



**MINUES
EXECUTIVE BOARD MEETING
December 8, 2014**

In accordance with Article 6, Section 6.3, Paragraph 6.3.1 of the Arizona Interscholastic Association, Inc. (AIA) Constitution, a regular meeting of the Executive Board was held on Monday, December 8, 2014 at the AIA office located at 7007 North 18th Street in Phoenix, Arizona.

President Doug Wilson called the meeting to order at 8:30 a.m.

Members in Attendance:

Brenda Mayberry, 3A Conference (Combs High School)
Joe Paddock, 4A Conference (Amphitheater Unified District)
Anna Battle, Ed.D., 5A Conference (Tempe Union High School District)
Sr. Lynn Winsor, BVM, CMAA, Arizona Interscholastic Athletic Administrators Association (Xavier College Preparatory)
Doug Wilson, Ed.D., Arizona School Administrators (Marana Unified School District)
Mike DeLaO, Arizona School Boards Association (Safford Unified School District)

Members Absent:

Ken VanWinkle, 1A Conference (Heber-Overgaard Unified)
Toni Badone, AdvancED (Yuma Union High School District)
Wallace Youvella, Jr., 2A Conference (Hopi High School)
Harold Slemmer, Ed.D., AIA Executive Director

AIA Staff Present:

Mark Mignella, Legal Counsel
Chuck Schmidt, Associate Executive Director/COO
Denise Doser, Director of Accounting
Gary Whelchel, State Commissioner of Officials
Michele Staples, Projects and Operations Administrator
Ron Halbach, Tournament Coordinator
Dean Visser, Tournament Coordinator
Brian Bolitho, Director of Business Media
Lorie Tranter, Executive Assistant

Guests:

Mark Gathmann	Tim Slade	Sabinus Megwa
Scott Bordow	Jason Barry	Richard Obert
Les Willsey	Jim Gowdy	Jim Sadler
Jose Garcia	Janet Oitzman	Richard Anderson
Christina Estes	Nedra Keener	Keith Goyen
Tyler Killian	Kurt Keener	Brock Goyen
Corey Newland	Heather Licavoli	
Michael Fowler	Tony Licavoli	

LEGAL COUNSEL REPORT

On a motion duly made, seconded and carried, President Wilson, in accordance with Article 6, Section 6.3, Paragraph 6.3.3, Subparagraph 6.3.3.2 of the AIA Constitution, called for the following Executive Sessions to receive report from legal counsel:

- 8:35 a.m. to 11:20 a.m.
- 2:40 p.m. to 4:40 p.m.
- 4:45 p.m. to 5:00 p.m.

APPROVAL OF MINUTES

The minutes from the November 17, 2014 Executive Board Meeting were **approved**.

CONSENT AGENDA ITEMS

On a motion duly made, seconded and unanimously carried, the Executive Board **approved** the following consent agenda items:

AIA Lifetime Passes

William Laguna Kofa 27 years

AIA Complimentary Passes – Replacement Requests

Glenda Nez	Coach	Alchesay
Katie Suesue	Athletic Administrative Asst.	Gilbert
Meg Giancesello	Executive Director	Chandler District

Requests for AIA Sanction / Intrastate and Interstate Activities – 2014-2015 Master Calendar

In accordance with Article 10, Section 10.1 of the AIA Bylaws, the Executive Board approved the sanction requests for the intrastate and interstate activities reflected in the 2014-2015 Master Calendar. The master calendar is posted online at <http://www.aiaonline.org/calendar/?id=5>.

The Master Calendar, which is prepared by the AIA for its member schools, reflects activities (events) that have been sanctioned by the AIA Executive Board. It is the responsibility of each member school to limit its participation in these sanctioned activities to the maximum number of contests set forth in the AIA Bylaws.

CANCELLATION REQUESTS – CONTESTS AND/OR PROGRAMS

In accordance with Article 11, Section 11.4, Paragraph 11.4.3, Subparagraph 11.4.3.1 of the AIA Bylaws, the Executive Board **approved** the following cancellation requests that could have a bearing on regional or state playoffs:

Antelope	JV Girls' Basketball Program
Catalina	FR Girls' Basketball Program
Greyhills Academy	JV & FR Boys' Basketball Program
Horizon Honors	JV Boys' Soccer Program
Kingman	FR Girls' Basketball Program
Pinnacle	FR Girls' Basketball Program
Pueblo Magnet	JV Girls' Basketball Program
Santa Rita	FR Boys' Basketball Contest with Palo Verde 1/17/15
Scottsdale Christian	JV Boys' Soccer Program
St. Johns	JV Girls' Basketball Program
Wickenburg	FR Girls' Basketball Program

FINANCIAL REPORTS

In accordance with Article 6, Section 6.5, Paragraph 6.5.15 of the AIA Bylaws, the Executive Board **approved** the following financial report:

- ✓ Financial Report for November 2014

MEMBERSHIP COMMENTS

The following representatives entered the meeting and left upon completion of their presentations:

Desert Christian

Cindy Riley, Athletic Director

Jon Self, Principal

John O'Hare, Superintendent

Rancho Solano

Aaron Trigg, Athletic Director

Desert Christian addressed the Board regarding the game of soccer. The following concerns were shared with the Board:

- Core value – safety
- Officials permit aggression
- Rough play needs to be addressed
- Safety of players in jeopardy
- Yellow & red cards – not being used by officials to control game
- Coaches need to know what they can do to protect their kids during a game
- Protocol – proactive

Mr. Schmidt thanked Desert Christian for their support of the AIA and suggested that their concerns be addressed with the Sports Advisory Committee. Ms. Riley will speak to the committee and will offer her assistance.

Aaron Trigg from Rancho Solano presented to the Board a proposal regarding the eligibility of international students and AIA Bylaw 15.15. The Board noted that the proposal needs further work in regards to the understanding of F-1 Visas and clarification from CSIET. Staff will review proposal and Mr. Trigg will continue dialogue with member schools regarding his proposal and the eligibility of international students.

EXECUTIVE DIRECTOR REPORT (Mr. Schmidt)

Discussion was held regarding Classification/Alignment/Divisions. Effective the 2015-2016 school year, divisions will increase from four (4) to five (5) in basketball, baseball and softball. In addition, divisions will increase from one (1) to two (2) in boys volleyball. Second to that, the amount of teams qualifying for post season tournaments in team sports will be based on a 30% rule (plus or minus 3%) wherever possible. However, in football the number of teams qualifying for the playoffs will not exceed 16 and not fall below 12. For complete information please click on the following links: <http://www.aiaonline.org/files/14678/divisions-proposal-120814.pdf>
<http://www.aiaonline.org/files/14681/formula-alignment-update.pdf>

On a motion duly made, seconded and carried, the Board **approved** the 5 Division & Scheduling Timeline Proposals.

The Board discussed the following bylaw proposals:

- Transfer Rule – 15.10 (radius rule)
- International Students – 15.15
- Awards – 13.1
- Amateur Rule – 15.11
- Open Facilities – 17.5 (out of season camps/clinics)
- Schedule Contracts – 11.4 (cancellation of games/programs)

Note: *Deadline to submit bylaw proposals for Legislative Council Meeting is January 22nd.*

Discussion was held regarding the current governance process of the AIA. The Board also expressed the need to get together and establish a process for the structure of a future membership survey. The Board and staff discussed possible dates (a Saturday) in January for the Board to meet for a working session to address these important issues. Date TBD.

Open Discussion – Current Issues

AIAAA – Sr. Lynn noted that additional schools are interested in adding sand volleyball to their programs and will continue the effort.

STUDENT ELIGIBILITY APPEAL – PAPER REVIEW
REQUEST FOR HARDSHIP ELIGIBILITY – DOMICILE RULE – LEGAL GUARDIAN

Following review and discussion of the written information presented, the Executive Board, in accordance with Article 15, Section 15.5 of the AIA Bylaws, **approved** the following legal guardian request:

- Camp Verde High School

STUDENT ELIGIBILITY APPEAL
REQUEST FOR HARDSHIP ELIGIBILITY – AGE RULE

Following review and discussion of the written and oral information presented, the Executive Board, in accordance with Article 15, Section 15.5 of the AIA Bylaws, **approved** the following age rule request:

- El Capitan High School

PROPOSED AMENDMENT TO AIA BYLAW 11.4

Recommendation from Cancellation of Contests Committee

Legislative Council Meeting – March 6, 2015

The Board agreed to submit the following bylaw proposal:

ARTICLE 11 – SCHEDULING OF CONTESTS & SCHEDULE CONTRACTS**11.4 SCHEDULE CONTRACTS - VARSITY / JUNIOR VARSITY / FRESHMAN**

11.4.4.2 When a school finds it impossible to fulfill a varsity master schedule obligation which does not have a bearing on a regional or state play-off, it must notify the other school(s) involved as soon as possible. Any such cancellation or postponement must be by mutual consent of the school(s) involved.

~~11.4.4.2.1 In the event a school(s) does not agree to the cancellation or postponement of a varsity master schedule obligation, the AIA Executive Board shall make the final decision.~~

11.4.4.2.1 In the event there is not a mutual consent between schools in the cancellation of a contest (all levels), the school cancelling the contest shall be fined \$1,500.00. Appealable to the AIA Executive Board within 10 days of cancellation.

11.4.4.2.2 The fine will be paid to the AIA and within 10 days upon receipt of the payment, AIA will send \$1,050.00 to the school whose game was cancelled.

11.4.4.2.3 In the case where a school cancels more than 20% of the games in a season (all levels – with or without mutual consent), the school will be excluded from post-season play in that sport for that season.

ADDITIONAL GAME REQUESTS

On a motion duly made, seconded and unanimously carried, the Board **approved** the following:

Agua Fria –B/G soccer game to help fill **Bradshaw Mountain's** schedule.

Bradshaw Mountain –Girls' soccer game to help fill **Apache Junction's** schedule.

Desert Ridge –Girls' soccer game to help fill **Queen Creek's** schedule.

Perry – Boys' volleyball game to help fill **Telesis Prep's** schedule.

Queen Creek - VAR/JV boys' soccer game to help fill **Flagstaff's** schedule.

JV boys' soccer game to help fill **Apache Junction's** schedule.

JV boys' soccer game to help fill **Canyon State's** schedule.

JV boys' soccer game to help fill **Benjamin Franklin's** schedule.

Rock Point – B/G basketball game to help fill **Shonto Prep's** schedule.

REQUEST - EXCEPTION TO AIA BYLAW 21.5.3

Rule: Article 21. Basketball, Section 21.5 Number of Games in Season

On a motion duly made, seconded and unanimously carried, the Board **approved** the following requests for an exception to AIA Bylaw 21.5.3:

- Bisbee High School – Boys (roster provided)
- Horizon Honors – Girls (roster provided)

**REQUEST - EXCEPTION TO AIA BYLAW 15.15
VALLEY LUTHERAN HIGH SCHOOL**

The following representative entered the meeting and left upon completion of her presentation:

Valley Lutheran
Cindy Kirk, Athletic Director

Rule: Article 15. Student Eligibility Rules, Section 15.15 International Student Eligibility

Valley Lutheran's Proposal:

Valley Lutheran be permitted to play its current varsity soccer schedule allowing our exchange students to participate, but forfeit the victory in each of these games, and therefore also any opportunity to participate in the AIA State Tournament.

AIA's change to Proposal:

The soccer games do count in the power ranking/seeding system, and VLHS would be excluded from post-season play.

On a motion duly made, seconded and carried, the Board **approved**, for this school year only, Valley Lutheran's proposal with changes – the games will count in the power rankings and VLHS will be excluded from post-season play - for an exception to AIA Bylaw 15.15.

REQUEST FOR RECONSIDERATION OF DISCIPLINARY ACTION

The following representatives entered the meeting for a school report and left upon completion of his presentation:

Highland

Melinda Murphy, Principal

Rod Huston, Athletic Director

Steve McDowell, District Athletic Director

HIGHLAND HIGH SCHOOL reported a violation of the AIA Bylaws; namely, Article 24. Golf, Section 24.9 Post-Season Tournaments

On 11/17/14, the Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Highland High School **Boys' Golf Program** on **Probation** for one year 11/17/14 – 11/17/15 and **disqualified** the golfer for a reported violation of Article 24. Golf, Section 24.9 Post-Season Tournaments of the AIA Bylaws.

In accordance with the due process provisions of Article 16, Section 16.4, Paragraph 16.4.5 of the AIA Bylaws, Highland High School submitted an appeal for reconsideration of the Probation sanction against the Boys' Golf Program.

On a motion duly made, seconded and carried, the Executive Board voted to **uphold** the Probation sanction. The Highland High School Boys' Golf Program will remain on **Probation** for one year – 11/17/14-11/17/15.

SCHOOL VIOLATIONS

VALLEY VISTA HIGH SCHOOL reported a violation of the AIA Bylaws; namely, Article 11. Scheduling of Contests and Schedule Contracts, Section 11.2 Scheduling of Contests

Reported Violation:

The co-ed spiritline stunt/partner group was unable to attend and perform at the State Qualifier on 11/15/14 due to a violation of team rules/expectations. An alternate group was not in place to fulfill the school's obligation due to other members' violation of same rules/expectations.

School's Corrective Action:

Future procedures will include an alternate stunt group/partners ready to perform and serve as a backup to the 1st group so as to have the school properly fulfill its obligations.

Executive Board Action:

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Valley Vista High School **Spiritline Program** on **Advisement** for one year 12/8/14-12/8/15.

SCHOOL VIOLATIONS - Cont'd

FLAGSTAFF HIGH SCHOOL reported a violation of the AIA Bylaws; namely, Article 14. General Provisions, Section 14.2 Practice

Reported Violation:

The Spiritline team was preparing for a USA competition and thought since it was outside of AIA, that the Sunday practice rule did not apply. They had an outside individual come in to assist with their choreography and Sunday was the only day she was available.

School's Corrective Action:

A.D. has scheduled a staff in-service to review the rule and clarify that it applies all the time. Additionally, the Spiritline coach has been suspended for the upcoming AIA competition in November.

Executive Board Action:

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Flagstaff High School **Spiritline Program** on **Advisement** for one year 12/8/14-12/8/15.

MOUNTAIN POINTE HIGH SCHOOL reported a violation of the AIA Bylaws; namely, Article 15. General Provisions, Section 15.5 Domicile Rule, Section 15.10 Transfer Rule

Reported Violation:

Ineligible football player. Played an ineligible player based on legal guardianship.

School's Corrective Action:

Contests forfeited. Meeting scheduled to determine appropriate discipline matters to administrators responsible for infraction.

Tabled - Postponed until January 20th.

FLOWING WELLS HIGH SCHOOL reported a violation of the AIA Bylaws; namely, Article 15. General Provisions, Section 15.10 Transfer Rule

Reported Violation:

Ineligible football player. It was discovered that a parent incorrectly filled out her son's athletic paperwork. In speaking with the parent and player, they did not understand the question in the packet related to transferring. They did give the Registrar the correct information on the previous school, but did not indicate a transfer in their athletic paperwork, so A.D. did not have them to a 520 form. When the error was discovered, they did complete the 520 form and it came back that he would have been eligible to play as a result of his move from the Amphi School District boundaries to the Flowing Wells School District boundaries.

School's Corrective Action:

Contest forfeited. Since the discovery of the issue, Flowing Wells has contacted the Registrar to create a list of all transfer students. Will cross reference this list with those students who participate in the athletic programs.

Executive Board Action:

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Flowing Wells High School **Activities Program** on **Advisement** for one year 12/8/14-12/8/15.

SCHOOL VIOLATIONS - Cont'd

SAHUARITA HIGH SCHOOL reported a violation of the AIA Bylaws; namely, *Article 15. Student Eligibility Rules, Section 15.14 Hardship*

Reported Violation:

Did not attend hardship appeal. A.D. made office aware that he was not able to attend due to prior commitments.

School's Corrective Action:

Violation submitted as directed by Dr. Slemmer.

Executive Board Action:

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, **Accepted the Report** from Sahuarita High School.

NORTH CANYON HIGH SCHOOL reported a violation of the AIA Bylaws; namely, *Article 16. Penalties & Appeals, Section 16.3 Sportsmanship Rule*

Reported Violation:

On October 30th North Canyon & Mountain Ridge played a varsity football contest. During the 4th quarter of the game a NCHS player blocked one of the MRHS players to the ground. After the play was over, another MRHS player took off from the other side of the field and blind side tackled the NCHS player. This resulted in both benches coming onto the field, but order was restored by the officials, coaches and administration from both schools before any fight actually occurred. After both teams were back on their own sidelines, the officials, head coaches and AD's from both schools met. At this point, the officials determined that two of the MRHS athletes had been ejected from the game and decided to call the game with both teams forfeiting.

After this took place, both schools AD's and District AD's met to discuss this incident. It was determined that communication should have occurred between MRHS coaches and the officials or coaches of NCHS to make them aware that they were entering a special needs athlete into the game. Both parties agreed that if NCHS and/or the officials were aware of this player entering the game, this incident would have never occurred and the altercation would have been avoided.

School's Corrective Action:

Contest forfeited. Have met with both coaches and athletes and reminded them of the rules that you may not leave the bench for any reason and instructed them of future consequences.

Executive Board Action:

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the North Canyon High School **Football Program** on **Advisement** for one year 12/8/14-12/8/15.

SCHOOL VIOLATIONS - Cont'd

MOUNTAIN RIDGE HIGH SCHOOL reported a violation of the AIA Bylaws; namely, *Article 16. Penalties & Appeals, Section 16.3 Sportsmanship Rule*

Reported Violation:

On October 30th Mountain Ridge was at North Canyon for a varsity football game. Towards the beginning of the the 4th quarter a NCHS player committed a flagrant foul against a MRHS player by shoving him to the ground after the whistle and away from the play. A second MRHS player on the file took exception to the foul and ran over to the NCHS player and blind side tackled him. This resulted in both benches coming out onto the field where the tackle had occurred. Order was quickly restored by the officials, coaches and administration from both schools. Both teams went back to their sidelines and the head coaches, A.D.s and officials stayed on the field to discuss the incident and the proper procedure to follow. Two MRHS players were ejected and the game was called by the officials. The game was recorded as a forfeit to both teams.

A few days later, both school AD's and District AD's met to discuss this incident further. The MRHS player that was initially fouled was an athlete with special needs. Both parties agreed that communication should have occurred between MRHS and the officials or coaches of NCHS to make them aware of the student before he entered the game. The incident would not have occurred and the altercation would have been avoided.

School's Corrective Action:

Contest forfeited. Football team was addressed by coaches immediately following the game. They were instructed that they must never enter the field to start a confrontation or if there is an altercation happening, they must remain on the sideline. Plan is in place with assistant coaches and head coach in the event that something similar happens in the future. Also met with all coaches on 11/19/14 to discuss the incident and to have them instruct their athletes to never enter the field or court as a result of an altercation.

Executive Board Action:

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Mountain Ridge High School **Football Program** on **Advisement** for one year 12/8/14-12/8/15.

SHADOW MOUNTAIN HIGH SCHOOL reported a violation of the AIA Bylaws; namely, *Article 17. Coaches & Coaching, Section 17.1 Coaching Qualification*

Reported Violation:

Boys' basketball coach did not take the NFHS "Concussion in Sports – What You Need To Know" course.

School's Corrective Action:

Shadow Mountain athletics is rechecking all coaches to make sure they are in compliance and updating files to double check coaches before all seasons begin.

Executive Board Action:

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Shadow Mountain High School **Boys' Basketball Program** on **Advisement** for one year 12/8/14-12/8/15.

SCHOOL VIOLATIONS - Cont'd

CHAPARRAL HIGH SCHOOL reported a violation of the AIA Bylaws; namely, *Article 17. Coaches & Coaching, Section 17.5 Open Facilities*

Reported Violation:

A student from another school attended an open mat at Chaparral (open gym). Student's current school (Arcadia) does not offer wrestling.

School's Corrective Action:

Violation took place prior to the season beginning. Coach was made aware of bylaw stating that only students at Chaparral can attend open mat.

Executive Board Action:

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Chaparral High School **Wrestling Program** on **Advisement** for one year 12/8/14-12/8/15.

HARDSHIP APPEALS

The following representatives entered the meeting for a student eligibility appeal and left upon completion of their presentations:

Gilbert Christian *Jim Desmarchais, Superintendent, Matthew Littlefield, Principal, Kurt Keener, Basketball Coach, Attorney, Brother & Student*

<u>School/Appeal</u>	<u>Granted/Denied</u>
Seton Catholic	Withdrew appeal
Gilbert Christian	Denied

The following representatives entered the meeting for a student eligibility appeal and left upon completion of their presentations:

Gilbert Christian

Jim Desmarchais, Superintendent

Matthew Littlefield, Principal

Sabinus Megwa, Attorney

Kurt Keener, Basketball Coach

Parent & Student

GILBERT CHRISTIAN

Rule: Article 15. Student Eligibility Rules

The Board carefully considered the oral and written information presented, the language of the above referenced bylaw, its spirit and intent, as well as the FAQ's set out after the bylaw, particularly FAQ 5, to which GCHS directed the Board's attention. The Board has also taken into consideration the definition of a transfer student as set out in bylaw 15.10: "After enrolling **and attending one or more classes** a student changing enrollment from one school (sending school) to another school (receiving school) shall be considered a transferring student" (emphasis added). Considering such, it is the conclusion of the Board that the subject students are in violation of bylaw, 15.12.4.14. As a result, they are ineligible for basketball competition at GCHS for one year from the date of their respective transfers, which the Board understands to have been the first day of the present school year. If said students have competed on behalf of GCHS in games this season, GCHS is asked to please review its responsibilities and available process under bylaw 16.2, relating to use of an ineligible player or players.

A request for waiver of ineligibility under 15.12.4.14 may be made under the process provided in the hardship rule, 15.14, if GCHS believe the circumstances warrant.

RECONSIDERATION OF HARDSHIP APPEAL – HORIZON HIGH SCHOOL

The following representatives entered the meeting for a student eligibility appeal and left upon completion of their presentations:

Horizon

Linda Ihnat, Principal, Larry Boyles, Athletic Director, Corey Newland, District A.D., Parents, Brother & Student

Desert Mountain: *Suzanne Carlson, Assistant Principal & Clif McKenzie, District A.D.*

Rule: Article 15. Student Eligibility Rules, Section 15.13 Eligibility Appeal Procedures

15.13.3 *Review of Prior AIA Hardship Appeals Committee Decision - The AIA Hardship Appeals Committee may review prior decisions regarding eligibility of a student at any regular or special meeting provided:*

15.13.3.1 *Substantially new and different information has been submitted in written form to the AIA Executive Director.*

On a motion duly made, seconded and carried, the Board voted to **uphold** the Denial.

EXECUTIVE BOARD INFORMATION

The Executive Board was provided the following correspondence:

Articles

- Navajo Indian High School Red Mesa Not Afraid to Save the “Redskin” Mascot
- Your School Lost Every Game? Hey, Better Luck in the Postseason
- Scottsdale girl’s hoop dreams dashed
- Concussion concerns taken to court

Letters/E-mails

- Tim Finnerty, Bagdad – Great Job - Congrats to Coach Slade
- Thank You – Xavier Golf Team
- Spotlight aimed at pair of schools’ hoops transfers

FUTURE DATES

December 24-26, 2014	Holiday – AIA Office Closed
December 31-Jan. 2, 2015	Holiday – AIA Office Closed
January 19, 2015	Holiday – AIA Office Closed
January 20, 2015	Executive Board Meeting
January 20, 2015	Deadline – Spring Hardship Appeals
January 26-27, 2015	Spring Hardship Appeals

NEXT EXECUTIVE BOARD MEETING

In accordance with Article 6, Section 6.3, Paragraph 6.3.1 of the AIA Constitution, the next regular meeting of the AIA Executive Board will be held on Tuesday, January 20, 2015. The meeting will be held at the AIA office located at 7007 North 18th Street in Phoenix, Arizona at 8:30 a.m.

Proposed items for the next Executive Board agenda must be received in the AIA office by Thursday, January 8, 2015.

There being no further business, and on a motion duly made, seconded and carried, the meeting adjourned at 5:00 p.m.

Respectfully submitted,

Charles Schmidt, CAA
Associate Executive Director/COO