

**WIAA EXECUTIVE BOARD MEMBERS PRESENT**

President Paul Manfred (WIAA District 6), Vice President Dwayne Johnson (WIAA District 3), Harlan Kredit (WIAA District 1), Jeff Lowell (WIAA District 2), Tim Graham proxy for Scott Chamberlain (WIAA District 4), Russ Waterman (WIAA District 5), Cathy Schick (Region A-1), Wendy Malich (Region B-1), Casey Gant (Region C-1), and David Blakney (Region C-3.)

**HONORARY BOARD MEMBERS PRESENT**

Kelley Boyd (Rural Educators Center (REC)), Mike Schick (Washington State Coaches Association (WSCA)), Mark DeJonge (Washington Federation of Independent Schools (WFIS)), and Todd Stordahl (Washington Officials Association (WOA.))

**WIAA STAFF**

Mick Hoffman, Executive Director; Cindy Adsit, Andy Barnes, Jeneé James and Justin Kesterson, Assistant Executive Directors; and Bryn Langrock, Director of Marketing.

**CALL TO ORDER**

Paul Manfred called the meeting to order at 9:00 am on Sunday, January 25, 2026. Dwayne Johnson led the Board in the Pledge of Allegiance.

**SUBCOMMITTEE MEETINGS**

The Finance, Calendar/Culminating Events, and Handbook Subcommittees met separately.

- A. Calendar/Culminating Events** - recommendations and action are in the action report.
- B. Finance** - recommendations and action are in the financial report.
- C. Handbook** - recommendations and action are in the action report.

**APPROVAL OF CONSENSUS ISSUES**

**EXECUTIVE BOARD MEETING MINUTES:** Cindy Adsit reported that due to malware, the email voting minutes for October 5, 2025 and December 11, 2026, which are stored on the network, were not available to add to this agenda but will be included with the March agenda.

- **Malich/Blakney** moved to approve the November 17, 2025 Executive Board Meeting Minutes and the December 9, 2025 Executive Committee Zoom Meeting Minutes.  
MOTION PASSED.

**DIRECTOR ACTION TAKEN SUMMARY:** Mick Hoffman summarized the action taken since November, 17, 2025, on rule waiver requests.

- **Malich/Kredit** moved to approve the Director action taken since November 17, 2025.  
MOTION PASSED.

**COMBINED/CO-OPERATIVE PROGRAMS:** Jenee' James shared that no schools have requested combined or co-operative programs submitted since November 17, 2025.

### PLANNING/DISCUSSION

- A. Strategic Plan:** Mick Hoffman updated the Board on the strategic planning strategies. Coaches ejections were less than half of those in the fall last year. Thanks to the schools for that emphasis, even though the number of student ejections increased. (Attachment #1.)
- B. Winter Coalition meeting:** Mick Hoffman presented the agenda and timeline, meeting procedures and his opening remarks for the January 26, 2026 Winter Coalition meeting.

The talking points for each of the amendments has been shared with the District Directors, Honorary Board members and the Executive Board members. They will also be shared with the League Presidents and Representative Assembly delegates following the Winter Coalition.

Mick Hoffman shared that, after legal review of RCW 28A.600.200, amendment #23 (schools could enhance penalties) would violate state law and recommended that an advisory vote be taken in the event the RCW changes in the future.

- **Kredit/Malich** moved that the votes for amendment #23 would be advisory only. MOTION PASSED

**C. Review of fall events**

- 1. Soccer** - Jenee' James thanked each of the site managers for their efforts to offer quality events at their site and create great experiences for the athletes. She also acknowledged Northwest Sports Photography for working with the site managers to ensure photographers were on site earlier to get team pictures
- 2. 3A, 4A Volleyball** - Cindy Adsit summarized the results of the after event survey sent to all of the teams that participated in the state volleyball championships this year. Despite the staff's best efforts to streamline the schedule, matches run late on Friday and begin early again on Saturday. The coaches and schools have not supported any of the proposed changes, so the event will continue as it has at least for the foreseeable future.
- 3. Football** - Andy Barnes complimented the University of Washington athletic department in their ongoing support in hosting this event which provides a special experience for the teams on the field as well as their fans in the stands.

**D. Preparing for Winter and Spring Events**

- 1. Bowling**- Jenee' James thanked the Board for dividing the tournament into three separate classification events over six days. She added that Bowlero has new management which has made for better communication and cooperation.

2. **Cheer-** Cindy Adsit reported that competitive cheer continues to grow and the 2026 State Championships will include 107 high school teams and eight college teams that set up a booth on site to promote their programs, and some perform an exhibition routine. She added that she will talk to the administration at Battle Ground High School about adding another full day for the event, but will also continue to review other options for the state site.
3. **Girls Flag Football-** Bryn Langrock shared that seeding Sunday will be next Sunday. Similar to basketball and baseball, the first and second rounds will be sponsored and hosted by the WIAA office, rather than by the WIAA Districts. She has been finalizing details at Federal Way Stadium as the final site and added that the Seahawks have provided some funds to enhance this first time event. She shared that there have been several questions about the future of the sport, including the season(s) in which it will be held and the date for the state championships. Staff will continue to review the potential for a spring state event, which may also include an amendment to allow for dual sport participation in order to eliminate a barrier for students currently participating in a different spring sport.
4. **Gymnastics -** Cindy Adsit shared that the event staff have been preparing for a stellar event at Sammamish High School again this year. She thanked event manager Dwayne Johnson for his continued work and support for gymnastics.
5. **Boys swim/dive-** Andy Barnes thanked Jeff Lowell for all of his work in swimming/diving, which includes running the Kingco League Meet, the WIAA District 2 meet, and the State Championships. He added that the enhanced streaming mimics the broadcasting of the Olympics which has been a fantastic addition, although King County Parks has been reluctant to allow WIAA to hard wire into their internet due to malware issues. He believes, however, they can come to a mutual resolution.
6. **Mat Classic Wrestling -** Justin Kesterson reported that he has met with the Tacoma Dome regarding their new fencing and parking procedures (now all digital). With five boys and five girls state championships in one site, it is a very complicated event. The format has been revised somewhat to streamline the event, including utilizing the Tacoma Boys and Girls Club as the weigh-in site for the 3A and 4A participants and a change in the awards presentations. He added that participation numbers continue to increase with over 10,000 boys and over 4,000 girls this year. Data from the national level validates that girls participation numbers increase when girls are split from the boys. There continues to be some ongoing frustration on the part of the doctors who volunteer for this event but relations are solid with the athletic trainers.
7. **Basketball -** Andy Barnes shared that he has met with the state managers, who are all on track. He is working with the Tacoma Dome to allow outside food for

teams and believes that changes in media policy and the enhanced credentials should resolve some of the issues at 3A, 4A.

8. **Forensics and debate: March 19-21 at UPS** - Jenee' James shared that the addition of the World Schools Event as an approved category has been very well received.
  9. **Dance/Drill** - Cindy Adsit shared that everything is progressing well for the event which will be held the last weekend in March.
  10. **State Solo and Ensemble** - Jenee' James reported that everything is on track for the last weekend in April at Central Washington University.
  11. **Golf**- Andy Barnes reported that one of the Spokane courses is no longer willing to host and that an alternate site is being considered.
  12. **Tennis**: Andy Barnes shared that the same sites and same managers are on board for this spring.
  13. **Fastpitch** - Jenee' James reported that Bre Giove will be the new manager at the 3A at the RAC in Lacey.
  14. **Baseball** - Cindy Adsit shared that checking the lights at least one week prior to the state championships has been added to each site list.
  15. **Soccer** - Jenee' James reported that the sites and managers will be the same and are on track at this point.
  16. **Track and Field** - **Justin Kesterson shared that the schedules** at both sites will most likely be more similar and that the qualifying standards need to be adjusted in order to keep the size manageable. Coaches input is being gathered at their conference this weekend. Board approval for both will be requested via email prior to March 1.
- E. Update on 2025-26 WIAA Executive Board goals:** Paul Manfred complimented the staff and other Board members for their work on the goals.
1. Successful Launch of Girls Flag Football - Support equitable implementation statewide, ensuring resources, officials, and scheduling allow for safe and competitive growth of this new sanctioned sport.
  2. Refinement of Transfer Eligibility Policy - Oversee clear communication and consistent application of the new transfer rules, while evaluating data and making adjustments to promote fairness as well as stability.

3. Equity & Legal Compliance in Participation Policies - Uphold WIAA's commitment to inclusivity and compliance with state and federal laws, particularly regarding transgender and non-binary student participation.
4. Financial Sustainability & School Support - Develop a sustainable model of membership fee increases to ensure WIAA remains fiscally stable while developing strategies to help schools facing financial challenges sustain athletic and activity programs.
5. Transparency & Stakeholder Engagement - Strengthen trust through open communication with schools, families, and communities, providing clarity around Board decisions, membership issues, and policy changes.

**F. Update on 2025-26 WIAA Executive Director goals:** Mick Hoffman summarized that staff has been committed to each of the goals listed below.

1. Expand use of AI in an efficient way throughout the office, which will also include a staff policy on the use of AI.
2. Successful implementation of new transfer rule which is based upon extensive work to educate the member schools.
3. Successful implementation of specified fines and fees - Student ejections are still increasing but coaches' ejections are down; fines and fees may be serving as a deterrent for bad behavior.
4. Ongoing ten year financial plan including stabilized funding model developed; while reserve funds can provide immediate relief if needed, using these funds to balance the budget is not a long-term sustainable practice.
5. Enhanced pass system - side benefit has been that coaches are more attuned to their coaches education requirements

**G. Executive Board terms that will expire at the conclusion of the 2025-26 school year:** WIAA District 1 (Harlan Kredit), WIAA District 3 (Dwayne Johnson), Region A-2 (Tara Davis), B-1 (Wendy Malich), and C-1 (Casey Gant.) The WIAA District representatives will be elected by the Representative Assembly and the region representatives will be selected by the WIAA Executive Board.

The following timeline will be in effect:

- March 15 - Standing region must declare their intent to continue
- April 1 - WIAA Districts submit names of WIAA District Executive Board members
- April 15 - WIAA District candidates submitted to Representative Assembly for vote
- April 30 - Region nominations forms submitted to the WIAA office
- May - Interviews of region candidates, if needed

June 7 - Region candidates selected by WIAA Executive Board

- H. Board members sign up to present awards at winter events** - Mick Hoffman shared that Natalie Wallace will share a google sheet where Board members will indicate which events they will assist and whether lodging and a parking pass are needed.

## FINANCIAL

Casey Gant summarized the discussions and work of the finance subcommittee.

Digital programs are now available at no cost, which presents a time saving for staff, makes them easy to adjust, and are now readily accessible with over 30,000 impressions/views of the fall championships.

- A. Year-to-date:** Casey Gant shared that the year-to-date report is on track for this time of the year.
- **Malich/Blakney** moved to approve the year-to-date report. MOTION PASSED.
- B. Fall event report:** Casey Gant highlighted that this was the second highest attendance overall for fall events in the past 10 years. The new credentials and credentialing process has significantly reduced issues at the pass gate and virtually eliminated unauthorized entry. He added that staff will continue negotiations with the University of Washington as the site for State Football.
- **Malich/Kredit** moved to approve the fall tournament report. MOTION PASSED.
- C. Auditor's review for fiscal year 2024-25:** The 2024-25 fiscal year ended with a positive net income. The report also includes a ten-year span of attendance for each sport and shows the positive impact of various agreements, including GoFan, PlayFly, merchandise, etc. It also documents the need for increasing ticket prices on a regular basis.
- **Kredit/Malich** moved to approve the auditor's review of the 2024-25 fiscal year. MOTION PASSED.
- D. 2026-27 Budget:** Casey Gant reminded the Board that the first reading of the budget typically has a negative balance but will be balanced by the third reading. He added that the talking points have been helpful in explaining why the member fees are proposed to increase. He added that the revenues streams are based on a two-year average, and various agreements such as GoFan, Playfly and merchandise have been beneficial to the Association, with increases higher than anticipated.
- **Malich/Kredit** moved to approve the 2026-27 budget on first reading. MOTION PASSED.

Effective with the 2026-27 fiscal year - Adjust the Board/Staff Meal Reimbursement Rates to coincide with the updated rates per the US Govt General Administration guidelines for Renton,

WA: (Breakfast: \$23, Lunch: \$28, Dinner: \$38.) The increase in expenses is factored into the budget.

Update on the building related work. Mick Hoffman shared that the roof replacement has been completed, next will be the gutters and soffits, then outdoor painting. The HVAC system has been evaluated and is in good condition. While there are plumbing and electrical issues from time to time, nothing currently requires major repair. All these expenses will be paid via capital funds and will not impact the annual budget.

## ACTION NEEDED

### A. Recommendations from the subcommittees

#### 1. Recommendations from the Calendar/Culminating Events Subcommittee:

Wendy Malich summarized the discussion of the subcommittee regarding Girls Flag Football. Bryn Langrock added that the Postseason SOPs outline the postseason requirements, including the use of four officials for the semifinal and final games.

- **Blakney/Gant** moved to approve the 2025-26 Girls Flag Football clarifications, including the increase from three to four officials for the semifinal and final games. MOTION PASSED.

The after event volleyball survey was reviewed.

#### 2. Recommendations from the Handbook Subcommittee:

- a. Staff will continue to work on a proposed definition of a member school in good standing, which will be submitted as an amendment next year.

The ongoing handbook review will continue for due process procedures, criteria for league membership, and appeals.

Proposed editorial changes were presented by subcommittee chair Jeff Lowell.

- **Blakney/Gant** moved to approve the proposed editorial changes (Attachment #2 and #3) MOTION PASSED.

### B. Violations and penalties

1. **Washington events where WIAA rules are violated:** Cindy Adsit shared that five schools have submitted self-reported violations for matches exceeded during a subvarsity wrestling tournament. While coaches are responsible to know the rules, the staff believes there should be some accountability on the part of the tournament host to understand brackets to ensure schools do not exceed match limits. Staff was directed to gather more information from the host school before determining if any penalties should be levied.

2. **Montesano violation of Postseason SOP roster limits:** Jenee' James shared that the Montesano coach was informed ahead of time of the sideline limit. Cindy Adsit summarized Board action for similar violations in previous years. The penalty review chart was reviewed where it was determined that it was a level 2 violation for a willful violation.
  - **Lowell/Kredit** moved to suspend the coach for the first three matches of the 2026 season which falls within the 20 percent for a level 2 violation, as well as the school's recommendation to reduce the number of coaches allowed on the sideline. MOTION PASSED.
  
3. **Updates on alleged WIAA handbook violations** reported by another school: Mick Hoffman shared that the alleged violations submitted by other schools puts WIAA handbook rule 28.2.0 into place for review by all named parties. Andy Barnes added that some information may be redacted. Mick Hoffman added that the staff continues to review the handbook rule regarding the reporting and review of alleged violations.
  - a. Anacortes High School football equipment – league review needed
  - b. Archbishop Murphy football – Executive Board review needed
    - **Blakney/Kredit** moved to accept the report submitted by Archbishop Murphy that no violation was found, which was supported by the Northwest League, WIAA District 1 and the District Directors. MOTION PASSED.
  - c. Bellevue High School girls basketball – Executive Board review needed
    - **Kredit/Malich** moved to support the school's review for no violations found, supported by the Kingco Conference, WIAA District 2 and the District Directors. MOTION PASSED.
  - d. Clarkston High School girls basketball – Executive Board review needed
    - **Kredit/Blakney** moved to support the school's review for no violations found, supported by the Greater Spokane League, WIAA District 6 and the District Directors. MOTION PASSED.
  - e. Garfield High School boys basketball – District Director review needed
  - f. Hazen High School football – District Director review needed
  - g. Puyallup High School football – District Director review needed
  - h. Puyallup High School, 9<sup>th</sup> grade eligibility – league review needed
  - i. Yakama Nation Tribal School girls basketball – Executive Board review needed

- **Kredit/Blakney moved to** support the school's review for no violations found, supported by the Southeast IB League, WIAA District 6 and the District Directors. MOTION PASSED.
- j. Zillah High School football – league review needed
- C. 2025 Hall of Fame:** Jenee' James provided the list of individuals recommended by the Hall of Fame Committee to be inducted in the 2025 class: Coaches Sue Doering and Tom Moore, Athletes Kellen Moore and Alissa Brooks Johnson, Contributor Bruce Campbell, Administrators Cindy Adsit and Harlan Kredit, and Official Bob Rose.
- **Malich/Lowell** moved to approve the individuals recommended by the Hall of Fame committee. MOTION PASSED.
- D. Election of officers:** Mick Hoffman reported that in order to come into compliance with RCW 24.03A.585 that requires non-profit member organizations to have the officers of president, vice president/secretary and treasurer. He recommended that the chair of the finance subcommittee would be designated as the treasurer.
- **Blakney/Kredit** moved to approve that, in order to bring the Association into compliance with RCW 24.03A.585 the Association officers will include President, Vice President/Secretary and Treasurer. MOTION PASSED.
- E. Classification appeals:** 22 schools appealed either for football only or for all sports. During a zoom meeting on January 16, the District Directors reviewed the paperwork submitted by all schools appealing down. The 11 schools that were approved based upon their paperwork had been approved at the beginning of the four year classification cycle and continue to be supported by their respective league. The District Directors held in-person audiences on Friday, January 23 for ten schools that were not approved by the District Directors on January 16. The WIAA Executive Board heard appeals on Saturday, January 24, of any schools denied by the District Directors at their January 23 meeting.
- Classification appeals approved on January 16, 2026 by the WIAA District Directors via paperwork: Ballard High School (classification appeal), Bridgeport High School (football only), Charles Wright Academy (football only), Chief Leschi (football only), Evergreen/Tyee (Football Combine), Fort Vancouver High School (classification appeal), Kent Meridian High School (classification appeal), Lindbergh High School (classification appeal) North Beach (football only), North Central (football only), and Warden High School (classification appeal).
  - Classification appeals approved on January 23, 2026 by the WIAA District Directors following in-person audiences: Cascade (Everett) High School (classification appeal), North Central (classification appeal), and Summit Sierra (classification appeal).

- Centralia High School (classification appeal), Lake Roosevelt High School (football only), and Mossyrock High School (classification appeal) were denied by the WIAA District Directors and chose not to appeal to the WIAA Executive Board.
- **Kredit/Malich** moved to approve the classification appeals approved by the WIAA District Directors. MOTION PASSED.
- **Blakney/Waterman** moved to approve the classification appeal presented by Davenport High School (football only). MOTION PASSED.
- **Kredit/Lowell** moved to approve the classification appeal presented by Vashon High School (football only). MOTION FAILED.
- **Malich/Kredit** moved to approve the classification appeal presented by La Conner High School (football only). MOTION FAILED.

### EDUCATION PROGRAMS

- A. Fall Workshops:** Andy Barnes shared that the dates and sites for the 2026 fall workshops
- August 12 - WIAA District 5, Moses Lake High School
  - August 13 - WIAA District 6, Ridgeline High School
  - August 17 - WIAA District 3, Gig Harbor High School
  - August 18 - WIAA District 4, Tumwater High School
  - August 20 - WIAA District 1, Stanwood High School
  - August 21 - WIAA District 2, Sammamish High School
- B. Update on WIAA Coaches School:** Jeneé James shared that an additional 300 coaches have registered since the September meeting, which has led to 2142 registrants so far this year. She added that 20 presenters have been secured to date for the 2026 coaches school.

Jeff Lowell provided an update on the training that was recently held for one of the Roosevelt coaches who was on suspension for this school year. He, Johnny Lee and Cindy Adsit provided the in-person training which focused on rules 3.0.0 (member school compliance with rules), 18.0.0 (eligibility) and 27.0.0 (illegal recruiting) and 28.0.0 (violations reporting) that were found to have been violated. He added that it was extremely positive.

### REPORTS

- A. Appeals**
- 1. Tracking Form:** Mick Hoffman shared a form has been developed to assist schools and leagues with appeals of decisions.
  - 2. Update on Sultan High School's appeal for league placement:** Mick Hoffman summarized the status of Sultan High School's appeal for league placement; after being denied league membership by the Kingco Conference, they appealed to the WIAA District 2 Board. That Board delayed its decision until January 30 in

the hope that the league and school could develop a solution, but agreed that if a resolution cannot be reached, the WIAA District 2 board will deny the appeal. The Northwest Conference has tentatively agreed to extend their deadline for request to join the league.

He added that discussions have begun to develop the criteria regarding league membership and defining the process and timeline.

3. 2A Greater Saint Helen's League: Mick Hoffman shared that the 2A Greater St Helen's League (GSHL) appealed the decision of WIAA District 4 to have four schools from the 2A Evergreen Conference join the GSHL for football. The appeal will be heard first by the District Directors on January 27.
- B. Eligibility:** Justin Kesterson shared that 1949 students have been cleared through the transfer tracker. This allows for the number of transfers across the state to be tracked. 421 students accessed the window of transfer rule. Eligibility clearance is much easier to track through FinalForms. The number of hearings is down.
- C. Membership:** Jenee' James will bring back in March a revised draft regarding the criteria to be considered a member school in good standing.
- C. Fine Arts Programs:** Jenee' James provided updates
1. Drama - Brianna Divara was awarded outstanding educator for Section 8. The Thespians Association operates independently which is a challenge but staff will continue to support their efforts.
  2. Forensics - appears to be an increase in participation
  3. Music - advocating for an increase in pay for their judges. Brian Beck, Davis High School, is the Section 8 winner for outstanding educator in music.
- D. Playfly Updates:** Mick Hoffman shared that since Beth Sylves will retire in March, Playfly has hired Kristopher Baklenko as the new general manager for the WIAA account. He is focused on selling and will be an asset to the Association. He added that Playfly has met their annual goal already for the first time.
- E. Ejections:** Justin Kesterson reported that there have been 357 reported ejections as of today as compared to 265 last year. He added that there has been a significant decrease in the number of ejections appealed from 65 last year to 30 this year, with 26 denied and 9 overturned
- F. Technology updates:** Mick Hoffman reported that on January 20, he received a call that the app used by the company servicing the WIAA office had malware that had entered the server, along with their 49 other customers. The company is wiping the machines and the server clean with the hope we will be able to access files later as soon as possible.
- G. NFHS updates:** Mick Hoffman summarized the recent and upcoming NFHS meetings.

1. NADC meeting, Tampa: December 12 – 16, 2025: Mick Hoffman shared that Dwayne received a Distinguished service award & Tim Graham was inducted into the hall of fame during the national AD conference.
2. Winter Meeting, Newport Beach, California: January 3-6, 2026
3. Summer Meeting, Salt Lake City, Utah: June 26-29, 2026
4. Section 7/8 meeting, Wyoming: September 14-16, 2026

**H. Monthly zoom check-ins with District Directors:** Andy Barnes reported that staff meets with the District Directors at least once per month, and sometimes more often, depending upon the issue. Joe Keller added that the meetings have been helpful. Tim Graham shared that Dave Cullen will retire at the end of this school year. Loren Sandhop will become the new WIAA District 5 Director. Yonni Mills has been hired by WIAA District 2 to take over for Tom Doyle who has filled in on an interim basis.

**I. Seasonal zoom meeting with league presidents:** Andy Barnes shared that the league presidents' winter meeting will be on January 29, intentionally scheduled after the Winter Coalition for immediate feedback.

**J. Tracking fines and fees:** Justin Kesterson shared the tracking of the fines and fees that have been invoiced for the fall and most of the schools have already paid the fees. He and Mick Hoffman met with WASBO to ensure all processes fit within state law.

**K. Committee Reports**

**STANDING COMMITTEES**

1. BIPOC ADs -no report
2. Classification - no report
3. WIAA District Directors - provided earlier in the meeting.
4. Gender Identity - Justin Kesterson shared that there is no report, although there is an initiative in this state and two cases before the Supreme Court regarding transgender students.
5. LEAP - Jenee' James shared that the students met recently at the office and went through some of the amendments.
6. Middle Level - Justin Kesterson reported that a survey will be sent out to the middle schools to determine what WIAA services they feel are needed.
7. Officials Advisory - Cathy Schick shared that a meeting will be held soon to review fees.

8. SAC - MH went through the amendments with the leadership, one and sometimes two members from each ESD
9. Seeding committees - Cindy Adsit shared that there has been mention of proposals that may come forward to protect league champions, WIAA District champions or to establish specific criteria that must be met by the league-selected representatives.
10. SMAC - Justin Kesterson reported that there is a pilot program with the University of Washington to develop mental health training and that the committee will review the return to play documents.
11. Sports Advisory Groups - ongoing work with specific sports groups to solicit feedback.
12. Sportsmanship - Russ Waterman shared that a meeting was recently held, with the primary goal of the committee to provide a tool kit with best practices that other schools could emulate.
13. Technology Advisory – no report
14. WSSDA IAC - Mick Hoffman shared that he attended their first meeting where new members were introduced. He and Cindy Adsit will meet with them on February 17 to go through the amendments and then collect their vote at a later date.

#### **SPECIAL COMMITTEES**

15. Allocations - Casey Gant reported that the league presidents voted 26-13 to remain with the current philosophy and model for allocations, although there have been lots of questions about the process and ranking systems regarding the hybrid model. There was some support that maybe doing things differently for the different classifications is a potential topic for discussion during the upcoming WSSAAA Conference.
16. Girls Flag Football - The committee will meet following the conclusion of the inaugural State Girls Flag Football Championships to consider recommendations for the future of the sport.
17. Scholastic awards criteria - David Blakney shared that the committee has met a couple of times and there is consideration to create a separate fine arts activities programs for the Scholastic Cup.
18. Transfer – Jeff Lowell shared that preliminary feedback has been that the rule is working as it was intended. Eligibility chairs have indicated that many of the eligibility hearings are extremely complicated. The committee is now focusing on educating the athletic directors, through an upcoming article in the WSSAAA

magazine, a presentation is being developed for the WSSAAA conference, and a revision of all eligibility Q&A in the WIAA handbook.

**L. Honorary Board Reports**

**Rural Educator's Center** - Kelley Boyd shared that Mick Hoffman and Cindy Adsit will meet with the REC on Tuesday, January 27 to go through the amendments, and cover any other questions that may come up at that time. She complimented Mick on his presentation about the member fee amendments, which are meant to address inflation.

**WASA** - Mary Beth Tack thanked the Board for their efforts in organizing and overseeing sports and activities for schools. Voting on school levies and bonds will take place on February 10. She encouraged everyone to vote. She added that today is the 14th day of the 60-day legislative session, and superintendents are closely following their progress. student learning - rates have recently been released and are impacted directly by participation in activities and athletics

**WFIS** - Mark DeJonge shared that there are concerns about amendments that directly affect private schools.

**WSCA** - Mike Schick reported that two of the long time influential coaches have passed within the past year, which has drastically impacted the remaining leadership of the WSCA.

**EXECUTIVE DIRECTOR REPORT/DISCUSSION**

Mick Hoffman shared that he continues to work with the two legislators regarding sales taxes being assessed with the hope that WIAA programs would be exempt. Washington is only 12 schools short of receiving the NFHS Network \$420,000 benefit if all schools install the free pixellot cameras. The money would be shared with the member schools.

**EXECUTIVE SESSION**

- **Blakney/Kredit** moved to go into executive session at 2:35 pm. MOTION PASSED.

The executive session ended at 4:40 PM.

- **Gant/Blakney** moved to end the executive session at 2:50 pm. MOTION PASSED.

**MEETING CONCLUSION**

- **Malich/Krediy** moved to adjourn the meeting at 2:50 pm on Sunday, January 25, 2026. MOTION PASSED.

**NEXT MEETING**

Sunday, March 22, 2026 (in-person)

Submitted by:

Paul Manfred, WIAA Board President

Dwayne Johnson, WIAA Board Vice-President/Secretary

Scott Chamberlain, WIAA Board Treasurer

Mick Hoffman, WIAA Executive Director

Cindy Adsit, Recorder



# Attachment #1

Washington Interscholastic Activities Association  
January 25, 2026 WIAA Executive Board Meeting Minutes

## Strategic Planning Committee Priorities Update

**Diversity, Equity and Inclusion (JK)** - *We believe that diversity, equity and inclusion should be reviewed, discussed and celebrated to create an open and safe environment in which students, coaches, administrators, parents and WIAA Staff, feel free to express their views and participate with the highest level of respect given.*

- New leadership hosted meeting in October with new members in attendance
  - 3 areas of focus
    - STRIDE Program
    - Gym Supervision best practices and Handbook language
    - Social Media/ Equity Lens for WIAA social media posting
- AD BIPOC Committee and Consortium
  - Planning for WSSAAA conference
    - Presentations by members
    - Scholarships to increase attendance via Legends
    - Networking
  - Monthly meetings
    - Address issues members bring forward
      - Awareness
      - Solution thinking
  - WSSAAA Conference Recap
    - 4 attendees two (2) years ago
    - 11 last year with the first year of the grant for AD's
    - 26 this year with the second year of the grant for AD's
- Discrimination and Harassment reporting form
  - Information has been compiled on schools who have been reported using the form.
  - Information has been used to determine possible educational opportunities and possible plans for prevention strategies
- Contest interruption protocol
  - Working on suggested language for the Handbook to address event behavior and the possible creation of a strategies handbook
- Site visits
  - Seattle School for Boys, North Creek and Silas
- WOW
  - Continuing to meet and support females ADs and coaches
  - Attending and presenting at women in sports events
- STRIDE approved by SAC, IAC.
  - Now seeking schools to pilot planning process this spring

- Legends renewed grant to \$25,000
- 26 BIPOC ADs in attendance at WSSAAA. There were 4 two years ago
- STRIDE applications launched
- STRIDE applications being received
- Commissioning an internal audit to identify areas of need
- BIPOC mentors selected on each side of state
- Request from superintendents to help organize regional trainings in response to discriminatory behaviors with a focus on education and changing behaviors
- DEI Committee has three sub-committees: 1) recognize those doing the work well 2) Create resource of best practices for investigating allegations 3) Create resource of proactive strategies for schools to utilize to prevent discriminatory behaviors
- Rhonda Blandford-Green attending WSSAAA and AD BIPOC will be part of the panel
- Several WIAA Districts are adding an at-large position to boards
- Secured \$25,000 for WOW to be run via WSSAAA
- Sub-committee work due on 7/15/24
- Shirts Across America training
- Proposed to operate as sub-committee of new Sportsmanship Committee to ensure all perspectives are considered in recommended actions
- Proactive, reactive and celebration groups currently working will combine with Sportsmanship Committee to include statewide participation
- WIAA Districts have begun the process of adding at-large representatives on their Executive Boards
- Sportsmanship committee has been formed and had their first meeting
- Shirts Across America has approached the WIAA about partnering with our LEAP students
- WIAA staff working with schools that had 5+ ejections last year to assure plan is implemented and collecting best practices
- WIAA Sportsmanship subcommittees meetings taking place
- Scholarships are available for BIPOC ADs to attend WSSAAA
- Leadership transition in process
- Focus areas working towards goals
- Leadership team established
- Goal areas identified
- Summer retreat was a success with transition of leadership
- District 4 has confirmed their new Board member regarding BIPOC membership
- **Melton and team have had meetings to reorganize**
- **Funding is available from Legends to support professional development**

**Financial Action Support (LF&AB)** - *In order to maintain financial stability while expanding current or new programs, we must seek out alternate and new funding methods and sources.*

- Seek non-traditional funding sources to expand programming rather than cutting existing programs
  - Focus of Foundation and endowments within the current WIAA Governance and non-profit structure
- Renting office space at WIAA office
- Pass Gate process updated
- Pixellot camera 100% program
- Increasing NFHS streaming
  - Asking members to do simulcast streaming if utilizing other services
- On-line store launched
- Coaches-Ed
  - Increase in NFHS revenue share
  - Launch of football coaches safety training
- Continue to work with existing and new partners to defray costs and benefit members
  - Volunteer shirts
  - Facility contracts
  - Website and other on-line technology
    - Final Forms
    - 24/7 Ed
    - Arbiter
    - Zoom (reducing expenses for meetings)
- Go-Fan
  - Efficiency at gates and office
  - Communication tool
- Sponsors
  - Creation and promotion of Baden website for ball sales - increase in ball rev share
  - Increased access for sponsors on new websites via technology improvements - indirect benefit
  - Renegotiation of the Rush state merchandise contract
- Grants SEL, Legends, Girls' flag, InsideOut, SCE
- Partnering with WASA for lobbyist support - cutting these costs by 75%
- Tournaments
  - Bid Process
    - Reduce facility charges and gain other "perks" coming in on bids for State events
  - Working with community leaders in Tacoma and Spokane to find sustainable financial support for events held in each.
  - Support from the Yakima Visitors group for all WIAA events held in the Yakima area.
  - Placeholder: 5 Year Contracts for Website/Scheduling program/Final Forms, Awards Stands for Events)
  - Bid Documents received for fall and some winter events

- Travel Tacoma directly supporting WIAA state events
- Go-Fan sold more tickets via schools in fall than all of last year
- Other
  - Second Pixellot tier payment of \$90,000 received
  - Rush Apparel exceeded guaranteed minimum
  - Reduced website programming by 50%
  - Network reimburse for student productions
  - WIAA night with Mariners
  - Restructure with current renters
  - OSPI bill regarding annual funding being created
  - Holdco projections increase Network revenue (VPS) to \$145,000 in FY24 (funds received a year later - so will impact FY25)
  - Legends Casino and Hotel has verbally committed to support WOW
  - \$45,000 NFHS Network grant for student productions
  - Negotiated a partial refund with legal firm related to PRR
  - Investment in high earning money market “specials” offered by banks, creating an extra \$25-30k in interest on the short term offers.
  - Additional direct revenue share secured with sponsor deal with iWannamaker
  - Secured a one year extension with Playon to finalize to secure one time award of \$420,000 for 95% of schools installing Pixellots
  - Secured \$45,000 in equipment and training materials to be given to schools participating in producing WIAA State Events via the NFHS Network
  - Negotiated additional funds from the Hawks for Gridiron Classic for Playfly to use towards hospitality and expenses - a direct cost savings to the Association. Up from \$10k to \$20k.
  - Due to lower claims, reduction in L&I rate for calendar year 2025
  - Track/FLO wrestling increase delayed one year
  - Staff requesting district directors to help secure final schools for Pixellot bonus of \$440,000
  - Investment dividends continuing to help close delta of revenue and expenses
  - Bid process produced approximately \$65k in new rebates and \$80k in new facility staff savings in Tacoma for Mat Classic and 3A/4A Basketball for 2025.
  - Expense reductions being implemented in response to membership fee amendment failing
  - Balanced budget is in place
  - Pixellot goal is under 15 schools
  - UW MBA students doing a review of business practices related to events
  - Received “grant” from our L&I administrators to waive our annual dues admin fee with them. A \$4,920 savings for the membership's annual L&I costs.

- **PlayFly has hit sales goals for first time in 7 years which increases our profit share**
- **Roof project will protect investment in facility and is on budget**
- **Due to aggressive claim management by our L&I firm, reduction in L&I rate for calendar year 2026, resulting in our ability to keep L&I rates to schools flat and the Member L&I account fiscally healthy.**
- **Due to aggressive claim management by our L&I firm, refund of \$9,278.28 from 2025, which will be applied back to the Member L&I account.**

**Coaches Education (JJ)** - *Coaches play an integral role in the delivery of education; therefore, we must expand, solidify and seek out methods of education, expectations and documentation with regards to coaches' education.*

- Million Coaches
- InsideOut
- On-line rules clinics
- Zoom coaches meetings for state events
- Tracking completion of education
  - NFHS Learn now part of system
- Coaches School and on-demand options post conference
- Developing a standardized approach with coaches advisory groups for each of the activities/sports under WIAA jurisdiction
- Coaches Education committee met to discuss coaches education plan.
- Coaching course will be available fall 2023 (built by UW CLA)
- Applied for an NFHS Grant to research effectiveness of course developed.
- Sport specific clinics moved to Final Forms
- 247ed platform secured
- Coaches' School fully on-demand for greater access
- Sustainable model developed with UW and Final Forms for amendment
- Secured Dance/Drill representation on NFHS committee
- NFHS having a slow pitch rules meeting for the first time at our request
- 3,564 coaches school participants
- Amendment language finalized with training for 1st and 2nd year coaches
- All trainings offered on 247ed site
- 2024-25 Coaches' School launches May 1, 2024
- Implementation and benefit of coaches' ed amendment documents have been sent to all District Directors
- 4,424 Registrants 860 increase from January
- UW course 2 to finalized July 1, 2024
- General rules and specific rules to be hosted on 247ed
- Partnership with Neptune Navigate to make Proactive material available at a reduced cost to schools
- Entering Year 3 with InsideOut training program

- Working with legislators regarding possible legislation from outside groups to limit options for coaches' education
- Reviewing options to reduce the cost of Coaches' School and provide more options for coaches to access
- 2nd UW class is nearly finished on NFHSLearn
- Coaches' School will involve a significant increase in classes offered
- NFHS now hosting two Susan Crown classes for no cost to coaches
- Discussing NFHS Learn classes qualifying for clock hours via 247ed
- Grant is complete with NFHS
- Fall Coaches' School numbers are strong
- InSideOut Summit
- Coaches passes includes requirement to have coaches education requirements fulfilled the previous year
- **Coaches School continues to grow with next year being the renewal year for our previous record attendance. 4000+ from previous 400ish**

**Healthy Cultures (JJ)** – *A renewed approach, review and reflection of a comprehensive program with a toolbox and recognition program that impacts all stakeholders that would include but not limited to; students, coaches, parents, administrators and WIAA Staff.*

- Please see items listed under DEI as well
- Student involvement via video production
- Poker chip via Scott Chamberlain
- Developing after event surveys to collect feedback from student/adult participants, patrons and volunteers
- Staff speaking at multiple events regarding sportsmanship and student involvement (girls in sport events)
- Advocating in media and within the WIAA for changes to behavior
- Partnering with WOA to develop official recognition and recruitment programming and marketing
- Refining WIAA HOF process to assure nominees best represent the WIAA core principles
- Researching options for sportsmanship programs that can be made available to members
- Intentional efforts to make WIAA state events engaging for fans and participants.
- Developing intentional opportunities to recognize adults and students that are positively influencing the culture of education based sports.
- Game Supervision language added to Handbook
- Piloting officials recording devices during contests
- Presenting to CTE at state conference regarding school class options
- WIAA sponsored WIAA Art Show
- Medical timeout and pregame supervision plan in place
- RefReps partnership for student curriculum
- Sportsmanship survey launched for officials

- Attend school district student and coach training in response to issues reported last school year
- Reviewing statewide program in Nebraska
- Pregame meeting to cover EAP and response to inappropriate behaviors
- Adjustment to Game Interruption language to clarify school's authority
- Partnered with school districts to address behavior issues
- Plays of the Week added
- Reveel camera pilot
- Meeting scheduled with REC to dialogue with smallest schools on unique needs and wants
- 28 amendments presented by membership
- Winter events ended with several innovations embraced by participants
- Proactive Navigation via Neptune will soon be available to all schools at a discounted rate
- Sportsmanship related amendments were approved by membership
- Play by Play training implemented for spring events
- Sportsmanship Committee formally approved. WIAA Districts currently securing nominees to be on the committee.
- Most successful year to date for schools renewing membership and attending Fall Workshops.
- Working with schools that submitted sportsmanship plans to collect results of implementation and share via the Sportsmanship Committee
- Contest interruption and Discriminatory Behavior reporting are being used to address issues and begin restorative practices.
- Staff attending in-person WIAA District meetings to hear needs and what is working well to close service gaps
- ESDs are continuing to request WIAA staff attend meetings to enhance communication and understanding of the WIAA
- Sportsmanship committee sub-groups developing programming and rebranding
- Incentivizing passes for coaches, ADs and officials related to reducing ejections, compliance with coaches ed and participation with related associations.
- Fines and Fees has focused conversations on ejections and other problematic behaviors
- WIAA was nominated for the Eli Wolff Advocacy Award from ASPIRE which is an Adaptive Sports Organization for our work in Adaptive Sports
- **Coaches ejections are down 53% in the fall but player ejections have increased 6%. Fines are being assessed for coaches only.**



# Attachment #2

Washington Interscholastic Activities Association  
Approved WIAA Handbook Editorial Changes  
January 25, 2026 WIAA Executive Board Meeting

1) **Would align with current practice**

8.4.2 In the case of more than one nomination from a WIAA District, the Executive Director of the WIAA shall ~~mail~~ **email** ballots to all the schools of that WIAA District by April 1.

2) **Update needed in order to come into compliance with RCW**

9.1.2 **EXECUTIVE COMMITTEE:** The WIAA Executive Committee shall be appointed annually by the Board president. The committee shall be composed of the WIAA Executive Board President, Vice President/**Secretary, Treasurer**, each sub-committee chairperson and selected ~~vice~~ **past** presidents. Additional members may be appointed should a diverse school size and the regional/at-large positions not be represented from the aforementioned members. The Executive Committee shall meet at the President's discretion, but in particular when a decision must be made that is beyond the scope of the Executive Director's authority and the WIAA Executive Board is not scheduled to meet.

3) **Reorganization of 17.11.0** – practice regulations (Attachment #3)

4) **Correction on number of practices required**

17.11.0

Q-9: We had a student who turned out for baseball and practiced with the team for five days and then decided to participate in track instead. Can those baseball practices apply to track?

A-9: Yes, the first baseball practices could count toward meeting the minimum practice requirement in track **since one-half of the required number can be transferred to a new sport**, so ~~that~~ only **five four** track practices must be completed before the student would be eligible to compete in a track meet provided all other conditions of eligibility have been met.

5) **Correction on number of practices required**

17.11.12

Q-2: Several of the football players on our team also play basketball. Since they won the Football State Championship, we plan to give them the next week to rest before beginning basketball practices since they will need to practice only five days before our first basketball game. Would that be acceptable?

A-2: The provision to waive up to one-half of the practice requirements is available only if the players are unable to meet the practice requirement. If practices are scheduled, they should be expected to participate and are not allowed to waive that practice. If they choose to take a week off, they would have to get in the full ~~ten~~ **seven** practices before playing in a basketball game.

- 6) **Clarification**  
17.27.1  
Q - A student transferred to our school during the window of transfer and even though they accepted the 40 percent varsity suspension, could they participate in the varsity jamboree that will be held before any varsity games are played?  
A – No, a student must meet all eligibility criteria in order to participate in a jamboree.
- 7) **Clarification needed to delineate the difference between money received for NIL versus money received based on athletic performance**  
18.2A.2 In order to maintain amateur standing in that sport under WIAA jurisdiction, the student-athlete may not:  
18.24.2.2 Accept cash awards **based on performance** in that sport. A gift card that cannot be exchanged for cash or a voucher with no cash value is allowed.
- 8) **Renumbered for more logical sequencing; added a Q&A**  
28.3.0 and 28.4.0 Penalty for use of ineligible participant and appeal of penalty for use of ineligible participant  
  
Q: My coach didn't realize until this morning that one of the students that played in the basketball game last night was ineligible. We understand that we must now forfeit the game, but we won by 40 points and believe this student did not affect the outcome of the game. Is a forfeit appealable?  
A: Yes, your school can follow the steps outlined in 28.4.0 and also utilize the appeal timeline and process tracking form found at [Appeal timeline & process tracking form](#)
- 9) **Numbering correction needed**  
47.65.6 Up to three sets played against two different schools, same day, different  
47.64.6 squads, would be two contests.



# Attachment #3

Washington Interscholastic Activities Association  
Approved WIAA Handbook Editorial Changes  
January 25, 2026 WIAA Executive Board Meeting

## REORGANIZATION OF PRACTICE REQUIREMENTS AND DEFINITIONS

Q&A **17.11.0 PRACTICE REGULATIONS:** School sponsorship or promotion of practice and/or participation is restricted to the WIAA designated season for that sport. Several practice regulations that apply to all sports during the school year are as follows:

17.11.1 **PRACTICE DEFINITION:** Practice is defined as a school-scheduled, in-person team physical activity designed for the preparation of athletes for the ensuing sports season and must be conducted under the supervision of the school coach during a school-approved practice at a school-approved site. Participation in physical education classes does not constitute a practice.

17.11.2 **MINIMUM PRACTICE REQUIREMENT:** Each student is required to complete the minimum number of practices in a specific sport the day before participating in a game. The minimum number is included in the specific sport Rules of the WIAA Handbook.

17.11.6 **3** One day is equal to one practice for purposes of meeting the minimum practice requirements.

**17.11.6.1** A **calendar** day is defined as a period of 24 hours beginning at 12:00 a.m. and ending at 11:59 p.m.

**17.11.6.2** A school business day is defined as a day that campus or district administrative offices are open.

17.11.3 **4** For the purpose of meeting the pre-contest practice requirements, an athlete must be medically cleared by a medical authority licensed to perform a physical examination to fully participate in practice. An individual may meet pre-contest practice requirements only when practicing during regular team practices.

The intensity and duration of each athlete's participation in practice will be determined by the coach of that team.

17.11.4 **5** Practice shall be limited to each sports season as defined under each sport. Up to one half of the practices from one sport may be transferred to another sport except football in the same season provided practice in the succeeding sport begins within three school business days following the last practice in the previous sport.

17.11.5 **6** A coach of a school team (paid or volunteer) may conduct practice only during the WIAA sport season.

Q&A 17.11.7 Schools may conduct practice or contests during any six days of the week.

~~17.11.2~~ **17.11.7.1** A calendar week is defined as 12:00 am Sunday through 11:59 pm Saturday.

Practice and/or competition may be held on a nationally recognized holiday.

Q&A 17.11.8 Practice on a game day shall not allow an athlete to become eligible for competition on that day.

Q&A 17.11.9 Participation in pre-contest warm-up exercises shall not count toward the pre-contest practice requirement.

Also add to definitions in the back of the handbook.