

**NDHSAA
Finance/Personnel & Policy Committee**

2019-20 Committee Members: Brandt, Privratsky, Schoch

January 16, 2020 – Valley City – NDHSAA Office – Fetsch’s Office – 8:30 am

1. 2020-21 staff salaries
2. Directory bid extension

December 5, 2019 – Valley City – NDHSAA Office – Fetsch’s Office – 9:00 am

1. Review investment-savings report
2. Building & grounds update
3. Alcohol policy
4. Coaches Choice extension

September 26, 2019 – Valley City – NDHSAA Office - Fetsch’s Office – 9:30 am

1. Building and grounds update
2. PIAA
3. Officials apparel agreements
4. Parent inquiry form
5. Supporting sponsorships

June 10, 2019 – Valley City – NDHSAA Office – Fetsch’s Office – 10:30 am

1. 2018-19 year-end estimate
2. Review proposed 2019-20 budget

November 29, 2018 – Valley City – NDHSAA Office – Fetsch’s Office – 8:30 am

1. Administrative Assistant Position
2. 2019-20 staff salaries
3. Region wrestling financial report

September 27, 2018 – Valley City – NDHSAA Office – Fetsch’s Office – 8:30 am

1. Directory bid extension

June 11, 2018 – Valley City – NDHSAA Office – Fetsch’s Office – 1:30 pm

1. 2017-18 year-end estimate
2. Review proposed 2018-19 budget
3. Policy Manual Review
 - a. Rate card – play-in games
 - b. Board Committees
 - c. Radio broadcast fees
 - d. Solicitation/NDHSAA email account policy
 - e. Third party email sharing policy
 - f. Tournament program ad policy

January 18, 2018 – Valley City – NDHSAA Office – Fetsch’s Office – 9:30 am

1. 2018-19 staff salaries
2. Calendar contract extension
3. Awards contract extension
4. Ball bid extension

October 5, 2017 – Valley City – NDHSAA Office – Fetsch’s Office – 10:15 am

1. Policy manual review – tennis officials fees

June 12, 2017 – Valley City – NDHSAA Office – 2:00 pm

1. Review proposed 2017-18 budget
2. 2016-17 year-end estimate

March 17, 2017 – Minot – Holiday Inn Riverside – Aegean Room – 11:00 am

1. Tournament manager fees

January 18, 2017 – Valley City – NDHSAA Office – 4:00 pm

1. 2017-18 staff salaries
2. Directory bid extension
3. Review tournament manager fees
4. Review football playoff game finances

June 13, 2016 – Valley City – NDHSAA Office – 1:00 pm

1. Review proposed 2016-17 budget
2. 2015-16 year-end estimate
3. Tournament apparel contract

January 25, 2016 – Bismarck – Ramkota Hotel – Room 1161 – 4:00 pm

1. Media specialist position
 - a. Job application
 - b. Hiring timeline
 - c. Salary range
2. 2016-17 staff salaries

September 22, 2015 – Valley City – NDHSAA Office – 9:00 am

1. Media specialist position

August 18, 2015 – Valley City – NDHSAA Office – 9:15 am

1. Media specialist position

June 16, 2015 – 9:30 am

1. Review proposed 2015-16 budget
2. 2014-15 year end estimate

May 14, 2015 – 9:15 am – Conference Call

1. Parking lot bids
2. Vehicle replacement schedule

April 21, 2015 – 11:30 am – Valley City – NDHSAA Office

1. Parking lot
2. Catastrophic insurance
3. Trophy & Awards contract extension

March 19, 2015 – 5:00 pm – Bismarck – Ramkota – Room 1169

1. 2015-16 Staff Salaries

January 26, 2015 – Bismarck – Ramkota Hotel – Restaurant

1. 2015-16 Staff Salaries
2. Calendar/directory contract extensions

October 15, 2014 – 9:00 am – Bismarck – Ramkota, Room 1169

1. Valley City State University Practicum/Internship

September 16, 2014 – 10:00 am – Valley City Office

1. NDHSAA legal retainer services

June 23, 2014—9:00 a.m.—Valley City Office

1. Review proposed budget
2. Estimate of year-end

January 24, 2014—4:00 p.m.—Bismarck Ramkota Hotel, Room 1165

1. 2014-15 Staff Salaries

June 19, 2013—8:30 a.m., NDHSAA Office

1. Year-end estimates (meeting handout)
2. 2013-14 budget proposal (meeting handout)

January 25, 2013—4:00 p.m.—Bismarck Ramkota Hotel, Room 1165

1. 2013-14 Staff Salaries
2. Pension plan discussion

August 2, 2012—8:45 a.m.—Valley City Office

1. Determine timelines for strategic plan

June 19, 2012—8:00 a.m.—Valley City Office

1. Review proposed budget
2. Fine consideration as proposed by Wahpeton HS
3. Health Insurance---Carlsrud

January 28, 2012—9:00 a.m.—Bismarck Ramkota Hotel, Room 1165

1. Staff salaries/benefits, 2012-13
2. Pension plan update

June 19, 2011---6:30 p.m.—Valley City Office

1. Review and approve policy language regarding staff vacations.
2. Year-end estimates
3. 2011-12 Budget

March 18, 2011—5:00 p.m.—Room 1161—Bismarck Ramkota

1. Staff member request for salary reconsideration
 - a. make recommendation to Board

March 11, 2011—2:00 p.m.—Prairie Rose Room—Fargo Radisson

1. Staff member request for salary reconsideration
 - a. letter

January 21, 2011—4:00 p.m.—Room 1165, Ramkota Hotel, Bismarck

1. Staff reaction to days off or payment for banked vacation days
 - a. days involved
 - b. money involved
2. Staff salaries/benefits, 2011-12
3. IRS form 990

October 20, 2010—8:00 a.m.—Room 1165, Ramkota Hotel, Bismarck

1. Continue working on the following policies from the Board Policy Manual
 - a. Employee benefits
 - i. unused vacation day policy
 - ii. health insurance

September 13, 2010—7:00 p.m. Valley City Office

1. Review the following policies from the Board Policy Manual
 - a. Employee benefits
 - i. unused vacation day policy
 - ii. retirement benefit/TFFR
 - iii. health insurance

August 4, 2010—7:00 p.m., Valley City Office

1. Review staff vacation policy

June 20, 2010—7:00 p.m., Valley City Office

1. Review 2010-11 proposed budget
2. Review reserve fund
3. Discuss team payment plan---Dickinson proposal

January 22, 2010—4:00 p.m., Sherm's Room, Bismarck Ramkota

1. Staff Salaries, 2010-11
2. Building Update
3. Finance Review

October 20, 2009—5:00 p.m., Room 1161, Bismarck Ramkota

1. Review health insurance plan
2. Vehicle quote
3. Old and new office building updates
4. Review team payment plan
5. Discuss hiring process for an Asst. to replace D. Carlsrud

September 22, 2009—Valley City—5:00 p.m.

1. Audit report
 - a. Discussion regarding reimbursement methods/rates
2. Televising Volleyball
 - a. establish fees for live and delayed televising/webcasting of regional and state volleyball

June 15, 2009—Minot PS Admin. Office—9:30 a.m.

1. Review Team Payment Formula
 - a. Outlined in Board policy manual
2. 2008-09 Closing Estimate
3. 2009-10 Budget Proposal
 - a. Recommendation to Board
4. Summer Meeting Expense Formula
 - a. Please review the summer meeting expense policy in the Board policy manual.

March 13, 2009—Minot Riverside Holiday Inn

1. Staff Salary Report
 - a. I will give you the staff response to salary offers.
2. National Guard Contract
 - a. We need to provide the National Guard with a quote for year two and three of the supporting sponsorship.
3. Discuss new building issues
 - b. attorney, retrofit process, insurance etc.

January 24, 2009—4:00 p.m.—Room 1165—Ramkota Hotel, Bismarck

1. Staff salaries 2009-10
2. Office Building
3. Team Payments/Reserve Fund

October 22, 2008—5:00 p.m.—Room 1165—Ramkota Hotel, Bismarck

1. Review present dues structure as per Constitution
 - a. Recommend a change to be voted on by membership
2. Vehicle quote
 - a. There will be a vehicle quote for you to consider and make a recommendation to the Board.
3. National Guard Proposal

- a. A copy of the proposal was sent earlier. A recommendation needs to go before the Board.
4. Other
 - a.

June 24, 2008, 11:00 a.m.—Valley City Office

1. Review and recommend action on the US Bank proposal.
2. Review and make a recommendation concerning the 2008-09 budget.

January, 25, 2008, 4:30 p.m.—Sherm's Room, Bismarck Ramkota

1. Staff salaries 2008-09
 - a. NF salary information attached
 - b. Sherm is starting the third year of a three year contract
 - c. Attached is the plan the Finance Committee worked on last year for Bob, Sheryl and Dave.

October 17, 2007, 8:00 a.m.—Room 3130, Bismarck Ramkota

1. Review van replacement proposal.
 - a. I have attached bids from Millers Motors for a Dodge Caravan and a Dodge Nitro.
2. Discuss US bank contract renewal
 - a. I have attached a copy of the existing US bank contract
3. Edward Jones Investment
 - a. I would like to run something by you for advice concerning our GNMA, FHLMC, and FNMA investments.
4. Tournament Manager Fees
 - a. I will have a sheet with numbers for you at the meeting. I am in the process of having a couple managers review the proposal and offer me comment.

September 25, 2007, 7:30 a.m.—Valley City Office

1. Review 2006-07 team payments
 - a. Formula adjustments? You should have the school payment sheet run off from the last Board meeting.
2. Review Tournament Manager Fees
 - a. Review pages 26 and 27 of the Board Policy Manual
3. Begin discussion concerning a fine structure.
4. Fine Arts Position

June 19, 2007, 8:30 a.m.—Valley City Office

1. Review web-cast fees
2. 2007-08 budget
 - a. consideration of continuing \$50,000 addition to team payments?

April 17, 2007, 7:00 p.m.—Valley City Office

1. Review and recommend adjustments to policies pertaining to TV. This is found on page 28-29 of the Board Policy Manual
2. Screen technology applicants for interview and set up interview date.

January 26th, 4:00 p.m.—Room 1161, Bismarck Ramkota

1. Staff salaries for 2006-07.
 - a. NF salary information attached.
 - b. Sheryl, Bob and Dave are presently in the second year of a two-year contract.
 - c. Sherm will be completing the first year of a three year contract.
 - d. Sharon, Sue and Patty are hourly as of July 1, 2006.
 - e. Wording in policy manual for hourly
2. Technology position
 - a. Part time, full time?
 - b. Salaried or hourly position?

October 17, 5:00 p.m.—Room 1161, Bismarck Ramkota

1. Hold discussion regarding systematic staff retirements
2. Discuss the possibility of a technology position
3. Other
 - a.

September 26, 8:00 a.m.—Valley City

1. Review van replacement proposal from Miller Motors.
2. Annual review of team payment plan.
3. Other
 - a.

June 19, 4:00 p.m.—Valley City

1. Review proposed 2006-07 budget
2. Wells Fargo Request
 - a. We have our checking account at Wells Fargo. It has been requested by Wells Fargo that we apply for a Visa card that would be used in the case of an over-draft since we do not have a savings account at Wells Fargo. We presently have a Capitol One Business Platinum Visa card that would be replaced. We use a card only for a few things such as phone purchases and guaranteeing rooms.
3. Review team payment plan
4. Review technology plan

January 27, 7:00 p.m.—Bismarck Ramkota Hotel, Sherm's Room, 1161

3. Staff salaries for 2006-07.
 - a. NF salary information attached.
 - b. Sheryl, Bob and Dave are presently in the first year of a two-year contract.

- i. They have asked to speak to Committee concerning:
 1. extended contracts
 2. systematic plan for retirement
- c. Sherm will be completing the last year of a three year contract.
- d. Sharon, Sue and Patty will be hourly on the new contract beginning July 1, 2006. Sharon is presently hourly.
- e. Changes in policy manual
 - i. Wording for hourly
 1. 37.5 hours per week Sept. through May, 35 hours per week June-August.
 2. punch-in time vs. arrival
 3. time and one/half for anything over 40 hours or Sundays?
 4. vacation by hours rather than days?
 - ii. Timecards handed in prior to payday?
 - iii. Christmas week?
 1. Treat Asst. and hourly different? Holiday and weekend work as a factor Assistants.
- f. Review vacation buyout policy.

September 27,--7:00 a.m.—Valley City Office

1. Bookkeeper position
 - a. Determine salary range
 - i. Salary spreadsheet attached
 - b. Discuss procedure

August 10, 2005—7:00 p.m.—Valley City Office

1. Determine team payments for Class A Music
 - a. They currently have three region/state contests
2. Discuss procedure to fill bookkeeper position
 - a. Alida will be retiring on December 31, 2005

June 20, 2005—12:00 p.m.—Valley City

1. Review 2005-06 proposed budget
2. Determine how to handle Class A Regional BB including play-in games.
3. US Bank contract

April 19, 2005—7:00 p.m.—Valley City

1. Determine which activities and number of participants for each to be included in the new team payment plan.
2. Review US Bank offer and make a formal recommendation to the Board of Directors.
 - a. I will have a formal letter from US Bank by meeting time.

March 12, 2005—8:00 a.m.—Ramada Café

1. US Bank contract

- a. I have attached an opinion from an attorney in Fargo that Ed Lockwood asked to review our existing contract. US Bank will be at the regular Board meeting to present a new three year contract. (\$61,800, 65,000, 70,000)
2. Team payment plan
 - a. I have been forwarding you email messages I have received relative to the proposed plan. Now would be the time to discuss and make any necessary changes. The main question is whether the Committee is ready to make a final recommendation to the Board.
3. Staff response to salary proposal.

January 29, 2005—7:15 a.m.—Sherm's room, Bismarck Ramkota

1. Finalize team payment plan
 - a. I would recommend we attempt to finalize a plan for presentation to the Board on the 29th and to the membership on the 31st. The Board would have an opportunity to receive input and make a decision in March.
2. Review staff salaries and make recommendations for 2005-06.
 - a. Dave Sheryl and Bob are in the last year of a two year contract. Sherm is in the second year of a three year contract.
 - b. Please refer to pages 4 through 8 of the Board policy manual. The time schedule for negotiations is found on page 5.
 - i. Existing salary information attached
 - ii. National Federation survey attached.
3. US Bank Contract
 - a. I forwarded an earlier email indicating the contract contains a right of first refusal clause with a 3% renewal cap. We need to discuss strategy to remove that wording.

November, 19, 2004—7:15 a.m.—Jamestown, Gladstone Inn

1. Continue work on the team payment policy.
2. Review health insurance plan.
 - a. See attachment-current vs. new

October 20, 2004—7:30 am—Room 3130

1. Review vehicle replacement proposal.

September 27, 2004—5:30 pm—Bismarck – Room 1161

1. Each committee member is to present and discuss their idea concerning team payments.

August 11, 2004—1:30 pm—Valley City

1. Work on reforming the team payment policy.
2. Discuss presentation at the October membership meeting.
3. Vehicle Replacement
 - a. Discuss procedure
 - i. Do we want to continue bid process?

- ii. Option: Negotiating with dealership.

June 21, 2004—3:00 pm—Valley City

1. Continue work on developing equity in team payments.
2. 2004-05 Budget
3. Investment-Savings rate report
4. Grotberg bid—Office lighting
5. Other

March 11, 2004—7:30 am—Bismarck Ramkota—Room 1165

1. Staff reaction to salary offer
2. Continue evaluation of team payment formulas
 - a. You should have material from other states that I previously sent. I will bring you a copy from Missouri.
3. Dain Rauscher proposal—our Piper Jaffray representative has moved to a new company and is requesting we move with him. I will have information at the meeting.

January 20, 2004—4:00 pm—Bismarck Ramkota Hotel—Sherm's Room?

1. Review staff salaries and make recommendation for 2004-05.
 - a. I will bring existing contract information to the meeting for your review.
2. Continue evaluation of team payment formulas.

November 21, 2003—7:30 am—Lakeview Inn & Suites, Grand Forks

1. Review vehicle bids and prepare recommendation to the Board
2. Review Farmers Union Insurance proposal for sponsorship.
 - a. I will bring this information to the meeting as I still have to meet with US Bank and obtain their approval.

October 22, 2003—7:30 am—Ramkota Hotel, Room 3130

1. Review vehicle bids and prepare recommendation to the Board

Sept. 15, 2003—6:30 pm—Bismarck

1. Review Savings and Investment rates
 - a. I will provide a report at the meeting
2. Team payments
 - a. Please bring your Board policy manuals. We have some equity issues to discuss as well as adjusting practice to policy or policy to practice. Regional VB payments have been and will again be an issue with our member schools. Attached is a spreadsheet attempting to compare the team payments of activities.

June 24, 2003—8:00 am—Valley City

1. Review and make recommendations in regards to the 2003-04 budget.
2. Begin review of team payments for tournaments.

April 17, 2003—8:00 am—Valley City

1. Review the following recommended changes in ticket prices
 - a. West Region Basketball
 - i. Change to \$26 adult tournament pass and \$13 student
1. makes east and west regions equal
 - b. State Swimming—two year adjustment
 - i. 2003-04, adult daily \$8, student daily \$4, adult tournament pass \$15, student tournament pass \$6
 - ii. 2004-05, adult daily \$10, student daily \$5, adult tournament pass \$18, student tournament pass \$8.
 - c. State Track
 - i. 2003-04, adult daily \$8, student daily \$4, adult tournament pass \$15, student tournament pass \$6
 - ii. 2004-05, adult daily \$10, student daily \$5, adult tournament pass \$18, student tournament pass \$8.
 - d. State Wrestling 2003-04.
 - i. Adult daily pass unreserved \$12, student daily pass unreserved \$6, reserved daily pass \$14.
 - e. State Soccer 2002-03.
 - i. Adult daily \$8, student daily \$4, adult tournament pass \$20, student tournament pass \$10.
 - f. State Baseball 2002-03
 - i. Adult daily \$8, student daily \$4, adult tournament pass \$20, student tournament pass \$10.
 - g. Establish tournament pass for regional volleyball
 - i. This item was approved by the board through athletic review.
 - h. Adjust team payments for Class A combined Basketball
 - i. If no adjustments are made, schools will receive a windfall and the Association takes a financial hit. After the State A, Ed and I worked out a seemingly workable plan that will be acceptable to the schools. The \$90,000 cap works but cut the payment in half for boys and girls. If the cap is applied for both boys and girls teams, the formula treats it like a double gate. The gate receipts cannot be split between boys and girls, it is a tournament gate.

March 21, 2003—8:30 am—Bismarck

1. NFOA dues (tabled from previous meeting)
2. Investments---Mutual funds?

March 14, 2003—9:00 am—Fargo

1. Tournament Manager fees
2. NFOA fees (tabled from January meeting)
3. School Payments
4. Winter meeting policy
5. Investments—Mark Christianson, Ed Jones

January 24, 2003—4:30 pm—Bismarck

1. Staff Salaries 2003-04
 - a. NF survey of salaries in packets
2. Class A Regional basketball ticket prices
3. Ball Bids
4. NFOA fee increase for officials
5. Review football finance report
 - a. Look at establishing an amount for hosting playoffs

November 22, 2002---Minot Holiday Inn

1. Make a recommendation concerning ticket prices for the combined State A Boys and Girls Basketball Tournament. Ed Lockwood is the tournament manager and I will invite him to attend this meeting.
2. Begin a study of school payments.
 - a. Please refer to your Board Policy Manual and begin to take a look at school payments for the different activities.

October 22, 2002---Bismarck

1. Office relocation
 - a. We need to continue discussion and decide whether to move forward or remain as is.
2. Vehicle Bids
 - a. I will have vehicle bids at the meeting. We need to review these and make recommendations to the Board.
3. US Bank Contract
 - a. I will go over the US Bank contract with you. They have agreed to adjust but we still have the catastrophic insurance requirement. We need to discuss adjustments we could make.
4. Former Board/Lifetime Pass tournament tickets.
 - a. Widows of above
 - b. Year limitations (four)
5. Manager Fees
 - a. We need to examine our tournament manager's fees and determine what if any adjustments need to be made. Track needs to be looked at for sure.
6. School Payments
 - a. School payments also need to be studied. If you recall, the Board was asked to pay volleyball regional payments like we do for basketball. This is a project and we do not have to complete it at this meeting.

September 16, 2002---Bismarck

1. Begin discussions concerning office relocation.

June 19, 2002---Valley City

1. Budget Review
 - a. Review budget and make recommendation to Board.

2. Radio Fees
 - a. Please bring your policy manuals. There were inequities found that we earlier identified to review later. For instance, on page 34 you will find a difference between boys and girls basketball. The format also needs to be reworked. State tournament falls under girl's basketball only.
3. Team payments
 - a. We need to begin a study of team payments. Options—Finance committee looks at and makes recommendation---Tournament committee looks at and makes recommendation (board, combined).

March 8, 2002---Fargo Radisson

Please bring your policy manuals.

1. Staff Contract Proposals
 - a. The Assistants to the Executive Secretary have asked to meet with the committee to respond to the contract offer that was made at the January meeting.
2. Tournament Charges by Schools
 - a. We really get a variation of charges submitted by schools for the various tournaments. If you look at the fall activities financial reports, you will see quite a variation of charges. I think we should at least consider the discussion of a flat rate rather than watch the creation of charges. I will bring specifics to the meeting.
3. Radio and TV fees
 - a. Inequities between events?
4. Begin study of school payments
 - a. Prompted by lots of comments concerning no regional payment for VB.
 - b. BB and Hockey payments based on ticket sales?
 - c. This will be a big job, won't finish in one sitting.

January 25, 2002---Bismarck Radisson Inn, Room 1161, 7:00 p.m.

1. Tournament cap for combined State A Basketball Tournament
 - a. Ed Lockwood will meet with the committee to discuss tournament financing. The committee should make a tournament cap recommendation to the Board.
2. US Bank Contract
 - a. US Bank has not got back to me yet. I hope to have a new contract for you to review and recommend to the Board.
3. Per Diem rates for in-state and out-of-state meetings
 - a. This is placed on the agenda at Board request. Please bring your policy manuals for this discussion. The question will be whether an adjustment is needed.
4. Tournament Tickets for Retired Board Members

- a. There is information that the committee needs to be aware of. With that awareness, we need to determine whether or not a change is necessary with the PR costs that would be involved. This policy is found on page 23 of your policy manual.
- 5. Staff contracts for 2002-03
 - a. Enclosed is salary information for your review. I have also enclosed confidential salary information from the NF. I believe a proposal will be forthcoming from the staff of Assistants. Staff will be prepared to leave the meeting during this discussion.

October 16, 2001---Bismarck Radisson Inn, Room 1169, 4:00 p.m.

1. Open car bids
2. Discuss corporate sponsorship (3-year agreement with US Bank ends)
 - a. I will have a copy of the existing contract available
3. Other