

MICHIGAN HIGH SCHOOL ATHLETIC ASSOCIATION, INC.

EXECUTIVE COMMITTEE MEETING

East Lansing, August 3, 2016

Members Present:

Scott Grimes, Grand Haven
Fred Smith, Benton Harbor
Vic Michaels, Detroit
Kris Isom, Adrian
Dave Derocher, Reese

Staff Members Present:

Tom Rashid
Jack Roberts (Recorder)

Executive Committee Authority and Responsibility – The Executive Committee reviewed its authority under Article VII of the MHSAA Constitution and specifically its responsibility to consider each application for waiver of an eligibility requirement on its individual merits, determining if the regulation serves the purpose for which it was intended in each case or if the regulation works an undue hardship on any student who is the subject of a request for waiver. (These underlying criteria may not be restated for every subject of these minutes.)

The Executive Committee was reminded that it was the responsibility of each member school involved to provide sufficient information about the specific request for the Executive Committee to reach a decision without further investigation. If information is incomplete, contradictory or otherwise unclear or has been received too late to be studied completely, the Executive Committee may deny the request for waiver or delay action. Such requests may be resubmitted to the Executive Committee with additional information at a subsequent meeting or appealed to the full Representative Council.

It is possible that some of the information presented as facts to the Executive Committee by school personnel and others may be inaccurate. However, to avoid constant repetition in this report of phrases such as “it was alleged” or “it was reported,” no attempt is made in the introduction of each waiver request to distinguish between truth, allegation, hearsay, opinion, summary or conclusion. If any information provided to the Executive Committee is inaccurate, any decision of the Executive Committee to grant waiver of a regulation shall be null and void.

The Executive Committee is not authorized to approve waiver based on alleged or actual differences between schools based on “environment,” demographics, curriculum or extracurricular offerings. A determination of undue hardship is a matter addressed to the discretion of the Executive Committee within the educational philosophy and secondary role of voluntary extracurricular competitive athletics in the academic environment. The Executive Committee will avoid making exceptions that would create precedent that effectively changes a rule without Representative Council action or local board of education adoption, which would exceed Executive Committee authority. The contract the MHSAA has with member schools obligates the MHSAA to not change rules during the school year.

Students for whom waiver of a particular regulation is approved must be eligible in all other respects under all sections and interpretations of the regulations prior to their participation.

Adoption of these regulations, as well as policies, procedures and schedules of MHSAA tournaments, is a choice schools make locally when they consider their option of MHSAA membership. Consistent with rulings of the Attorney General and Michigan Supreme Court, schools are not bound by the decisions of the Executive Committee, but the association may limit participation in the postseason tournaments it sponsors to those schools which choose to apply rules and penalties as promulgated by the MHSAA and adopted by each member school's board of education. The MHSAA exercises no independent authority over schools or students.

Summary of 2015-16 Waivers – During the 2015-16 program year, there were 453 (versus 467 in 2014-15, 449 in 2013-14, 522 in 2012-13, 506 in 2011-12, 462 in 2010-11, 500 in 2009-10, 540 in 2008-09, 524 in 2007-08, 448 in 2006-07, 518 in 2005-06, 436 in 2004-05, 355 in 2003-04 and 408 in 2002-03) requests by member schools to waive regulations, of which 381 (versus 362 in 2014-15, 345 in 2013-14, 416 in 2012-13, 386 in 2011-12, 337 in 2010-11, 366 in 2009-10, 419 in 2008-09, 396 in 2007-08, 326 in 2006-07, 387 in 2005-06, 297 in 2004-05, 214 in 2003-04 and 215 in 2002-03) were approved by the Executive Committee. Of the total, 291 (versus 300 in 2014-15, 316 in 2013-14, 338 in 2012-13, 352 in 2011-12, 320 in 2010-11, 320 in 2009-10, 354 in 2008-09, 372 in 2007-08, 282 in 2006-07, 276 in 2005-06, 295 in 2004-05, 232 in 2003-04 and 291 in 2002-03) requests involved the transfer regulation, of which 224 were approved (213 in 2014-15, 229 in 2013-14, 259 in 2012-13, 265 in 2011-12, 219 in 2010-11, 217 in 2009-10, 263 in 2008-09, 275 in 2007-08, 198 in 2006-07, 204 in 2005-06, 196 in 2004-05, 144 in 2003-04 and 130 in 2002-03).

Rationale for Transfer Regulation – The following rationale for the transfer regulation, first established by the Executive Committee on Aug. 6, 1985 and last reviewed Aug. 5, 2015, was reaffirmed:

- a. The rule tends to insure equality of competition in that each school plays students who have been in that school and established their eligibility in that school.
- b. The rule tends to prevent students from "jumping" from one school to another.
- c. The rule prevents the "bumping" of students who have previously gained eligibility in a school system by persons coming from outside the school system.
- d. The rule tends to prevent interscholastic athletic recruiting.
- e. The rule tends to prevent or discourage dominance of one sport at one school with a successful program, i.e., the concentration of excellent baseball players at one school to the detriment of surrounding schools through transfers and to the detriment of the natural school population and ability mix.
- f. The rule tends to create and maintain stability in that age group, i.e., it promotes team stability and team work expectation fulfillment.
- g. The rule is designed to discourage parents from "school shopping" for athletic purposes.
- h. The rule is consistent with educational philosophy of going to school for academics first and athletics second.
- i. It eliminates family financial status from becoming a factor on eligibility, thus making a uniform rule for all students across the state of Michigan (i.e., tuition and millage considerations).
- j. It tends to encourage competition between nonpublic and public schools, rather than discourage that competition.
- k. It tends to reduce friction or threat of students changing schools because of problems they may have created or because of their misconduct, etc.

Fraser, Sterling Heights-Utica Ford II and Sterling Heights-Utica Stevenson High Schools (Regulation I, Section 1[F-3]) – A request to proceed with an ice hockey cooperative program application in excess of the 3,500-student enrollment limit for three years was made on behalf of these three schools, two of which dropped ice hockey two or more years prior to the adoption of the regulation which permits a cooperative program formation if a school dropped its program the previous school year. Fraser has struggled to field a team for several years and was not approved for an agreement with Utica Ford II in 2013-14 in excess of the 3,500 enrollment limit. Utica Ford dropped its program in 2012-13 and Stevenson in 2013-14. It is anticipated for 2016-17 that 16 students would be participating among the three schools and no players would be cut. The combined enrollment of 6,324 students would place a new team in the Division 1 tournament. The Macomb Area Conference is in support of the agreement.

The Executive Committee did not approve the application, noting that the total enrollment is far beyond the 3,500-student limit established by the Representative Council; and because the 3,500-student limit is far exceeded by combining just two of these schools, there is no prospect of a remedy available within three years by the removal of one of the schools for a cooperative program that would comply with the enrollment limit.

Lake Linden-Hubbell, Baraga, Calumet, Chassell, Hancock, Houghton and Painesdale-Jeffers High Schools (Regulation I, Section 1[F]) – The Executive Committee approved a cooperative program in girls gymnastics between these seven schools whose combined enrollment is 1,610 students. None of the schools sponsored gymnastics previously. Lake Linden-Hubbell will be the primary school. Support from three future Upper Peninsula opponents was submitted.

Macomb-L'Anse Creuse North and Harrison Township-L'Anse Creuse High Schools (Regulation I, Section 1[F-3]) – Application was made for a cooperative program in ice hockey between these two schools of the same district whose combined enrollment of 3,545 students would place a new team in the Division 1 tournament. These teams struggled to complete the 2015-16 season due to low participation. This request to form a cooperative program in excess of the 3,500-student enrollment limit is made in accordance with provisions of this section because L'Anse Creuse dropped its hockey team in 2015-16 and did not participate in the sport for the 2015-16 school year. L'Anse Creuse North had approximately ten students for tryouts and no goalie. If approved, the program would be allowed to operate for three years and must be under 3,500 students combined enrollment to begin the 2019-20 school year. L'Anse Creuse North would be the primary school. Support from the Macomb Area Conference was submitted.

Consistent with the requirements of Section 1(F)3, the Executive Committee approved the application.

Muskegon—Reeths-Puffer, Montague, Muskegon Catholic Central, North Muskegon and Whitehall High Schools (Regulation I, Section 1 [F-1]) – The Executive Committee approved the addition of Whitehall to a cooperative program in ice hockey which currently exists among the other four schools. The combined enrollment of 2,723 students will move this team to the Division 1 tournament. Reeths-Puffer will continue as the primary school. Support from the OK and West Michigan Conferences was submitted.

Otisville-LakeVille, Almont, Goodrich, Imlay City and North Branch High Schools (Regulation I, Section 1[F]) – The Executive Committee approved the addition of Almont to a cooperative program in ice hockey which previously existed between the other four schools and Dryden. The combined enrollment of 3,109 students will continue placement of a team in the Division 1 tournament. LakeVille is the primary school. Support from the Tri-Valley Conference was submitted.

Rudyard and Brimley High Schools (Regulation I, Section 1[E]) – The Executive Committee approved a cooperative program in wrestling between these two schools whose combined enrollment of 369 students will continue placement of a team in the Division 4 tournament. Rudyard sponsored wrestling previously in a cooperative program with Cedarville which has dissolved. Rudyard will be the primary school. Support from the Straits Area Conference was submitted.

Swartz Creek, Clio and Flushing High Schools (Regulation I, Section 1[F]) – A request was made to allow the ice hockey cooperative program to continue participation in 2016-17 with a combined enrollment of 3,573 students, in excess of the 3,500-student enrollment limit. In 2015-16, Flushing was added to the program already operating with Clio and increasing the enrollment to 3,474 students. Enrollment increased in 2016-17 at Flushing by 62 students and at Clio by 42 students. Swartz Creek's enrollment dropped by five students.

The Executive Committee did not approve the request for waiver as presented. However, the committee decided that prior to the first ice hockey game of the 2016-17 season, the schools must notify the MHSAA of the school being removed from this cooperative program in order to comply with the 3,500-student limit. Students of that school who participated in this cooperative program during the 2015-16 ice hockey season may continue to participate on the cooperative team until their graduation. No additional students enrolled at the deleted school, including first-time 9th-graders, may participate; and the enrollment of this team for MHSAA Ice Hockey Tournament purposes shall continue to be the combined enrollment of all three schools until the last of the "grandfathered" players has graduated.

Vassar, Caro, Frankenmuth and Millington High Schools (Regulation I, Section 1[F]) – The Executive Committee approved the addition of Frankenmuth to a cooperative program in girls gymnastics which previously existed between the other three schools. The combined enrollment is 1,776 students; Vassar will continue as the primary school. Support from four future opponents was submitted.

Canton-Salem High School (Regulation I, Sections 4, 5 & 6) – A request to waive the maximum enrollment and competition portions of the eligibility regulation was made on behalf of a 12th-grade student with severe multiple impairments/disabilities who has been enrolled in eight semesters of high school and participated in cross country and track & field with the assistance of two paraprofessionals, completing six races during the past three track seasons with non-competitive times. The student is non-verbal and in a wheelchair for long distances but gains strength to walk longer distances among her peers.

The Executive Committee approved waiver of all applicable regulations for this student who presents no risk of injury or competitive advantage and demonstrates a seriously debilitating disability, and whose participation is limited and with the assistance of two paraprofessionals which generally restricts her participation to a non-scoring basis. Waiver is for the 2016-17 school year only.

Bark River-Harris High School (Regulation I, Section 9) – A request to waive the transfer regulation and specifically Interpretation 62 (public school of residence) was made on behalf of an 11th-grade student placed in foster care on April 16, 2016 with parents who reside in the Escanaba School District and will enroll at Bark River-Harris to begin the 2016-17 school year. The student was removed from his home in Iron Mountain during the 9th grade and placed in two other foster care facilities while taking online courses. The student has transitioned from a residential care facility into a family foster home and has not participated in athletics since the fall of 2014-15 at Iron Mountain.

The Executive Committee approved the request for waiver.

Bloomfield Hills-Cranbrook Kingswood High School (Regulation I, Section 9) – A request to waive the transfer regulation and specifically Interpretation 62 (closest nonpublic school) was made on behalf of a 10th-grade student who attended a boarding school in Ohio and is returning to live with his parents in Birmingham (Exception 2). The student lives less than a mile closer to Roeper School but has a sister graduating from Cranbrook Kingswood and a 7th-grade sister also attending Cranbrook Kingswood.

The Executive Committee approved the request for waiver.

Brighton High School (Regulation I, Section 9) – A request to waive the transfer regulation was made on behalf of a 12th-grade student who previously attended Ann Arbor-Fr. Gabriel Richard before enrolling at Brighton to begin the 2016-17 school year due to significant changes in family status and resources. The parents have been divorced for 18 months and the student resides with his mother in the neighboring Pinckney School District. The father has moved into another district. The mother has been unable to sell her home. The mother works in Lansing and Ann Arbor and plans to buy a home in Brighton when her home sells.

The Executive Committee did not approve the request for waiver.

Canton-Plymouth Christian Academy (Regulation I, Section 9) – A request to waive the transfer regulation was made on behalf of a 12th-grade student whose parents are missionaries in Ireland and who will be reenrolling at Plymouth Christian to begin the 2016-17 school year. The student attended Plymouth Christian from middle school through the 9th grade in 2013-14 and two years of school in Ireland with his parents. The student will reside with grandparents in Canton until the parents return from Ireland in the spring of 2017.

The Executive Committee approved the request for waiver.

Corunna High School (Regulation I, Section 9) – A request to waive the transfer regulation and specifically Interpretation 62 (public school of residence) was made on behalf of a 10th-grade student, present in the U.S. on a J-1 visa, from an Approved International Student Program whose host family lives in the Durand School District but whose 12th-grade daughter has attended Corunna Schools since the 9th grade (Exception 4).

The Executive Committee approved the request for waiver.

Dexter High School (Regulation I, Section 9) – A request to waive the transfer regulation was made on behalf of a 12th-grade student who was one of three students involved in an incident in December 2015 which led to legal prosecution in the juvenile court system and this student's enrollment in Pinckney's off-site virtual school since the second semester of 2015-16. The student has not participated in athletics since the winter of 2015-16. The student who was the subject of the incident is still attending Pinckney.

The Executive Committee did not approve the request for waiver.

Grand Rapids Christian High School (Regulation I, Section 9) – A request to waive the transfer regulation and specifically Interpretation 62 (closest nonpublic school) was made on behalf of a 10th-grade student whose family relocated from Oakville, Ontario where the student attended Kings Christian High School. The family lives closer to NorthPointe Christian. The student's mother is a Grand Rapids Christian graduate and the father is an administrator at Calvin Seminary with which Grand Rapids Christian is closely associated. The student is interested in girls swimming but has no history of athletic participation.

The Executive Committee approved the request for waiver.

Grand Rapids Christian High School (Regulation I, Section 9) – A request to waive the transfer regulation and specifically Interpretation 62 (closest nonpublic school) was made on behalf of 10th- and 11th-grade brothers whose family relocated from Maryland where the students attended Chapelgate Christian Academy. The family lives 2.4 miles closer to NorthPointe Christian which is a Christian school but with a statement of faith that is not of this family's preference.

The Executive Committee did not approve the request for waiver.

Holly High School (Regulation I, Section 9) – A request to waive the transfer regulation was made on behalf of a 12th-grade student who attended Holly High School through the 11th grade until April 18, 2016, when the student moved with his mother to Arizona to care for an ailing grandfather. The student enrolled in school there and did not participate in athletics. The grandfather's health has improved and the student has moved back to live with his brother and is reenrolling at Holly to begin the 2016-17 school year. The mother will return to Holly on Sept. 10, 2016, and the student will reside with her in their former residence.

The Executive Committee approved the request for waiver.

Menominee High School (Regulation I, Section 9) – A request to waive the transfer regulation was made on behalf of a 10th-grade student who was involved in inappropriate activity with another student while enrolled at a previous school. The matter is pending legal review. The student has participated previously in interscholastic athletics.

The Executive Committee approved the request for waiver.

Parma-Western High School (Regulation I, Section 9[C]) – A request to waive the transfer regulation was made on behalf of a 10th-grade student to permit eligibility in girls swimming & diving. The student previously attended Jackson Christian and was a participant in 2015-16 on the girls swimming & diving cooperative team between these two schools. Support from Jackson Christian was submitted.

The Executive Committee approved the request for girls swimming & diving only during the first semester of the 2016-17 school year. The student is eligible for all sports on Jan. 16, 2017.

Pontiac-Notre Dame Preparatory High School (Regulation I, Section 9) – A request to waive the transfer regulation and specifically Interpretation 62 (closest nonpublic school) was made on behalf of a 10th-grade student whose family has moved from Brazil over the past five months and will enroll at Notre Dame Prep to begin the 2016-17 school year. The student attended the Pan American School in Brazil. The family is Catholic and the student attended Catholic school in Argentina where he was born. Auburn Hills Christian is eight blocks closer to the new home than is Notre Dame Prep, which is the closest Catholic school to the new residence. The student has no history of athletic participation in high school.

The Executive Committee approved the request for waiver.

Southfield Christian High School (Regulation I, Section 9) – On June 15, the Executive Committee tabled a request to waive the transfer regulation and specifically Interpretation 62 (closest nonpublic school) made on behalf of a 12th-grade student who attended a Christian boarding school in Indiana and has returned to live with his parents (Exception 2). Southfield Christian is not the closest nonpublic school to the parents' home, but the student attended Southfield Christian School in 4th grade during the 2008-09 school year. At the Executive Committee's request, the school had submitted additional information including a history of the student's enrolment and the descriptions of and distances to schools closer to the student's residence than Southfield Christian.

The Executive Committee approved the request for waiver.

Vicksburg High School (Regulation I, Section 9) – A request to waive the transfer regulation and specifically Interpretation 62 (public school of residence) was made on behalf of a 12th-grade student, present in the U.S. on a J-1 visa, from an Approved International Student Program whose host family lives in the Schoolcraft School District but whose 11th-grade daughter has attended Vicksburg Schools since the 9th grade (Exception 4).

The Executive Committee approved the request for waiver.

Waterford Kettering High School (Regulation I, Section 9) – A request to waive the transfer regulation and specifically Interpretation 62 (public school of residence) was made on behalf of a 10th-grade student whose family recently made a residential change from Indiana into the Waterford Mott attendance area and will be reenrolling at Waterford Kettering to begin the 2016-17 school year. The student attended the middle school that feeds Waterford Kettering and attended 9th grade there for one month in the fall of 2015-16 before moving to Indiana. The student has participated in athletics.

The Executive Committee approved the request for waiver.

Subvarsity Waiver Requests Meeting All Conditions of Section 9(B) – The Executive Committee approved immediate eligibility at the subvarsity level for the following transferring 9th- or 10th-grade students (after entering 9th grade, before completing 10th grade) **who have not previously participated in an interscholastic scrimmage or contest in any MHSAA sport at the high school level** (whether MHSAA member schools or not) and who do not qualify for one of the 15 stated exceptions to the transfer regulation and have transferred for reasons having nothing to do with athletics, discipline or family finances and would not require Executive Committee evaluation or comparison of school demographics or curriculum:

Requesting High School	Grade	Former High School	Date of Enrollment	Length of Subvarsity Eligibility Status
Battle Creek-St. Philip Catholic Central	10	Battle Creek-Harper Creek	Aug. 29, 2016	Jan. 16, 2017
Hancock	10	Home School	Sept. 6, 2016	Jan. 16, 2017
Ida	10	Monroe	Sept. 6, 2016	Jan. 16, 2017

Approved International Student Programs (AISP) – Exception 4 of Regulation I, Section 9(A) allows immediate eligibility for one academic year for an otherwise eligible international student on either a J-1 or F-1 visa who is placed in a public school district or school service area through an MHSAA Approved International Student Program. Pursuant to Interpretation 83, the Executive Committee was asked to approve a request from Farmington Hills-Mercy High School to be added to the list of approved programs for 2016-17.

The Executive Committee did not approve this application, noting that the school is not conducting a program within the meaning and intent of the Approved International Student Program policies and procedures.

Byron Center High School (Regulation II, Section 11[H]) – Pursuant to Interpretation 241, a request to waive the four-player rule for the 2016-17 school year was made on behalf of the head girls and boys swimming & diving coach who is employed as the aquatics director of the Byron Center Community Pool and also coaches the Byron Center Dawgs Swim Program. It is anticipated that the “BCD” program will have 225 participants ages 5-24, including students from several neighboring schools and districts: Grand Rapids-South Christian, Grand Rapids-Catholic Central, Caledonia, Zeeland East and West, Holland, Holland Christian, Holland-West Ottawa, East Kentwood, Jenison, Midleville-Thornapple Kellogg, Otsego, Allegan, Grandville, Rockford and Wayland. It is estimated that 15 girls and 10 boys from Byron Center Schools in grades 7-12 will participate in the “BCD” program in 2016-17. This coach has been granted a waiver while employed with Holland High School previously and with Byron Center for the past few years.

The Executive Committee approved the request for waiver for this coach for the 2016-17 school year.

Grosse Pointe North High School (Regulation II, Section 11[H]) – Pursuant to Interpretation 241, a request to waive the four-player rule for the 2016-17 school year was made on behalf of the boys and girls swimming & diving coach who is employed full-time by the Pointe Aquatics Club. The Pointe Aquatics Club will have approximately 101 participants, 18 who are in 7-12th grades and 89 below the 6th grade. Four of the 7-12th graders do not attend Grosse Pointe Schools but are enrolled at four other schools: Grosse Pointe Woods-University Liggett, Detroit-U of D Jesuit and Grosse Pointe Woods-Our Lady Star of the Sea. Twelve of the participants are Grosse Pointe Public School students, grades 7-12. A similar request has been granted for this program annually for the past several years.

The Executive Committee approved the request for waiver for this coach for the 2016-17 school year.

Waterford Kettering and Waterford Mott High Schools (Regulation II, Section 11[H]) – Pursuant to Interpretation 241, a request to waive the four-player rule for the 2016-17 school year was made on behalf of the head girls and boys swimming coach of this cooperative program, who is also employed full-time by the Waterford Kingfish Aquatic Club. The program is open to the general public and includes 120 participants ages 6-18 of which 67 are students in grades 7-12 from seven school districts including Waterford (Berkley, Clarkston, Hartland, Huron Valley, Lake Orion and Livonia). There are over 50 students younger than 6th grade involved. It is anticipated that six Waterford students in grades 7-12 will be involved in the program. Approval has been granted for this program and coach previously.

The Executive Committee approved the request for waiver for this coach for the 2016-17 school year.

Hudson and Hudson-Sacred Heart Catholic Middle Schools (Regulation III, Section 1 [D]) – The Executive Committee approved a cooperative program between these middle schools in all sports offered at Hudson Middle School: boys and girls cross country, football, girls volleyball, boys and girls basketball, girls competitive cheer and boys and girls track & field. Hudson will be the primary school; Sacred Heart is a new MHSAA member middle school.

Waterford Mott High School (Regulation V, Section 4) – A request to modify the executive director's penalty for a violation of undue influence was made on behalf of the Waterford Mott head varsity football coach. The school has confirmed that a Facebook message was sent by the coach in June 2015 to an 8th-grader at a charter school in Pontiac appearing to secure or encourage the enrollment of the student at Waterford Mott because of athletics. In addition, the 9th-grade football coach was dismissed by the school for similar and more widespread activity and was assessed a two-year MHSAA tournament coaching prohibition by the MHSAA.

There were also out-of-season coaching violations in the spring of 2016 which involved three two-hour camp type football sessions with students in grades 7-12 that were reported by the school. The school imposed the penalty that any coaches involved in these workouts were prohibited from any contact with Waterford Mott football players in any contest, practice, weightlifting or conditioning setting from May 15 to June 15, 2016. The school also reduced or cancelled several otherwise permitted out-of-season football activities. These actions were accepted by the MHSAA.

With regard to undue influence relative to the head coach, the school had suggested a penalty of suspension of the coach for the first scrimmage and game of the 2016 season. The MHSAA assessed a penalty of probation through 2019-20 during which the football team was prohibited from entry into the MHSAA Football Playoffs unless the school agreed to withhold the coach from the first scrimmage and first two regular season games in 2016 and, should the team qualify for the MHSAA Football Playoffs in 2016 and 2017, to not allow the head varsity coach to coach or be present at any MHSAA tournament game in any sport (two-year playoff prohibition). In addition, other remedial actions were assessed including receiving MHSAA approval for participation by any football players transferring into Waterford Mott and prohibitions on non-school 7-on-7 coaching by any Waterford Mott football staff members.

The school accepted all conditions including the head coach not attending the opening scrimmage and first two games of the 2016 season; but the school suggested one of two modifications: (1) remove the postseason two-year playoff ban, or (2) remove the postseason two-year playoff ban and prohibit attendance at the first game of the 2017 season.

The athletic director and head football coach met with the Executive Committee. Upon conclusion of their dialogue with the committee, the staff investigator and executive director were also excused, pursuant to MHSAA rules of procedure.

The Executive Committee separated the issues of undue influence violations from the issues of out-of-season coaching violations, the latter of which has been very sufficiently addressed by the school's strong internal actions.

As for the penalties for undue influence, the Executive Committee adopted the five principles which the executive director communicated to the school on July 14, 2016:

1. Had the head coach initiated the 2015 Facebook message and had that student actually enrolled at Waterford Mott, the proposed penalty with respect to this coach would have been no regular season coaching for the 2016 football season and no coaching in any MHSAA tournaments for four school years.
2. Because the head coach was responding to the Facebook message from the student and not initiating the message, and because no transfer occurred, the proposed penalty with respect to this coach is one scrimmage and two regular season games in 2016 and no coaching in MHSAA tournaments for two school years. This reflects that head coaches are held responsible for their own conduct as well as that of their assistant coaches.
3. Schools are held responsible for the conduct of all coaches. That's the meaning of the proposed four-year probation for the school, and the conditions of that probation.
4. The penalties proposed by the executive director reflect an era of tougher penalties. The MHSAA Representative Council quadrupled the maximum penalties two years ago, and penalties assessed prior to the 2014-15 school year serve as no precedent for current situations because there were one-year maximums prior to 2014-15 and there are four-year maximums now.
5. The proposed penalties in this matter reflect the Representative Council's action in 2014. If those penalties are to be reduced, it should be by Executive Committee action, not staff. Any appeal by the school should be considered in that context. MHSAA staff will not be offended if the penalties are modified by the Executive Committee, but would take this as guidance when processing penalties in the future.

During its discussion, the Executive Committee considered substituting the certainty of regular season suspensions in contrast to postseason suspensions which have little effect if the school does not qualify for the Football Playoffs. There was some sentiment that one continuous penalty, without interruption, could serve as a more practical penalty. However, after lengthy discussion, the Executive Committee affirmed the penalties as imposed in this particular case. The MHSAA's action specific to the head coach, in addition to the school's action (to prohibit the presence of the head coach at one preseason scrimmage and the first regular season football game [all levels]), is to stipulate that this individual (a) may not attend the first **two** regular season games of 2016 on any level of the Waterford Mott football programs, and (b) may not coach a team in an MHSAA tournament in any sport for any MHSAA member school through the 2017-18 school year. He may not be present at the venue.

Grosse Pointe North High School (Constitution Article II, Section 3) – On June 15, 2016, the Executive Committee directed staff to request the appearance of school district personnel at the committee's Aug. 3, 2016 meeting to review concerns that during the 2016 girls soccer season and MHSAA Girls Soccer Tournament the school failed to implement the required effect of policies and procedures promulgated by the organization to govern eligibility, competition and tournaments.

In advance of the meeting, the superintendent of schools initiated a meeting with MHSAA staff and submitted written responses to specific concerns.

In attendance for discussions with the Executive Committee were the superintendent, the principal at Grosse Pointe North High School, the athletic director at Grosse Pointe North High School and one member of the school district's board of education.

During the meeting with the Executive Committee, the school district admitted errors, made apologies and returned the trophy for the District Girls Soccer Tournament it entered before the realization that it had exceeded the regular season limit for soccer games. The school's last two regular season games and three District tournament games have been recorded as forfeits by the MHSAA.

In spite of these and other positive steps by personnel of the district and Grosse Pointe North High School, Executive Committee members expressed displeasure for the role of school district personnel in attempting to convert games to scrimmages long after the games were played and the scores recorded and for the lack of opposition to and even support of parents who were employing those tactics to undermine compliance with rules the school had agreed to enforce.

The Executive Committee voted to accept the school district's 2016-17 MHSAA Membership Resolution with the following conditions: Grosse Pointe North High school is placed on probation from this date through July 31, 2017, during which:

- a. The school shall not host MHSAA tournaments.
- b. The school shall not receive reimbursements for MHSAA tournament participation to which it might otherwise be entitled by MHSAA policy.
- c. The school's varsity girls soccer team shall be limited to two (not four) scrimmages and 16 (not 18) games during the 2017 regular season.
- d. The school's girls soccer program shall not participate in the 2017 MHSAA Girls Soccer Tournament.

Absent these actions, the violation of MHSAA policies by Grosse Pointe North during 2015-16 was without substantive consequence. Moreover, there is an obligation by the MHSAA to assure that schools which were withdrawn before the MHSAA tournament for violating season contest limitations in the past see the same consequences for Grosse Pointe North High School for the same violation.

New Member Schools – Pursuant to the MHSAA Constitution adopted by member schools and according to procedures for MHSAA membership adopted by the Representative Council on March 27, 1997, the Executive Committee approved membership for the following school:

Detroit Leadership Academy – This school's charter is through Central Michigan University and is managed by Equity Education. The school was operated for several years by the Detroit YMCA until Equity Education assumed management in 2014. The school now operates in the former St. Thomas Aquinas Catholic grade school located on the border of Dearborn and Detroit at Ford Road and Evergreen. The school may move to a larger high school facility in the near future. The school has a small gymnasium suitable for competition and a field adequate for football practice, baseball and softball. The school intends to sponsor boys and girls cross country, boys and girls basketball, boys and girls track & field, football, girls volleyball, baseball and girls softball. The Leadership Academy Middle School is also seeking MHSAA membership and intends to include 6th-graders. A signed 2016-17 Membership Resolution and Preliminary Classification Form were received on June 29, 2016. The Athletic Department Code of Conduct was also submitted. If a 2017-18 Membership Resolution is received prior to Sept. 29, 2017, and all other regulations are followed, the school will be eligible for MHSAA tournaments for the 2017-18 school year.

Michigan Association of Chiropractors – Executive Committee members reviewed correspondence from this organization and discussed their sense of the membership's needs and desires regarding the performance of pre-participation physical examinations by chiropractors. There was consensus that no change in MHSAA policies with respect to chiropractors is desired by the membership nor justified by Michigan statutes or case law.

Multimedia Regulations – The Executive Committee reviewed and approved the Multimedia Regulations for 2016-17 and, in doing so, authorized MHSAA staff to modify policies, procedures and rights fees related to audio broadcasts should changes in MHSAA vendors make that necessary during the 2016-17 school year.

MHSAA Committees – The Executive Committee reviewed, modified and approved a list of committees whose meetings will be held prior to Jan. 1, 2017.

Retiree Medical Insurance – The MHSAA does not pay any part of the cost of medical insurance for retiring employees, with two exceptions:

- a. In 1998, the MHSAA Executive Committee approved the payment of one month's premium for every two years of employment for each of eight members of the MHSAA support staff hired to full-time employment at the MHSAA prior to Aug. 1, 1987, to a total of 18 months. One of those eight employees remains with the MHSAA, but this benefit is no longer allowed by the MHSAA insurer. In the spirit of the 1998 commitment, it is recommended that the MHSAA pay the premium required for this now 38-year staff member during the first 18 months she participates in the retiree segment of the MHSAA Blue Cross/Blue Shield plan. The original memo of commitment and proposed update were provided.

The Executive Committee approved a memorandum outlining the recommended updates that now apply to just one member of the MHSAA staff.

- b. In 2003, the MHSAA Executive Committee approved the payment of 50 percent of the single subscriber premium, up to a maximum of \$500 per month, paid directly by the MHSAA to BC/BS until the retiree reaches the Medicare qualifying age, provided this retiring employee has at least ten years of MHSAA service, is at least 59 ½ years of age, and has been a part of the MHSAA BC/BS group for at least the 12 months immediately preceding retirement. Changes in Federal law and within BC/BS plans required that documents for this plan be revised to reflect that the \$500 limit is no longer permitted. The Summary Plan Description and board resolution were provided.

The Executive Committee adopted the restated MHSAA Retiree Health and Dental Plan and authorized the executive director to execute the restated Plan and any related documents that are necessary to implement this action on behalf of the MHSAA.

Executive Director's Performance Agreement – The Executive Committee approved the executive director's 2016-17 Standards of Performance and contract extension.

Next Meetings – The next meetings of the Executive Committee are scheduled for Wednesday, Aug. 24, 2016, at 9 am in East Lansing; Wednesday, Sept. 7, 2016, at 8:30 am in East Lansing; Wednesday, Sept. 28, 2016, at 8:30 am in East Lansing; Wednesday, Nov. 2, 2016, at 8:30 am in East Lansing; and Thursday, Dec. 1, 2016, at 1 pm in East Lansing.