

CHSSA BOARD OF DIRECTORS ZOOM MEETING
Saturday,

GENERAL MEETING – ZOOM 9:34 AM

- **Call to order - 9:34 am**
- **Roll call**

Present	Absent
President - Reed Niemi VP Activities - Angeliqe Ronald VP Curriculum - Minnia Curtis Coordinator of PR/Area 2 Chair - Mikendra McCoy Editor - Benjamin Cummings Area 1 Chair - Chris Harris Area 3 Chair - Leilani McHugh Area 4 Chair - Rosalyn Foster CFL President - Artem Raskin CVFL Representative - Joshua Stinson YFL President - Karen Minick SCDL President - Ashley Novak TCFL President - Bobby Lebeda SDIVSL President - Cameron Martin CBSR President - Erik Pielstick OCSL President - Tony Ugalde Area 1 Rep-At-Large - Aaron Langerman Area 1 Rep-At-Large/Debate Chair - Steve Clemmons Area 1 Curriculum Rep - Benjamin Fagan Area 2 Rep-At-Large - Gabriela Scully Area 3 Rep-At-Large - Eleanor Nishioka Area 3 Curriculum Rep - Aaron Marquette Area 4 Rep-At-Large - Sarah Sherwood Area 4 Curriculum Rep - Katie McMillan	SVFL President - Karson Kalashian WBFL President - McKenna Peterson GGSA President/Congress Chair - David Matley Treasurer/IE Chair - Jennifer Nguyen

Approval of Prior Meeting Minutes

0

Reed Niemi	Called vote at 9:38 AM
	Minutes approved unanimously

OFFICER REPORTS

President – Reed Niemi

Reed Niemi	Not much to share. I ask that everyone please review what Chris Harris has put forth regarding behavior and norms. We have had some caustic social media posts going around. I ask you to review your duties and care. Today please maintain the same decorum of previous meetings. I will go in order of raised hands. If I have to step away, I apologize. Minnia Curtis is aware.
Typed Meeting Minutes from Executive Board Report	

Vice President/Activities – Angelique Ronald

Angelique Ronald	On Leave of absence for personal reasons.
Typed Meeting Minutes from Executive Board Report	

Vice President/Curriculum – Minnia Curtis (Curriculum committee report)

Minnia Curtis	Biggest curriculum needs is order of what is presented in the classroom. We have had a hard time meeting due to circumstances, but we hope to put out an order of activities for a regular public speaking classroom, and for a competitive public speaking classroom. We want to get it out in Spring in time for next school year.
Typed Meeting Minutes from Executive Board Report	I am creating a list/order of class activities that we will edit at the May meeting and be able to share.

Treasurer – Jennifer Nguyen (Treasurer report)

Jennifer Nguyen	Absent - No change in financials Area chairs and league chairs please fill out google form as early as possible.
Typed Meeting Minutes from Executive Board Report	

Public Relations Coordinator -- Mikendra McCoy

Mikendra McCoy	Lots going on in public relations. A lot of one on one mentorship has happened after leagues sent coaches to be mentored. We are working on filling in the pieces of getting ready for state. Things have been quiet, but the monthly meetings (guest speakers) have been great. This month we will be talking about accessibility in regards to disability and our activity. Will be great to share with leagues, and with our schools. Last month we had a speech about trauma, and my school learned a lot from it. Please join us.
Typed Meeting Minutes from Executive Board Report	
Reed Niemi	Mikendra has been doing a monthly coaches' corner with registration. Thank you Mikendra.

Editor – Ben Cummings

Benjamin Cummings	We suffered a pretty bad hack of our website, but we have returned functionality to the website. Apologies to anyone who was redirected during the hack.
Typed Meeting Minutes from Executive Board Report	Over the last month our website was taken down by hackers who, for some unknown reason, were really interested in targeting our website. The site was redirecting to some less than savory locations on the internet. Fortunately, I was able to save most of the website, and get it back online. My apologies if any of you tried to visit and were redirected to a site other than the CHSSA website.

Secretary - Ben Cummings

Ben Cummings	Please see typed comments
Typed Meeting Minutes from Executive Board Report	Anything put into the chat box will not be considered part of discussion, and will therefore not be noted in the meeting minutes unless an individual is unable to use their microphone to provide comment on a given agenda item.

Historian – Gregg Osborn (Historian report)

Gregg Osborn	We will be posting the two candidates for hall of fame this year. Steve Clemmons and Lexy Green will be posted on the website, and on the ballot. All board members, and hall of fame members will receive
---------------------	--

	<p>a ballot. Every league will also receive two ballots. Each ballot assigns two votes. Both votes may go to one candidate, or one to each candidate. They will all be Google Forms due February 15th. Mr. Niemi will alert candidates of the results of the vote. They will be announced at the state tournament. League presidents will be the custodians of two ballots, the vote as a board member, and the vote per the league's wishes. I have you email addresses for the board meeting but will need a separate email for your league ballot.</p>
Typed Meeting Minutes from Executive Board Report	
Chris Harris	<p>Would it be easier if we came up with an easier formula for voting in terms of relaying information to board president's etc.? I listen to your report, and I would hear from Ron Underwood, and I would always get emails from league presidents. Is this something we should look at?</p>
Gregg Osborn	<p>In the past there would be paper ballots, and snail mail ballots to all of the hall of fame members. We are in the tech age. The tricky part is that it was set up with everyone receiving two votes and those could be assigned how they choose. Other than changing that process, I am certainly open to suggestions if there is a way to better communicate to each person, and the leagues.</p>

Due to internet issues, President Reed Niemi was unable to continue in the meeting, VP Curriculum Minnia Curtis assumed control of meeting.

AREA CHAIR REPORTS

1 -- Chris Harris

Chris Harris	<p>We are hanging in there, hopefully you are hanging in there.</p> <p>CFL requested a league vote and approval for an in-person state qualifier. Leilani will look at the votes and see if that is within the wishes of everyone.</p> <p>We are very excited with the PR committee meetings. Mikendra has been doing a great job, and CFL has spread the word to new coaches. We are excited that is getting stronger and larger each month.</p>
Typed Meeting Minutes from Executive Board Report	

2 -- Mikendra McCoy

Mikendra McCoy	<p>Area 2 is in the same boat. SVFL and YFL are looking to host in-person qualifiers and CVFL is looking into the possibility of the same.</p> <p>Coaches' corner is working to get alumni and coaches involved. The alumni in YFL are looking to put together an alumni judging pool to help schools have judges for tournaments.</p> <p>We are excited to make our state online the best we can.</p>
Typed Meeting Minutes from Executive Board Report	

3—Leilani McHugh

Leilani McHugh	<p>I had a long conversation with Mr. Carter from Culver City, he was very understanding, but sad that state was going online. He had many ideas for state, and hopes that he will be able to host state in person in 2023.</p> <p>Area 3 is experiencing the same problems as our state. Everyone is trying to figure out classes, much less tournaments. Leagues appear to be moving toward state qualifiers online, but not set in stone. Both sides have been very vocal about their opinions regarding the decision to move the state tournament online.</p>
Typed Meeting Minutes from Executive Board Report	

4 – Rosalyn Foster

Rosalyn Foster	<p>Feelings about the state tournament have been very high.</p> <p>Leagues are hosting tournaments this weekend, and are still working to decide whether or not to host online or in-person state qualifiers. Huge thank you to everyone for moving forward and holding all of these incredible tournaments.</p>
Typed Meeting Minutes from Executive Board Report	

COMMITTEE REPORTS

Congress – Dave Matley

Dave Matley	Absent
Typed Meeting Minutes from Executive Board Reports	<p>Happy New Year everyone. Hopefully this new year will bring us back in person at some point. New rules regarding Direct CX and Authorship Speeches are getting added to our by-laws if not already there. Topic Areas for legislation submission to the 2022 State Tournament was given to Ben to post to the CHSSA website.</p> <p>League Presidents please remind your coaches that all schools with entries to the State Tournament must submit one piece of legislation to the State Tournament by the deadline for registration. Legislation should be in the topic area assigned to your League, written in Microsoft Word using the templates that Ben posts to the CHSSA website with the Topic Areas. That's all for us.</p>

Debate – Steve Clemmons

Steve Clemmons	Please see typed meeting minutes below.
Typed Meeting Minutes from Executive Board Reports	<p>Topics</p> <p>1) Happy New Year and it is good to see that COVID has not stopped programs from competition online. If we are to look at positive things, online debate has allowed more scholars to compete and debate against a larger pool of competitors.</p> <p>2) NFHS will be announcing the 2022-23 Policy Debate topic later this month between five topics. (https://www.nfhs.org/articles/five-suggested-debate-topics-for-2022-23/)</p> <p>3) Changes at the State Tournament (from last year that cleaned up our rules) are available to peruse.</p> <p>4) Welcome Artem back to Debate Committee and I look forward to working with Sarah, Eric, Aaron and McKenna to provide CHSSA with their experience, guidance and wisdom to help Debate continue to evolve and serve the needs of our constituents and competitors.</p>
Minnia Curtis	Just want to clarify that any updated rules for online state tournament will be gone in 2023 unless we vote for these items to be moved into the rules and regulations in the future. In fact, we may need to vote to extend these through this year.
Steve Clemmons	Thank you for
Cam Martin	We noticed a lot of these rules for debate do roll over. Our question is how many of these rules can we roll over to this year.
Minnia Curtis	Good Question. We will bring this up during State 2022 under New Business.

IE – Jennifer Nguyen

Jennifer Nguyen	Absent: Please see typed meeting minutes below
Typed Meeting Minutes from	

Executive Board Reports	
Leilani McHugh	In a series of emails the IE Committee made the decision to remove the rule that a portion of the person's body must be in frame for duration of the competition. The committee also agreed to remove the rule that says that duos have to be recorded via split screen. There was not consensus, so the decision was to strike it.
Cameron Martin	Some other things that came up. Duo is being told that they can record together, but we need to know if we are still doing pre-recorded videos. If duos can record together then we need to know if they can be outside, or masked, and have some equity issues to look at.
Minnia Curtis	When you are talking about a member leaving the screen are you saying one person has to stay on screen?
Leilani McHugh	They have to start in frame, and end in frame, but the way it was decided was that would no longer be the rule.
Reed Niemi	For clarity, there will be further discussion on this.

Reed Niemi, President, was able to return to the meeting and assume control at 10:20 am.

Clarifying Discussion

Reed Niemi	We will need to further discuss these points.
Minnia Curtis	We need to know when to talk about these pieces.
Cam Martin	There is a big question of synchronous v. asynchronous that still needs to be discussed.
Chris Harris	There is a question about when our rules and regulations default to our previous model, and remove all virtual tournament changes.
Steve Clemmons	We want to know whether these rules need to be voted on to be included for this year's tournament, or into the future.
Minnia Curtis	My understanding was that we had decided to include these rules for this year.
Reed Niemi	Agreed
Leilani McHugh	From what I understand the two things that do need to be voted on are the change that we will strike the part that says they must stay "in frame." The other thing that needs to be discussed is the change.
Minnia Curtis	I think that needs to be a discussion because we can always see a performer in person, and this completely changes the performance situation.
Cameron Martin	Are we voting for pre-recorded?
Reed Niemi	Yes, the scheduling and judge commitment means that we must do asynchronous/pre-recorded starting earlier. I know Gregg Osborn had the same concern. The judge pool and the ability for us to have a schedule where judges are available is the biggest challenge.
Cameron Martin	I had a discussion with my area chair and I was not made aware of this. I think this needs to at least be discussed.
Gregg Osborn	I would echo Cameron's sentiment. I am having a tough time understanding why the judging situation is any different. If anything, an online tournament is easier. Why couldn't we create a schedule. So many

	<p>of our students did not have a state experience. Submitting a video, and finding out you didn't break, is not a state experience.</p>
Sarah Sherwood	<p>I helped run state last year, and there were a lot of judge problems even on Friday. With invitational tournaments, it is not that easy to get judges to sign up. We also have an equity issue where not everyone has a place to perform live that works for our students. It doesn't feel as satisfying, but that is why we have the hybrid of asynch prelims, and synchronous out rounds.</p>
Ashley Novak	<p>I hear what Gregg is saying about the state experience. On the other hand, our judge house for SCDL was awful. The ghosting is unbelievable. We have 135 judges, and 15 to 20 just don't even respond. It's like it's the twilight zone. They just don't even show up. We can leverage fees and threats, but it's very hard to get people to commit in large numbers. Derek suggested that each coach runs a different judge house. This may make things easier.</p>
Rosalyn Foster	<p>From a logistical standpoint, we don't have three days that we can dedicate to this, and I don't want our kids to miss days of school which means running rounds after school to not sacrifice classtime. Finding that medium, those issues of judges don't go away Monday-Wednesday. Further, we don't just need those judges, we need tab staff now working more days to make this equitable and possible for synchronous rounds.</p>
Reed Niemi	<p>I know that last year between CHSSA Middle and High School my eyes were burnt out.</p>
Chris Harris	<p>Just to echo Rosalyn, I want to remind some folks that I am sympathetic to what our students are experiencing, during the executive council meeting I took some notes, and we voted this way because the community loved it in that it worked well. Judge ghosting did happen. We want to avoid that issue. The scheduling that we set up for them worked for more people.</p> <p>One issue we haven't discussed, it's not equitable for a lot of students in a bunch of different areas. Asking students to leave their home where they don't have internet for hours and hours during a tournament is something that many students don't have access or ability to do. Having reliable internet is a huge issue. Some students were traveling for hours, and sitting around school sites, and that's if they were even allowed to be there.</p>
Aaron Langerman	<p>I definitely hear the equity concerns. I would be a strong proponent of it being synchronous because it is not a real tournament experience to submit a video. There are many ways that last years judge pool could be changed. We found out that many of the judges had not been assigned to the pools on the backend. It's very difficult to match up judges perfectly for every round. To increase the judge pool size, and not feel like we have a judge crunch, maybe we create those pools on the front end that way speech parents aren't being put into debate rounds and not knowing what is going on.</p> <p>On the equity issue, how many students is this really affecting. And how do these equity issues not disappear for final rounds. And how is an in-person state tournament any more equitable with cost of travel.</p>
Joshua Stinson	<p>I do care about the equity issues. We have been online over the last year and a half so much, surely most of our students have figured out where to get internet, and have had months to figure out where to find internet access. Where were the equity discussions when we were in-person? This was already going to be an issue if we were in person, and we have months to find a community space to perform from, etc. We have months to solve these problems at the league level.</p> <p>In our league we came up with nuisance fines for missing judges so that when teams missed we could get ahold of coaches. I have been called for that frustration. There are ways to fit in the judging issues. If I have to go to my league and say it will be asynchronous then I will see a massive decline in my number of participating students/schools.</p>
Reed Niemi	<p>Quick reminder that in out rounds we sometimes had to pull the videos when a students video feed would drop.</p>
Erik Pielstick	<p>I am an advocate for going synchronous. I have been to larger tournaments, and think we should focus on doing what would give students the best experience of going live. I was not consulted as a league president.</p>
Gregg Osborn	<p>I would prefer to watch an asynchronous round, but every event we are talking about. We have 56 competitors. I bet 38 of them don't want to go asynchronous. If we are worried about judges, we made a pivot because of the judging starin to go to two judges instead of three. Can we compromise to IEs going to two judges instead of three? The equity issues are non-unique. The debaters and spontaneous</p>

	<p>kids are already dealing with those problems. We have the 21st century fund and money not being spent that can address those issues. Come out-rounds those kids that don't have the place or internet are going to have to figure it out. We accommodate them if need be. We have the video ready if we need to. But let the kids who want to perform live, perform live. We are here for the kids, not the judges. Making the kids experience as full as we can is our purpose.</p>
Mikendra McCoy	<p>I really want to echo what Josh and Gregg have said. There is a reality we can do that in real life. I think live rounds do give that sense of buy in. If it takes another day for us to work then that's what we do. We need to give the hope that the words are speaking are valuable. The issues of equity have always been a struggle. We have to work together to find a way around those issues.</p>
Cameron Martin	<p>Equity is where our heart is coming from. Our team has been decimated by the asynchronous issue. I think the backup video works. The judging issue is a huge problem, but we can figure that out by bringing our judges down to two judges. With the frustration already so high why not make a true compromise.</p>
Tony Ugalde	<p>Being someone who mostly coaches kids who are underserved, we would vote to go synchronous. Since we are talking about equity, these issues already exist for those underserved kids. If we are going to do it for one, then why not do it for all. I would push you to go synchronous. We need to realize that, for equity issues, we need to realize there is no box, and cross those bridges. Those districts have a responsibility to make those things happen.</p>
Karen Minick	<p>Has exec committee already decided that? I am quite upset about how that vote came down. I do not feel that the committee has the pulse of what is going on, us presidents do. The least we can do is let them compete live. If debate and congress can do it, then we can do it for the rest of the speakers. I know that going from async to sync had an impact on my students last year. If all the other events can then I hope we can bring the vote today to make accommodations for students that have questionable internet connections, etc.</p> <p>I also have an issue with the Duo going out of frame.</p>
Reed Niemi	<p>I think the duo issue has more to do with NSDA.</p> <p>There was also a survey that was sent out about the decision to move state online we went through the y168 responses we had. Many loud voices did not respond. We heard about each student having to have their own rooms to compete, about each student having to have a vaccine to be on campus, etc. Culver City wanted to host us, but they wouldn't be able to tell us until MArch 1st.</p> <p>We went with what was known which was online. It seems like the majority of us are wanting synchronous tournaments. I would hope that would mean that all of us would step up and not push this on to four board members who ran the tournament last year.</p>
Rosalyn Foster	<p>The manpower argument means that we will have a possibility of committing judges for seven days. As much as we want students to have an in-person experience, I don't think it's fair to them to do that. We need to ask our coaches to find judges who are committed to doing this work.</p>
Chris Harris	<p>I looked at some notes I took last year and asked people in CFL and the president told me three schools who would have serious problems with going synchronous. GGSA had four schools off the top of their heads. We all fell in love with synchronous speech and debate. We must ask ourselves not what is better, but what can we do with the commitments and time we have. We don't need to disagree on these things, we just need to know how to make these things work. The VP of Activities can make whatever decision they want. Angelique came to us with the facts, and asked us to help her run the tournament. This was not an official vote so much as us standing with Angelique as she made these decisions so that the tournament could run well. Let's not point fingers, I respect everyone here, and assume that you all want the best for kids.</p> <p>We need to hear from some of these folks in Area 2, and figure out what these school districts can do. We also have to remember this is a volunteer corp of people and less than 12 people do 99% of the work.</p> <p>We have to solve the judge issue. Getting judges to fill spots after they have ghosted is a bigger concern than worrying about applying fines.</p> <p>We all care about kids, and we all want synchronous. Let's ask people like Karson who are in Area 2.</p>
Reed Niemi	<p>If you read the rules and regulations of the board, then the VPA has the ability to decide alongside the State Committee. That's why that group met. We are now encroaching on the ability of the VPA to</p>

	perform their duties.
Mikendra McCoy	I think logistics are the biggest concern. I fundamentally believe we should do what is best for kids. We should do what is best for kids, with the expertise we have.
Leilani McHugh	Trying to press for a vote would not be wise to do today. Because of logistics and ramifications of going sync v async we need to understand what happens when we make that decision. We don't know what an asynchronous schedule looks like. Voting now could possibly be thrown into the air when we see what that actually looks like. I think we need to see that before we vote.
Reed Niemi	We will do a straw poll. However, you would need to write a rules and regulations change to remove this power from the VPA.
Gregg Osborn	<p>We all have our hearts and intentions in the right place. Putting the work on four to twelve people is not necessary. Many of us who have had experience in virtual tabrooms, or running virtual events, were not called in. Perhaps it is best to give others responsibilities so that we can treat this like several small tournaments instead of one large one.</p> <p>I am concerned that the VPA has so much power. Do our rules and regulations give them full power. I certainly hope that Angelique does decide to run the state tournament, and lean on us to help. But we should not make decisions based on there won't be someone to run the tournament. We need to do everything we can to try to provide those opportunities for students.</p>
Minnia Curtis	I was in the executive council meeting. When I told my students how the state tournament was going to be I got messages telling me how dismayed speakers were because they were feeling like it was less important than debaters. For the second year in a row to take away this experience from our speakers. I disagree with talking to administrators, etc. The pulse of this room knows what our league's want. We still could decide that pragmatically we have to decide to go asynchronous. Keeping it up in the air two to three more weeks will only make this worse. Having thought about it, and hearing today, I think it should be synchronous. I am happy we are not arguing about it being live v. in-person. I think this is a huge step forward from where we could have been. We do need to decide today.
Aaron Langerman	I respect everything everyone has said, I would petition to move us toward a straw poll vote.
Ben Fagan	One thing I have a question about, if we consider format changes will those changes be reflected in the middle school state tournament?
Reed Niemi	I have watched the slow walk of the council giving more powers to the Vice President of Activities. Directing middle school state is under your purview Ben.
Jennifer Nguyen	One thing we have to remember is how many tech issues we did have last year. If we are synchronous can cause severe delays in our schedule. WE had a judge pool and used it as we needed it. But hope that sheds some light on the decision of synchronous v. asynchronous.
Ashley Novak	What is a straw vote?
Reed Niemi	Whatever we vote on today does not stick. It is merely knowing what the board wants. We have empowered the Vice President Activities to run this tournament as they see fit. This council has incrementally pushed us toward the situation we are in.
Angelique Ronald	<p>I have taken a leave of absence because of how I was treated by some other people.</p> <p>I want to clarify some issues:</p> <p>We always pooled judges. However, we had dozens of judges per hour that were dropping out. Asynchronous worked for us, and we got great feedback.</p> <p>We want to remember that our students do not have equitable opportunities to be involved in a synchronous setting.</p> <p>I would encourage everyone who wants synchronous to please let me know who will be involved in helping to make this occur.</p>
Joshua Stinson	I cannot personally volunteer, but I cannot do that. I recognize that we are putting a burden on you and you want to solve it, but we can leverage some of the people who run our tab rooms, and run our events, so we will get those people to be involved. We can increase our judge requirements, etc. Do not sign up for quals if you are not committing to sign up for four days of work, that you will provide a judge for

	those four days, etc. I would also remind everyone who is observing Ramadan to remember that when they sign up to judge. I also believe it is my responsibility to not put this burden all on you. So I believe in supporting you in this work.
Angelique Ronald	Thank you, Joshua. It is about everyone stepping up. I do want to make clear that it's not just running tab room that I also need help with. It is also things like running help desk, answering emails, etc.
Reed Niemi	I did mention and chastise many people for not participating in our tournaments last year. Last year at the help desk I did 14-16 hours a day. I was very distraught that in the past every director would be involved, and last year we were ghosted by members of the board. I think I have made it clear what authority the VPA has, and I do think it is important that we move forward. I believe we need to move to the Harris resolutions in order to discuss how we talk with our fellow members.
Jennifer Nguyen	I believe we need to vote here to increase the number of judges required so that we can address those judging issues, and that it is the decision of the board.

OLD BUSINESS

Reed Niemi	

NEW BUSINESS

Jennifer Nguyen	I motion to increase the judge requirement for the state tournament
Gregg Osborn	Second
Artem Raskin	Will the VPA have the ability to reduce that number if necessary? Also, we discussed reducing the number of judges per round to address this.
Aaron Marquette	Big props to Sarah and Rosalyn and Angelique who ran this tournament last year. I think ultimately we need to remember the hours put in by these people last year.
Minnia Curtis	I feel really uncomfortable with voting without knowing what that number would be.
Angelique Ronaldq	We could switch to two judges per round to be synchronous. We will not need to increase it beyond last year which is already an increase over the previous years. Of 1 for 3 for the entire state. The tech issues will be the bigger issue. We also cannot record any of these rounds with our new system so we will need an army to step in when things fall apart.
Jennifer Nguyen	Do we need to adjust to the 1 for 3?
Angelique Ronald	Those should have been included in the virtual rules.
Reed Niemi	I would request a division of the house
VOTE	The board will vote to increase the judge burden to a 1 judge for every three entries for all events specific to the virtual tournament, and decrease the judge requirement in speech events for the virtual tournament to two judges for preliminary rounds.

	By a vote of 22 Yes and 4 Abstentions the motion carries
Yes Votes	Reed Niemi Minnia Curtis Benjamin Cummings Jennnifer Nguyen Mikendra McCoy Gregg Osborn Chris Harris Artem Raskin Aaron Langerman Steve Clemmons Joshua Stinson Karen Minick Gabriela Scully Ashley Novak Bobby Lebeda Aaron Marquette Eleanor Nishioka Cameron Martin Erik Pielstick Tony Ugalde Sarah Sherwood Katie McMillan
Abstentions	Angelique Ronald Benjamin Fagan Leilani McHugh Rosalyn Foster

1. Proposal: Resolution 1/21: Code of Honor

Chris Harris, et. al	CHSSA has been around for 65 years and we do not have a code of honor. Some people have not been living by the code, and have not been living by a standard of human decency. From what I understand and what I read, because I didn't want to subject myself to what was being posted or emailed, I think it is necessary to codify this and treat each other with just a little bit of respect. This code is a standard for everyone within the community from coaches, to board members, to students, we all should be acting in the same standards. I haven't received one word of negative feedback, and I think it's good we are doing something and making it known that you have to act a certain way. We are teachers, not corporations, but from the corporate world none of this is allowable. I don't know why this exists in academia, but it needs to end if we are going to get things done for kids.
Reed Niemi	Thank you, I hope everyone read it. This is a resolution. I also shared our duties and cares. If our duty and care is not upheld, we waive our protections from incorporation and open ourselves up to not being protected. Some of the comments I saw were on the cusp of libel, and were mean, and we spoke to our lawyer, and received contact from NFHS in regards to this issue. We can take a censure which just shows disapproval. We also have the ability to remove as outlined in the by-laws.
Aaron Langerman	I like the code of ethics, and motion to move to a vote.
Rosalyn Foster	If we, as members of CHSSA, are also members of NSDA, then we should also have our own code of ethics similar to the one NSDA already has.
Karen Minick	Can someone please post the resolution in the chat for me? I haven't gotten it.
Reed Niemi	It is posted in the shared folder.
Chris Harris	I know a lot of folks were bummed out by what happened last month. I also want to give props to those people online who were disappointed, but supported the board, the body, and the VP. I would also like to call for a division of the house.
Reed Niemi	I also posted an email from a member of the Bakersfield board of trustees in support of this adoption of

	a code of ethics.
Joshua Stinson	Two years ago we created a league code of ethics so we could have those discussions about how we behave.
Angelique Ronald	<p>I think it is hard for people to understand the scope of the rhetoric used in the last two years. I want to share with you some of the things that have been shared with me because the public material where</p> <p>Some quotes:</p> <p>“Students are going to kill themselves because of the decisions I had made and they hoped I could sleep at night knowing I killed children”</p> <p>“God help you when people get as sick of you as I am”</p> <p>Told I have no knowledge of the activity, coaching experience, teaching experience, etc.</p> <p>I have been called a bitch.</p> <p>The communication over the last two years has been disrespectful, and we need to learn to communicate respectfully to each other because otherwise what are we teaching our students?</p> <p>Getting this level of rhetoric pointed at me when I am trying to do what is best for kids is unacceptable. This is especially true when none of us is being paid for this. We are better than that.</p>
Rosalyn Foster	I am absolutely horrified by the things that were said. What sort of enforcement mechanisms do we have in place should someone violate the code of honor.
Reed Niemi	<p>We have the ability to resolve to Censure which shows displeasure with the board member. We can also refer to the board by-laws that outlines what the removal of a board member looks like.</p> <p>I can echo Angelique’s concerns, we are missing some very important forms from people. When people do not fill out these forms, we reached out to the board lawyer and the secretary of state to determine whether or not someone is able to serve.</p>
Roaslynn Foster	Do we need another group or committee to be in charge of potential disagreements?
Reed Niemi	A Censure only requires a motion by the board, and then the accusing gets to make their case, and then there is a discussion and a vote.
Chris Harris	Everyone I spoke to was concerned about enforcement of the code of ethics. I drafted a by-law proposal that would cause the grievance committee, is that moot?
Reed Niemi	I believe that the decision has to be made by the entire board, not a small group.
Gabriela Scully	If we adopt this today, then this only applies going forward? So anything that has happened in the last few months/weeks is unenforceable / unprosecutable? Essentially it becomes effective today?
Reed Niemi	Great question. This has nothing to do with the other. We can censure and remove under our existing by-laws. This is a statement of what we expect of our members. This resolution already has mechanisms for enforcement, this is simply a statement of how we feel.
Tony Ugalde	Angelique you should not be subjected to that behavior. Chris, I love the resolution. One thing I do is serve as the complaint review committee for the California State Educators Association. I would like to propose that we come up with our own harassment policy. I think this is grave, and we need to stand strong on. About eight years ago I was on the NSDA code of ethics committee. What happens when that person is off the board of directors? How do we stop it when the behavior continues? I would also put forward our own harassment policy with prescribed remedies and policies. I would also challenge all of us to be more vanilla in our own personal media. It is tough for everybody.
Reed Niemi	Concerning your work I think you would be able to come up with something that we could look at in May.
Tony Ugalde	I will look at our 626 policy from CSEA. We have an independent judicial panel outside that is appointed by the president.

Reed Niemi	It addresses the issue of the grievance committee self-policing.
Angelique Marie	Thank you for that input. We do have a harassment policy, and the communications I have received are in violation of that policy. I would love to give that to you Tony.
Motion	Rosalyn Call the Previous Question Tony Ugalde
	Proposal: Resolution 1/21: Adopt CHSSA Code of Honor
	26 Yes, 0 No, 0 Abstentions (Note: Absent members David Matley, and Jennifer Nguyen Called In to Record Yes Votes)

GOOD OF THE ORDER

1. New Topic

Reed Niemi	We are now open to discussing good of the order. This is when we discuss things that may come up in the future.
Jennifer Nguyen	League presidents please send me state quals rules and dates.
Gabriela Scully	We have a clear policy in place, and we have a full set of sanctions. At this time I would like to bring up that Karson Kalashian has violated our policy. He has been ridiculous. It is some ridiculous stuff. I would like to put the motion on the table and it can be voted down.
Leilani McHugh	Do we need to vote on the IE rules?
Reed Niemi	Did they change from last year?
Leilani McHugh	The duo in frame rule has changed.
Reed Niemi	We will send that out as a digital vote.
Jennifer Nguyen	I will send those to you, Reed.
Chris Harris	Please remember this harassment issue is an ongoing problem. We can all disagree, but it is important to be civil, respectful, and kind.
Karen Minick	I don't think it's fair that you call out people who are not here to defend themselves. While I agree it is a good thing going forward to eliminate retribution, I think calling someone out who is not here to defend themselves is cowardice at best.
Ashley Novak	I have not seen any of this communication, but I have heard that emails and such have been posted with names crossed out, etc. I know we have been over and over so many ideas in this four hour period. I would be remiss to not share that many coaches have wanted to speak on behalf of their feelings. When we got the email saying the tournament was going to be online I was not happy. I withheld comment in order to allow myself to calm down. My issue is we made the decision too early. The survey was sent out too early, and had we stayed the course and made the decision a little bit closer to go online, then I think people may have been more agreeable. Angelique I apologize you have been going through this, I do think that Karson should be here to defend himself.
Minnia Curtis	Clarification question: Have we just decided that state will be synchronous?
Reed Niemi	I apologize for my curtness, I would hope that I have reminded you all about the rules and regulations. Recordings would be a backup. I'm not making that decision, I don't run the state tournament.
Minnia Curtis	I thought we decided to go live and that's why we decided to change the numbers.
Angelique Ronald	Yes, we will be synchronous one hundred percent.

Minnia Curtis	I applaud you Gaby, and I do not think Karson has to be here to defend himself. You can go look up the things he said publicly. It makes our entire state look bad, and our state should not have to put up with that. If we say nothing, then we are condoning it. We must, as a body, do something about it.
Erik Pielstick	On the issue of duo, I heard that Jennifer was going to write something up. I want to make sure we are not codifying that kids cannot be in the same room
Jennifer Nguyen	We want everyone to follow local safety guidelines, we are not mandating separate rooms.
Joshua Stinson	I do not like the decision to go online instead of live. Then I went and called my friend very eccentrically, but then to my league, and in this body, have done what I can to couch those emotions. If you can't go to a meeting where there are things you will later regret, it is possible to not go to that meeting. I also think calling us cowards is gaslighting. Those people had the ability to be here to defend themselves and chose not to be here. I ask people to remember that. We are representatives of our leagues, and this board.
Angelique Ronald	Couple of quick things: We made the decision very early, but it took us months of work to set up the tournament. I am behind at this point in the preparation for the tournament. On top of being a full-time worker I am still planning a tournament. When we wait until a later date we risk hotel contracts, etc. On the harassment issue, I want to point out that this isn't just me. Karen, since you are here, you are calling us cowards, and fools.
Karen Minick	Yes, I think it is cowardice to not allow people to respond.
Angelique Ronald	I do not think there is any context where calling someone a fool, or cowardly is acceptable.
Ben Fagan	As someone who is going to be running another tournament of this scope, I agree with Angelique's decision to not hold this in person. I want to talk more directly about the fact that people in the speech and debate community treat each other terribly. The single largest problem our activity has is that you can fly off on some other coach at some tournament one weekend and no one says anything about it. Then the only person who ends up leaving the activity is the person who is on the receiving end of the abuse. That is why I think it is important to add Karen Minick to this censure as well.
Mikendra McCoy	We have reiterated that the VP Activities has the right to make the best choice for the state tournament. I want to make sure that we all know that Angelique still has the right to say that is not possible. I just want to make sure Angelique still has the ability to guide us through this.
Angelique Ronald	I will be looking at it and do my best to honor the body's interest in going synchronous.
Mikendra McCoy	I appreciate your willingness to work on this, but want to make sure that we are all supporting whatever decision you have to make should synchronous simply not work.
Minnia Curtis	If we are going synchronous I want to make it known that I think that our students absolutely need to stay on screen. I hope we go back to what Gaby started and we make a comment today.
Chris Harris	I want to offer some insight. I am sad Karson is not here to give his input on a variety of issues. Karson texted me, when I asked him to join the meeting. So yes, I think he has made the choice to not participate in these discussions. I also want to hear if people like Karson, or Karen, are apologetic?
Sarah Sherwood	The narrative online is that the people who made this decision aren't teachers, or don't understand education. I felt like it was important to back up that this was not just Angelique, or any one person. Instead, it was everyone. I had things thrown into my face after I was forcibly removed from this board. I take it very personally when people are trying to actively discredit our area chairs, other members of this board, etc. We can't let these narratives keep happening. Not in public, nor in private.
Gaby Scully	I move that, per the CHSSA harassment and discrimination policy, we consider Karson Kalashian and

	<p>Karen Minick as having violated this policy through their public actions. We should examine their actions separately.</p> <p>If so, then we need to determine what our next step is in pursuing our by-laws.</p>
Tony Ugalde	<p>I want to state publicly I will be voting against this censure because there is not a process right now. I would also encourage us to figure that out as a board of directors. Everyone is well valued, but we have to be careful because right now there is not a process. We need to have procedure and protocol before we move forward with this.</p>
Gabriela Scully	<p>I assume by process you mean there needs to be an opportunity for them to give their side, and like that. However, I also want to know if our censure means that we as a board are saying we don't stand for this?</p>
Angelique Ronald	<p>This would be a censure permanently in our meeting minutes. Per what Tony said, it is a public finger wag. We do not have a process internally, but there is a statewide process laid out by secretary of state.</p>
Ben Fagan	<p>I don't think there isn't reason to move forward.</p>
Artem Raskin	<p>I want to further what Tony said, and argue that many of us are coming into this meeting without knowledge of what has transpired, and therefore the minimum of the process is to be able to see those statements. I currently feel like I am not sure what I am voting on. It should be an agenda item, and then they have the ability to defend themselves. I think that would provide some clarity. We are not a perfect organization, but I don't think we shouldn't do something to protect our officers from being harassed.</p>
Chris Harris	<p>We don't have a process, and if this is the first step then great. If the only thing that we do is put out a statement that this is not ok, then we are starting accountability. We are just asking people to hold their tongue, and put out a statement that makes clear we do not condone this behavior.</p>
Angelique Ronald	<p>I agree that a statement and adopting the policy is enough. I was not expecting there to be a motion to censure at this meeting.</p>
Tony Ugalde	<p>Totally agree. In the policy we set forth we can have due process. I think that Karen is in a very unsafe meeting right now, and that limits her ability to come forward. I think it would be inappropriate for her to come forward right now. The process would handle itself outside of this body. If you're going to censure someone, Karen has a right to respond to that censure. There was no need for anyone to be shut down, but there has to be fairness. We have to be careful, it can become ugly, and it could become legal.</p>
Gregg Osborn	<p>If what is shared is found to be true I would be fully in support of a censure. I have not seen a lot of what has been talked about. I have been quite contentious. However, if we are going to move forward I want to see what we are discussing.</p>
Erik Pielstick	<p>At this point I would have to abstain, and I agree that due process should be involved, and there is an opportunity for those being censured to respond.</p>
Gabriela Scully	<p>His opinions are allowed to go public so he is welcome to post as he pleases, but the public comments on the public page and these are all public statements.</p> <p>I would like to amend my motion so that this is on the agenda for the May Meeting for us to discuss a censure no matter what is decided today.</p>
Ben Fagan	<p>Based on the discussion it seems like it is better to act now than wait five months to act perfectly. These people have had the chance to address these issues, and have chosen to continue the behavior. I would encourage the board to hold a special meeting to address this issue.</p>
Angelique Ronald	<p>As the person who is taking the brunt of this, I would never want anyone to feel like they are being railroaded.</p>
Chris Harris	<p>At least we are making progress because ten years ago we would have just yelled. Things then were wild. Now we are doing better.</p> <p>I trust Tony to do the work, and I am also interested in how we handle the reporting of this.</p>
Angelique Ronald	<p>I have overwhelmingly received love and kindness in this position. Even in the last several weeks this</p>

	has been happening I have gotten support from across the country. I did not expect a vote of censure, and ask that we not allow this to continue unchecked.
Tony Ugalde	The process I am bringing forward has a reporting piece.
Angelique Ronald	Yes I think that it would be good to have this to the board by the middle of February.
Gabriela Scully	I would like a hard date to put in my phone.
Chris Harris	Does the 27th work?
Gabriela Scully	Is that ok after 5:00 pm.
Angelique Ronald	We will schedule by the end of January.
Chris Harris	Please send an email if you would like to participate. area1@chssa.org
Tony Ugalde	We should keep this in the body since it is a legislative issue.
Gregg Osborn	Please verify that I have two emails to send your league ballots to.
Chris Harris	Please get on everyone to pay their dues and clear their registration.
Angelique Ronald	Remember those must be in two weeks prior to competing in state quals.

MOTION TO ADJOURN: ROSALYN FOSTER

SECOND: BEN FAGAN

UNANIMOUSLY ADJOURNED AT 1:45 PM