H.S.D.
Geniel Moon, California Association of Directors of Activities
John Nazar, Association of School Administrators
Marybeth Ortiz, California Assoc. of Private School Organizations
Cris Oseguera, Principal, Hamilton High School
Carter Paysinger, Liaison Director of Athletics, Las Virgenes U.S.D.
James Perry, California Assoc. for Health, P.E., Recreation & Dance
Dave Reid, California State Athletic Directors Association
Marco Sanchez, Principal, Gilroy High School
Susan Saunders, Principal, George Washington H.S.
Matt Sozinho, Athletic Director, Redwood High School
Dan Stepenosky, Superintendent's Liaison Committee
Kevin Swartwood, Principal, Golden Valley H.S.
Tina Tamura, Athletic Director, Santee Education Complex
Nancy Thomas, California School Boards Association
Mary Jo Truesdale, California Coaches Association
Eric Volta, Superintendent, Liberty U.H.S.D.
Mike West, Principal, M.L. King H.S.
Sara Wetteland, Assistant Principal, Antelope H.S.
Kim Wheeler, Coach, Red Bluff High School
Jerome Wiggins, Under-represented Representative, NCS

Financial Projections

FINANCIAL PROJECTIONS

2018-2021

CALIFORNIA INTERSCHOLASTIC FEDERATION

August 15, 2018

STATE 584

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Appendix

Enrollment Projections

Consumer Price Index 2008-2018

Broadcast Rights

CIF Financial Projection Summary

Over the past 20 plus years, the organization has gone from a deficit spending budget that nearly eliminated our reserves, to the present where annual audits and actuarial reports have indicated a strong and financially healthy organization. As discussed in past years, we have been fortunate by decisions made by leadership and the Executive Committee regarding our financial obligations. Purchasing our building with cash reserves as well as using excess funds to fully fund our retiree's health insurance liability, have continued to create a positive impact for the organization and will continue for decades to come. Additionally, staff persists to find ways to decrease expenses which will give future CIF leaders flexibility in decision making that their predecessors did not have.

These projections continue to indicate projected income exceeding projected expenses. The data to validate the projections are detailed on the following pages and list variable factors outside the control of both the CIF leadership and staff that can impact both income and expenses for the organization. These variables are no different than what our CIF Section Offices and all state associations across the nation face as well.

Income Overview

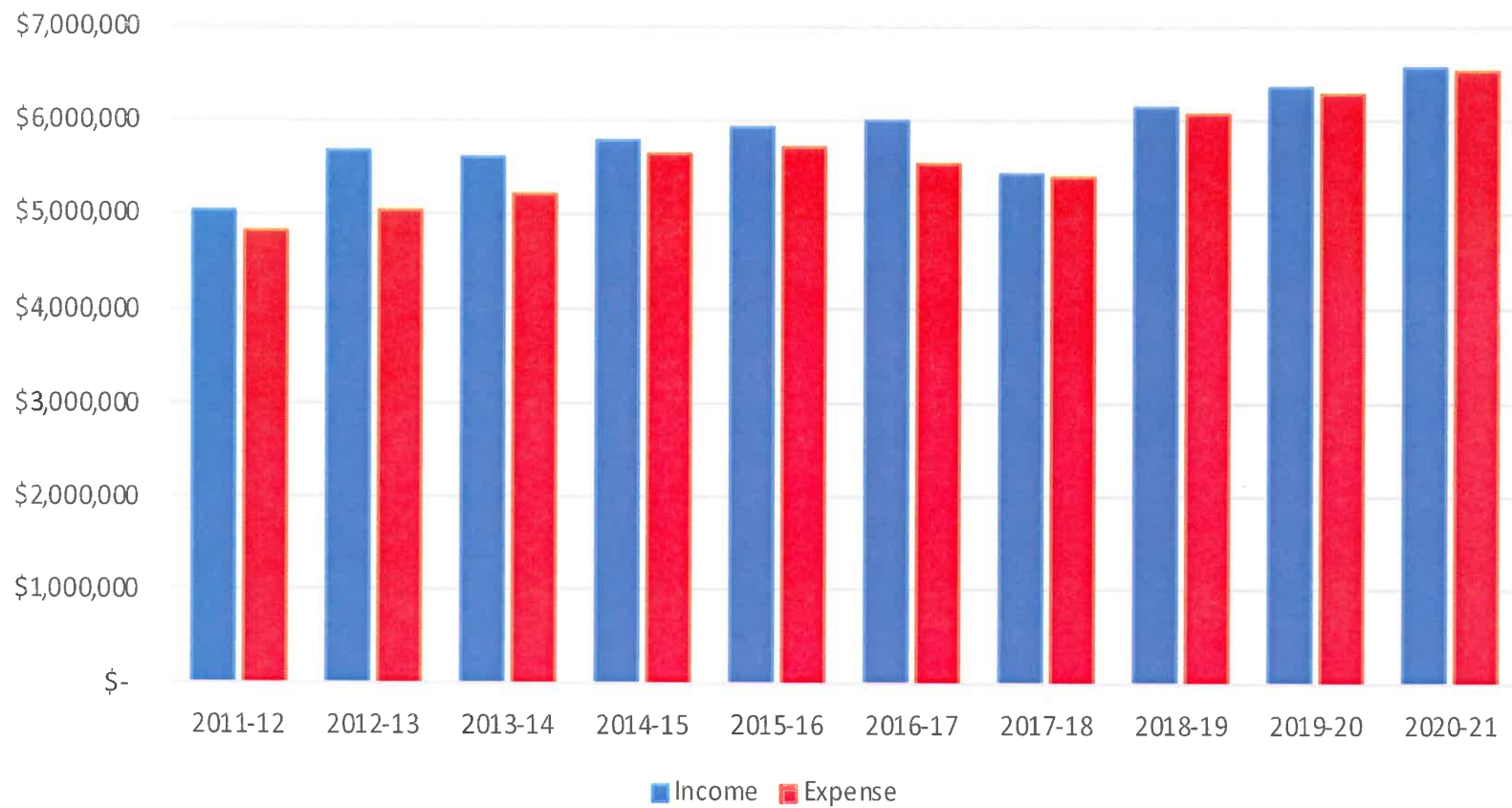
Our annual budget is built based on prior years income and expense trends, typically using a three-year average. Income projections are established using a conservative approach that does not forecast an increase in major revenue streams to the organization. Unless the CIF is adding a new sport which would generate income or any major marketing change that would have a positive impact on the revenue side, income streams remains fairly consistent.

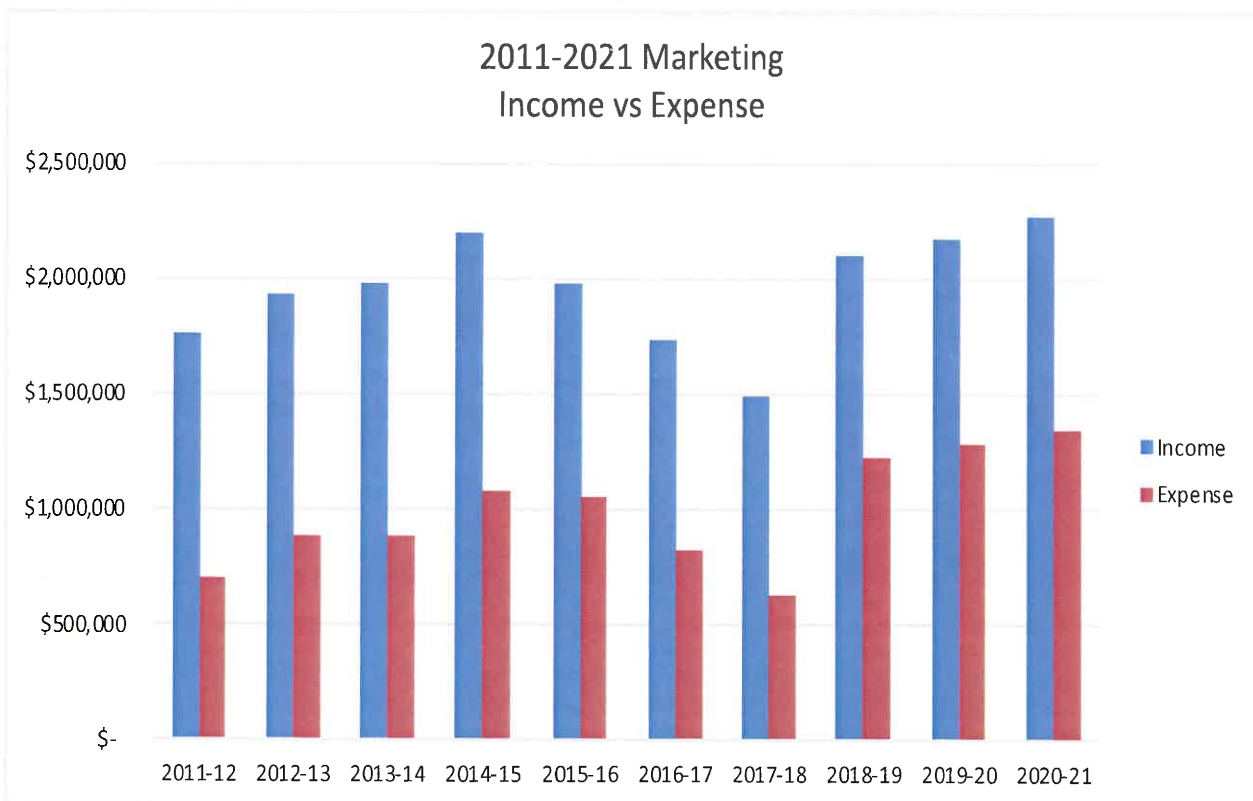
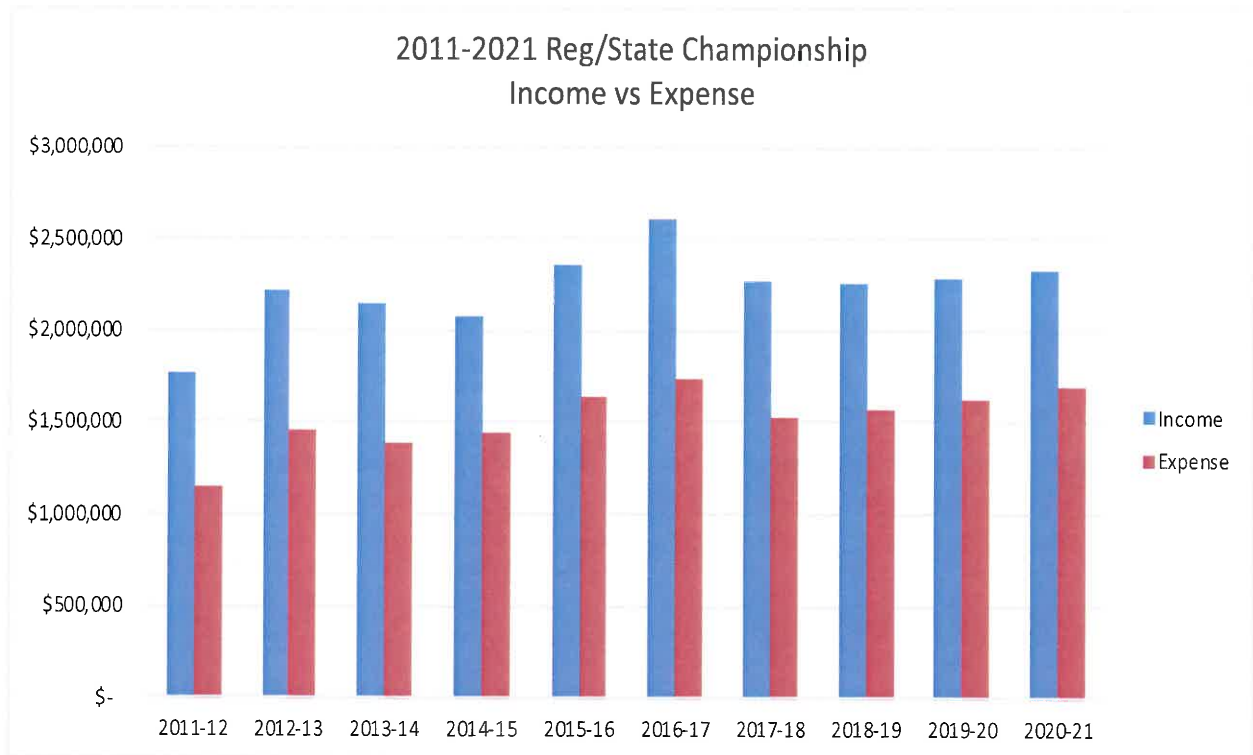
The major sources of income for the CIF remain the same, although the percentages and order have shifted over the last several years due to marketing partnerships. 1) championship events (37%), 2) marketing and corporate support (34%) and (3) dues paid by member schools (6%). As per policy, the legal assessment to schools is to be billed based upon the prior year's legal, liability and insurance expenditures. We are currently in year three of our five year catch up plan to make the organization whole with respect to our legal and liability costs versus reimbursements. The present year's income for the legal assessment is sixteen percent (16%) of the projected income for the CIF.

Expenses Overview

The major expenses of the organization are 1) championship events (27%) with the vast majority of those funds being returned to schools to reimburse travel and hosting expenses, 2) marketing (21%) with the majority of those funds going back to Section offices for their share in sponsorship agreements, 3) salary and benefits for employees (21%) and 3) Legal, liability and insurance costs (19%). The projections, as noted in the details, include increases in many areas using the past decade Consumer Price Index as a benchmark for those projected increases.

2011-2021 Total Income vs Expense





Championships

There are policies and procedures in place for new championship events conducted by the CIF. We have three levels of new event criteria in order for a new event to move through the proposal and development process. There are feasibility, financial and other specific questions that must be satisfied as well for consideration of new events. Over the past five years the CIF has introduced three new championships (Regional and State) in the sports of badminton, swim and dive and water polo. In 2017, cheer was offered as a new CIF approved sport. Within the next three years, the new potential championships that could be added to the calendar are traditional competitive cheer (TCC), softball, baseball and eSports. As with all new championships that are added to the budget, unless there is real data to justify otherwise, we project each event as break even until we have actual numbers upon which to base the budget.

The addition of eSports is still in the discussion stage for the CIF but is an emerging sport that is not only growing nationwide, but also increasing school engagement and participation amongst high school students. There is a huge potential for this developing sport to dramatically increase not only student involvement but also financially benefit the organization as a whole.

Income

For nearly 15 years, CIF Regional and State Championship events have increased income as a result of the addition and expansion of championships. However, ticket prices though have not increased in the past 13 years. Every two to three years, CIF staff reviews ticket prices for events to more accurately reflect the market while recognizing that we must make ticket prices affordable for students and parents. Based upon the past three years, we project minimal increase in ticket sale revenue. Factors that can impact this projection are 1) tournament matchups, 2) weather and 3) the expansion and/or addition of revenue producing Regional and State Championships.

Expenses

The CIF has slightly increased expenditures in championship events over the last few years including the school reimbursements to help reduce travel and meal expenses for schools moving forward in Regional and State Championships. The events are run in a fiscally prudent and sound manner and many expenses have been eliminated. We have increased team and officials travel reimbursement due to rising hotel and transportation costs. The CIF is also utilizing more in-office staff to manage events in order to reduce extra personnel costs. The ability of staff and tournament directors to make further cuts and reduce expenses has reached the point that additional reductions would have a negative impact on the operations of the championship events. Following are the projections based upon experience in the last three years and an anticipated rise in expenses based upon the Consumer Price Index average for the past 10 years (1.7% yearly increase average).

Championships	2018-19	2018-19	2019-20	2019-20	2020-21	2020-21
	Income	Expense	Income	Expense	Income	Expense
Golf	\$ -	\$ (21,000)	\$ -	\$ (21,000)	\$ -	\$ (21,000)
Tennis	\$ -	\$ (8,000)	\$ -	\$ (8,000)	\$ -	\$ (8,000)
Cross Country	\$ 40,000	\$ (43,000)	\$ 40,000	\$ (43,000)	\$ 40,000	\$ (43,000)
G. Volleyball	\$ 200,000	\$ (140,000)	\$ 200,000	\$ (142,800)	\$ 200,000	\$ (145,656)
B. Volleyball	\$ 45,000	\$ (30,000)	\$ 45,000	\$ (30,600)	\$ 45,000	\$ (31,212)
Football	\$ 460,000	\$ (480,000)	\$ 460,000	\$ (489,600)	\$ 460,000	\$ (500,290)
Wrestling	\$ 225,000	\$ (160,000)	\$ 225,000	\$ (163,200)	\$ 225,000	\$ (166,260)
Basketball	\$ 890,000	\$ (500,000)	\$ 890,000	\$ (510,000)	\$ 890,000	\$ (520,200)
Track & Field	\$ 92,000	\$ (45,000)	\$ 92,000	\$ (45,900)	\$ 92,000	\$ (46,818)
Soccer	\$ 140,000	\$ (95,000)	\$ 140,000	\$ (95,000)	\$ 140,000	\$ (95,000)
Swimming & Diving	\$ 20,000	\$ (30,000)	\$ 20,000	\$ (30,000)	\$ 20,000	\$ (30,000)
Badminton	\$ 5,000	\$ (6,000)	\$ 10,000	\$ (6,000)	\$ 10,000	\$ (6,000)
Water Polo	\$ 11,500	\$ (18,000)	\$ 11,500	\$ (18,000)	\$ 11,500	\$ (18,000)
Cheer			\$ 15,000	\$ (15,000)	\$ 15,000	\$ (15,000)
eSports			\$ 15,000	\$ (15,000)	\$ 15,000	\$ (15,000)
Baseball					\$ 15,000	\$ (15,000)
Softball					\$ 15,000	\$ (15,000)
Sub Total	\$ 2,128,500	\$ (1,576,000)	\$ 2,163,500	\$ (1,633,100)	\$ 2,193,500	\$ (1,691,436)

Venue Contracts

Requests for Proposals (RFP) are sent out to venues, Convention and Visitors Bureaus, Parks and Recreation Departments as well as professional and collegiate arenas and stadiums for the option to host CIF Regional and State Championships. The communities that host CIF Regional and State Championship events receive significant financial impact to the community as a result of the event(s). Out of the area participants and fans stay in hotels, eat in local restaurants and spend disposable income while in the community. This financial impact is reflected by the stipend that communities offer to the CIF to host the championship events and are most often paid by the local Convention and Visitors Bureau.

Championships	2018-19		2019-20		2020-21	
	Income		Income		Income	
Wrestling	\$ 79,000		\$ 79,000		\$ 79,000	
Cross Country	\$ 20,000		\$ 20,000		\$ 20,000	
Track & Field	\$ 15,000		\$ 15,000		\$ 15,000	
Swimming & Diving	\$ 15,000		\$ 15,000		\$ 15,000	
Sub Total	\$ 129,000	\$ -	\$ 129,000	\$ -	\$ 129,000	\$ -

Marketing

Prior to 1995, marketing and corporate support was very limited for high school sport associations across the United States. In 1995 the CIF employed a firm, M&FM, to secure outside corporate support of CIF. Through this firm, the CIF had a Title Sponsorship (1995-1998) that was valued at \$500,000 per year and shared by all CIF sections to help keep member school dues down. During this time, no additional sponsors were secured by the firm, the expenses and commissions were high and according to the corporate sponsor, promise of benefits and deliverables made by the firm were not being met by the CIF. In 1997 the CIF made the decision to dissolve the contract with the firm and hire an in-house Director of Marketing. In 2005, the addition of the CIF Football Bowl Games, CIF corporate support and broadcast rights increased revenue to the CIF by almost 100% going from \$477,636 to \$943,672. This occurred despite the world-wide economic downturn.

In 2010, the CIF contracted with Home Team Marketing (HTM) to help increase corporate support of CIF activities. Through the efforts of HTM, we secured a 15 year multi-million-dollar broadcast rights partnership beginning in 2011. The broadcast rights contract has a built-in four percent annual increase each year of the contract. These dollars have had a tremendous impact on the CIF's bottom line and have contributed to the excess funds over the past several years in which \$1,000,000 has been given back to schools through Section disbursements in the last five years alone.

The high level of participants and consumers and the continual revolution in social media and technology has made the high school market a new avenue for advertisers and corporate support. The CIF continues to employ a full-time Director of Corporate Sponsorship and in 2017 signed a ten-year contract with Outfront Media Sports, Inc (OMS) to further increase corporate partnerships for the State and Section offices. Through this agreement with OMS, new staff has been hired by OMS to represent CIF in securing new and renewing existing CIF sponsorships. The staff currently includes a General Manager and a Regional Sales Manager who act on behalf of CIF as CIF Sports Properties employees. CIF does not pay the salary or benefits for these positions. The only financial responsibility of the CIF for these positions is office space, computers and phones. This contract also guarantees both State and Section income to remain steady regardless if a sponsor decides not to renew. It also has potential for revenue share above the threshold amount in the agreement which could lead to substantial marketing dollars for the organization. Throughout all of the partnerships and contracts changes, the organization now exceeds \$2,000,000 in revenue per year from marketing agreements.

Nationwide, other state high school athletic associations have also seen significant growth in corporate support and have made similar changes or agreements with outside marketing firms in order to capitalize on corporate dollars.

Marketing	2018-19	2018-19	2019-20	2019-20	2020-21	2020-21
	Income	Expense	Income	Expense	Income	Expense
Corp. Sponsors	\$ 1,275,000	\$ (1,095,000)	\$ 1,313,250	\$ (1,149,750)	\$ 1,352,647	\$ (1,207,250)
Champ. Merchandise Contract	\$ 100,000		\$ 105,000		\$ 110,000	
Broadcast Rights - State	\$ 723,762	\$ (135,000)	\$ 752,712	\$ (135,000)	\$ 814,134	\$ (135,000)
Sub Total	\$ 2,098,762	\$ (1,230,000)	\$ 2,170,962	\$ (1,284,750)	\$ 2,276,781	\$ (1,342,250)

Legal, Liability and Insurance

In 1980 the organization made a commitment to employ a general counsel and move away from contracting with a private firm for all legal action which necessitated the use of an attorney. Upon that counsel's retirement in July of 2001, the CIF again moved back to contracting with a legal firm to represent the organization when needed. Presently the CIF has contracted agreements with five (5) legal firms in addition to Fagen, Friedman & Fulfroost, LLP, with Diane Marshall-Freeman serving as our General Counsel.

The duties of the general counsel include:

- Consultant to Section Commissioners
- Preparation of all court documents and appearance for litigation
- Advising on insurance matters related to legal matters and liability
- Consulting on risk management
- Training of Appeal Panel Hearing members and chairs
- Advising the Executive Director and the Executive Committee on all legal matters
- Advising on legislation and legal compliance
- Negotiating insurance protection and assuring prompt payment by insurance carriers for any loss
- Contracting with, and supervising the work of other attorneys used by CIF
- Attendance of State, Section and Commissioner meetings for legal matters and consultation

Expenses for legal counsel services have risen significantly since 2003 from a low of \$206,975 to an all-time high of \$764,649 during the 2010-11 school year. Over the last ten years, the legal bills have surpassed \$500,000 per year six times with four of those years exceeding \$700,000 per year. These expenses are a direct result of increased litigation and threats of litigation.

In addition to the direct legal cost for counsel, 50% of the salary and burden of the Executive Director, 50% of the salary of the Assistant to the Executive Director, and 100% of the salary for the Appeals Panel Coordinator are also listed in this category. When this policy and division of staff burden was first developed and applied during the 1996-1997 school year, it was an accurate reflection of time spent on legal or potential legal matters by those staff members. That cannot be said today, our Executive Director deals with legal issues around 85-90% on a daily basis. We also charge a percentage (15%) of the cost estimated for overhead of the state office for use of postage, supplies, etc. spent on matters of litigation, legal compliance.

Statewide Appeal Panels

Beginning in the 2007-2008 school year, the CIF took over the responsibility of transfer eligibility appeal hearings. Prior to 2007, when a student or member school requested an appeal of an eligibility decision of the Section Commissioner, the first step of the appeal process was an appeal panel hearing conducted by the Section. All costs associated with those appeals were paid by the Section.

Under the new process, the task of hearing appeals now falls under the jurisdiction of the State Office along with all associated expenses. The CIF hired an Appeals Coordinator to process the volumes of paperwork, ensure copies of all paperwork are distributed to the parties and panel members in advance of the hearing and schedule the hearings. The CIF also pays all travel expenses for panel members including mileage, airfare, meals, a stipend and hotels when needed. Expenses for the appeal process, excluding legal counsel, for 2010-2011 were \$93,942 and income generated from the appeal filing fees were \$16,665. These expenses have decreased over the past seven years and now average around \$72,000 per year. Due to a decrease in overall appeals, the income generated from the appeal filing fees has also seen a steady decrease and is now at an all-time low of \$4,050 for the 2017-18 year.

Insurance Coverage and Protection

Our insurance package covers post-season events operated at the CIF Section and CIF State and Regional Championships level. Coverage includes catastrophic injury for student-athletes in CIF post-season competition, directors and officers, commercial excess liability, workers compensation coverage, professional liability for athletic trainers employed by the CIF, blanket accident insurance for registered volunteers at CIF events and Appeal Panel Members, all property and equipment owned by the CIF and automobile liability coverage when Section or CIF employees travel on CIF business. Insurance premiums have fluctuated due to the number of claims opened the past few years. Therefore, we must be cautious in projecting the future premiums. Litigation, catastrophic national and world events continue to impact our premiums and our ability to secure D & O coverage. To keep policies in place and premium rates at acceptable levels, deductibles have increased over the years. For the past three years, we have been with an insurance broker who specializes in insuring high school athletic associations. The CIF believes this knowledge and influence in the insurance market will help stabilize premiums and keep us aware of high school issues that other states nationwide are currently facing.

Legal, Liability and Insurance Assessments

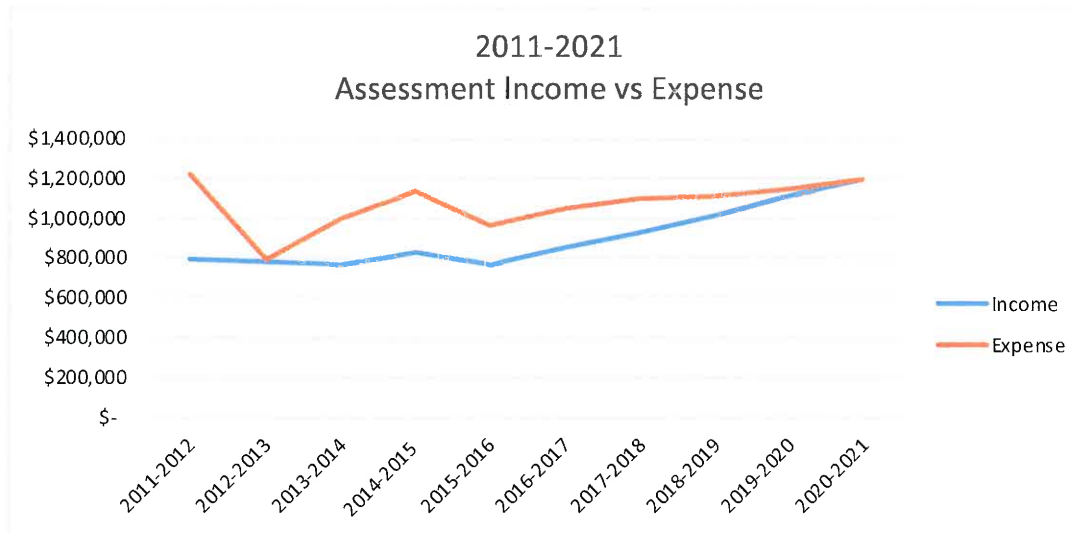
According to policy, schools are to be assessed each year based upon the costs of legal/liability matters and insurance expenses from the previous year. Therefore, in theory, the CIF is always one year behind in recovery of costs. It must be noted that while the Federated Council adopts a budget each May for the following year, policy directs that actual assessment for legal and insurance costs are based upon the total actual annual costs which aren't known until the end of July/mid-August.

In 1999, the CIF Executive Committee elected to not increase the assessment to member schools and maintain the assessment of \$0.41 based upon the 1999-2000 legal/liability and insurance expenses. Using the example below, over a nine-year period had the CIF actually charged the assessment per policy based on actual legal and insurance expenses, the additional revenue to the organization would total \$1,966,863 (based on enrollment of 1,867,670). Despite this shortfall in the assessment based on the prior year legal/liability and insurance expenses, excess income from State Championship events and other revenue sources had allowed the daily CIF operations to not operate at a deficit. However, the organization could not continue to operate that way and remain fiscally responsible.

Legal & Liability	Actual	Actual	Actual	Per Policy	Per Policy	Difference
	Assessment	Income	Expense	Assessment	Income	Actual vs
2009-2010	\$ 0.41	\$ 797,506	\$ 885,901	\$ 0.60	\$ 1,120,602	\$ (323,096)
2010-2011	\$ 0.41	\$ 799,730	\$ 1,197,961	\$ 0.47	\$ 877,805	\$ (78,075)
2011-2012	\$ 0.41	\$ 796,899	\$ 1,219,094	\$ 0.64	\$ 1,195,309	\$ (398,410)
2012-2013	\$ 0.41	\$ 781,343	\$ 798,796	\$ 0.65	\$ 1,213,986	\$ (432,643)
2013-2014	\$ 0.41	\$ 775,770	\$ 1,006,022	\$ 0.43	\$ 798,796	\$ (23,026)
2014-2015	\$ 0.41	\$ 754,636	\$ 1,001,718	\$ 0.54	\$ 1,008,542	\$ (253,906)
2015-2016	\$ 0.41	\$ 767,954	\$ 964,394	\$ 0.54	\$ 1,001,718	\$ (233,764)
2016-2017**	\$ 0.46	\$ 860,882	\$ 1,045,432	\$ 0.52	\$ 964,394	\$ (103,512)
2017-2018	\$ 0.51	\$ 925,000	\$ 1,100,391	\$ 0.56	\$ 1,045,432	\$ (120,432)
Sub Total		\$ 4,705,884	\$ 6,109,492		\$ 6,215,039	\$ (1,966,863)

In 2016, the CIF Executive Committee elected to incrementally increase dues by \$.05 per year for 5 years to catch up and get the assessment back to the true amount based on prior years expenses. We are currently in year three of the catch up phase at \$.56 per student. The figures below indicate that we are beginning to close the gap from what we realize to what we actually spend on legal/liability and insurance.

Legal & Liability	Actual	Projected	Projected	Difference
	Assessment	Income	Expense	Income vs Expense
2018-19	\$ 0.56	\$ 1,008,000	\$ (1,105,773)	\$ (97,773)
2019-20	\$ 0.61	\$ 1,098,000	\$ (1,152,200)	\$ (54,200)
2020-21	\$ 0.66	\$ 1,188,000	\$ (1,200,700)	\$ (12,700)



Insurance & Liability Projections

Financial data from the past 15 years demonstrates that legal/liability and insurance costs will continue to increase. Our goal is to be able to keep the assessment steady once our income meets our expenses in this category. Included in these projections are minor increases for salary and benefits to cover step and column raises, as well as a projected 5% increase in general counsel and insurance premiums each year.

The income projections are conservatively based using only 95% of the student population.

Legal/Liability & Insurance	2018-19	2018-19	2019-20	2019-20	2020-21	2020-21
	Income	Expense	Income	Expense	Income	Expense
General Counsel Expense	\$ -	\$ (400,000)	\$ -	\$ (420,000)	\$ -	\$ (441,000)
Outside Counsel	\$ -	\$ (110,000)	\$ -	\$ (110,000)	\$ -	\$ (110,000)
Investigation	\$ -	\$ (25,000)	\$ -	\$ (25,000)	\$ -	\$ (25,000)
Appeal Hearings	\$ 7,000	\$ (35,000)	\$ 7,000	\$ (35,000)	\$ 7,000	\$ (35,000)
Salary + Benefits	\$ -	\$ (248,273)	\$ -	\$ (260,700)	\$ -	\$ (273,700)
Clerical, office supplies	\$ -	\$ (8,000)	\$ -	\$ (8,000)	\$ -	\$ (8,000)
Subtotal	\$ -	\$ (826,273)	\$ -	\$ (858,700)	\$ -	\$ (892,700)
Insurance Premiums	\$ -	\$ (279,500)	\$ -	\$ (293,500)	\$ -	\$ (308,000)
Assessment to Schools	\$ 1,008,000	\$ -	\$ 1,098,000	\$ -	\$ 1,188,000	\$ -
Total	\$ 1,015,000	\$ (1,105,773)	\$ 1,105,000	\$ (1,152,200)	\$ 1,195,000	\$ (1,200,700)

Educational Programs

The CIF has royalty agreements with both the National Federation of State High School Associations (NFHS) and the American Sport Education Program (ASEP). Ten to twelve thousand (10,000-12,000) coaches complete these courses each year. The primary requirements for coaching high school sports in California include 1) General Coaching Education Course, 2) Concussion and Sports Course, 3) Sudden Cardiac Arrest (SCA) Training and 4) First Aid and CPR Certification (may vary based on School District requirement). Additionally, the CIF offers professional development for athletic administrators (NIAAA) with over 40 different courses along with parent education trainings and seminars for schools. The cost of materials is reflected in the line items below with all other expenses including hotel, travel and meals. Administrative, school site and parent education trainings are done with the expectation of a financial loss when all travel costs are included. The change of the Coaching Education program to an online delivery system from a classroom instructor system has now produced a positive revenue flow that did not exist for the first 10 years of the CIF Coaching Education program.

Educational Programs	2018-19	2018-19	2019-20	2019-20	2020-21	2020-21
	Income	Expense	Income	Expense	Income	Expense
Coaching Education	\$ 200,000	\$ (25,000)	\$ 205,000	\$ (25,000)	\$ 210,000	\$ (25,000)
NIAAA Training	\$ 15,000	\$ (10,000)	\$ 10,000	\$ (10,000)	\$ 5,000	\$ (10,000)
Parents Edu Program	\$ -	\$ (4,000)	\$ -	\$ (4,000)	\$ -	\$ (4,000)
Edu Travel & Misc Exp	\$ -	\$ (35,000)	\$ -	\$ (35,000)	\$ -	\$ (35,000)
Sub Total	\$ 215,000	\$ (74,000)	\$ 215,000	\$ (74,000)	\$ 215,000	\$ (74,000)

Dues

Dues are currently assessed at a rate of \$0.22 per student. These dues account for six percent (6%) of the income of the CIF. Dues have not increased since 2003.

According to the California Department of Education, the projected 9-12 enrollment for the next three years will have a slight decrease each year, with a student loss of 10,000 (less than 0.01% over that period of time). In projecting dues income, the CIF has historically based the projections for dues income upon 95% of the prior year total to compensate for the slight projected 9-12 decreasing enrollment. The CIF has continued to use the same percentage to project our dues income. We do not reflect any decrease in income in this category based on the projected enrollment figures from Ed-Data.

Dues	2018-19		2019-20		2020-21	
	Income		Income		Income	
Dues	\$ 405,000	\$ -	\$ 405,000	\$ -	\$ 405,000	\$ -

Operating Expenses

As mentioned earlier, there are several long-term cost saving measures that positively impacted future operations of the CIF. As of 2015, the retirees' liability is fully funded and we are drawing those premium dollars directly from the Designated Retiree's Account. In the 2016-17 school year, the CIF paid back 100% of funds we borrowed from the Reserve Account for the purchase of the building.

Projections below include minor annual increases for many of the line items including medical insurance, PERS retirement, payroll taxes and others. Projected salary is based upon the step and column increases for staff. All other operational expenses remain the same as staff has been cautious of all purchases and office supplies and doesn't foresee the need to increase any of those at this time.

Operating Costs	2018-19	2018-19	2019-20	2019-20	2020-21	2020-21
	Income	Expense	Income	Expense	Income	Expense
Rent & utilities	\$ -	\$ (53,000)	\$ -	\$ (53,000)	\$ -	\$ (53,000)
Salaries for Staff	\$ -	\$ (909,998)	\$ -	\$ (937,300)	\$ -	\$ (965,400)
Employee Benefits	\$ -	\$ (433,883)	\$ -	\$ (459,915)	\$ -	\$ (487,510)
Other Benefits	\$ -	\$ (4,675)	\$ -	\$ (4,675)	\$ -	\$ (4,675)
Retiree's Benefits	\$ 149,000	\$ (149,000)	\$ 152,000	\$ (152,000)	\$ 155,000	\$ (155,000)
Payroll Tax (Unemploy +ETT)	\$ -	\$ (7,000)	\$ -	\$ (7,200)	\$ -	\$ (7,400)
Payroll Tax (FICA + Medicare)	\$ -	\$ (60,000)	\$ -	\$ (61,500)	\$ -	\$ (63,000)
Office Supplies / Printing	\$ -	\$ (34,000)	\$ -	\$ (34,000)	\$ -	\$ (34,000)
Mailings, Postage	\$ -	\$ (25,000)	\$ -	\$ (25,000)	\$ -	\$ (25,000)
Legislative Consultation	\$ -	\$ (47,000)	\$ -	\$ (47,000)	\$ -	\$ (47,000)
Accounting Costs	\$ -	\$ (3,000)	\$ -	\$ (3,000)	\$ -	\$ (3,000)
Audit	\$ -	\$ (21,000)	\$ -	\$ (21,000)	\$ -	\$ (21,000)
Maint., Equip., & Repairs	\$ -	\$ (2,500)	\$ -	\$ (2,500)	\$ -	\$ (2,500)
Computer, Equip., & Furn. Upgrades	\$ -	\$ (12,000)	\$ -	\$ (12,000)	\$ -	\$ (12,000)
Equipment Lease	\$ -	\$ (27,900)	\$ -	\$ (27,900)	\$ -	\$ (27,900)
Consultants Fees	\$ -	\$ (3,000)	\$ -	\$ (3,000)	\$ -	\$ (3,000)
Website Maintenance	\$ -	\$ (14,500)	\$ -	\$ (14,500)	\$ -	\$ (14,500)
Staff Travel	\$ -	\$ (1,500)	\$ -	\$ (1,500)	\$ -	\$ (1,500)
Telephone Service	\$ -	\$ (18,000)	\$ -	\$ (18,000)	\$ -	\$ (18,000)
Sub Total	\$ 149,000	\$ (1,826,956)	\$ 152,000	\$ (1,884,990)	\$ 155,000	\$ (1,945,385)

Investment Income

Historical

From 1939 to 1980 the CIF Protection Fund (PF) served as a medical injury insurance coverage for CIF student-athletes. According to *A History of the California Interscholastic Federation* by William W. Russell, the Protection Fund produced excess revenue used to provide significant support to the operations of the State Federated Council. In 1981, the California legislature passed a law that prohibited the CIF from conducting insurance business. The Protection Fund was abolished, the insurance program was sold to the private sector and a financial vacuum was created. The CIF owned building in Santa Barbara was sold and funds from that sale, along with the revenues from the sale of the Protection Fund, were placed into a reserve account that continued to support the deficit spending of the CIF. The unimpeded spending continued for a decade until the reserve fund was close to zero, a loss of over three million (\$3,000,000) dollars.

The loss of these funds, in addition to the recommendations coming forward from the first CIF Strategic Plan, forced the organization to revise its financial policies and to begin actively soliciting corporate sponsors. In the early 90s' the Executive Committee set several goals including that the reserve account be equal to one year of operational costs.

Over the next 10 years, the CIF used excess revenue from State Championship Events and Corporate Sponsorships to substantially increase reserves to meet the goal set by the Executive Committee. In 2004, the Executive Committee also established a Building Fund with an eye to the future purchase of a building to house the State Office in the Sacramento. A building was purchased in January of 2008, using the Building Fund Reserve and the Undesignated General Reserve Fund.

Presently

The CIF has three (3) reserve investment accounts that are clearly defined as per the Investment Policy for the CIF.

- 1.) Undesignated General Reserve – This account was created to be comprised of cash and investments to be set aside for unanticipated needs, for major purchases meant to enhance the organizations assets and provide annually specified income to support the operating budget. This reserve account shall be capped at an amount equal to the current year's operational expenses for the organization. The account is funded at 80% of the latest six-month operational expenses goal (\$2,000,000) as of August 2018.
- 2.) Designated Health Care Reserve - This account was created to be comprised of cash and investments to be set aside for the health care benefits of retirees of the CIF. A yearly actuarial has been completed by an outside independent CPA to establish the financial goal for this account. This account is fully funded. As per prior Executive Committee action ,we pay the retiree health care premiums directly from this account and not from our general operating fund.
- 3.) Designated Building Fund - This account was created to be comprised of cash and investments to be set aside for the long term deferred maintenance of the property now owned by the CIF in Sacramento.

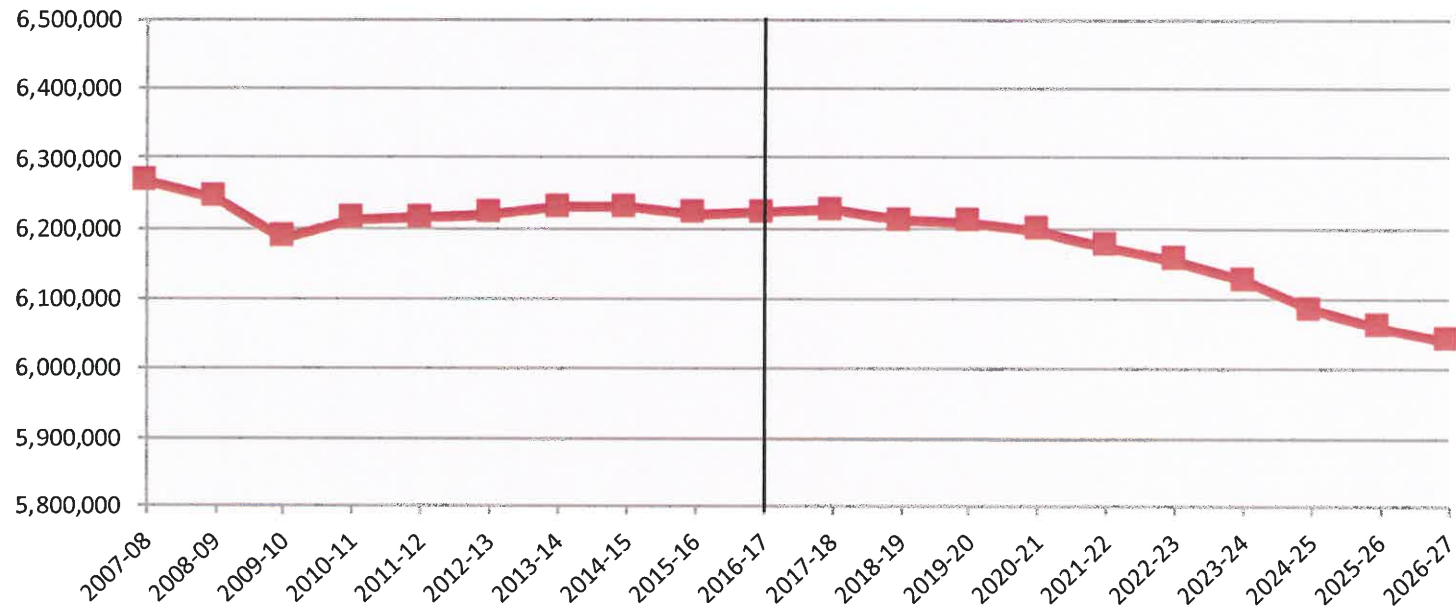
Undesignated General Reserve	\$ 1,595,255
Designated - Retiree's Health	\$ 1,806,990
Designated - Building Deferred Maint.	\$ 121,818
Total Investments as of 8/1/2018	\$ 3,524,063

Appendix

State of California Enrollment by Grade - Data from Ed-Data

Grade Level	Enrollment 2016-17	Enrollment 2017-18	Enrollment 2018-19	Enrollment 2019-20	Enrollment 2020-21	Enrollment 2021-22
Kindergarten	535,379					
Grade 1	456,002	535,379				
Grade 2	445,553	456,002	535,379			
Grade 3	465,165	445,553	456,002	535,379		
Grade 4	471,141	465,165	445,553	456,002	535,379	
Grade 5	487,493	471,141	465,165	445,553	456,002	535,379
Grade 6	475,809	487,493	471,141	465,165	445,553	456,002
Grade 7	473,574	475,809	487,493	471,141	465,165	445,553
Grade 8	472,340	473,574	475,809	487,493	471,141	465,165
Grade 9	487,548	472,340	473,574	475,809	487,493	471,141
Grade 10	486,085	487,548	472,340	473,574	475,809	487,493
Grade 11	481,521	486,085	487,548	472,340	473,574	475,809
Grade 12	484,169	481,521	486,085	487,548	472,340	473,574
Ungraded Secondary	6,456	6,456	6,456	6,456	6,456	6,456
Grade 9-12	1,939,323	1,927,494	1,919,547	1,909,271	1,909,216	1,908,017

California Public K-12 Graded Enrollment



California Department of Finance
Demographic Research Unit
December 2017
Excludes CEA and special schools.
Excludes ungraded enrollment
Actual enrollment data to 2016-17 school year.

CPI-All Urban Consumers (Current Series)
Original Data Value

Series Id: CUUR0000SA0
Not Seasonally Adjusted
Series Title: All items in U.S. city average, all urban consumers, not
Area: U.S. city average
Item: All items
Base Period: 1982-84=100
Years: 2008 to 2018

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	Avg
2008	211.080	211.693	213.528	214.823	216.632	218.815	219.964	219.086	218.783	216.573	212.425	210.228	215.303	3.8%
2009	211.143	212.193	212.709	213.240	213.856	215.693	215.351	215.834	215.969	216.177	216.330	215.949	214.537	-0.4%
2010	216.687	216.741	217.631	218.009	218.178	217.965	218.011	218.312	218.439	218.711	218.803	219.179	218.056	1.6%
2011	220.223	221.309	223.467	224.906	225.964	225.722	225.922	226.545	226.889	226.421	226.230	225.672	224.939	3.2%
2012	226.665	227.663	229.392	230.085	229.815	229.478	229.104	230.379	231.407	231.317	230.221	229.601	229.594	2.1%
2013	230.280	232.166	232.773	232.531	232.945	233.504	233.596	233.877	234.149	233.546	233.069	233.049	232.957	1.5%
2014	233.916	234.781	236.293	237.072	237.900	238.343	238.250	237.852	238.031	237.433	236.151	234.812	236.736	1.6%
2015	233.707	234.722	236.119	236.599	237.805	238.638	238.654	238.316	237.945	237.838	237.336	236.525	237.017	0.1%
2016	236.916	237.111	238.132	239.261	240.229	241.018	240.628	240.849	241.428	241.729	241.353	241.432	240.007	1.3%
2017	242.839	243.603	243.801	244.524	244.733	244.955	244.786	245.519	246.819	246.663	246.669	246.524	245.120	2.1%
2018	247.867	248.991	249.554	250.546	251.588	251.989	252.006							

CIF Broadcast Rights Income

	Gross	Net	Change
2011-2012	\$550,000.00	\$495,000.00	
2012-2013	\$572,000.00	\$514,800.00	\$19,800.00
2013-2014	\$594,880.00	\$535,392.00	\$20,592.00
2014-2015	\$618,675.20	\$556,807.68	\$21,415.68
2015-2016	\$643,422.21	\$572,645.77	\$15,838.09
2016-2017	\$669,159.10	\$595,551.60	\$22,905.83
2017-2018	\$695,925.46	\$626,332.91	\$30,781.32
2018-2019	\$723,762.48	\$651,386.23	\$25,053.32
2019-2020	\$752,712.98	\$677,441.68	\$26,055.45
2020-2021	\$782,821.50	\$704,539.35	\$27,097.67
2021-2022	\$814,134.36	\$732,720.92	\$28,181.57
2022-2023	\$846,699.73	\$762,029.76	\$29,308.84
2023-2024	\$880,567.72	\$792,510.95	\$30,481.19
2024-2025	\$915,790.43	\$824,211.39	\$31,700.44
2025-2026	\$952,422.05	\$857,179.84	\$32,968.46
	\$11,012,973.20	\$9,898,550.07	\$ 362,179.84

Proposed Budget

Proposed Budget Summary 2019-2020

This proposed budget for your consideration recommends changes in income and expenses in several categories based upon past years experiences, changes in marketing dollars due to contracts, a projected 10% increase in medical and PERS contributions, step increases for qualified employees and a proposed 2% salary adjustment for staff. The budget indicates an end of the year surplus of nearly \$40,000 and the recommended changes are detailed in the "budget notes" that precede the itemized budget pages.

Income Overview

Income projections are based using a conservative approach forecasting an increase (3%) in revenue streams to the organization, from \$6.15 million to \$6.31 million. Keeping consistent with past practice, the projected figures are based on conservative income numbers. Our overall income has increased due contractual marketing partnerships.

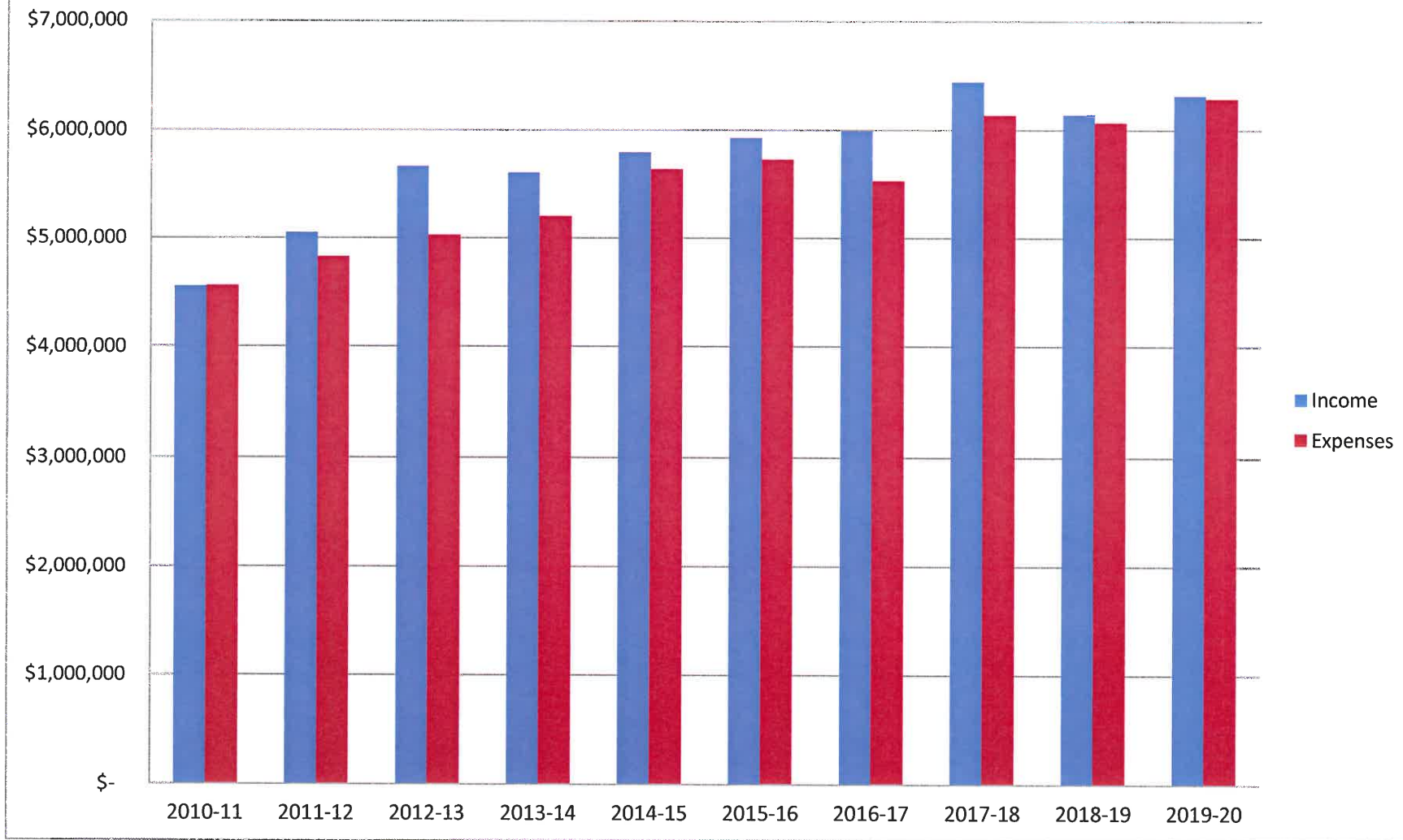
The major sources of income for the CIF are 1) championship events (36%), 2) marketing and corporate support (35%) and 3) legal assessment to schools (18%).

Expenses Overview

Expenses to the organization are projected to increase (3%) based on the figures in the proposed budget, from \$6.07 million to \$6.27 million. Our overall expenses have increased due to marketing partnership distribution based on Section marketing split, increased expenses in governance for meeting and travel costs, an increase in expenses for outside legal counsel as well as step increases for qualified staff and a salary adjustment.

The major expenses of the organization are 1) championship events (27%) with the vast majority of those funds being returned to schools to reimburse local expenses, 2) marketing (21%) with most of these funds given directly to CIF Sections for their distribution share in state-wide marketing income, 3) salary and benefits for employees and retirees (21%), and 4) legal, liability and insurance costs (19%).

Total Income vs Expenses 2010-2020



2019-2020 PROPOSED BUDGET NOTES

As of January 18, 2019

Marketing

Line 21 – Sponsorships	Increase income based on marketing partnership with OMS (\$38,2850)
	Increase expenses based on marketing partnerships and contracts (\$54,750)
Line 25 – Broadcast Rights St	Increase income based on contract increase (\$28,950)

Legal & Liability

Line 31 – Legal Outside Counsel	Increase expenses based on prior years' experience (\$20,000)
Line 34 – Salary & Benefits	Increase expenses based on projected 10% medical insurance and proposed 2% salary adjustment (\$7,885)
Line 39 – Assessment	Increase income based on prior Executive Committee approved \$.05 increase in legal assessment (\$90,000)
	Year 4 of 5

Operating Cost

Line 43 – Salaries for Staff	Increase expenses based on step increase for qualified staff (\$41,102)
	Increase expenses based on proposed 2% salary adjustment (\$18,791)
Line 44 – Employee Benefits	Increase expenses based on projected 10% medical insurance and PERS contribution (\$26,288)

Governance & NFHS

Line 70 – Federated Council	Increase expenses based on prior years expenses and increasing travel costs (\$10,000)
Line 71 – Executive Comm.	Increase expenses based on prior years expenses and increasing travel costs (\$10,000)
Line 72 – Commissioners	Increase expenses based on prior years expenses and increasing travel costs (\$2,000)

2018 - 2019 YTD BUDGET
as of January 9, 2019

	2017-18	2017-18	2017-18	2017-18	2018-19	2018-19	2018-19	2018-19	2019-20	2019-20	2019-20	2019-20	
	BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSE	BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSE	BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSE	
Championships	\$ 2,267,500	2,561,648	\$ (1,525,900)	(1,809,079)	\$ 2,257,500	759,955	\$ (1,576,000)	(692,200)	\$ 2,257,500		\$ (1,576,000)	0	Championships
						34%		44%					
Educational Programs	\$ 190,000	245,517	\$ (74,000)	(40,263)	\$ 225,000	107,163	\$ (74,000)	(23,050)	\$ 225,000	\$ -	\$ (74,000)	0	Educational Programs
Interest Income	\$ 5,000	\$ 781	\$ (5,000)	(19,912)	\$ 5,000	\$ 419	\$ (5,000)	(6,663)	\$ 5,000	\$ -	\$ (5,000)	0	Interest Income
Marketing	\$ 1,492,925	\$ 2,279,721	\$ (635,000)	(1,359,929)	\$ 2,098,762	\$ 1,711,407	\$ (1,230,000)	(722,634)	\$ 2,165,962	\$ -	\$ (1,284,750)	\$ -	Marketing
						82%		59%					
Dues Income (96% of prior yr.)	\$ 405,000	408,624	\$ -	0	\$ 405,000	426,329	\$ -	0	\$ 405,000	\$ -	\$ -		Dues Income (96% of prior yr.)
Interest Pd. on Past Due	\$ -	\$ 2,400	\$ -	\$ -	\$ -	\$ 600	\$ -	\$ -	\$ -	\$ -	\$ -		Interest Pd. on Past Due
Legal and Liability	\$ 925,000	946,680	\$ (1,100,391)	(1,018,242)	\$ 1,015,000	1,018,849	\$ (1,105,773)	(556,144)	\$ 1,105,000	\$ -	\$ (1,147,658)	0	Legal and Liability
						100%							
Operating Costs	\$ 149,000		\$ (1,794,562)	(1,507,574)	\$ 149,000		\$ (1,826,956)	(821,552)	\$ 149,000		\$ (1,913,127)	\$ -	Operating Costs
Programs: Off/Rules/Awards & Scholar/S.tax	\$ -	\$ -	\$ (37,000)	(92,091)	\$ -	\$ -	\$ (37,000)	(3,510)	\$ -		\$ (37,000)	\$ -	Programs: Off/Rules/Awards & Scholar/S.tax
Governance & NFHS	\$ -	\$ -	\$ (213,700)	(288,127)	\$ -	\$ -	\$ (213,700)	(94,187)	\$ -		\$ (235,700)	\$ -	Governance & NFHS
Totals	\$ 5,434,425	\$ 6,445,375	\$ (5,385,553)	(6,135,214)	\$ 6,155,262	\$ 4,024,724	\$ (6,068,429)	(2,919,938)	\$ 6,312,462	\$ -	\$ (6,273,235)	\$ -	Totals

65%

48%

2018 - 2019 YTD BUDGET
as of
January 9, 2019

CIP		2017-18	2017-18	2017-18	2017-18	2018-19	2018-19	2018-19	2018-19	2019-20	2019-20	2019-20	2019-20
		BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSES	BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSES	BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSES
	Championships												
1	Golf	\$ -	\$ -	\$ (6,900)	\$ (28,843)	\$ -	\$ -	\$ (21,000)	\$ (10,164)	\$ -	\$ -	\$ (21,000)	\$ -
2	Tennis	\$ -	\$ -	\$ (6,800)	\$ (7,409)	\$ -	\$ -	\$ (8,000)	\$ (8,672)	\$ -	\$ -	\$ (8,000)	\$ -
3	Cross Country	\$ 40,000	\$ 40,496	\$ (43,000)	\$ (44,318)	\$ 40,000	\$ 45,027	\$ (43,000)	\$ (43,432)	\$ 40,000	\$ -	\$ (43,000)	\$ -
4	Volleyball	\$ 200,000	\$ 203,707	\$ (140,000)	\$ (147,381)	\$ 200,000	\$ 202,753	\$ (140,000)	\$ (158,240)	\$ 200,000	\$ -	\$ (140,000)	\$ -
4A	B. Volleyball	\$ 45,000	\$ 58,449	\$ (30,000)	\$ (29,012)	\$ 45,000	\$ -	\$ (30,000)	\$ (1,799)	\$ 45,000	\$ -	\$ (30,000)	\$ -
5	Football	\$ 460,000	\$ 671,338	\$ (480,000)	\$ (661,669)	\$ 460,000	\$ 480,275	\$ (480,000)	\$ (423,554)	\$ 460,000	\$ -	\$ (480,000)	\$ -
6	Wrestling	\$ 225,000	\$ 226,819	\$ (147,000)	\$ (158,432)	\$ 225,000	\$ -	\$ (160,000)	\$ (2,231)	\$ 225,000	\$ -	\$ (160,000)	\$ -
7	Basketball	\$ 890,000	\$ 888,251	\$ (485,000)	\$ (543,572)	\$ 890,000	\$ -	\$ (500,000)	\$ (19,813)	\$ 890,000	\$ -	\$ (500,000)	\$ -
8	Track	\$ 92,000	\$ 83,775	\$ (45,000)	\$ (45,932)	\$ 92,000	\$ -	\$ (45,000)	\$ (2,204)	\$ 92,000	\$ -	\$ (45,000)	\$ -
8A	Soccer	\$ 140,000	\$ 199,467	\$ (95,000)	\$ (71,144)	\$ 140,000	\$ 1,301	\$ (95,000)	\$ (6,976)	\$ 140,000	\$ -	\$ (95,000)	\$ -
8B	Swimming & Diving	\$ 20,000	\$ 15,046	\$ (30,000)	\$ (30,524)	\$ 20,000	\$ -	\$ (30,000)	\$ (2,439)	\$ 20,000	\$ -	\$ (30,000)	\$ -
8C	Badminton	\$ 5,000	\$ 1,902	\$ (6,000)	\$ (4,882)	\$ 5,000	\$ -	\$ (6,000)	\$ (307)	\$ 5,000	\$ -	\$ (6,000)	\$ -
8D	Water Polo	\$ 11,500	\$ 34,798	\$ (18,000)	\$ (35,961)	\$ 11,500	\$ 10,499	\$ (18,000)	\$ (12,369)	\$ 11,500	\$ -	\$ (18,000)	\$ -
8E										\$ -			\$ -
	Venue Contracts												
9	Wrestling Venue	79,000	\$ 77,500	\$ -	\$ -	79,000	\$ -	\$ -	\$ -	79,000	\$ -	\$ -	\$ -
10A	Cross Country Venue	20,000	\$ 20,100	\$ -	\$ -	20,000	\$ 20,100	\$ -	\$ -	20,000	\$ -	\$ -	\$ -
10B	Basketball Venue	-	\$ -	\$ -	\$ -	-	\$ -	\$ -	\$ -	-	\$ -	\$ -	\$ -
10C	Track Venue	15,000	\$ 15,000	\$ -	\$ -	15,000	\$ -	\$ -	\$ -	15,000	\$ -	\$ -	\$ -
10D	Swimming & Diving Venue	15,000	\$ 15,000	\$ -	\$ -	15,000	\$ -	\$ -	\$ -	15,000	\$ -	\$ -	\$ -
10E	Football Venue	10,000	\$ 10,000				\$ -				\$ -		\$ -
	Sub Total - Championship Events	\$ 2,267,500	\$ 2,561,648	\$ (1,525,900)	\$ (1,809,079)	\$ 2,257,500	\$ 759,955	\$ (1,576,000)	\$ (692,200)	\$ 2,257,500	\$ -	\$ (1,576,000)	\$ -
	Educational Programs												
11	Coaching Education	\$ 175,000	\$ 237,452	\$ (25,000)	\$ (2,703)	\$ 210,000	\$ 107,163	\$ (25,000)	\$ (5,282)	\$ 210,000	\$ -	\$ (25,000)	\$ -
12	Coaching Education - Leadership Training	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
13	Coaching Education - Legal & Liability	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
14	NIAAA Training	\$ 15,000	\$ 8,065	\$ (10,000)	\$ (3,640)	\$ 15,000	\$ -	\$ (10,000)	\$ (630)	\$ 15,000	\$ -	\$ (10,000)	\$ -
15	Parents Education Program	\$ -	\$ -	\$ (4,000)	\$ (955)	\$ -	\$ -	\$ (4,000)	\$ -	\$ -	\$ -	\$ (4,000)	\$ -
16	PVH Seminars	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	CE - Travel & Misc. Expenses	\$ -	\$ -	\$ (35,000)	\$ (32,965)	\$ -	\$ -	\$ (35,000)	\$ (17,138)	\$ -	\$ -	\$ (35,000)	\$ -
	Sub Total - Educational Programs	\$ 190,000	\$ 245,517	\$ (74,000)	\$ (40,263)	\$ 225,000	\$ 107,163	\$ (74,000)	\$ (23,050)	\$ 225,000	\$ -	\$ (74,000)	\$ -
	Interest Income												
19	Investment Income	\$ -	\$ -	\$ -	\$ (16,856)	\$ -	\$ -	\$ -	\$ (5,924)	\$ -	\$ -	\$ -	\$ -
20	Interest Income	\$ 5,000	\$ 781	\$ (5,000)	\$ (3,057)	\$ 5,000	\$ 419	\$ (5,000)	\$ (739)	\$ 5,000	\$ -	\$ (5,000)	\$ -
	Sub Total Interest Income	\$ 15,000	\$ 781	\$ (5,000)	\$ (19,912)	\$ 5,000	\$ 419	\$ (5,000)	\$ (6,663)	\$ 5,000	\$ -	\$ (5,000)	\$ -
	Marketing												
21	Sponsorships (from corporate support)	\$ 662,000	\$ 1,260,939	\$ (500,000)	\$ (1,278,822)	\$ 1,275,000	\$ 1,286,326	\$ (1,095,000)	\$ (690,246)	\$ 1,313,250	\$ -	\$ (1,149,750)	\$ -
22	Misc. Marketing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	Vendor Income from Championships	\$ 35,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	Champ. Merchandise Contract	\$ 100,000	\$ 153,965	\$ -	\$ -	\$ 100,000	\$ 30,000	\$ -	\$ -	\$ 100,000	\$ -	\$ -	\$ -
25	Broadcast Rights - State	\$ 695,925	\$ 864,817	\$ (135,000)	\$ (81,107)	\$ 723,762	\$ 395,081	\$ (135,000)	\$ (32,388)	\$ 752,712	\$ -	\$ (135,000)	\$ -
26	Broadcast Rights - Sections	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Sub Total Marketing	\$ 1,492,925	\$ 2,279,721	\$ (635,000)	\$ (1,359,929)	\$ 2,098,762	\$ 1,711,407	\$ (1,230,000)	\$ (722,634)	\$ 2,165,962	\$ -	\$ (1,284,750)	\$ -
27	Dues Income (96% of prior yr.)	405,000	\$ 408,624	\$ -	\$ -	405,000	\$ 426,329	\$ -	\$ -	405,000	\$ -	\$ -	\$ -
27a	Interest on overdue accounts	\$ -	\$ 2,400	\$ -	\$ -	\$ -	\$ 600	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
28	(Forwarded to sheet 3) SUB-TOTAL	\$ 4,360,425	\$ 5,498,691	\$ (2,239,900)	\$ (3,229,184)	\$ 4,981,262	\$ 3,005,873	\$ (2,885,000)	\$ (1,444,547)	\$ 5,058,462	\$ -	\$ (2,939,750)	\$ -

2018 - 2019 YTD BUDGET
as of
January 9, 2019

CIP		2017-18	2017-18	2017-18	2017-18	2018-19	2018-19	2018-19	2018-19	2019-20	2019-20	2019-20	2019-20
		BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSES	BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSES	BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSES
	Legal & Liability												
29			\$ -		\$ -		\$ -		\$ -				
30	General Counsel Expense		\$ -	\$ (400,000)	\$ (289,253)		\$ -	\$ (400,000)	\$ (86,848)			\$ (400,000)	\$ -
31	Legal Expense - Outside Counsel		\$ -	\$ (110,000)	\$ (173,632)		\$ -	\$ (110,000)	\$ (61,201)			\$ (130,000)	\$ -
32	Legal Expense - Investigation		\$ -	\$ (25,000)	\$ (18,729)		\$ -	\$ (25,000)	\$ (11,014)			\$ (25,000)	\$ -
33	Appeal Hearings	\$ 7,000	\$ 4,050	\$ (35,000)	\$ (40,891)	\$ 7,000	\$ 5,550	\$ (35,000)	\$ (30,535)	\$ 7,000		\$ (35,000)	\$ -
34	Salary + benefits (50% of Exec. Dir. & 50% of Admin. Asst. + 100% of Coord.)		\$ -	\$ (242,891)	\$ (237,484)		\$ -	\$ (248,273)	\$ (109,341)			\$ (256,158)	\$ -
35	~ Clerical, office supplies		\$ -	\$ (8,000)	\$ (9,327)		\$ -	\$ (8,000)	\$ (5,159)			\$ (8,000)	\$ -
36	Sub-total: Legal expenses		\$ -	\$ (820,891)	\$ (769,316)		\$ -	\$ (826,273)	\$ (304,099)			\$ (854,158)	\$ -
37	Insurance Premium Expenses		\$ -	\$ (279,500)	\$ (248,926)		\$ -	\$ (279,500)	\$ (252,045)			\$ (293,500)	\$ -
38			\$ -		\$ -		\$ -		\$ -				\$ -
39	*Assessment to Schools	\$ 918,000	\$ 942,630		\$ -	\$ 1,008,000	\$ 1,013,299		\$ -	\$ 1,098,000	\$ -		\$ -
40	"In Excess" from prior year Applied to Legal & Liability				\$ -				\$ -				\$ -
41	Sub-total: Legal Defense & Insurance Assessment	\$ 925,000	\$ 946,680	\$ (1,100,391)	\$ (1,018,242)	\$ 1,015,000	\$ 1,018,849	\$ (1,105,773)	\$ (556,144)	\$ 1,105,000	\$ -	\$ (1,147,658)	\$ -
	Operating Costs												
42	Rent & utilities		\$ -	\$ (53,000)	\$ (27,201)		\$ -	\$ (53,000)	\$ (10,602)			\$ (53,000)	\$ -
43	Salaries for Staff		\$ -	\$ (900,487)	\$ (893,758)		\$ -	\$ (909,998)	\$ (404,313)			\$ (969,881)	\$ -
44	Employee Benefits (PERS + Med + Dental)		\$ -	\$ (411,000)	\$ (389,799)		\$ -	\$ (433,883)	\$ (260,110)			\$ (460,171)	\$ -
45	Other Benefits (Exec. Director's Contract)		\$ -	\$ (4,675)	\$ (6,369)		\$ -	\$ (4,675)	\$ (4,702)			\$ (4,675)	\$ -
46	Retiree's Benefits (Med + Dental)	\$ 149,000	\$ -	\$ (149,000)	\$ (60)	\$ 149,000	\$ -	\$ (149,000)	\$ (57,309)	\$ 149,000		\$ (149,000)	\$ -
47	Payroll Tax (State Unemployment +ETT)		\$ -	\$ (7,000)	\$ (5,075)		\$ -	\$ (7,000)	\$ (434)			\$ (7,000)	\$ -
48	Payroll Tax (FICA + Medicare)		\$ -	\$ (60,000)	\$ (45,928)		\$ -	\$ (60,000)	\$ (16,890)			\$ (60,000)	\$ -
49	Office Supplies / Printing		\$ -	\$ (34,000)	\$ (11,496)		\$ -	\$ (34,000)	\$ (5,159)			\$ (34,000)	\$ -
50	Mailings, Postage		\$ -	\$ (25,000)	\$ (12,115)		\$ -	\$ (25,000)	\$ (6,754)			\$ (25,000)	\$ -
51	Legislative Consultation		\$ -	\$ (47,000)	\$ (48,660)		\$ -	\$ (47,000)	\$ (16,540)			\$ (47,000)	\$ -
52	Accounting Costs		\$ -	\$ (3,000)	\$ (4,992)		\$ -	\$ (3,000)	\$ (2,788)			\$ (3,000)	\$ -
53	Audit		\$ -	\$ (21,000)	\$ (14,700)		\$ -	\$ (21,000)	\$ (14,819)			\$ (21,000)	\$ -
54	Maintenance, Equipment Repairs		\$ -	\$ (2,500)	\$ (6,700)		\$ -	\$ (2,500)	\$ (2,124)			\$ (2,500)	\$ -
55	Computer, Equip, Furn. Upgrades		\$ -	\$ (12,000)	\$ (1,531)		\$ -	\$ (12,000)	\$ (953)			\$ (12,000)	\$ -
56	Equipment Lease		\$ -	\$ (27,900)	\$ (20,441)		\$ -	\$ (27,900)	\$ (9,000)			\$ (27,900)	\$ -
57	Consultants Fees		\$ -	\$ (3,000)	\$ -		\$ -	\$ (3,000)	\$ -			\$ (3,000)	\$ -
58	Website Maintenance		\$ -	\$ (14,500)	\$ (4,077)		\$ -	\$ (14,500)	\$ (367)			\$ (14,500)	\$ -
59	Staff Travel		\$ -	\$ (1,500)	\$ (68)		\$ -	\$ (1,500)	\$ -			\$ (1,500)	\$ -
60	Telephone Service		\$ -	\$ (18,000)	\$ (14,605)		\$ -	\$ (18,000)	\$ (8,688)			\$ (18,000)	\$ -
61			\$ -		\$ -		\$ -		\$ -				\$ -
	Sub-total Operating Costs		\$ -	\$ (1,794,562)	\$ (1,507,574)		\$ -	\$ (1,826,956)	\$ (821,552)		\$ -	\$ (1,913,127)	\$ -
62	(Forwarded to sheet 3) SUB-TOTAL	\$ 1,074,000	\$ 946,680	\$ (2,894,953)	\$ (2,525,816)	\$ 1,164,000	\$ 1,018,849	\$ (2,932,729)	\$ (1,377,696)	\$ 1,254,000	\$ -	\$ (3,060,785)	\$ -

2018 - 2019 YTD BUDGET
as of
January 9, 2019

		2017-18	2017-18	2017-18	2017-18	2018-19	2018-19	2018-19	2018-19	2019-20	2019-20	2019-20	2019-20
		BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSES	BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSES	BUDGET INCOME	YTD INCOME	BUDGET EXPENSE	YTD EXPENSES
	Programs												
	Improvement in Officiating			\$ -				\$ -				\$ -	\$ -
63	Officials Accreditation		\$ -	\$ (3,000)	\$ (1,772)		\$ -	\$ (3,000)	\$ (423)			\$ (3,000)	\$ -
	Awards and Recognition Programs												
64	Scholar Athlete	\$ -	\$ -	\$ (10,000)	\$ (36,464)	\$ -	\$ -	\$ (10,000)	\$ -	\$ -		\$ (10,000)	\$ -
65	Spirit of Sport		\$ -	\$ (8,000)	\$ (45,297)		\$ -	\$ (8,000)	\$ (500)			\$ (8,000)	\$ -
66	CIF Coaches Award		\$ -	\$ (3,000)	\$ -		\$ -	\$ (3,000)	\$ -			\$ (3,000)	\$ -
	Rule Interpreters												
67	Travel expense for interpreters		\$ -	\$ (4,000)	\$ (8,558)		\$ -	\$ (4,000)	\$ (2,587)			\$ (4,000)	\$ -
68	Consultation - equity		\$ -	\$ (5,000)	\$ -		\$ -	\$ (5,000)	\$ -			\$ (5,000)	\$ -
69	California Sales Tax Exp. (Prior Year's Exp.)		\$ -	\$ (4,000)	\$ -		\$ -	\$ (4,000)	\$ -			\$ (4,000)	\$ -
	Sub-Total Programs	\$ -	\$ -	\$ (37,000)	\$ (92,091)	\$ -	\$ -	\$ (37,000)	\$ (3,510)	\$ -		\$ (37,000)	\$ -
	Governance & NFHS												
	Governance Meetings												
70	Federated Council		\$ -	\$ (75,000)	\$ (109,107)		\$ -	\$ (75,000)	\$ (42,948)			\$ (85,000)	\$ -
71	Executive Committee		\$ -	\$ (40,000)	\$ (63,760)		\$ -	\$ (40,000)	\$ (15,868)			\$ (50,000)	\$ -
72	Section Commissioners		\$ -	\$ (28,000)	\$ (40,288)		\$ -	\$ (28,000)	\$ (8,545)			\$ (30,000)	\$ -
73	Other Governance Meetings		\$ -	\$ (35,000)	\$ (38,799)		\$ -	\$ (35,000)	\$ (16,778)			\$ (35,000)	\$ -
74													
	National Federation												
75	Annual Member Dues		\$ -	\$ (5,000)	\$ (2,500)		\$ -	\$ (5,000)	\$ (2,500)			\$ (5,000)	\$ -
76	Summer Conference Meeting Expenses		\$ -	\$ (15,000)	\$ (12,417)		\$ -	\$ (15,000)	\$ -			\$ (15,000)	\$ -
77	Section 7, 8 - Fall Meeting Expenses		\$ -	\$ (7,000)	\$ (12,596)		\$ -	\$ (7,000)	\$ (5,762)			\$ (7,000)	\$ -
78	Winter Meeting Expenses		\$ -	\$ (4,000)	\$ (2,227)		\$ -	\$ (4,000)	\$ (325)			\$ (4,000)	\$ -
79	National AD's meeting		\$ -	\$ -	\$ -		\$ -	\$ -	\$ -			\$ -	\$ -
80	Other meeting expenses		\$ -	\$ (2,000)	\$ (950)		\$ -	\$ (2,000)	\$ -			\$ (2,000)	\$ -
80a	NFHS Online Exams	\$ -	\$ -	\$ -	\$ (4,600)	\$ -	\$ -	\$ -	\$ (900)	\$ -		\$ -	\$ -
81	NFHS Publications		\$ -	\$ (2,700)	\$ (884)		\$ -	\$ (2,700)	\$ (559)			\$ (2,700)	\$ -
81a	Prior Year Expenses		\$ -	\$ -	\$ -		\$ -	\$ -	\$ -			\$ -	\$ -
	Sub-Total Governance & NFHS	\$ -	\$ -	\$ (213,700)	\$ (288,127)	\$ -	\$ -	\$ (213,700)	\$ (94,187)	\$ -		\$ (235,700)	\$ -
82	Sub-total	\$ -	\$ -	\$ (250,700)	\$ (380,218)	\$ -	\$ -	\$ (250,700)	\$ (97,697)	\$ -	\$ -	\$ (272,700)	\$ -
83	Total forwarded from Sheet 1	\$ 4,360,425	\$ 5,498,691	\$ (239,900)	\$ (3,229,184)	\$ 4,981,262	\$ 3,005,873	\$ (2,885,000)	\$ (1,444,547)	\$ 5,058,462	\$ -	\$ (2,939,750)	\$ -
84	Total forwarded from Sheet 2	\$ 1,074,000	\$ 946,680	\$ (2,894,953)	\$ (2,525,816)	\$ 1,164,000	\$ 1,018,849	\$ (2,932,729)	\$ (1,377,696)	\$ 1,254,000	\$ -	\$ (3,060,785)	\$ -
85	GRAND TOTAL	\$ 5,434,425	\$ 6,445,371	\$ (5,385,553)	\$ (6,135,218)	\$ 6,145,262	\$ 4,024,722	\$ (6,068,429)	\$ (2,919,939)	\$ 6,312,462	\$ -	\$ (6,273,235)	\$ -

Salary & Burden

Salary Schedule & Burden Summary 2019-2020

The burden and salary schedule on the following pages are calculated by employee salary, which includes step increases for qualified employees, a proposed 2% salary adjustment, future employer contributions for PERS, medical, dental and vision which includes a projected 10% increase and the required Federal employee taxes (FICA and Medicare). In addition to the ten employees listed on the burden, we also include our appeals coordinator and a part time temp position that is available to use on an as needed basis.

The employees are broken out into three different line item categories based on the appropriate accounting. The categories include: salaries and benefits, marketing and legal and liability.

2019-2020 SALARY SCHEDULE

	Admin Asst. I	Admin Asst. II	Bookkeep er	Asst. to the Ex. Dir	Assistant Director	Media Relations Officer	Director of Corporate Sponsorships	Director	Director	Senior Director	Assistant Executive Director	Associate Executive Director
Step 1	\$ 42,600	\$ 46,649	\$ 52,738	\$ 69,668	\$ 71,616	\$ 78,392	\$ 106,998	\$102,309	\$102,309	\$127,193	\$ 133,553	\$ 139,912
Step 2	\$ 44,730	\$ 48,981	\$ 55,375	\$ 73,151	\$ 75,197	\$ 82,312	\$ 112,348	\$107,425	\$107,425	\$133,553	\$ 140,230	\$ 146,908
Step 3	\$ 46,967	\$ 51,430	\$ 58,144	\$ 76,809	\$ 78,957	\$ 86,427	\$ 117,965	\$112,796	\$112,796	\$140,230	\$ 147,242	\$ 154,253
Step 4	\$ 49,315	\$ 54,002	\$ 61,051	\$ 80,649	\$ 82,905	\$ 90,749	\$ 123,864	\$118,436	\$118,436	\$147,242	\$ 154,604	\$ 161,966
Step 5	\$ 51,781	\$ 56,702	\$ 64,103	\$ 84,682	\$ 87,050	\$ 95,286	\$ 130,057	\$124,357	\$124,357	\$154,604	\$ 162,334	\$ 170,064
Additional 5% Longevity after years 8, 12 & 16												
Step 9	\$ 54,370	\$ 59,537	\$ 67,309	\$ 88,916	\$ 91,402	\$ 100,050	\$ 136,560	\$130,575	\$130,575	\$162,334	\$ 170,451	\$ 178,568
Step 13	\$ 57,088	\$ 62,514	\$ 70,674	\$ 93,362	\$ 95,973	\$ 105,053	\$ 143,388	\$137,104	\$137,104	\$170,451	\$ 178,973	\$ 187,496
Step 17	\$ 59,943	\$ 65,639	\$ 74,208	\$ 98,030	\$100,771	\$ 110,306	\$ 150,557	\$143,959	\$143,959	\$178,973	\$ 187,922	\$ 196,871
												\$ 201,793
												\$ 206,837

2019-2020

EMPLOYEE	Step	SALARY	PERS 9.409% + \$105,878	MED	DENTAL	VISION	LTC	LTD	OTHER	FICA 6.2% Cap	MED 1.45%
ROGER BLAKE	N	233,643	66,822	22,754	1,784	231	3,200	3,000		6,625	3,388
Salaries - 50%		116,822	30,374	11,377	892	116	1,600	1,500		3,175	1,280
Legal/liability - 50%		116,822	30,374	11,377	892	116	1,600	1,500		3,175	1,280
JADE CHIN	N	88,916	17,605	11,377	980	231				5,513	1,289
Salaries - 50%		44,458	8,002	5,688	446	116				2,756	645
Legal/liability - 50%		44,458	8,002	5,688	446	116				2,756	645
RON NOCETTI	Y	187,495	37,124	30,713	2,365	231				7,960	2,719
BRIAN SEYMOUR	N	162,334	32,142	30,713	2,365	231				7,960	2,354
CICI ROBINSON	Y	112,796	22,334	30,713	2,365	231				6,993	1,636
REBBECA BRUTLAG	Y	100,051	19,810	30,713	2,365	231				6,203	1,451
CHRIS FAHEY	N	130,056	25,751	30,713	2,365	231				7,960	1,886
BOBBI MADSEN	N	130,575	25,854	30,713	2,365	231				7,960	1,893
JENNIFER PETERS	N	54,370	10,765	30,713	2,365	231				3,371	788
MICHELLE BARAJAS	Y	48,980	9,698	22,754	1,784	231				3,037	710
P/T TEMP		12,000								744	174
BOB WALLACE (100% legal/liability)		25,000								1,550	363
SALARIES & BENEFITS		969,881	196,103	224,099	17,312	1,848	1,600	1,500	0	51,710	14,012
MARKETING		130,056	20,809	28,829	2,602	231			460,171	8,063	1,004
LEGAL & LIABILITY		186,280	38,376	17,065	1,338	231	1,600	1,500	0	5,931	1,925
TOTALS		1,286,217	255,288	269,993	21,251	2,310	3,200	3,000	0	65,705	16,941

Marketing

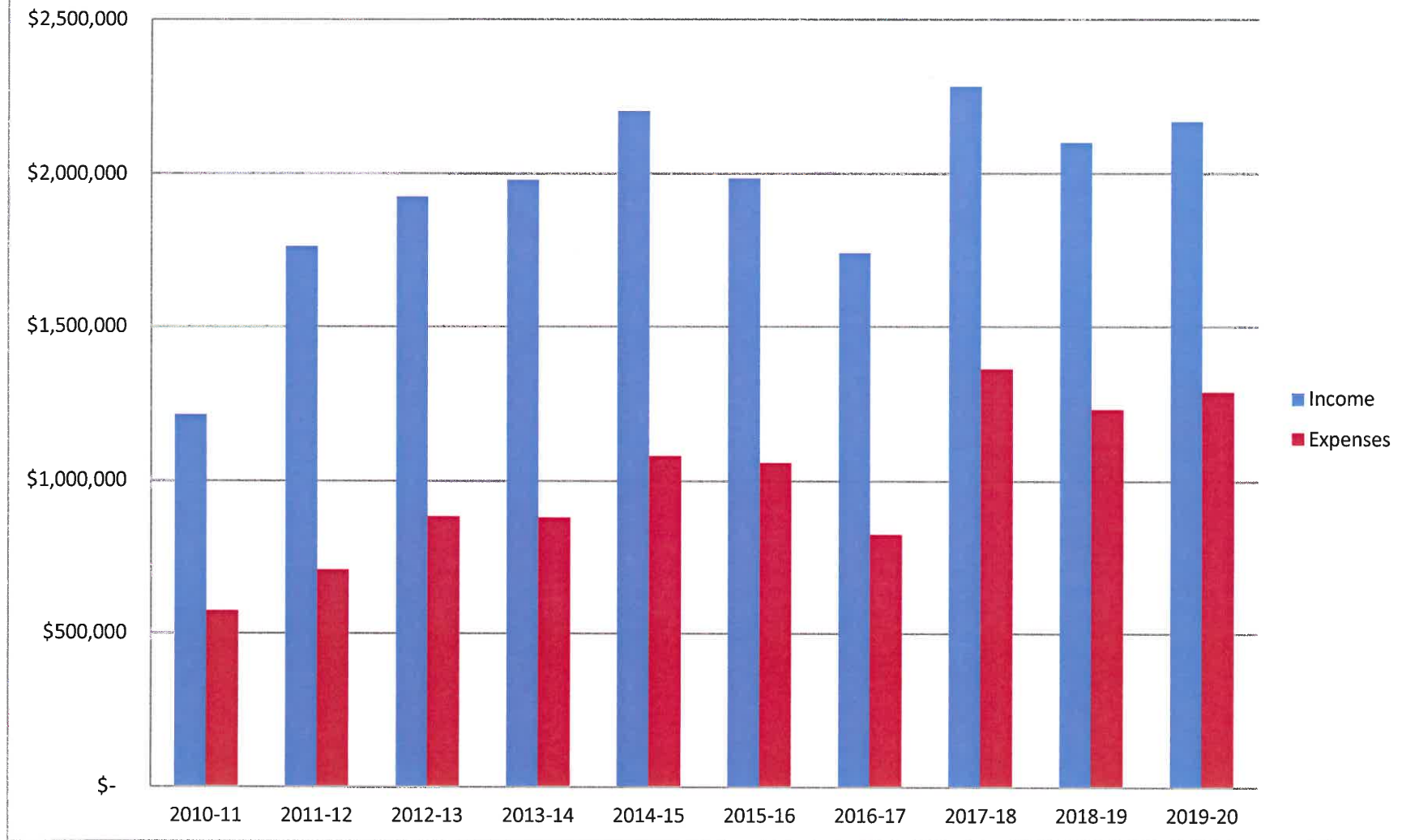
Marketing Summary 2019-2020

The marketing spreadsheet breaks down our partners based on state only and statewide contracts. Our marketing breakdowns are similar to last year, where we have guaranteed minimums for our income through 2027 for the State and all ten Sections due to a new marketing partnership with Outfront Media Sports. All marketing contracts excluding ball and broadcast rights, now go through the OMS channels.

Our broadcasts rights contract with Spectrum Sports Network has a built in 4 % annual increase that is shown in the spreadsheet on the following page. This contract is guaranteed through the 2025-26 school year.

Our partners are listed into four categories: state only, broadcast rights, section split and OMS sponsorships.

Marketing Income vs Expenses 2010-2020





California Interscholastic Federation

2019-20 State Marketing Income Overview

January 1, 2019

PARTNER	CATEGORY	EXPIRES	STATUS	ANNUAL FEE
STATE ONLY				
NIKE	Specific - State FB & Official Ball	7/31/20	Signed	\$ 35,000.00
HL CORPORATION	Sport Specific - Badminton	7/31/21	Signed	\$ 1,600.00
SUB TOTAL				\$ 36,600.00
BROADCAST RIGHTS				
SPECTRUM	Broadcast Rights State	7/31/26	Signed	\$ 752,712.00
SUB TOTAL				\$ 752,712.00
SECTION SPLIT				
HEAD PENN	Specific - Official Ball	7/31/20	Signed	\$ 4,000.00
BADEN	Specific - Official Ball	7/31/20	Signed	\$ 10,000.00
SUB TOTAL				\$ 14,000.00



California Interscholastic Federation

2019-20 State Marketing OMS Projection Split

January 1, 2019

OMS SECTION SPLIT - Year 3	
SECTION	TOTAL
CENTRAL	\$42,607.19
CENTRAL COAST	\$56,030.61
LOS ANGELES CITY	\$36,674.84
OAKLAND	\$4,588.06
NORTH COAST	\$76,892.13
NORTHERN	\$35,981.44
SAC-JOAQUIN	\$89,432.81
SAN DIEGO	\$82,782.14
SAN FRANCISCO	\$4,588.06
SOUTHERN	\$475,526.65
STATE OFFICE	\$376,755.65
	\$1,281,859.58



California Interscholastic Federation

2019-20 CIF Broadcast Rights Income

January 1, 2019

Spectrum Sports Network - Year 9			
	Gross	Net	Change
2011-2012	\$550,000.00	\$495,000.00	
2012-2013	\$572,000.00	\$514,800.00	\$19,800.00
2013-2014	\$594,880.00	\$535,392.00	\$20,592.00
2014-2015	\$618,675.20	\$556,807.68	\$21,415.68
2015-2016	\$643,422.21	\$572,645.77	\$15,838.09
2016-2017	\$669,159.10	\$595,551.60	\$22,905.83
2017-2018	\$695,925.46	\$626,332.91	\$30,781.32
2018-2019	\$723,762.48	\$651,386.23	\$25,053.32
2019-2020	\$752,712.98	\$677,441.68	\$26,055.45
2020-2021	\$782,821.50	\$704,539.35	\$27,097.67
2021-2022	\$814,134.36	\$732,720.92	\$28,181.57
2022-2023	\$846,699.73	\$762,029.76	\$29,308.84
2023-2024	\$880,567.72	\$792,510.95	\$30,481.19
2024-2025	\$915,790.43	\$824,211.39	\$31,700.44
2025-2026	\$952,422.05	\$857,179.84	\$32,968.46
	\$11,012,973.20	\$9,898,550.07	\$362,179.84

Appendix

Appendix Summary 2019-2020

The information contained in the following pages are charts that show our income and expenses over the past ten years, in our regional and state championships, which account for 36% of the organization's income, as well as legal and insurance expenses, which account for 19% of the organization's expenses.

Also included is a consolidated summary of our investment accounts with Stifel that include our non-designated reserve account, our fully funded retiree healthcare account, and our deferred building maintenance account.

Finally are two separate charts that show funds that have gone back to our Section offices since 2012 totaling nearly 6.2 million dollars. These include regional football (\$1,113,683), excess funds from the organization (\$1,180,003) and section split marketing dollars (\$3,898,653). The CIF State has continued to promote that when our organization does well financially due to good attendance at championship events, increased sponsorship dollars and cost-effective expense measures, excess funds are shared with our Sections based on the organizational marketing split. As the CIF State moves forward with our 2019-2020 budget, our goals will continue to be the same and we will aim to share our success with our Sections.

Reg/State Championship Income vs Expenses



Insurance & Legal Income vs Expenses



**CIF STATE OFFICE
RESERVE INVESTMENTS - STIFEL
CONSOLIDATED STATEMENT as of 12/31/18**

RESERVE ACCOUNT	Current Month Value	Previous Month Value
CIF NON-DESIGNATED RESERVE	\$1,664,071.57	\$1,743,872.02
CIF DESIGNATED RESERVE - RETIREE HEALTH CARE BENEFITS	\$1,554,160.00	\$1,629,915.78
CIF DESIGNATED RESERVE - DEF. MAINTENANCE BUILDING FUND	\$152,195.81	\$152,121.40
TOTALS	\$3,370,427.38	\$3,525,909.20

Money going back to Sections 2012-2017/2018

	Regional FB 2012-2017	Excess Funds 2013-2018	Marketing 2012-2018	Total
Central	\$ 70,755	\$ 79,616	\$ 294,465	\$ 444,836
Central Coast	\$ 85,890	\$ 99,506	\$ 326,731	\$ 512,127
Los Angeles	\$ 91,982	\$ 106,188	\$ 304,330	\$ 502,500
North Coast	\$ 91,436	\$ 104,825	\$ 442,382	\$ 638,643
Northern	\$ 29,841	\$ 32,539	\$ 183,893	\$ 246,273
Oakland	\$ 12,143	\$ 13,471	\$ 47,644	\$ 73,258
Sac-Joaquin	\$ 120,390	\$ 136,791	\$ 497,095	\$ 754,276
San Diego	\$ 80,482	\$ 94,421	\$ 241,060	\$ 415,963
San Francisco	\$ 12,418	\$ 14,030	\$ 42,801	\$ 69,249
Southern	\$ 259,173	\$ 327,880	\$ 781,847	\$ 1,368,900
State	\$ 259,173	\$ 170,736	\$ 736,405	\$ 1,166,314
	\$ 1,113,683	\$ 1,180,003	\$ 3,898,653	\$ 6,192,339

The figures are in red because they should not be budgeted for and are not guaranteed from year to year. Excess funds are never a guarantee and the same can be said with Regional Football distribution. While we have had success with our Regional Football games, the amounts do fluctuate based on matchups, weather and gates. Marketing dollars are in black and they are guaranteed with our contract through OMS. There may be slight fluctuations on those amounts year to year due to changes in Section enrollment and number of schools.

CIF State Excess funds to Sections 2012-2018

	Excess Funds 2012-13	Excess Funds 2013-14	Excess Funds 2014-15	Excess Funds 2015-16	Excess Funds 2016-17	Excess Funds 2017-18	Total
Central	\$ 27,778	\$ 17,323	\$ 6,748	\$ 6,748	\$ 13,625	\$ 9,540	\$ 81,762
Central Coast	\$ 36,111	\$ 20,472	\$ 7,976	\$ 7,976	\$ 15,400	\$ 10,926	\$ 98,861
Los Angeles	\$ 38,889	\$ 22,047	\$ 8,589	\$ 8,589	\$ 16,175	\$ 11,826	\$ 106,115
North Coast	\$ 38,889	\$ 22,047	\$ 8,589	\$ 8,589	\$ 15,200	\$ 10,836	\$ 104,150
Northern	\$ 13,889	\$ 7,874	\$ 3,067	\$ 3,067	\$ 2,725	\$ 1,890	\$ 32,512
Oakland	\$ 5,556	\$ 3,150	\$ 1,227	\$ 1,227	\$ 1,400	\$ 900	\$ 13,460
Sac-Joaquin	\$ 50,000	\$ 28,346	\$ 11,043	\$ 11,043	\$ 21,200	\$ 15,066	\$ 136,698
San Diego	\$ 33,333	\$ 18,898	\$ 7,362	\$ 7,362	\$ 15,300	\$ 11,502	\$ 93,757
San Francisco	\$ 5,556	\$ 3,150	\$ 1,227	\$ 1,227	\$ 1,725	\$ 1,134	\$ 14,019
Southern	\$ 100,000	\$ 56,693	\$ 22,086	\$ 22,086	\$ 73,625	\$ 53,190	\$ 327,680
State	\$ -	\$ -	\$ 22,086	\$ 22,086	\$ 73,625	\$ 53,190	\$ 170,987
	\$ 350,001	\$ 200,000	\$ 100,000	\$ 100,000	\$ 250,000	\$ 180,000	\$ 1,180,001

These figures are in red because they should not be budgeted for and are not guaranteed from year to year. The State office has been fortunate to have excess funds at the end of the fiscal years and giving money back to our Sections has always been one of our top priorities.

**CALIFORNIA INTERSCHOLASTIC FEDERATION**

CIF STATE OFFICE • 4658 DUCKHORN DRIVE • SACRAMENTO, CA 95834 • PH: 916-239-4477 • FX: 916-239-4478 • WWW.CIFSTATE.ORG

To: Federated Council**Date: March 9, 2019****Re: Executive Committee Nominations****Proposal Reviewed**

11/28/2018 - Nominating Committee

02/01/2019 – Federated Council

Proposal Recommendation

Forward Candidates to Fed. Council

Nominations Closed

Type: Election**Next:** Election

Proposal Summary: As per the CIF Constitution and Bylaw 70.F. the following Federated Council members have volunteered to be candidates to serve as candidates for a one-year term on the CIF Executive Committee for the 2019-2020 school year.

The following candidates have been nominated and have agreed to place their name for consideration to serve a one-year term on the CIF Executive Committee: (Elect 5)

Nancy Acerrio, San Diego Section

John Becker, Sac-Joaquin Section

Marty Bitter, Central Section

William Chavarin, Oakland Section

Dave Grissom, Central Coast Section

Cris Oseguera, Northern Section

Tina Tamura, Los Angeles Section

Mary Jo Truesdale, California Coaches Association, Allied

F. Elections

- (1) Elections will occur at the final meeting of the year of the Federated Council.
- (2) Elections for Executive Committee members, other than officers and the at-large committee member will be held annually. (The at-large representative will be chosen annually following the election for other Executive Committee members).
- (3) Should a second candidate be nominated from any Section or the group of Allied Organizations, only the candidate with the most votes (more votes) from that Section/or group is eligible for election.
- (4) The nominees who receive the most votes, from among those eligible for election, will be elected.
- (5) In the event of a tie between/among candidates whereby there is only one seat available and/or remaining, a revote for the remaining position will take place only between/among the candidates that are tied.
- (6) In the event there is still a tie vote after the first revote, one more vote will take place and if the tie is not broken, a flip of a coin will determine the winner.

EXECUTIVE
COMMITTEE
NOMINEE

NANCY ACERRIO

SAN DIEGO SECTION

NANCY ROSE ACERRIO
516 PATRICIA AVE. CHULA VISTA, 91910
(619) 427-8114

EDUCATION:

CIF/NIAAA ATHLETIC ADMINISTRATORS'
TRAINING – (ATHLETIC ADMINISTRATION: PRINCIPLES,
STRATEGIES AND METHODS AND MORE)

SAN DIEGO STATE UNIVERSITY 9/85-86
42 GRADUATE UNITS IN SPECIAL EDUCATION

SAN DIEGO STATE UNIVERSITY 1/75-12/75
39 POST BA UNITS IN PHYSICAL EDUCATION AND SPECIAL
EDUCATION

SAN DIEGO STATE UNIVERSITY 2/72-12/74
BA IN PHYSICAL EDUCATION, MINOR IN HEALTH
SCIENCE

LOS ANGELES PIERCE COLLEGE, WOODLAND HILLS, CA
AA IN PHYSICAL EDUCATION 2/70-1/72

CREDENTIAL:
CERTIFICATES)

RESOURCE SPECIALIST CERTIFICATE
LEARNING HANDICAPPED CREDENTIAL
RYAN SINGLE SUBJECT K-12 PHYSICAL EDUCATION
NFHS AMERICAN SPORT EDUCATION PROGRAM
COACHING PRINCIPLES COURSE 12/99
PROFESSIONAL ASSAULT RESPONSE TRAINING
CERTIFICATE
SPECIALLY DESIGNED ACADEMIC INSTRUCTION IN
ENGLISH 9/99
CPR (CURRENT)
CONCUSSION CERTIFICATE
SUDDEN CARDIAC ARREST CERTIFICATE
MANDATED REPORTER CERTIFICATE
REGISTERED ATHLETIC ADMINISTRATOR

EXPERIENCES:

ATHLETIC DIRECTOR HILLTOP HS, 2002-PRESENT
SUBSTITUTE ASB ADVISOR, HH 12/01-2/02
FACULTY ADVISORY COMMITTEE 1996-2000
SCHOOL SITE COUNCIL 2000-2006, 2008-2012
SPED DEPARTMENT CHAIR 1996-2006
RSP TEACHER HILLTOP H.S./LEARNING CENTER 9/91-8/2015
SPECIAL DAY CLASS TEACHER HILLTOP H.S. 10/86-6/91
INSTRUCTIONAL ASSISTANT SPECIAL EDUCATION, LEARNING HANDICAP 10/83-10/86
SUBSTITUTE TEACHER SWEETWATER UNION H.S. DISTRICT 1/76-10/83

COLLEGE OFFICIAL: VOLLEYBALL, BASKETBALL, 1970-76
HIGH SCHOOL OFFICIAL: VOLLEYBALL, BASKETBALL, SOFTBALL, 1970-76
RECREATION OFFICIAL, VOLLEYBALL, BASKETBALL, SOFTBALL, 1972-80

COACH JV VOLLEYBALL, 1977-82
COACH JV BASKETBALL, 1977-81
COACH JV SOFTBALL, 1977-86

COACH VARSITY VOLLEYBALL, 1982-2007
COACH VARSITY BASKETBALL, 1981-2002
COACH VARSITY SOFTBALL, 1987-2015

SAN DIEGO C.I.F. ADVISORY COMMITTEE MEMBER FOR VOLLEYBALL, BASKETBALL, SOFTBALL

CLINICIAN-CALIFORNIA COACHES ASSOCIATION (SOFTBALL) 6/99

CLINICIAN-"EXERCISE THE DREAM" PROGRAM AT THE ARCO OLYMPIC TRAINING CENTER 1995-2000

NATIONAL GIRLS AND WOMEN IN SPORTS DAY CLINICIAN, 1992-2000

VICE-CHAIR C.I.F. COORDINATING COUNCIL 2002-03

CHAIR C.I.F. COORDINATING COUNCIL 2003-05

MEMBER C.I.F. COORDINATING COUNCIL-GIRLS'
COACHES REPRESENTATIVE 1988-2016

MEMBER STATE C.I.F.EXCUTIVE COMMITTEE 2011-2014,
2017-2018

MEMBER STATE C.I.F. FEDERATED COUNCIL 2006-
PRESENT

MEMBER STATE C.I.F ADVISORY COMMITTEE 2015-

MEMBER SAN DIEGO C.I.F. BOARD OF MANAGERS 2006-
PRESENT

MEMBER SAN DIEGO C.I.F.EXECUTIVE BOARD 2006-
PRESENT

PANELIST-C.I.F. SPORTS MARKETING SEMINAR
(OFFICIAL/COACHES RELATIONSHIPS & CONCERNS,
PLUS ASSOCIATED STUDENT BODY FUND
SOURCES/FUND RAISING)

SAN DIEGO C.I.F. GIRLS' BASKETBALL TOURNAMENT
DIRECTOR 2002-2012

SPEAKER SAN DIEGO SYMPOSIUM 9/2016, (DEALING
WITH TRANSGENDER ATHLETES)

**PROFESSIONAL
ORGANIZATIONS:**

CALIFORNIA STATE ATHLETIC DIRECTORS
ASSOCIATION
CALIFORNIA COACHES ASSOCIATION
NATIONAL FASTPITCH COACHES ASSOCIATION
NATIONAL INTERSCHOLASTIC ATHLETIC
ADMINISTRATORS ASSOCIATION
NATIONAL FEDERATION OF HIGH SCHOOLS
HIGH SCHOOL SPORTS ASSOCIATION OF SAN
DIEGO-BOARD OF DIRECTORS, PAST PRESIDENT

RECOGNITIONS:

CITY OF CHULA VISTA CHAMPION, 2017
COACHING LEGEND, SAN DIEGO HALL OF
CHAMPIONS, 2016
CALIFORNIA STATE ATHLETIC DIRECTORS
ASSOCIATION – SAN DIEGO SECTION – ATHLETIC
DIRECTOR OF THE YEAR 2013-2014
NATIONAL FAST PITCH COACHES ASSOCIATION
500 VICTORY CLUB, 2010
HIGH SCHOOL SPORTS ASSOCIATION HEAD
COACH AWARD WINNER, 2007
CALIFORNIA STATE ATHLETIC DIRECTORS, NORM
MCKENZIE AWARD, 2006
HILLTOP HIGH SCHOOL TEACHER OF THE YEAR,
2005-06
C.I.F. DISTINGUISHED SERVICE AWARD, 1998
NOMINATED SOFTBALL COACH OF THE YEAR-
CALIFORNIA COACHES ASSOCIATION, 2002&2003
HILLTOP H.S. PTSA TEACHER OF THE YEAR 2001
HILLTOP H.S. STAFF MEMBER OF THE MONTH 5/99
CAL-HI COACH OF THE YEAR, SOFTBALL, 1996
SOUTH BAY SOFTBALL COACH OF THE YEAR, 1988

REFERENCES:

JERRY SCHNIEPP - COMMISSIONER C.I.F. SAN
DIEGO SECETION
TOM GRAY - PRINCIPAL, HILLTOP HS
ERNIE ZAMUDIO - RETIRED PRINCIPAL
SWEETWATER UNION HS DISTRICT

EXECUTIVE
COMMITTEE
NOMINEE

JOHN BECKER

SAC-JOAQUIN SECTION



JOHN C. BECKER

5024 Recital Way, Roseville, CA 95747

(916)468-9053 jbecker@rjuhsd.us

CIF EXECUTIVE COMMITTEE MEMBER

PROFILE

As an experienced administrator, I am pursuing the distinguished opportunity to further my leadership growth within the CIF. The CIF Executive Committee aligns properly with my interests and experience as it pertains to education-based athletics and student engagement.

EDUCATION

M.A. EDUCATION ADMINISTRATION

National University

1999

B.A. PHYSICAL EDUCATION

California Lutheran University

1994 All-America Baseball Team

1995

EXPERIENCE

EXECUTIVE DIRECTOR OF PERSONNEL SERVICES / ROSEVILLE JT UNION HSD

7/2018 – Present

This position crosses various areas of HR and Student Services.

- Oversee Athletic Directors and Assistant Principals over athletics.
- Approving manager of all student transfers, discipline, and attendance.
- Manage district and site safety plans and Title IX investigations.
- Public Information Officer, negotiating team, and oversee district nurses.

PRINCIPAL / ANTELOPE HS / ROSEVILLE JT UNION HIGH SCHOOL DISTRICT

7/2007 – 6/2018

As the founding principal, collaborated with community stakeholders to develop a vision and core values for the school and deliver programs that represent campus diversity and create a sense of place for all students.

- Developed successful regionally recognized athletic program within Title I school.
- Implemented nationally regarded PLTW program (engineering, biomedical, comp science).
- Recognized through national case study as an outstanding model for positive school culture.
- Annual student completion of UC/CSU 'a-g' requirement near or at 75%.
- ACSA Secondary Principal of the Year (Placer County and Region 2 – 2016)
- State awards for PBIS, CTE, Equity in AP, and Title I Achievement.

PRINCIPAL / WEST CAMPUS HS / SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

8/2003 – 6/2007

Upon my arrival, West Campus had completed their first year of transitioning into an independent high school (formerly a satellite campus of Hiram Johnson). As a school team, we successfully developed a school vision to align to the district's E21 School Reform Initiative.

- Increased API from 766 to 871 and achieved highest API score in Sacramento region.
- Successfully transitioned school to full college preparatory program.
- Served as Athletic Director (05-07)
- Implemented Common Planning Time to support the PLC model.

PRINCIPAL / OAKRIDGE ELEM / SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

7/2001 – 7/2003

Located in Oak Park, Oakridge was 95% Title I and 70% English Learners. Prior to becoming principal, I was the vice principal at Oakridge from 2000-01.

- Developed and facilitated the “Academic Conference” model for teacher collaboration, data analysis, socioeconomic monitoring, and accountable goal setting and plan development.
- School was model of for school safety and procedures (BEST School – prior to PBIS).
- Participated in extensive capacity building training (Ruby Payne, Kate Kinsella, Data Analysis, ELA, ELD, Math, Classroom Observations (Stachowski).
- Increased API over 100 points in 2 school years.

**OUTREACH CONSULTANT- PE TEACHER / W.LAND ELEM / SACRAMENTO CITY
UNIFIED SCHOOL DISTRICT**

8/1997 – 6/2000

- Assigned Teacher-in-Charge (98-00)
- As a PE teacher (97-99), organized prep schedule to support 90 minutes a week of grade level collaboration (common planning time).
- As an Outreach Consultant (98-00), responsible for all SST's, At-Risk students (academic, behavior, and attendance).
- Taught PE, Health, ELD, and Reading Intervention

TEACHER / LAGUNA CREEK HS / ELK GROVE UNIFIED SCHOOL DISTRICT

7/1995 – 6/1997

- Taught long-term miscellaneous assignments in PE, Earth Science, In-House Suspension
- Asst. Varsity Baseball Coach (97-00), Head JV Soccer Coach (95-98) and Head JV Baseball Coach (96)

OTHER RELATIVE EXPERIENCE

CIF – Sac Joaquin Section President	2018 - 2020
CIF – SJS Executive Committee Member / CIF Federated Council Member	2016 - Present
Capital Valley League President / SJS Board of Managers	2010 - 2012
ACSA Human Resources Academy Attendee	2017 - 2018
ACSA Principal's Academy Attendee	2005 - 2006
WASC Visiting Team Member (6 visits)	2004 - Present
Leadership Roseville Member	2017 - 2018
Chairperson for SJS Negotiations with the Northern CA Officials Association	2017 - 2018
PCOE Tier 1 Admin Credential Program Online Coach	2014 - 2018

PRESENTATIONS

Hiring Practices – RJUHSD Leadership Academy	Feb 2018
Equity in AP – PCOE Tier 2 Program	Various 2017 - 18
PLTW Internship Strategies – PLTW Conf. Indianapolis	April 2017
Admin PLTW Panel – PLTW Conf. Indianapolis	Oct 2015
School Culture – Phil Boyte Leadership Training	Various 2014 - 16
Academic Conference Model – CSUS Leadership Class / SCUSD Leadership	2002
High Poverty – High Achieving Schools – SCOE & SJCOE	1998-1999

EXECUTIVE
COMMITTEE
NOMINEE

MARTY BITTER

CENTRAL SECTION

Marty Bitter

PERSONAL

9906 N. Recreation Avenue
Fresno, CA 93720
Cell (559) 906-7121
teambitter@hotmail.com

PROFESSIONAL

2401 W. Almond Ave.
Madera, CA 93637
(559) 664-8043 ext. 110
martybitter@maderausd.org

OBJECTIVE:

To obtain a seat on the CIF State Executive Board where innovation, organization, accountability and strong leadership is desired.

EXPERIENCE:

Educational Leadership

"Marty has played the major role in building the athletic program at our site from the ground up. He has recruited quality teachers and coaches and established a culture of excellence at our site."

-Sandon Schwartz, Deputy Superintendent

"Mr. Bitter's determination to establish a structured yet cooperative environment among all stakeholders resulted in an efficient and effective athletic program. The positive environment that exists today is reflective of his leadership."

-John Denno, Principal
Nipomo High School

"Mr. Bitter leads by example and makes a difference in the lives of our students and coaches."

-Scott Donegan, Head Football Coach
Madera South High School

District Administration

DIRECTOR OF ATHLETICS

July 2013 – Present

Madera Unified School District

- Implemented systemic protocols, policies & procedures for athletic & PE programs
- Developed multifaceted evaluation of personnel, programs, facilities and participants
- Established recruitment and selection process that elicits the most qualified candidates
- Organized certification and professional growth curriculum for district coaching staff
- Organized, scheduled and operated our Elementary Athletic Programs
- Organized, scheduled and oversee our Elementary Physical Education Program which consists of 25 teachers and 18 elementary school sites
- President, CIF Central Section
- State CIF Executive Committee Member
- Advisory Chair for State Football and Swim Committee's
- CSADA Central Section Athletic Director of the Year 2018
- Awarded the Carol M White Physical Education Program (PEP) Grant
- Manage the state mandated district physical fitness testing implementation and data
- Supervise the high school and middle school athletic directors

Secondary Administration

ATHLETICS DIRECTOR

July 2006 – June 2013

Madera South High School
705 W. Pecan Ave. Madera, CA 93637

- Coordinated and developed budgeting, hiring coaches, scheduling, transportation for a new high school
- Developed and implemented a coaching evaluation process
- Established a non-profit organization for the financial support of athletic programs
- Coordinated alignment of various levels inclusive of feeder programs and all staff
- Enhanced various athletic programs with comprehensive off and in-season training
- Implemented and certified to teach ASEP and CPR/1st Aid with American Red Cross
- Involved as a CIF Appeals Officer and working to become a Certified Athletic Administrator

COORDINATOR

K-12 Athletic & Physical Education

July 2005 – July 2006

Madera Unified School District
1902 Howard Rd. Madera, CA 93637

- Supervised the elementary physical education specialists
- Organized and implemented our MULES (Madera Unified League of Elementary Schools) athletic program
- Coordinated the district nutrition grant
- Worked directly with the high school and middle school athletic directors

Classroom Instruction

PHYSICAL EDUCATION, GRADES 7-8 Middle School Athletic Director (CVAL)

July 1996 – July 2005

Thomas Jefferson Middle School
1407 Sunset Ave. Madera, CA 93637

- Provided department leadership in curricular alignment, assessment and instruction.
- Researched and utilized alternative instructional strategies and scheduling.
- Implemented a reading across the curriculum program for Physical Education Dept.
- Developed and organized a school-based middle school football program.
- Organized scheduling, transportation, officials, certifications and meetings for athletics program.

Marty Bitter

"I can honestly say Marty is one of the most highly respected educators and athletic administrators in the Central San Joaquin Valley."

-Jim Crichlow, Section
Commissioner
CIF Central Section

Athletic Team Coach

COACHING EXPERIENCE

Boys' Basketball (13 years) HS (7 yrs.)
MS (6 yrs.)

Cross Country (2 years) Middle School
Boy's Golf (3 years) Middle School
Track Coach (6 years) Middle School

- Implemented an articulation process from elementary to high school programs
- Worked in conjunction with high school varsity coaches
- Developed practice plans and directed them to assistant and lower level coaches
- Managed fiscal and human resources for athletic teams
- Evaluated assistant coaches

October 1990 – July 2003

Kerman High School
205 South First St
Kerman, CA 93630

Madera Unified
1902 Howard Rd
Madera, CA 93637

EXPERIENCE:

Curriculum/Instruction

Physical Education / Health

- Developed CA aligned curriculum
- TJ PE Instructor (96-05)
- Developed strength and conditioning unit for Middle School PE
- Established reading across the curriculum program
- Articulated the Spark Physical Education Curriculum 1st -12th grade in accordance with the Carole M. White PEP Grant

Business Services

"Mr. Bitter has orchestrated the facilities, equipment and personnel to create a culture that embraces honor, resiliency, fortitude and excellence."

-Robert Chavez, Chief Academic
Officer
Madera Unified School District

Facilities/Grounds/Maintenance

- Supervised field maintenance
- Coordinated community and school usage
- Facility/Site construction with remodeling
- Equipment maintenance and ordering

Transportation

- Modifications to reduce expenditures
- Projections, scheduling and oversight
- Monitored costs for district, chartered and rented transportation

Budgetary Projection & Oversight

- Developed high school athletics budget
- Associated Student Bodies
- Monitored revenue through gate receipts and fundraising
- Monitored payment for officials through Game Check

Scheduling

- Schedule Star, team and facilities
- The Arbiter, officials

Community Relations

Outside Organizations

- Madera F.A.N. (Foundation for Athletic Needs)
- Stallion Athletics Booster Club

Community Involvement

- Guest Speaker, Madera Rotary Club
- Guest Speaker, Madera Lions Club

Human Services

"Mr. Bitter's approach to management of personal and facilities are professional, proven, and preferred by all of his colleagues. His leadership is easily received and frequently requested."

-John Denno, Principal
Nipomo High School

Evaluation

- Certificated & Walk-On coaches
- Implemented District Evaluation Procedures
- Assessed program success and student involvement for improvement and growth

Recruitment & Selection

- Certificated, Classified, & Temporary
- Developed Madera South coaching philosophy

Compensation

- Research/Recommended Salary Schedule
- Procedures for contracting and payroll

Professional Development

- Conducted staff meetings and clinics
- Helped establish school-based middle school football program
- Established certification program

Marty Bitter

EDUCATION:

Degrees

Credentials

Certifications

Memberships

Bachelor of Sciences, Kinesiology
C.S.U., Fresno – Fresno, California
September 1989 – May 1994

Single Subject Credential
National University - Fresno, California
January 1995 – July 1995

Coaching Principles Instructor
American Sports Education Program/C.I.F.

Assoc. of California School Administrators
Since 2005

Nat'l Interscholastic Athletic Admin. Assoc.
Member ID# 17022618

Associate of Arts, General Education
Fresno City College – Fresno, California
September 1983 – May 1986

Administrative Credential
Bridges to Leadership
June 2017

1st Aid & CPR Instructor
Amer. Red Cross - Fresno-Madera Counties Chapter

California State Athletic Directors Assoc.
Since 2006

REFERENCES:

"Marty Bitter serves as a tremendous role model for our students and our staff. He leads by example and "walks the walk."

*-Sandon Schwartz, Deputy Superintendent
Administrative and Support Services, MUSD*

PROFESSIONAL

Sandon Schwartz
*Deputy Superintendent of
Administrative and Support Services, MUSD*

Todd Lile
Superintendent, MUSD

Sheryl Sisil
*Associate Superintendent
Educational Services, MUSD*

Andrea Devine
Athletic Director, Madera South High School

John Fernandez
Athletic Director, Madera High School

Jim Crichlow
Section Commissioner, CIF Central Section

PERSONAL

1902 Howard Road, Madera, CA 93637
(559) 675-4500

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(559) 675-4500

705 W. Pecan Ave., Madera, CA 93637
(559) 675-4644

200 S. L Street, Madera, CA 93637
(559) 675-4444

P.O. Box 1567 Porterville, CA 93258
(559) 781-7586

EXECUTIVE
COMMITTEE
NOMINEE

WILLIAM
CHAVARIN

OAKLAND SECTION

WILLIAM E. CHAVARIN

11321 Golf Links Road | Oakland, CA 94605 | (510) 866-3627 | william.chavarin@ousd.org

EDUCATIONAL LEADERSHIP EXPERIENCE

Oakland Unified School District

Castlemont High School Principal

Oakland, CA

- Lead design team to improve leadership, teaching, culture, facilities, and curriculum
- Manage three assistant principals to lead five small learning communities
- Build connections of school experience to real world opportunities
- Manage budget
- Present to Board of Education

Emeryville Unified School District

Principal

Emeryville, CA

- Lead instructional leadership team
- Lead culture team
- Facilitate professional development for teachers
- Manage facilities
- Manage budget
- Present to Board of Education

Dean of Students

- Implement a school-wide Behavior Management Cycle.
- Create a positive and safe school environment.
- Research and implement block scheduling.
- Build relationships with surrounding schools, community members and businesses.
- Oversee the athletic department budget.

Athletic Director

- Coordinate transportation for all teams
- Schedule all games for all teams
- Develop coaching staff
- Coordinate facilities for practice and games

GEARUP Project Coordinator

- Create and implement a college going culture.
- Hire staff to support college acceptance.
- Manage budget and allocate funds appropriately.
- Build relationships with various colleges, schools, and community centers.
- Complete Annual Performance Review for federal grant.

Aspire Public Schools

Principal, Summer School

Oakland, CA

- Create schedule for high school and middle school students.
- Hire staff (8 teachers, 1 administrative assistant, and 1 clerical).
- Communicate with families and community.
- Mediate conflicts with between students, parents, and staff, and handle students' disciplinary issues.
- Control budget and allocate funds appropriately.

Aspire Public Schools

Coordinator, After School Program

Oakland, CA

- Design, implement, and oversee an Extended Day Program that is run by staff that may include independent consultants, volunteers and teachers.
- Recruit, screen, hire, train, supervise, coach, and evaluate staff, including school building personnel, according to personnel guidelines
- Design interventions to meet individual needs of students and assist in providing leadership in strengthening the overall instructional program.
- Helps monitor and compile student, school, and program performance data.
- Attend and participate in parent and program collaborative meetings.
- Assist in the development of an evaluation plan for the After School Program.
- Control budget and allocate funds appropriately.

After School Summer Program**Alameda, CA****Founder**

- Co-creator and founder of a not-for-profit camp and after-school program for 400 youth that was recognized by the City of Oakland Housing Authority as a “promising program”.
- Negotiated joint ventures with the College of Alameda, Oakland Unified School District (21st Century), City of Oakland, and Jumpers R Us.
- Developed curriculum for Math, Reading, and Athletic courses.
- Hired top Bay Area teachers to mentor junior college students.

EDUCATIONAL INSTRUCTIONAL EXPERIENCE**Castlemont High School – Oakland Unified School District****Oakland, CA****8/14-Present****Principal**

- Lead design team to improve leadership, teaching, culture, facilities, and curriculum

Emery Secondary School – Emeryville Unified School District**Emeryville, CA****8/11 – 6/14****Principal**

- Lead design team to improve leadership, teaching, culture, facilities, and curriculum

Emery Secondary School – Emeryville Unified School District**Emeryville, CA****8/08 – 6/11****Teacher, Algebra One**

- Prepare students for next grade level math as well as what to expect from high school.

Lionel Wilson College Preparatory Academy- Aspire Public Schools**Oakland, CA****9/05-6/08****Teacher, 7th Grade Math**

- Prepare students for next grade level math as well as what to expect from high school.

Lowell Middle School - Oakland Unified School District**Oakland, CA****9/04-6/05****Teacher, 7th Grade Math/Science**

- Prepared students for next grade level math/science as well as what to expect from high school.

KIPP - Oakland Unified School District**Oakland, CA****9/03-6/04****Teacher, 7th Grade Math/Science**

- Work on constantly challenging grade level.
- Work with advanced students on science projects, pre-algebra and geometry.

Lowell Middle School - Oakland Unified School District**Oakland, CA****9/02-6/03****Teacher, 6th Grade, Humanities**

- Assist transitioning elementary school children in humanities and appreciation for other cultures.

EDUCATION**San Jose State University****San Jose, CA**

Masters of Arts, Educational Leadership & Administrative Credential

2008**California State University, Hayward****Hayward, CA**

Multiple Subjects Credential

2008**California State University, Monterey Bay****Seaside, CA**

Bachelor of Arts in Liberal Studies

2002

Supporting courses in Human Development and Multicultural Studies

Laney College**Oakland, CA**

Associate of Arts Degree in Social Sciences

1998

EXECUTIVE
COMMITTEE
NOMINEE

DAVE GRISSOM

CENTRAL COAST
SECTION

David A. Grissom

3667 Mona Way
San Jose, California 95130

(408) 768-5585

Education: MA, Administration/Education, SJSU, San Jose, CA. 2000
BA History, San Diego State University, San Diego, CA. 1990

Professional Experience:

Mountain View Los Altos Union High School District

Principal-Mountain View High School 2013-Present

- 2015 California Gold Ribbon Distinguished School
- Coordinated all staff hiring and recruitment efforts
- Evaluated certificated and classified employees
- Member of the MVLA Negotiations Team
- Athletics: Current President of the CCS
- ACSA: Completed Professional Development Series for Human Resources

Santa Clara Unified School District

Principal-Santa Clara High School 2007 - 2013

- Coordinated the Master Schedule and all staffing
- Coordinated all construction efforts at SCHS
- Evaluated certificated and classified employee
- Member of SCUSD Educational Services Committee
- Member of SCUSD Negotiations Team
- Athletics: Member of CCS Executive Committee, CCS Board of Managers, CCS Sportsmanship Committee and SCVAL Board of Managers
- ACSA: President of SCUMA (Santa Clara Unified Management Association), Vice President and Past President

Vice Principal-Santa Clara High School 2002-2007

Emphasis on Curriculum, Instruction and Guidance:

- Coordinated the Master Schedule and staffing
- Coordinated testing at SCHS (AP, STAR, CAHSEE, SABLE2, etc.).
- Member of ELD Task Force for SCUSD
- Member of the SAT Team for at-risk students
- Organized and facilitated all 504 plans
- Member of SCUSD recruitment efforts

David A. Grissom

Vice Principal-Santa Clara High School 2000-2002

Emphasis in Discipline and Attendance:

- Coordinated the School Safety Plan.
- Member of the SAT Team for at-risk students.
- Member of the district high school articulation team.
- Served on SRAC committee concerning articulation between Santa Clara Police Department and the Santa Clara Unified School District.

San Jose Unified School District

Assistant Principal-Abraham Lincoln High School 2000-2002

Emphasis in Discipline and Attendance:

- Evaluation of classified and certificated personnel
- Served on Expulsion and SARB panels for the SJUSD
- Taught Leadership class for Lincoln High School
- Coordinated graduation in 2000
- Coordinated the facilities move of 37 classified and certificated employees during the 1999-2000 school year

Santa Clara Unified School District

Teacher-Santa Clara High School 1997 - 1998

- 40% Administration — Discipline and Attendance
- ELD Civics, World History, AP Economics.
- Evaluation of all coaches.
- Link Crew Coordinator
- ELD Facilitator
- Athletic Director
- Graduation Coordinator

Teacher-Santa Clara High School 1994 - 1997

- ELD Beginning English, ELD World History, Civics,
- AP Economics, grades 9-12.
- Football Coach
- Baseball Coach
- Sophomore Class Advisor
- EL Coordinator
- Graduation Coordinator

Credentials: Professional Administrative Services Credential, SJSU, San Jose, CA. 2002
Single Subject, History; CBEST, passed 1990;
CLAD, 1995; SDAIE Training, 1996
Teaching Credential, California Polytechnic University, Pomona, CA. 1992

David A. Grissom

Personal: Married for 24 years to my wife Christine. We are active in our local church and assist engaged couples in their transition into marriage. We have two children, Ryan (19) and Connor (15).

References: Dr. Jeff Harding, Superintendent
Mountain View Los Altos Union High School District
1299 Bryant Ave.
Mountain View, CA
(650) 940-4668

Wynne Satterwhite
Mountain View Los Altos Union High School District
201 Almond Ave.
Los Altos, CA.
(650) 960-8812

Dr. Barry Groves, Retired Superintendent
Mountain View Los Altos Union High School District
147 Vista Del Monte
Los Gatos, CA 95030
(650) 862-5243

EXECUTIVE
COMMITTEE
NOMINEE

CRIS OSEGUERA

NORTHERN SECTION

Cris Oseguera

P.O. Box 4066 Chico, CA 95927
530.521.2665 coseguera@hudschools.org

EXPERIENCE

- 2009-present** **Principal**
Hamilton High School- **Hamilton City, CA**
- Model expected and appropriate leadership to staff and students and demonstrate positive interaction with students, staff, and families
 - Oversee administrative functions related to high school
 - Build productive relationships to strengthen and enhance student and parent educational experience
 - Monitor student behavior and enforce discipline; manage all details regarding student discipline
 - Define and enforce student academic achievement standards in line with school, district, and state goals and objectives
 - Monitor and evaluate educational programs to ensure performance growth objectives and standards are continuously achieved
 - Perform classroom evaluations to assess strategies and effectiveness and promote constructive growth among staff
 - Promote instructional practices driven by data and that are student centered
- 2007-2009** **Assistant Principal/Social Studies Teacher**
Hamilton High School- **Hamilton City, CA**
- 1996-2007** **Social Studies Teacher**
Gridley High School- **Gridley, CA**
- Taught World History; US History; Government; Economics; AP US History; Honors Gov't
 - Social Studies Department Chair- Five years
- 2002-2007** **Athletic Director**
Gridley High School- **Gridley, CA**

EDUCATION

- 2005** **Master of Arts- Education**
California State University, Chico- **Chico, CA**
- 1995** **Bachelor of Arts- History**
California State University, Chico- **Chico, CA**
- 1991** **Associate of Science- General Studies**
Yuba Community College- **Marysville, CA**

CERTIFICATIONS

Valid California Teaching Credential; Valid California Administrative Credential

AFFILIATIONS

Northern Section, CIF
President of NSCIF 2017-2019; Member of NSCIF Executive Committee;
Member of NSCIF Board of Managers

Association of California School Administrators

EXECUTIVE
COMMITTEE
NOMINEE

TINA TAMURA

LOS ANGELES CITY
SECTION

Tina N. Tamura

12424 Hammack Street Los Angeles, CA 90066 Cell: (310) 739-5484 ttamura@lausd.net

EXPERIENCE:

- 2018-present Executive Committee member of State CIF Federated Counsel
- 2014 -present Los Angeles City Section Representative to CIF Federated Counsel
- 2014-present Exposition League Commissioner-Los Angeles City Section
- 2013 Central League Commissioner - Los Angeles City Section
- 2012-present NIAAA Credentials Committee Section 7 representative
- 2012-2015 NIAAA Athletic Director representative to the NFHS Student Services Committee
- 2008-present BOM Representative Los Angeles City Section
- May 2005-present Santee Education Complex, Athletic Director- CMAA, Physical Education Teacher, Los Angeles Unified School District
- May - Nov 2004 Tournament Director, Special Olympics Golf National Invitational Tournament
- Dec. 2003-2008 Production Assistant, Los Angeles Forum, Forum Enterprises, SMG
- July 2003 Internship, Tournament Operations Coordinator, Office Depot Championship Hosted by Amy Alcott, City of Hope
 - Assist Tournament Director with operation of an LPGA tournament
- December 2003 Marketing / Planning & Organizing Team, NCAA Division I Women's Regional Volleyball Tournament, Long Beach State, Athletic Department
- 1994-2003 Palisades Charter High School, Athletic Director, Physical Education Teacher, Coach (Cross Country, Girls Basketball, Girls Soccer, Track & Field)
- 1992-1994 Beverly Hills High School, Teacher-aide/Basketball, Track & Field Coach.

Volunteer Championship Supervision most Los Angeles City Section Athletics
Past Coordinator Swim & Diving results Los Angeles Swim Championships
Past Coordinator Cross Country and Track and Field results Los Angeles Championships
Planning committee for annual Athletic Directors symposium
2009 - present CA LTI instructor and CTA for NIAAA

CERTIFICATIONS, RECOGNITIONS, ORGANIZATIONS:

- 1992 AESP - Coaching Certificate
- 2000 Advisory Board for Los Angeles Section Athletic Directors Association
 - President 2008 - present
- 2003 Norm McKenzie Award-CSADA Los Angeles City Section, Rookie Athletic Director of the Year
- 2006 Certified Athletic Administrator (CAA)
- 2007 Board of Directors for California State Athletic Directors Association (CSADA)
 - Los Angeles City VP 2007-2015
 - President 2015-17
 - Past-President
- 2007 CSADA - Los Angeles City Section Athletic Director of the Year
- 2011 Certified Masters Athletic Administrator (CMAA)
- 2011 NIAAA California State Award of Merit
- 2013 CAA Female AD of the Year
- 2014 CSADA Orran Qualls Award
- 2015 CIF- Los Angeles City Section Distinguished Service Award
- 2018 IAC Director representative for Los Angeles Unified School District
- NIAAA, NFHS, CSADA, CAA, WBCA membership

EDUCATION:

- 2004 M.A., Physical Education - Sports Management, California State University, Long Beach
- 1996 National University, California Clear Teaching Credential
- 1992 B.A., Physical Education - Exercise Science, California State University, Northridge

EXECUTIVE
COMMITTEE
NOMINEE

MARY JO
TRUESDALE

CAL COACHES

Mary Jo Truesdale

7046 Rosado Drive, El Dorado Hills, CA 95762
maryjo_52@sbcglobal.net | 916.849.6550



Professional Summary

- Over 40 years combined of athletic coaching experience in multiple sports – basketball, volleyball, and softball
- Founding head coach of Sheldon High School softball, established in 1997
- Overall career coaching record: 740-242-5
- 2018 Season: 25-5 (13-1 in the Delta League); League Champions, Division I SJS Section Runners Up, ranked #17 by MaxPreps in California, ranked #71 in the nation
- 8 Sac-Joaquin Section Division I Championships
- Many impact student-athletes have graduated and moved on to play at the collegiate level on a scholarship and many continued to play internationally and professionally

Education

Michigan State University

East Lansing, Michigan

Master of Arts in Educational Administration, 1975

Bachelor of Science in Physical Education and Bachelor of Arts in Spanish, 1985

Experience

Head Softball Coach | Sheldon High School Elk Grove, California 1997 – Present

Career record (to date): 498-140-5

Awards/Accolades:

- National Fastpitch Coaches Association: Victory Club 700 Win Milestone in 2017, Victory Club 600 Win Milestone in 2013, Victory Club 500 Win Milestone in 2008, Regional Coaching Staff of the Year in 2008 and 2016
- Delta League Coach of the Year: 2002, 2003, 2005, 2006, 2009, 2011, 2014, 2016, 2017, 2018
- Prep2Prep Northern California Female Team Coach of the Year: 2017
- Inducted into the Sac Joaquin Section Hall of Fame in 2012
- Sacramento Metro Area Coach of the Year: 2002, 2008, 2015, 2016, 2017
- Selected Sacramento Senior Optimist Coach (All-star Game): 2000, 2009, 2014, 2015, 2017
- Inducted into the Sacramento Senior Optimist Hall of Fame in 2009
- Delta River League Coach of the Year: 2007, 2008
- California Sac Joaquin Coach of the Year: 2007, 2008
- Cal Hi State Softball Coach of the Year: 2007; Section Honor Coach: 2008
- National High School Softball Coach of the Year Finalist: 2007
- California Coaches Association Softball Coach of the Year: 2006
- Western States Regional Coach of the Year: 2006
- Sacramento Bee Coach of the Year: 2002

Head Softball Coach | Elk Grove High School Elk Grove, California 1991 – 1997

Awards/Accolades:

Record: 129 – 51

- Delta League Coach of the Year: 1995, 1996, 1997
- Sacramento Metro Area Coach of the Year: 1995
- Selected High School Optimist All Star Game Coach: 1995

Head Softball Coach | Charlotte High School (85-52) Charlotte, Michigan 1986 – 1989

Head Softball Coach | The Valley School (28-12) Schwarz Creek, Michigan 1977 – 1986

Professional Organization Memberships & Service

National Fastpitch Coaches Association (NFCA) member 1994 – Present
State Liaison, 2018

All American High School Selection Committee, 2018

California Interscholastic Federation (CIF) Federated Council member 2009 – Present

California Coaches Association Board member	2009 – Present
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National Federation of High Schools (NFHS) 2015 – Present

NFHS National COY Selection Committee 2015 – 2018

Notable Players

Megan Corriea, Class of 1996
Elk Grove High School
Sacramento City College
University of Louisiana, Monroe; Humboldt State University
Current Head Coach of Southwestern Oregon Community College

Nikki Cinque, Class of 2002
Sheldon High School
Sacramento City College
California State University, Sacramento

Shannon Brooks (Tuua), Class of 2002
Sheldon High School
Cal Poly University

Jaci Ecker, Class of 2002
Sheldon High School
Sacramento City College

Jolene Henderson, Class of 2009
Sheldon High School
University of California, Berkeley
USA National Team Member
NPF Draft 2015: Dallas Charge
Current USSSA Pride Professional Softball Player and Volunteer Assistant Coach at University of Florida

Lindsey (Ziegenhirt) Munoz, Class of 2009
Sheldon High School
University of California, Berkeley
Current Co-Head Coach of 16U Lady Magic Softball

Danielle Henderson, Class of 2010
Sheldon High School
University of California, Berkeley
Former Professional Softball Player with the Dallas Charge

Alexis Cooper
Sheldon High School, Class of 2012
Arizona State University/Stanford University

Sheldon High School – Current College Players

Class of 2016
Jordan Fines, UC Berkeley
Jessica Scott, CSU Sacramento
Jaciana Vasquez, CSU Sacramento
Sarah Fukushima, CSU East Bay

Class of 2017
Maci Fines, UC Santa Barbara
Vanessa Port, Dominican University
Sarah Brown, Charleston Southern University
Taliyah Miles, UC Davis

Class of 2018
Maddi Ayers, San Diego State
Shea Moreno, UCLA

Future College Players (verballed)

Class of 2019
Kenedi Brown, UC Davis
Vianna Barron, Eastern Kentucky University
Iselia Pestana, Oakland University

Class of 2020
Sam Oliver, UNR
Kiannah Pierce, UNC Chapel Hill

ROGER L. BLAKE, EXECUTIVE DIRECTOR

CALIFORNIA INTERSCHOLASTIC FEDERATION

CIF STATE OFFICE • 4650 DUCKHORN DRIVE • SACRAMENTO, CA 95834 • PH: 916-239-4477 • FX: 916-239-4478 • WWW.CIFSTATE.ORG



To: Federated Council

Date: March 9, 2019

Re: Bylaw 503.F Coaching

Proposal Reviewed

06/13/2018 – Commissioners Committee
 09/11/2018 – Commissioners Committee
 11/07/2018 – Executive Committee
 01/31/2019 – Executive Committee
 02/01/2019 – Federated Council

Proposal Recommendation

Discussion
 10-0 Support Proposal
 First Reading
 9-0, support
 First Reading

Type: Bylaw Revision**Next:** Action Item

Proposal: The Commissioners Committee is recommending a revision to Bylaw 503.F to better clarify when and how members of the schools' coaching staff may be paid and reimbursed for coaching and teaching service and revising the Penalty for Improper Compensation.

Background: Current CIF Bylaws require that all payments for coaching services must be approved by the local governing body. Questions have arisen over the past several years of individuals who coach on a school campus also deriving income from "teaching" and "coaching" students from their respective schools outside the season of sport.

F. **Coaching**

Principals are responsible to ensure that all coaches of the CIF member school for all individual or team(s) meet the requirements of the California Education Code 49032, 35179.1 and Bylaw 22.B.(9)

(Revised February 2009 Federated Council)

(1) **Coaching Compensation**

A coach shall not be reimbursed for coaching services from any source other than the school funds without the approval of the school's governing board, nor be subject to any bonus arrangement dependent upon the success of the school's team.

(2) **Penalty for Improper Coaching Compensation**

Any team, coached by any person receiving any ~~part of the salary~~ **reimbursement** for coaching **services** from other than school funds without the approval of the school's governing board, is ~~ineligible~~ **may be sanctioned in accordance with Bylaw 22.C.**

(Revised February 2009 Federated Council)



ROGER L. BLAKE, EXECUTIVE DIRECTOR

V.C.3.

CALIFORNIA INTERSCHOLASTIC FEDERATION

CIF STATE OFFICE • 4658 DUCKHORN DRIVE • SACRAMENTO, CA 95834 • PH: 916-239-4477 • FX: 916-239-4478 • WWW.CIFSTATE.ORG

To: Federated Council

Date: March 9, 2019

**Re: Bylaw 22.B.9.(j & k). Emergency Action Plan & Automated External Defibrillators as per new Ed. Code Section 35179.4 and 35179.6
Bylaw 503.L. Emergency Action Plan & Automated External Defibrillators Protocol as per new Ed. Code Section 35179.4 and 35179.6**

Proposal Originated: CIF Staff

Proposal Reviewed

10/17/2018 – Athletic Admin. Advs. Comm.
11/07/2018 – Executive Committee
01/31/2019 – Executive Committee
02/10/2019 – Federated Council

Proposal Recommendation

Reviewed
First Reading
9-0, Support
First Reading

Type: Bylaw Revision and Addition

Next: Action Item

Proposal Summary: With the passage of A.B. 2009 (Maienschein) the CIF must revise Bylaw 22.B.9. to include Emergency Action Plans and A.E.D.s as part of Conditions of Membership and Education and Training.

Fiscal Impact: None

Background: When state statutes are added and/or amended, the CIF has developed corresponding Bylaws to ensure that it's member schools are aware of the legislation and comply with its requirements.

Conditions of Membership

22.B.(9)

- j. A school shall ensure that there is a written emergency action plan in place that describes the location and procedures to be followed in the event of Sudden Cardiac Arrest and other medical emergencies related to the athletic program's activities or events.
- k. The school shall have at least one automated external defibrillator (AED) for the purpose of rendering emergency care or treatment. The school shall ensure that the AED or AEDs are available to athletic trainers and coaches and authorized person at these activities or events.

503 Administrative Oversight

L. Emergency Action Plans and AED Protocol

- 1. A school shall ensure that there is a written emergency action plan in place that describes the location and procedures to be followed in the event of Sudden Cardiac Arrest and other medical emergencies related to the athletic program's activities or events.
- 2. The school shall have at least one automated external defibrillator (AED) for the purpose of rendering emergency care or treatment. The school shall ensure that the AED or AEDs are available to athletic trainers and coaches and authorized person at these activities or events.

**CALIFORNIA INTERSCHOLASTIC FEDERATION**

CIF STATE OFFICE • 4658 DUCKHORN DRIVE • SACRAMENTO, CA 95834 • PH: 916-239-4477 • FX: 916-239-4478 • WWW.CIFSTATE.ORG

To: Federated Council**Date: March 14, 2019****Re: Bylaw 2000.B – Varsity Football Age Requirement Medical Clearance****Proposal Originated: C.I.F. Sports Medicine Advisory Committee****Original Proposal Reviewed**

10/09/2018 – Sports Medicine Advisory Committee

11/07/2018 – Executive Committee

01/31/2019 – Executive Committee

01/02/2019 – Federated Council

Proposal Recommendation

Eliminate Bylaw

First Reading

9-0, In Support

1st Reading**Type: Bylaw Revision****Next: 04/12/2019 – Federated Council Action Item**

Proposal Summary: The CIF Sports Medicine Advisory Committee is recommending that Bylaw 2000.B – Varsity Football Age Requirement Medical Clearance be eliminated as there is no medical science or data that supports this additional medical requirement. The committee also states there is no established medical criteria for a medical practitioner to follow or rely upon.

Fiscal Impact: None

Background: In 1959, the CIF Constitution and Bylaws began publishing “Sport Specific Rulings.” That is the first appearance of an “age” requirement for participation in varsity football in the Constitution and Bylaws. The minutes of the Federated Council from 1950 to 1960 show no action by the Council on this matter.

In 1996, the Federated Council granted the Southern Section a three-year trial allowing a 14-year-old to participate at the varsity level. According to the minutes of the Federated Council, 97% of principals stated they felt there were no additional injuries for 14-year-old participants. In 2000, the Federated Council approved the bylaw revision that included an age criteria and an additional medical clearance for participation at the varsity level at age 14.

Given the fact that the CIF SMAC states there is no medical or scientific research to support the additional medical release and that 49 of 51 state associations have no age requirement for varsity football, the CIF SMAC is proposing elimination of Bylaw 2000.B.

**ARTICLE 200
FOOTBALL**

2000. AGE REQUIREMENT

A student under 15 years of age may not participate in an interscholastic contest or scrimmage against the varsity team of another school. This Bylaw may be waived by Section action provided the Section adopts criteria for such a waiver which shall include, but not be limited to, the following:

- A. Participant must be at least 14 years of age;
- ~~B. A letter from a licensed medical practitioner that the student is able to compete at the varsity level;~~
- C. A signed consent statement from the parent(s)/guardian(s)/caregiver, allowing participation at the varsity level;
- D. A statement from the head coach that the student-athlete has the physical and mental maturity to compete at the varsity level;
- E. A statement of compliance must be forwarded by the principal to the respective Section Office verifying that all required documentation has been completed and is on file in the appropriate school office.

(Revised May 2000 Federated Council/Revised March 2004 Executive Committee)

ROGER L. BLAKE, EXECUTIVE DIRECTOR

CALIFORNIA INTERSCHOLASTIC FEDERATION

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**To: Federated Council****Date: March 9, 2019**

Re: Proposal to Revise Bylaw 211, Continuation School Eligibility
Proposal to Revise Bylaw 303, Multi-School

Proposal Originated: Commissioners Committee recommendations to
Federated Council Roundtable Discussion
January 2017 and April 2018

Proposal Reviewed

01/27/2017 – Federated Council Roundtable
 02/22/2017 – Executive Committee
 03/14/2017 – Commissioners Committee
 06/06/2017 – Commissioners Committee
 09/12/2017 – Commissioners Committee
 10/05/2017 – Executive Committee
 10/17/2017 – Athletic Administrators Advisory Comm.
 11/15/2017 – Executive Committee
 02/02/2018 – Federated Council
 03/07/2018 – Executive Committee
 03/13/2018 – Commissioners Committee
 04/05/2018 – Executive Committee
 04/05/2018 – Federated Council
 06/12/2018 – Commissioners Committee
 06/15/2018 – Executive Committee
 09/05/2018 – Executive Committee
 10/05/2018 – Federated Council
 02/01/2019 – Federated Council

Proposal Recommendation

Discussion
 Discussion
 Discussion
 Discussion
 10-0, Support
 First Reading
 8-6, Support
 8-0, Support
 Pulled for further review
 Review
 Recommendations
 Recommendations
 Roundtable – Recommendations
 Revised Recommendations
 First Reading
 9-0, Support
 First Reading
 First Reading

Type: Bylaw Revision**Next: Action Item****Proposal Summary:**

The Commissioners Committee is proposing revisions in Bylaws 211 and 303 that would change the opportunity of athletic eligibility of students attending a Continuation high school. This purposed change would grant the ability of a continuation student to gain athletic eligibility through a Multi-School agreement as long as the students attendance at the Continuation school is NOT a result of discipline.

Background:

On January 27-28, 2017 members of the Federated Council were asked to discuss issues and concerns during roundtable discussions focusing on the future of Education Based Athletics and challenges that the CIF may face. The process concluded with the council prioritizing these future challenges and to offer strategies that might be implemented to address these issues. One of the top prioritize eligibility concerns were "Home School, Foreign and International Students and Alternative School Students." This proposal is a result of the direction from the Federated Council to seek alternative paths for eligibility for students who attend a continuation school that is not a result of discipline.

303.F. Continuation Schools (see also Bylaw 211)

~~Continuation schools may not apply for multi-school team status as provided for under this provision. For continuation school eligibility, refer to Bylaw 211.~~

CIF member schools may apply for a change in membership status under the provision of this Bylaw. Any CIF member school that wishes to allow participation on its team(s) by all the students, who are currently enrolled in any non-CIF member continuation schools which do not offer any interscholastic athletic programs, may request approval to do so under the following conditions:

- (1) Any such application submitted by a CIF member schools must be with a non-CIF member continuation school that has a current California County-District-School Code (CDS Code) as a prerequisite to applying for multi-school status.
- (2) The administrative responsibility for all students involved in athletics shall rest with the principal of the CIF member school for which the student(s) is competing. Such responsibility shall include:
 - a. Verification that the student(s) have completed, according to local school district policy, at least one semester in good standing at the continuation school; AND
 - b. Students attending a continuation school due to disciplinary action that is in place or pending are not eligible to participate under this provision; AND
 - c. Verification that residential eligibility of the student(s) is limited to the public school in whose attendance area his/her parent(s)/guardian(s)/caregiver reside; or where the student most recently established his/her residential eligibility or a private school; AND
 - d. Verification that students participating in the athletic program meet all scholastic eligibility requirements of the local school district; AND
 - e. The regular grading period of the CIF member school shall be used to determine the scholastic eligibility of all students; AND
 - f. Determination that students participating in the athletic program meet all other eligibility requirements of the CIF, its Section, its league and the CIF member school; AND
 - g. Determination that schools entering a multi-school agreement with a continuation school meet additional requirements set forth in Bylaw 303. A. and 303.B.(3)(4)(5)(6)(7).

Q: What is considered a semester in good standing at a continuation school?

A: A semester in good standing would be equivalent in length to a semester at the CIF member school with which the continuation school has a multi-school agreement?

Q: If a student is attending a continuation school solely due to truancy, is that considered disciplinary action in place or pending?

A: For purposes of this Bylaw, only students attending a continuation school due to "habitual" truancy as defined by Education Code section 48262 or "chronic" truancy as defined by Education Code 48263.6, shall be considered as transferring with discipline in place or pending.

211. CONTINUATION SCHOOL ELIGIBILITY

A. Current Eligibility

While enrolled in a continuation school ~~that is a CIF member school~~, a student is only eligible to represent the continuation school of attendance.

C. I. F. SOUTHERN SECTION
Budget Notes for 2019-20
Executive Committee Meeting
January 19, 2019

- I. COLUMN 1:** Actual revenue and expenditures in the CURRENT fiscal year (2018-19)
- II. COLUMN 2:** Budget target for CURRENT fiscal year (2018-19)
- III. COLUMN 3:** Budget target for NEXT fiscal year (2019-20)
A. Based upon current actuals, forecast and historical trend
- IV. COLUMN 4-8:** Actual revenue and expenditures over the last 5 fiscal years (2013 – 2018)
- V. REVENUE NOTES (page 1):**
A. Decreasing SPORTS targets by \$332K -- Due to 5 year ticket sales decline
B. Proposing increase in SPORTS FEES -- \$15 in 19-20 (\$160K), \$10 in 20-21 (\$100K)
 1. Note: It has been 10 years since last membership fee change
 2. Also note: Sports Fees refunded to schools in 2014-15
C. Proposing increase in fees for TV/WEB/RADIO RIGHTS FEES -- Demand exists
- VI. EXPENSE NOTES (pages 2-3):**
A. Decreasing SPORTS targets by \$40K -- Continuing to move away from large venues
B. MAJOR MEDICAL
 1. July-December 2019 can be predicted to the penny as premiums are on calendar year
 2. January-June 2020 is unknown, but projecting 5% increase to active employees, 2.5% to retirees
 i. Note: One additional full-time staff member added in July 2018
C. CALPERS contribution rates continue to climb to maintain healthy status of pension fund
 1. Tier 1 employees was \$250K in 17-18
D. SALARIES target up by \$34K
 1. 0% COLA proposed
 2. Regular staff step/longevity increases included
 i. Note: One additional full-time staff member added in July 2018
E. Decreasing TV TO SCHOOLS to match playoff splits (60% CIF-SS, 40% host school)
- VII. OVERALL**
A. Balanced budget
B. No change to TICKET PRICES
C. No change to PLAYOFF SPLITS
D. First change to MEMBERSHIP in 10 years
E. Partnership remains -- “When we succeed financially, we share.”
F. Continued commitment to provide exceptional service and memorable events, while keeping costs at the forefront of our MISSION.

Prepared by:
MITCH CARTY, Chief Financial Officer

C.I.F. SOUTHERN SECTION

Budget Proposal

2019 - 2020

	1	2	3	4	5	6	7	8
	18-19 To Date	18-19 Budget	2019-20	0%	+2% & 1%	+5% & 2.5%	+8% & 4%	+10% & 5%
				17-18	16-17	15-16	14-15	13-14
Income								
BADMINTON	-	-	-	-	-	-	-	-
BASEBALL	-	59,000	59,000	59,654	62,334	53,277	56,656	66,040
BASKETBALL	-	649,000	525,000	459,608	689,467	650,630	673,844	617,755
CHEER	23,210	10,000	25,000					
CROSS COUNTRY	93,272	99,000	99,000	102,084	98,863	91,723	95,400	87,917
FIELD HOCKEY	-	-	-	-	-	-	-	-
FOOTBALL	662,264	875,000	709,000	852,343	883,009	1,061,636	1,138,054	860,704
GOLF	32,080	74,000	79,000	80,030	66,595	65,665	63,875	63,280
GYMNASTICS	-	-	-	-	-	-	-	-
LACROSSE	-	-	-	-	-	-	-	-
SOCCER	-	77,500	69,000	65,019	74,022	88,687	103,996	82,389
SOFTBALL	-	26,000	25,000	25,395	24,450	29,035	30,715	31,380
SWIMMING	-	59,000	57,000	53,744	60,683	54,020	54,794	53,505
TENNIS	-	-	-	-	-	-	-	-
TRACK	1,000	139,000	122,000	121,641	128,150	151,043	145,404	138,666
VOLLEYBALL	90,836	169,000	156,000	154,112	178,950	196,570	207,691	186,039
WATER POLO	22,401	47,000	46,000	47,869	46,394	46,713	46,851	55,119
WRESTLING	-	149,000	129,000	113,991	151,002	135,176	142,082	128,359
APPAREL (Merchandise, T-Shirts, Patches, etc.)	37,825	139,000	139,000	140,402	142,996	140,028	136,886	132,252
FRIENDS OF GOLF	-	47,000	47,000	47,000	47,000	47,000	47,000	47,000
INTEREST (on Investments)	(45,749)	25,000	24,000	69,799	101,969	45,521	5,455	7,289
OTHER INCOME	56,709	35,000	45,000	73,707	22,086	23,301	57,693	8,426
PROGRAM SALES	-	100	-	5	28,888	31,845	33,673	34,097
PUBLICATIONS (Rule Books)	43,954	79,000	77,000	77,473	70,422	78,790	94,862	49,127
SPECIAL EVENTS (HOF-DS, Ath Ad Summit)	74,320	49,000	65,000	65,370	48,774	28,330	4,260	
SPORT FEES (Membership)	488,500	489,000	649,740	499,800	487,490	482,800	475,250	468,895
SUPPORT/MARKETING INCOME	629,967	1,065,100	1,023,400	1,064,057	1,072,534	954,679	857,659	831,104
TV/RADIO/WEB - RIGHTS FEES	170,025	289,000	435,455	332,967	285,975	299,225	257,996	120,188
CHAMPIONS FOR CHARACTER	10,745	74,000	79,000	86,479	76,261	69,486	60,862	55,917
Total Income	2,391,358	4,723,700	4,684,595	4,592,546	4,848,314	4,825,180	4,790,958	4,125,448
Cost of Goods Sold								
Publications COGS	35,999	64,470	64,000	63,595	63,804	78,091	97,797	49,196
Total Cost of Goods Sold	35,999	64,470	64,000	63,595	63,804	78,091	97,797	49,196
Gross Profit	2,355,359	4,659,230	4,620,595	4,528,952	4,784,510	4,747,089	4,693,161	4,076,252

Prepared by:

MITCH CARTY, Chief Financial Officer

SS 589

C.I.F. SOUTHERN SECTION

Budget Proposal

2019 - 2020

	1	2	3	4	5	6	7	8
	18-19 To Date	18-19 Budget	2019-20	0%	+2% & 1%	+5% & 2.5%	+8% & 4%	+10% & 5%
				17-18	16-17	15-16	14-15	13-14
Expense								
BADMINTON EXPENSE	47	-	-	-	-	85	-	-
BASEBALL EXPENSE	654	41,000	38,000	37,273	40,768	41,972	37,948	56,926
BASKETBALL EXPENSE	9,322	195,000	186,000	194,589	312,865	241,046	190,139	188,963
CHEER EXPENSE	7,927	15,000	15,000	1,413				
CROSS COUNTRY EXPENSE	47,126	46,000	47,000	46,304	44,920	45,235	40,582	40,035
FOOTBALL EXPENSE	78,659	50,000	69,000	76,016	127,221	118,122	147,416	148,947
GOLF EXPENSE	31,485	71,000	70,000	75,694	71,829	69,160	66,241	64,540
LACROSSE EXPENSE	189	150	200	-	-	-	-	-
SOCCER EXPENSE	1,421	36,000	28,000	31,722	35,537	36,300	37,834	36,550
SOFTBALL EXPENSE	246	23,000	22,500	21,039	21,869	22,102	30,724	22,370
SWIMMING EXPENSE	559	48,000	49,000	51,768	46,717	48,269	51,510	41,344
TENNIS EXPENSE	7,206	16,000	16,000	15,823	15,883	15,430	13,681	14,174
TRACK EXPENSE	3,606	86,000	87,000	87,496	84,847	86,476	86,240	80,817
VOLLEYBALL EXPENSE	26,958	55,000	51,000	55,605	54,152	54,614	58,759	58,701
WATER POLO EXPENSE	12,201	26,000	26,000	25,767	25,919	25,531	24,570	21,608
WRESTLING EXPENSE	(4,569)	134,000	98,000	99,669	134,105	141,446	136,688	119,908
AREA LIAISONS	20,981	43,000	44,000	43,241	53,514	55,457	53,039	52,294
AUDITOR	6,000	16,000	16,000	16,000	15,500	15,500	15,556	15,500
AWARDS	24,686	57,000	58,200	57,324	54,512	51,795	58,942	66,932
BAD DEBT	-	-	-	185	151	-	691	-
BANK SERVICE CHARGES	1,136	2,000	2,500	2,432	3,674			
BUILDING MAINTENANCE	12,881	34,000	26,000	24,584	33,721	28,256	27,263	26,135
COUNCIL	17,271	58,000	55,000	53,523	56,174	63,022	65,237	51,831
DEPRECIATION EXPENSE	-	82,000	78,000	77,284	80,954	74,215	71,848	67,007
DONATIONS	6,100	49,000	50,000	49,230	49,943	46,702	522,250	47,000
GENERAL OFFICE	20,609	28,900	28,000	33,308	26,435	28,203	35,945	22,306
INSURANCE (WC, D&O, Life, Bldg)	22,343	32,000	29,000	28,723	31,309	39,736	37,830	36,770
INTEREST EXPENSE	-	-	-	-	-	-	-	-
INVESTMENT EXPENSE	900	3,800	3,600	3,490	3,225	3,110	3,767	
LEGAL EXPENSE	1,169	5,000	3,000	2,432	2,055	1,382	2,698	61,486
LOSS OR GAIN/ASSETS	-	-	-	-	-	-	-	-
MEDICAL	250,699	386,999	404,706	400,032	401,901	404,706	407,261	408,732
MISCELLANEOUS EXPENSE	53	975	1,000	1,321	693	660	947	680
OFFICE SUPPLIES	20,705	35,000	29,000	28,759	31,630	45,062	51,645	42,107

C.I.F. SOUTHERN SECTION

Budget Proposal

2019 - 2020

	1	2	3	4	5	6	7	8
	18-19 To Date	18-19 Budget	2019-20	0%	+2% & 1%	+5% & 2.5%	+8% & 4%	+10% & 5%
				17-18	16-17	15-16	14-15	13-14
Expense (continued)								
OFFICE SUPPLIES - SMALL EQUIP.	-	3,000	-	-	518	7,622	7,631	160
OFFICE TRAVEL	12,889	43,500	45,000	56,589	40,242	46,644	61,561	17,248
PAYROLL EXPENSES	-	96	-	-	1	543	4,856	316
PAYROLL TAXES								
CALPERS (Tier I, II & III)	215,626	394,086	445,066	340,832	313,390	285,727	233,721	206,975
FICA - SOCIAL SECURITY	41,137	96,698	99,462	92,363	90,885	92,195	88,288	84,493
FICA - MEDICARE	13,001	26,294	26,795	24,332	24,866	24,226	22,917	21,991
Total PAYROLL TAXES	269,764	517,078	571,323	457,526	429,141	402,148	344,926	313,459
POSTAGE	10,914	17,500	12,500	11,878	14,568	20,641	15,499	20,910
PRESS/MEDIA	4,877	7,000	8,000	7,551	8,340	4,740	5,954	6,251
PRINTING/DUPLICATING	17,384	38,500	29,000	32,745	37,599	39,288	34,946	45,308
PROFESSIONAL GROWTH	360	750	750	720	720	720	300	770
PROGRAM EXPENSE	474	500	100	62	50,010	53,313	47,471	49,123
PUBLICATIONS EXPENSE	24,156	25,000	24,500	23,170	25,314	25,787	26,408	36,625
PUBLICATIONS WASTE	-	3,500	3,900	4,684	3,317	3,797	6,249	5,686
SALARIES (Regular, commission & overtime)	896,591	1,813,182	1,847,966	1,700,765	1,714,246	1,681,683	1,573,312	1,503,766
SALES/USE TAX EXPENSE	739	2,000	1,750	1,485	1,756	1,965	425	4,577
SECRETARIAL/ADMIN. ASSISTANCE	-	500	300	158	242	508	3,345	1,083
SPECIAL EVENTS (HOF-DS, Ath Ad Summit)	54,901	70,000	62,000	61,251	69,282	56,131	5,352	-
SUPPORT/MARKETING EXPENSE	35,112	175,000	175,000	190,278	180,881	106,444	71,012	48,387
TAXES (Property)	1,627	2,300	2,800	2,650	1,160	3,630	2,265	5,678
TICKETS	-	1,100	300	145	24,805	28,197	32,715	30,230
TV TO SCHOOLS	-	135,000	66,000	117,100	121,700	128,390	130,720	69,545
UTILITIES	9,063	18,900	18,700	18,366	18,530	15,530	22,579	25,167
CHAMPIONS FOR CHARACTER EXP	37,408	54,000	63,000	62,544	52,119	45,874	45,472	45,912
WEBSITE TECHNOLOGY	33,277	55,000	57,000	60,097	74,489	63,760	52,532	69,504
Total Expense	2,038,107	4,659,230	4,620,595	4,413,155	4,680,551	4,456,537	4,650,333	3,976,811
Net Income/Loss	317,252	0.00	0.00	115,797	103,959	290,552	42,828	99,441



At their meeting (conference call) on Tuesday, December 11, 2018, the CIF Southern Section Nominating Committee unanimously approved the following slate of candidates for CIF Southern Section Executive Committee positions to be forwarded to the CIF Southern Section Council for first reading at their meeting on January 23, 2019.

A) Citrus Belt Area Representative

- Ed Kearby, Athletic Director, Fontana Unified School District
- Monty Owens, Principal, Patriot High School

B) Desert Area Representative (Golden League Only)

- Jeff Williams, Athletic Director, Palmdale High School
- Nominations will be accepted from the floor

C) Foothill Area Representative

- Ann Fitzgerald, Principal, La Serna High School
- Robin Torres, Principal, El Monte High School

D) Northern Area Representative

- Dick Billingsley, Athletic Director Oak Park High School
- Dave Hess, Athletic Director, Ventura High School

E) Parochial Area Representative

- Steve Miller, Assistant Principal, Bishop Montgomery High School
- Brian Walsh, Athletic Director, St. Anthony High School

F) Small Schools Area Representative

- Mark Edgemon, Athletic Director, United Christian Academy
- David Parkes, Athletic Director, Ontario Christian High School

G) Superintendent Representative

- Grant Bennet, Superintendent, Perris Union High School District
- John Garcia, Superintendent, Downey Unified School District
- Reggie Thompkins, Assistant Superintendent, Orange Unified School District



2018-2019 CIF SOUTHERN SECTION NOMINATING COMMITTEE

- Eastern – Rich Shearer, Athletic Director, Citrus Hill High School
- Los Angeles County – Candace Cayer, Asst. Principal, La Puente High School
- Northern – Rob Dearborn, Athletic Director, Moorpark High School
- Orange County – Tom Fox, Athletic Director, Villa Park High School
- Parochial – Kate Aceves, Principal, St. Paul High School
- Private – Charlie Ricards, Athletic Director, Woodcrest Christian High School

Ex-Officio Members

- Dr. Monica Colunga, President, CIF Southern Section Council
- Rob Wigod, Commissioner of Athletics, CIF Southern Section

CITRUS BELT AREA REPRESENTATIVE

Ed Kearby
Coordinator of Athletics and Physical Education
Fontana Unified School District

Education:

- Earned undergraduate degrees from San Bernardino Valley College (A.A. Liberal Studies) and California State University, San Bernardino (B.A. History).
- Earned a Master's of Education from Azusa Pacific University.

Career:

- Public Education for 35 years and with Fontana Unified School District for 32 of these years.
 - 15 years teaching Social Studies at the high school level and coaching a number of sports at a variety of levels.
 - 12 years serving as an Athletic Director.
 - 5 years as an Assistant Principal at the high school level
 - 3 years as Coordinator of Athletics and Physical Education
- As an Athletic Director, I had the unique honor of opening 2 new schools
 - Kaiser High School in 1999
 - Summit High School in 2006
- Served as the President of the Sunkist League and it's representative to the CIFSS Council for 8 years.
- Served one term as the President of the Citrus Belt Area Athletic Directors Association.
- Currently serving as the Citrus Belt Area representative to the CIFSS Executive Council.



CITRUS BELT AREA REPRESENTATIVE

Patriot High School

December 7, 2018

To Mr. Rob Wigod:

I have been involved in high school athletics either as a high school coach or administrator for the past twenty years. I began my educational career as an English teacher at Mayfair High School in 1998 where I also coached in the boys' basketball program as the freshmen coach and varsity assistant. During the three years in that role, our program saw great success with outstanding student athletes who won a CIF championship in 1999.

In 2000, I was hired by Cabrillo High School as an English teacher and head varsity boys' basketball coach. I served the school in this capacity for three years and helped establish the basketball program by being the first coach to take Cabrillo to the CIF playoffs and finish in the top half of the very competitive Moore League. In 2003, I was given the opportunity to return to Mayfair High to continue teaching English and take over the head coaching responsibilities for the boys' basketball program. During my last tenure at Mayfair, my family relocated to Riverside which led me to make the difficult decision to look for a teaching and coaching position closer to home and our growing family. I was hired at La Sierra High School as the head coach for their boys' program, but transitioned to Rubidoux H.S. the following year in preparation to become the first head coach at Patriot High when it opened in the 2007-2008 school year.

As the coach at Patriot we experienced quick and sustained success. During our first year in existence our team won a CIF championship and remained a competitive team for the next two years as we moved up in divisions. In 2009 I stepped away from coaching to complete my administrative credential program and the following school year I became the Assistant Principal of Athletics and Activities. It was in this role that I began to understand the impact our athletic programs have on the success of our students across our campus. In 2016, I was named principal at Patriot High, the position I currently hold.

Throughout all of my various experiences in teaching, coaching, and supporting our students I have learned that each athletic and co-curricular programs offered in high school have the potential to motivate students into leaders. Whether the school is competing for CIF championships on an annual basis or striving to make the playoffs for the first time, the lessons learned and values instilled in strong school athletics programs cannot be duplicated. I am a product of what is possible when a student has supportive coaches, administrators, and teammates. I graduated from Santa Fe High School where we never won a championship, but my coach taught me the fundamentals of the game, the work ethic needed to succeed, and the values expected of leaders. Those lessons have stuck with me throughout my life and guide me in the work I do for the 2,400 students on our campus each year.

I look forward to the opportunity to continue to discuss the possibility of me continuing to support the student athletes of the Citrus Belt area as the admin. representative in the near future.

Sincerely,

LEARNING WITHOUT LIMITS

Monty Owens, Principal 4355 Camino Real, Jurupa Valley, CA 92509 T 951.361.6500

DESERT AREA REPRESENTATIVE

Jeffrey B. Williams

Palmdale High School, 2137 E. Ave. R
Palmdale, CA., 93550
Phone (661) 273-3181 Ext. 585
E-Mail jwilliams@avhsd.org

Athletic Director/Athletic Administrator

California Interscholastic Federation,
Emphasis in Athletic Administration, Education Based Athletics,
at the High School Level, Current trends in Athletics, Scholarship, and
Education, with an emphasis on philosophical support through effective
communication, advocacy, and public interaction. With membership schools at
the Southern Section and State Levels

Education-

Azusa Pacific University, Azusa, CA., - Master of Arts (M.A.), Physical Education

Chapman University, Orange, CA., 92666 – Clear Credential
California State Teaching Credential; **Elementary Multi-Subject**, Supplementary
Authorization- Physical Education

Purdue University, West Lafayette, IN., 47907 – Bachelor of Arts (B.A.), Communications

Antelope Valley College, Lancaster, CA., 93535 – General Education

Professional Experience-

2018 – present, California Interscholastic Federation, **Executive Board Member, Desert Area Representative.**

2015 – present, **Golden League Secretary, CIF council member**

2014 – (P.B.I.S) Positive Behavior In Schools, Committee Member

2012 – present, California Interscholastic Federation, **Northern Division All CIF Coordinator**

2012 – present, California Interscholastic Federation, **State Football Advisory Committee Member**

2011 – present, California Interscholastic Federation, Southern Section (CIF/SS) **Football Advisory Committee Member**

2005 – present, **Athletic Director**, Palmdale High School, Palmdale, CA

2005- 2009, **Adjunct Faculty** Physical Education, Special Methods ED 405 **Assistant**

Professor – California State University, Bakersfield, Antelope Valley Campus

2003- 2009, **Adjunct Faculty** PEAK 345 Assistant Professor - California State University, Bakersfield, Antelope Valley Campus

1988-Current – **Physical Education Instructor** – Antelope Valley Union High School District, North Sierra Highway, Lancaster, CA.

1989-2002 – **Adjunct Faculty** Physical Education Instructor – Antelope Valley College, Lancaster, CA.

1991- 2016 – **Head Football Coach**, Palmdale High School, Palmdale, CA.

1994-2000 – **Head Track Coach**, Palmdale High School, Palmdale, CA.

1988-1990 – **Opportunity Instructor**, At-Risk student program, Palmdale High School, Palmdale, CA.

1986-1988 – **Substitute Teacher**, Almondale Middle School, Challenger Elementary School, Daisy Gibson School, Antelope School. Keppel Union School District, Littlerock, CA.

Extra Duties-

1988-Current – Antelope Valley Union High School District:

Coaching 26 years

Gridiron Club Advisor – 13 years

Black Student Union Advisor – 11 years

Multicultural Committee – 3 years

Scholarship Selection Committee – 3 years

Student Assessment and Placement Committee – 2 years

1989 – 2011- Mojave Desert Officials Association: High School Track and Field Official

1995-2011- *Member, High Desert Football Coaches Association*

Volunteer-

Palmdale High School

1989-Current, CTA Union Member

Palmdale High School Football Boosters

Palmdale High School Girls Basketball

Honors and Credentials

2011 Antelope Valley Unified High School, Distinguished Service Award Recipient

2010 Antelope Valley Hispanic Chamber of Commerce “Coach of the Decade” Award

2010 National Football League (NFL) High School Coach of the Year, Nominee

2010 National Football League (NFL), High School Coach of the Year, Monday Night Live September 2010

2012 (SCIFCA) Honoree 150 games won, Milestone Award

2006 (SCIFCA) Honoree 100 games won, Milestone Award

1999 –Current, Southern California Interscholastic Football Coaches Association (SCIFCA) Member

2005 Palmdale High School Alumni Hall of Fame Inductee

2003 High Desert Football Coaches Association Staff of the Year

1998 National Football League (NFL), High School Coach of the Week

HDFCA All-Star Football Game Head Coach 1996/97/2003

Daily News All-Star Game Head Coach 1995

Antelope Valley Press, Coach of the Year 1992

First Aid/CPR/Defibrillator, Athletic Training

Antelope Valley Union High School District – Tenure Certificate

Community College Credential – Antelope Valley College

Purdue University – Academic Deans List

Purdue University – Football Scholarship

Antelope Valley College – All State Defensive Back

Antelope Valley College – All Conference, Most Valuable Defensive Back

United States Air Force – Commendation Medal

FOOTHILL AREA REPRESENTATIVE

LA SERNA HIGH SCHOOL

A California Distinguished School
1990 • 1996 • 2003 • 2009

15301 E. Youngwood Drive, Whittier, California 90605-1397
Telephone (562) 698-8121 Fax (562) 698-6918



RANDY CASTILLO
ASSISTANT PRINCIPAL
BUSINESS AND ACTIVITIES

KRISTIN KOOIMAN
ASSISTANT PRINCIPAL
CURRICULUM AND INSTRUCTION

RITA STEVENS
ASSISTANT PRINCIPAL
GUIDANCE AND COUNSELING

ANN FITZGERALD
PRINCIPAL

November 30, 2018

Rob Wigod
Commissioner of Athletics, CIF Southern Section
CIF Southern Section
10932 Pine St. Los Alamitos, CA 90720

To Rob Wigod,

After graduating from Whittier College with a Bachelor of Arts Degree in Physical Education with a physical therapy emphasis, I began my career in education in 1994 as a Social Science and Physical Education teacher at La Serna High School in Whittier. I was a student athlete at Whittier College, and as a member of the women's volleyball team developed a lifelong love of sports. At La Serna I took an immediate interest in coaching and assisted with the La Serna track and field program. Later I served for four years as the head coach of our girls' volleyball program.

As my teaching career progressed, I accepted the role of Curriculum Coordinator and began planning my next steps into high school administration. I earned a Master of Arts Degree in Secondary Education from Whittier College and completed my Tier 1 Administrative Credential. In 2007, I earned my Tier II Administrative Credential from the University of California, Irvine.

I served as La Serna's Assistant Principal of Curriculum and Instruction between 2003 and 2012. During this time I became an active member in the Association of California School Administrators (ACSA) and served as president of the executive board of the Whittier Area School Administrators (WASA). In 2009, I was recognized as Assistant Principal of the Year by the Association of California School Administrators, Region 15.

In 2012, I accepted the role of Principal of La Serna. For the last six years my love for our school and our students and staff has only grown. I have enjoyed immensely being a part of La Serna's athletic programs and celebrating their individual and team accomplishments. Our school goal is to teach and develop responsibility, teamwork, sportsmanship, and strong character in all our student-athletes.

Sincerely,


Ann Fitzgerald

WHITTIER UNION HIGH SCHOOL DISTRICT
Martin Plourde, Superintendent

SS 590

FOOTHILL AREA REPRESENTATIVE

Robin Torres

(e-mail) robin.torres@emuhsd.org

Experience Summary

Fifteen years of successful classroom teaching/coaching experience and sixteen years of administrative experience at various levels.

Employment History

2013-Present Principal-El Monte High School
2010-2013 Assistant Principal for CTE, Parent Education, and Older Adults-El Monte/Rosemead Adult School
2005-2010 Assistant Principal for Instruction-El Monte High School/Rosemead High School
2001-2005 Assistant Principal for Student Services-El Monte High School
2000-2001 Assistant Principal for Activities-Mountain View High School
1985-2000 Teacher-El Monte High School (physical education, sports medicine, life science, student leadership)
Student Leadership Coordinator-El Monte High School
Cheerleader Advisor-El Monte High School
Varsity Club Advisor-El Monte High School
Self-Esteem Facilitator-El Monte High School
Peer Support/Sports Medicine-Aids Education-El Monte High School
Athletic Team Coach-El Monte High School (Girls Volleyball, Boys/Girls Cross Country, Girls Basketball, Softball, Boys Tennis)

Credentials

Professional Administrative Services Tier I and Tier II Credential
Adapted Physical Education Specialist
Biology
Single Subject/Physical Education

Education/Professional Development

2016-Present	Association of California School Administrators-ACSA Secondary Education Council-representative for Region 15	Sacramento, California
2017-2018	Mission Valley League President High Schools: Gabrielino, Marshall Fundamental, Arroyo, El Monte, Mountain View, Rosemead, South El Monte	Foothill Citrus Area
2017-2018	Association of California School Administrators-ACSA School Business/CBO Training	San Bernardino, California
2016-2017	Association of California School Administrators-ACSA Personnel Academy	Ontario, California
2002-2004	Los Angeles County Office of Education The Principal Training Program (AB 75)	Downey, California
2001-2002	Los Angeles County Office Of Education California School Leadership Academy	Downey, California
1999-2000	California State University Master of Arts/Education Administration	Los Angeles, California
1997-1999	El Monte Union High School District SDIAE Teaching Strategies Certificate Program	El Monte, California
1992-1995	California State Polytechnic University Professional Growth	Pomona, California
1981-1988	Adapted Physical Education Specialist Chapman University Bachelor of Science/Movement-Exercise Science Single Subject, Physical Education/Biology Clear Credential Program	Orange, California

REFERENCES

Available upon request

NORTHERN AREA REPRESENTATIVE

**DICK
BILLINGSLEY**

OAK PARK HIGH SCHOOL
899 N. KANAN ROAD
OAK PARK, CA 91377
(805)735-6014
DBILLINGSLEY@OPUSD.ORG

Resume for Dick Billingsley - Co A.D. Oak Park HS

- Current CIF-SS Executive Committee Member - 4th year
- Teaching for 49 years Coaching - Football 40 years;
Soccer 17 years
- CIF-SS involvement : CIF Council League - Rep = 22 years
- 9 years as Chairperson for Football All CIF Selection Committee -
Northern Division
- Tri- Valley League President 2, 2 year terms
- TCAA President - 6 years
- Lead person in re-leaguering for TVL and TCAA - 4 cycles
- Co - Athletic Director Oak Park HS - 25 years - In charge of all
responsibilities for OPHS teams in CIF-SS and State Playoffs
- CIF Football Advisory Committee - 14 years
- CIF Public Private Committee - 11 Years (Original Member)
- CIF Executive Committee - Northern Area Rep - 4 years
- Champion For Character Award 2018

Respectfully Submitted,
Dick Billingsley
Co- Athletic Director, Oak Park HS
CIF-SS Committee Member

NORTHERN AREA REPRESENTATIVE

David B Hess, CAA

Employment

Ventura Unified School District / Ventura High School - 1985 to Present

Athletic Director, 2003 to Present Responsible for the coordination of the VHS Athletic Program - personnel, facilities, events

Student Activities Director / ASB Advisor, 1992 – 2006 Planned student events, ASB Elections, dances, rallies, fundraisers etc.

History / Science Teacher, 1985 to Present United States History exclusively since 1992.

Football Coach, 1985 - 2012 Served as the JV Head Coach and assistant and a Varsity Assistant Coach, CIF Football Division IV, Offensive Line Coach of the Year, 2000

Channel League Offensive Line Coach of the Year, 2007

Liberty School, Visalia, CA, 1983 - 1985

Science, Social Studies and Physical Education teacher for 5th, 6th, 7th and 8th graders.

Education

Master of Arts, Education, Azusa Pacific University, 1990

Teaching Credential, Single Subject, California Polytechnic University San Luis Obispo, CA, 1983

Bachelor of Science, Physical Education, California Polytechnic University San Luis Obispo, CA 1982

Athletic Administration

Norther Area Re-Leaguings Chair 2017 to Present

Channel League Representative to the CIF Southern Section Council - 2003 to 2018 - Represent the Channel League as a voting member at all CIF Southern Section Council Meetings.

Public / Private Committee Member - 2008 to Present - Discuss issues and concerns regarding the differences between public and private high schools with a focus on athletic competition.

Certified Athletic Administrator (CAA) 2010 Certified by the National Interscholastic Athletic Administrators Association (NIAAA)

Channel League Spokesperson for Re-Leaguings for the 2014, 2010, 2006 re-leaguings cycles.

California State Athletic Directors Association (CSADA) member, 2008 to Present

Ventura County Athletic Directors Association (VCADA) member

PAROCHIAL AREA REPRESENTATIVE

Steve Miller

Assistant Principal

Bishop Montgomery HS

– Nominee for the CIF-SS Executive Committee representing the Parochial Area

Relocated to Southern California from the Midwest 24 years ago.

1994-95 – Montclair High School – Dean of Students

1995-Present – Bishop Montgomery High School

1995-2005 – Athletic Director

2005-Present – Assistant Principal

Involvement with CIF-SS

- Served as Parochial Area Representative on Executive Committee
– 2 years
- Serving on Public/Private Committee – since its inception
- Will begin serving on new committee for transfer rules

Involvement with State CIF

- Serving on the Athletic Administrator Advisory Committee – 6 years

Involvement with League

- League Coordinator in Camino Del Rey Association – 2002-Present

PAROCHIAL AREA REPRESENTATIVE

Brian H. Walsh

562.818.4425/brian.walsh@longbeachsaints.org

EDUCATION

Master of Arts, Education -Secondary Education/Single Subject Teaching Credential
Loyola Marymount University

Master of Arts, Kinesiology -Sport Management
California State University, Long Beach

Bachelor of Science, Kinesiology -Kinesiotherapy
California State University, Long Beach

Certified Athletic Administrator
National Interscholastic Athletic Administrators Association

EXPERIENCE

2003-Present **Athletic Director**. *St. Anthony High School*. Manage coaches for all sports within the Athletic Department. Maintain budget for the entire Athletic Department. Organize schedules, officials, transportation, and awards ceremonies. Evaluate overall effectiveness of all coaches and their respective programs. Educate and monitor coaches on all governing rules. Manage athletic-related social media and entire school website.

2009-2014 **Assistant Principal**. *St. Anthony High School*. Consult with the President and Principal on various areas, including personnel management, curriculum design, facilities, operations, technology, development and marketing. Work in conjunction with the administration team in day-to-day operations. Develop and implement a complete branding program for all school programs. Assist in the creation and implementation of a character development program designed for a diverse student population.

2009-2011 **Facilities Manager**. *St. Anthony High School*. Manage the maintenance and rental of facilities.

2008-2009 **Dean of Discipline**. *St. Anthony High School*. Oversee the discipline program in regard to student behavior.

2003-Present **Teacher**. *St. Anthony High School*. Implement a balanced program of age appropriate experiences and activities designed to meet physical, emotional, social and intellectual needs of children. Plan, execute and evaluate daily/weekly programs while instructing students in various content areas, including Algebra, Computer Literacy, Physical Education, and Health.

COACHING EXPERIENCE

- Head Football Coach -St. Anthony High School (2005 -2011)
- Assistant Baseball Coach -St. Anthony High School (2004 -2005)
- Assistant Football Coach -St. Anthony High School (2003 -2004)
- Assistant Baseball Coach -Wilson Classical High School (2003)
- Assistant Football Coach -Wilson Classical High School (2002)
- Assistant Football Coach -St. John Bosco High School (1999)

AFFILIATIONS & RECOGNITION

- CIF-SS MVP AD -(2016, 2017, 2018)
- CIF-SS Official Fees/Relations Committee -Member (2018 -Present)
- *Long Beach Post* "40 Under 40" Honoree (2016)
- CIF-SS Football Advisory Committee -Member (2010 -2012)
- CIF-SS Council -Santa Fe & Camino Real League Coordinator & Representative (2008 -Present)
- California State Athletic Directors Association -Member (2008 -Present)
- Long Beach Century Club -Member (2007 -Present)
- Leadership Long Beach -Class of 2006

SMALL SCHOOLS AREA REPRESENTATIVE

**Mark Edgemon, Athletic Director
United Christian Academy
Small Schools Area Representative**

Mark is currently Athletic Director at United Christian Academy where he has been Athletic Director for the past 30 years. His service to the CIF Southern Section includes serving on the CIF-SS Public/Private Committee and the CIF-SS Athletic Administrator's Committee. Mark is the CIF-SS Representative for the Arrowhead League to the CIF-SS Council. His school has been recognized by the CIF-SS as a Champions for Character School and he was also honored in 2016. Mark has been the Releaguings chairperson for the Small Schools Area the last three cycles.

In addition, Mark is the President of the California State Athletic Director Association, serves on the Awards Committee for NIAAA and was the California Chairperson for the NIAAA Conference in 2013.

Mark received his M.A. in Coaching and Athletic Administration from Concordia University – Irvine in 2015 and a B.A. from Cal State Long Beach in 1980 in Physical Education. He is a Certified Master Athletic Administrator through the NIAAA.

SMALL SCHOOLS AREA REPRESENTATIVE

Phone (909) 996-6620
E-mail dparkes@ocschools.org

David K. Parkes

Objective	To serve in identified areas of need, which will enable me to utilize my skills in program building, administration, and working with coaches, fellow administrators and student athletes.		
Education	2009 – 2012	Concordia University	Irvine, California
	MA in Coaching and Athletic Administration		
	1995 – 1999	Trinity Christian College	Palos Heights, Illinois
	BA in Physical Education		
Related experience	August 05' – present	Ontario Christian High School	Ontario, CA
	Athletic Director/Assistant Principal		
	<ul style="list-style-type: none">• Athletic Administrator of all extracurricular sports (6th – 12th grade)• Administrator of High School Discipline and Attendance		
	August 00' – July 05'	Whittier Christian Schools	Whittier, CA
	Athletic Director/Assistant Administrator/Physical Education Teacher		
Activities & Achievements	<ul style="list-style-type: none">• Teaching of Physical Education (5th – 8th grade)• Athletic Administrator of all extracurricular sports (5th – 8th grade)• Administrator of Junior High discipline		
	August 97' – May 99'	Trinity Christian College	Palos Heights, IL
	Assistant to Athletic Director		
	<ul style="list-style-type: none">• Coordinator of work study program for physical education department• Game Manager for sporting events (basketball, soccer, baseball, and softball)		
	Ambassador League Coordinator CIF-SS Re-Leaguings Secretary Boys' Christian School League President (JH League) Teacher of the Year – Whittier Christian Schools Association of Christian Schools International Professional Educator's Certificate Recipient of Tom Krygsheld Memorial Award from Trinity Christian College TCC "Troll Trot" Road Race Director and Administrator Leadership Award for participation in soccer Faculty Honors Scholarship Four-year member of college soccer team (three-year starter)		
Volunteer experience	Youth Soccer Coach and Referee Trolls Youth Soccer Camp Instructor Special Olympics Activity Director Alsip Park District Instructor		

SUPERINTENDENT REPRESENTATIVE

Grant Bennett
Superintendent, Perris Union High School District

Grant Bennett is Superintendent of the Perris Union High School District in Riverside County California. Mr. Bennett has spent 26 of his 28 years in education serving the students, staff and community of PUHSD. Mr. Bennett began his career as a math teacher at Perris High School in 1993 after teaching two years in Orange County. He also served as a baseball coach, Athletic Director and Assistant Principal before becoming Principal of Perris High School in 2000. As PUHSD continued to grow in student enrollment and a new high school was planned, Mr. Bennett was not only instrumental in leading the educational programming and facility design efforts, he was also the founding Principal when Heritage High School opened in 2007. In 2009 Mr. Bennett was promoted to Director of Pupil Services and later Director of Learning Support Services before becoming Assistant Superintendent of Educational Services in 2015, and in early 2016, selected by the Board of Trustees to serve as Superintendent.

As a site level administrator, Mr. Bennett was skilled at building relationships that positively impacted the larger Perris community. In his various roles as a district administrator, and now as Superintendent, he continues as a servant leader who puts students first and builds the trust amongst his staff necessary to move the entire school district forward. He was the driving force behind the implementation of Common Core at PUHSD and has also been an instrumental part of the district's Scholar + Program 1:1 Chromebook program.

Mr. Bennett has contributed to the Western Association of Schools and Colleges (WASC) accrediting commission. He has also been extremely active in the Association of California School Administrators (ACSA), both at the state and local chapter levels holding a variety of leadership roles. Mr. Bennett has also been heavily involved in the Perris Community, serving for more than 10 years on the Board of Directors for the Perris Valley Chamber of Commerce, including 5 years as President. In addition, Mr. Bennett has been a member of the Rotary Club of Perris for more than 16 years.

Mr. Bennett received his Bachelor's Degree from Cal State University Long Beach in Mathematics and a Master's Degree from National University in Educational Administration. Grant has been married to his wife Pam for more than 33 years. They have three children, Anthony, Emma and John. He lives with his family in Murrieta, California.

SUPERINTENDENT REPRESENTATIVE

John A. Garcia, Jr., Ph.D.

(714) 504-3517

jgarcia@dusd.net

Dr. John Garcia has served in the field of public education for almost 26 years in five California districts—Inglewood, Norwalk-La Mirada, Newport-Mesa, Glendale, and Downey. Dr. Garcia has experience as a teacher and as a site administrator, working with grades kindergarten through high school, leading schools to excellence through constructive reform and innovation in curriculum and instruction.

Through his broad range of educational and professional experiences, Dr. Garcia has developed particular expertise in the theory and practice of Focus on Results, Family Friendly Schools, Smaller Learning Communities (SLCs), Professional Learning Communities (PLCs), curriculum and educational product development, organizational leadership, technology management, and resource allocation.

In addition to his work in the state of California, Dr. Garcia has also been involved at the national and international levels, serving as the chief ambassador for a delegation of educators who traveled to Isehara City, Japan. In that role, Dr. Garcia visited schools and facilitated the exchange of ideas and practices between American and Japanese education systems. Dr. Garcia has also studied the relationship between education, government and non-profit organizations at Templeton College at Oxford University in the United Kingdom.

Dr. Garcia earned his Ph.D. in Education with an emphasis in Urban Education at the Claremont Graduate University, as well as an Executive MBA at the Peter F. Drucker and Masatoshi Ito Graduate School of Management at Claremont Graduate University. He holds a second Master's Degree in Education Administration from California State University-Fullerton and a California Bilingual Cross-cultural Language and Academic Development (BCLAD) Credential.

Beginning in March 2013, he began as the Superintendent of Downey Unified School District with 23,000 students, serving a population that is almost 90% Hispanic and 70% low socioeconomic status. Previously, Dr. Garcia served as Deputy Superintendent, Educational Services and Assistant Superintendent, Human Resources & Director, Classified Personnel in the Glendale Unified School District working with over 2,500 employees to serve over 26,000 students. He also served as a site principal at the elementary, middle and high school levels.

SUPERINTENDENT REPRESENTATIVE

Reggie Thompkins

I've served in education for the last 27 years in roles that include, head basketball coach/PE teacher, high school assistant principal, high school principal, district administrative director, deputy superintendent and currently assistant superintendent. My experience includes working in 6 different districts and 4 counties. I just completed 10+ years of service to CIFSS and CIF as executive board member, president elect, president and past president for both organizations. I am very proud of the accomplishments we achieved during that time including, reauthorization from the state legislature, improving athletic safety protocol, building quality CIFSS and CIF office staff with highly qualified professionals, continuing to address equity and access for all of our scholar athletes, and contributing to building a more coherent and united Federation of all ten CIF sections throughout the state of California.



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CIF SOUTHERN SECTION COUNCIL PROPOSAL FORM**

In accordance with Blue Book Article 3, Bylaw 30.1, the following proposal is submitted for Council consideration.

“CIF Southern Section Council may entertain proposals submitted to the governing body on the appropriate proposal form from duly appointed advisory committees, leagues or the Executive Committee.” *All items coming before the Southern Section Council must contain the financial implications on member schools, leagues and the Southern Section.*

Date: 12-17-2018

Submitted by:

Name of representative: Brice Sunderland, Chairman, Officials Fees and Relations Committee

School of representative: Chaffey Joint Union High School District Telephone: 909-930-2929

Check one of the following:

☐ League Proposal. Name of League: _____

(X) Advisory Committee Proposal. Committee Name: Officials Fees and Relations Committee

☐ Executive Committee Proposal. Submitted by: _____

Rule Change:

Rule Number Affected: 122 Officials Fees

Implementation Date: 7-1-2019

Abstract: (Please add any supporting documents.)

See Attachment

Council First Read: 1-23-2019

Council Action Date: 4-9-2019

Date Proposal will take effect on member schools: 7-1-2016

See reverse side for additional information.

(See Attachment with proposal)

Financial Impact on Member School and Southern Section (Attach an analysis and supporting documents):

A \$1.00 increase in Officials Fees has an estimated average cost to a school site of about \$1,250 per year.

Estimated increases: Year 1 = \$1,250

Year 2 = \$1,250

Year 3 = \$1,250

All Council Proposals must be submitted according to the timelines published in the Blue Book. If they are not received in a timely manner, they will be postponed until the next meeting.

Council Proposals that do not contain the information in the fields provided on both pages will not be considered.

Sport advisory committees are advised to confine their proposals to the sport(s) under their advisement. Any proposals that do not affect Articles 1400 – 3100 must contain a rationale as to why the sport advisory committee is requesting action.

Procedure for Proposed Bylaw Changes:

1. Identify the bylaw, by number, to be changed or eliminated.
2. Type the bylaw, using normal font face, for language that will remain unchanged.
3. Use strikethrough to identify language to be eliminated or changed.
4. Identify proposed language using bold type.

For example, if a league wants to address the color of jerseys in basketball, the proposal may read:

The _____ League proposes the following changes to the basketball bylaws.
(your league name)

Bylaw 1623 Color of Jerseys

Proposed language:

“In all basketball games played between member schools of the CIF Southern Section,
The host team shall wear ~~white~~ **dark** colored jerseys.”

OFFICIAL'S FEES/ RELATIONS COMMITTEE PROPOSAL

1) 3-YEAR AGREEMENT – 2019 – 2020; 2020 – 2021; 2021 – 2022

2) FEES INCREASES –

- 2019 – 2020 SCHOOL YEAR - **\$1.00 INCREASE**
- 2020 – 2021 SCHOOL YEAR - **\$1.00 INCREASE**
- 2021 – 2022 SCHOOL YEAR - **\$1.00 INCREASE**

Blue Book wording changes and notes:

3) SWIMMING

Add a \$2.00 charge per each additional heat for all levels.

4) TRACK & FIELD

Add a \$2.00 charge per each additional event for all levels.

5) VOLLEYBALL

Increase Tournament fees each year:

2019 – 2020 - \$1.00

2020 – 2021 - \$1.00

2021 – 2022 - \$1.00

Increase Line Judge Fee to \$50.00 (Optional)

6) WATER POLO

Increase Tournament fees for next year (2019-2020)

Varsity Tournament \$51.00

Non-Varsity Tournament \$48.00

CIF SOUTHERN SECTION COUNCIL PROPOSAL FORM**

In accordance with Blue Book Article 3, Bylaw 30.1, the following proposal is submitted for Council consideration.

“CIF Southern Section Council may entertain proposals submitted to the governing body on the appropriate proposal form from duly appointed advisory committees, leagues or the Executive Committee.” *All items coming before the Southern Section Council must contain the financial implications on member schools, leagues and the Southern Section.*

Date: December 14, 2018

Submitted by:

Name of representative: Jill Matyuch

School of representative: Brea Olinda HS Telephone: 714-990-7850, ext. 1510

Check one of the following:

☒ League Proposal. Name of League: Century Conference (North Hills & Crestview)

☐ Advisory Committee Proposal. Committee Name: _____

☐ Executive Committee Proposal. Submitted by: _____

Rule Change:

Rule Number Affected: 107

Implementation Date: 2022

Abstract: (Please add any supporting documents.)

Council First Read: 1/23/19

Council Action Date: 4/9/19

Date Proposal will take effect on member schools: 2022

See reverse side for additional information.

Financial Impact on Member School and Southern: Those participating in these events should not incur additional expense, however, they may actually receive an increase return on their investment. Teams are typically in attendance for the awards ceremonies on Sundays.

All Council Proposals must be submitted according to the timelines published in the Blue Book. If they are not received in a timely manner, they will be postponed until the next meeting.

Council Proposals that do not contain the information in the fields provided on both pages will not be considered.

Sport advisory committees are advised to confine their proposals to the sport(s) under their advisement. Any proposals that do not affect Articles 1400 – 3100 must contain a rationale as to why the sport advisory committee is requesting action.

Procedure for Proposed Bylaw Changes:

1. Identify the bylaw, by number, to be changed or eliminated.
2. Type the bylaw, using normal font face, for language that will remain unchanged.
3. Use strikethrough to identify language to be eliminated or changed.
4. Identify proposed language using bold type.

The Century Conference (North Hills and Crestview) Leagues propose the following changes to the CIF-SS Bylaws

Bylaw 504. M. Sundays

Proposed language:

In order to provide at least one day of respite from involvement in interscholastic athletics each week, no interscholastic games or practices are to be held on Sunday.

ADD: Exception: In the sport of Traditional Competitive Cheer –Only those schools that participate in a national-level cheer competition (such as the NHSCC) may have a one-time exemption for that event once per year, provided approval from the CIF-SS office is granted.

RATIONALE: In TCC, the season of sport is much longer than that of any other sport. Cheerleaders also do not participate in traditional head-to-head competition in their leagues like other sports do. National-level competitions have provided wonderful opportunities for these high school athletes to compete and be seen by college recruiters. These athletes will miss the important opportunities that they have had prior to CIF inclusion. (Asking these competitions to move away from their Sunday spot is difficult as they require large venues.)

**The National High School Cheerleading Championship (NHSCC) is considered by most to be the most prestigious cheerleading championship in the country. It is also the only cheerleading championship endorsed by the NFHS. An estimated eight hundred of the most advanced teams, representing about 31 states will compete at the Walt Disney Resort in Orlando, Florida. ESPN and ESPN2 are expected to televise the event in 32 countries and is expected to reach 100 million homes.*

**CALIFORNIA INTERSCHOLASTIC FEDERATION**

CIF STATE OFFICE • 4650 DUCKHORN DRIVE • SACRAMENTO, CA 95834 • PH: 916-239-4477 • FX: 916-239-4478 • WWW.CIFSTATE.ORG

To: Federated Council**Date: March 9, 2019****Re: Proposal – Regional Baseball and Softball Championships
New Bylaws 1501 (Baseball) and 2603 (Softball)****Proposal Originated: Central Section****Proposal Reviewed**

03/25/2018 – Central Section Board of Managers
10/02/2018– Central Section Board of Managers
01/08/2019 – Commissioners Committee
01/31/2019 - Executive Committee
03/12/2019 – Commissioners Committee
04/12/2019 – Federated Council
06/15/2019 – Executive Committee
TBD – New Events Committee

Proposal Recommendation

First Reading
Passed Unanimously, forwarded
Discussion
Discussion
(review & recommendation)
First Reading
First Reading
(review & recommendation)

Type: New Regional Championship Event**Next: Federated Council Action October 2019**

Proposal Summary: The CIF Central Section is proposing the implementation of CIF Regional Baseball and Softball Championships to begin in the 2020-2021 school year. This proposal follows the approved State Championships Master Schedule timelines for implementation of new events for consideration.

The event would allow the most competitive baseball and softball teams in the state an opportunity to compete at the Regional level. This championship event is proposed as a one week tournament held immediately after the section finals.

Fiscal Impact: Neutral. The staff has conducted an audit of section events and will be planning on using Regional Soccer as an income and expense template for a comparison.

Background: State CIF does not currently have a regional championship in Baseball or Softball.

BASEBALL

1500. PITCHING LIMITATION RULE – 30 OUTS

Sections shall adopt the following baseball pitching limitation rule: 30 outs and/or three (3) appearances in a calendar week through the season.

- A. The calendar week begins on Monday.
- B. Innings pitched in a no game (i.e., rainout, power failure, etc.) shall count toward the total.
- C. If the 30th out involves a double or triple play, the team will not be penalized.
- D. An appearance is defined as a pitcher pitching at least one (1) pitch. If a pitcher is removed from the mound to another position or to the dugout and later returns to pitch in the same game, the pitcher will be charged with a second appearance.
- E. Any violation constitutes a forfeit of the contest.

1501. BASEBALL REGIONAL CHAMPIONSHIPS

A Baseball Regional Championship will be held following the completion of Section playoffs. Baseball Regional Championships entries will be place into the appropriate Regions

ARTICLE 260 SOFTBALL

2600. LENGTH OF GAME

Sections are authorized to limit junior varsity softball games to seven (7) innings or a maximum of two (2) hours (no new inning shall begin after two (2) hours have expired from the start of the game), whichever comes first.

2601. OFFICIAL NATIONAL FEDERATION AUTHENTICATION MARK

Only balls with the National Federation authentication mark shall be used in the sports of baseball, basketball, field hockey, football, lacrosse, soccer, softball, volleyball and water polo.

(Revised to include lacrosse November 2000 Federated Council)

2602. PROTECTIVE EQUIPMENT

It is required that adult base coaches wear a protective helmet. Play will not continue until compliance with this rule is met. It is recommended that the helmet meet NOCSAE standards.

NOTE: NFHS rules govern use of protective equipment by a player/student.

(Approved January 2015 Federated Council)

2603. SOFTBALL REGIONAL CHAMPIONSHIPS

A Softball Regional Championship will be held following the completion of Section playoffs. Baseball Regional Championships entries will be place into the appropriate Regions