

PHILOSOPHY OF APPENDICES

The appendix section is intended to provide a historical perspective and guidance for WIAA member schools. It was never intended to be viewed as WIAA rules or policy and should not be used as such. The WIAA staff and executive board continually review this section of the handbook to determine what changes, additions, and deletions should be made to insure that it accurately reflects the WIAA's current rules, policies, procedures and philosophies.

APPENDIX 1 – WIAA POSITION STATEMENT OF NON-DISCRIMINATION

The Washington Interscholastic Activities Association does not and shall not discriminate on the basis of race, color, religion, gender, gender expression, age, natural origin, disability, marital, sexual orientation or military status, in any of its activities or operations.

APPENDIX 2 – POSITION STATEMENT ON BOYS' AND GIRLS' PROGRAMS

WIAA is committed to strong athletic programs for all of its students. This means that there should be separate and equal programs for boys and girls. School districts are urged to work toward this goal.

In view of the 1975 State Attorney General's opinion, the opinion of WIAA attorneys, and considering 1983 and 1985 interpretations of Title IX regulations, the following policy statement is made:

1. If there are within a single sport two teams, one for boys and one for girls, boys should play on the boys' team and girls should play on the girls' team.
2. School districts may maintain separate athletic teams for boys and girls if it can be shown that it is the best way to provide students of both sexes an equal opportunity to engage in a sport (e.g., Tackle Football for boys, Volleyball for girls), and if the two separate programs provide substantially equal opportunities for competition, instruction, publicity and awards.
3. If school districts do not provide similar or equal programs for boys and girls, members of the opposite sex cannot be denied the privilege of turning out for a given team; and no school or school district may impose sanctions of any kind upon a coeducational team.
4. In addition to developing strong athletic programs for boys and girls, school districts should be considering coeducational programs in appropriate sports.

Definition of "Boys Team/Girls Team and Mixed Team"

The following clarification of this Position Statement adopted by the Executive Board on May 4, 1987:

School districts are encouraged to continue to provide equal opportunity for boys and girls in all sports.

Girls may, at the discretion of the local school board, participate with boys in any interscholastic activity if there is no girls team or equal opportunity for participation. Girls are eligible to turn out for baseball, even if softball is offered. Any team consisting of both boys and girls shall be considered a boys' team and may compete only against other boys' teams. If a girl competes on a boys' team in cross country, golf or tennis, the girl is not eligible for the boys' state championship but is eligible to attempt to qualify for the girls' state championship in that sport.

Participation: Limitation Based on Gender.

Only students regularly enrolled in schools which are members of the WIAA in grades 7 to 12 inclusive may participate in the program of the WIAA and may represent only the school in which they are enrolled unless otherwise provided for by WIAA rules. Schools shall designate the sex of students allowed to participate on a team for each sport on the WIAA membership forms according to the following standards:

1. If the school provides only a team for boys for a particular sport, girls may compete and qualify for the boys' team.
2. If the school provides only a team for girls in a particular sport, the boys may not compete and qualify for the team unless opportunities for boys to participate in other sports in the school have been limited in comparison to the opportunities for girls to participate in other sports in the school.
3. If the school provides a team for boys and a team for girls in the same sport, girls may not compete and qualify for the boys' team in that sport and boys may not compete and qualify for the girls' team in that sport.

NOTE: The State Board of Education approved the Position Statement on Boys' and Girls' Programs with the following qualifications or disclaimer (adopted May 31, 1985): This policy is approved only insofar as the second sentence of the opening paragraph, and paragraphs 1 and 2, of the policy respecting separate boy's and girls' teams are applied solely to grades seven (7) through twelve (12) (WAC 392-190-025 prohibits separate sports teams and programs for boys and girls at the K-6 grade levels), and with the further exception of the unequivocal statement that volleyball for girls and football for boys, or vice versa, qualifies per se as the provision of an equal opportunity and substantial equality (assuming for the sake of argument that the state constitution allows for sex segregated sports teams and/or programs in certain cases, each case maintenance of separate teams/programs truly constitutes the best method of providing both sexes, as a whole, with an equal opportunity to participate in the sports or games of their choice and (b) clearly support a finding that substantial equality is provided for both sexes in terms of such WAC 392-190-030 factors as accommodation of the interests and abilities of both sexes, the provision of equipment, the provision of coaches, etc.)

APPENDIX 3 – POSITION STATEMENT ON CHEMICAL AWARENESS STANDARDS FOR MODEL POLICIES FOR TOBACCO, ALCOHOL AND OTHER DRUGS

Philosophy: The WIAA and its member schools recognize that the use of tobacco, alcohol and other drugs is a significant health problem for many students, resulting in negative effects on behavior, learning and their total development. The use of tobacco, alcohol and other drugs by students affects academic achievement, personal growth, extracurricular activities participation and the development of related skills. Others affected by the misuse and abuse are family, teammates and other significant persons in their lives.

The WIAA and its member schools believe that the close contact of parents/coaches, advisors, students and communities in interscholastic activities and classrooms provides a unique opportunity to observe, confront and assist one another.

It is the philosophy of the WIAA and its member schools that students should be encouraged and supported in their efforts to develop and maintain a chemical-free lifestyle.

The position of WIAA is:

1. To emphasize the health and safety of students while participating in activities and the long-term physical and emotional effects of tobacco, alcohol and other drugs on their health;
2. To promote a sense of order and discipline among students;
3. To confirm and support existing state laws which restrict the use of tobacco, alcohol and other drugs;
4. To assist schools in the establishment of policies that are consistent with WIAA minimum standards of athletic and activity eligibility;
5. To recognize and support schools that have programs to assist students who desire to resist peer pressure which directs them toward the use of tobacco, alcohol, and other drugs;
6. To require local school boards of directors to adopt, administer and implement policies and procedures regarding tobacco, alcohol and other drug use by athletes;
7. To provide and assist the schools of the state in developing and administering model policies; to act as a clearinghouse for recent court rulings, opinions, trainers and facilitators.

APPENDIX 4 – MIDDLE LEVEL PHILOSOPHY

MIDDLE SCHOOL PHILOSOPHY – Recognizing the unique developmental needs of the middle level student, the WIAA promotes activities that build student success through active participation, increased skillbuilding, and positive sportsmanship.

Participation

- Emphasize participation over win/loss records
- Provide opportunities for everyone to participate
- Balance competition with cooperation
- Encourage lifelong participation in activities
- Emphasize having fun

Skillbuilding

- Develop age appropriate skills
- Focus on fundamentals
- Develop skills as a foundation for improvement

Sportsmanship

- Develop a positive team attitude
- Encourage, cooperate and collaborate with peers
- Present positive adult role models that demonstrate self control and (mutual) respect

Middle School Coaches Shall Understand

- Students have varying levels of ability, and coaches need to present a developmentally appropriate program for students.
- Positive encouragement is the strongest tool for learning.
- Coaches should provide a safe environment for kids to “risk” and grow.
- Activities should be meaningful and fun.
- Fundamentals and practice are the building blocks for a successful athlete.
- Coaches are a key role model.
- Every team member’s responsibility is to encourage one another.
- Today’s superstar could be tomorrow’s bench warmer and vice versa.
- The importance of commitment and responsibility.

APPENDIX 5 – WSCA SPORTS SEASONS POSITION STATEMENT

The following was adopted by the Washington State Coaches Association in 1985: The WSCA Executive Board applauds multi-sport athletes and goes on record as encouraging middle level and high school students to participate in as many activities as the school makes available. Each season has a defined season and a maximum number of contests allowed. Coaches should encourage athletes to continue to train and/or compete in several school programs, particularly a variety of sports. Should an athlete desire to excel in one sport by participating outside of the designated school season, WIAA out-of-season rules prohibit the specific sport coach from coaching the athlete in any way. The Association encourages its members and parents to examine the research regarding the physical and psychological impacts on youth who play only one sport year round.

APPENDIX 6 – GENDER IDENTITY

DEFINITIONS:

For the purposes of this policy, the following definitions apply:

1. **Transgender Person:** A person whose gender identity does not match the sex assigned to him or her at birth. This cross gender identification is often referred to as gender dysphoria. When the gender dysphoria causes clinically significant distress or impairment, it is sometimes classified as Gender Identity Disorder. A transgender person who is born female-bodied but identifies as male is referred to as a transgender man or a female-to-male transsexual. A transgender person who is born male-bodied but identifies as female is referred to as a transgender woman or a male-to-female transsexual.
2. **Intersex Person:** “Intersex” is a general term used to indicate a person born with a reproductive or sexual anatomy and/or chromosome pattern that doesn’t seem to fit the typical definitions of female or male. This may be the result of several different medical conditions involving chromosomal variations, hormonal variations, ambiguous genitalia, and/or an anatomy that includes both male and female characteristics. The medical term for this condition is a Disorder of Sexual Development of “DSD.” “Intersex” is not the same as “transgender,” although some people identify as both intersex and transgender. However, the two groups may face similar situations in needing to change gender designations for the purposes of participation in school activities.
3. **Gender Identity:** A person’s deeply-felt internal sense of being male or female.
4. **Gender Expression:** A person’s external characteristics and behaviors that are socially defined as either masculine or feminine, such as dress, mannerisms, speech patterns and social interactions.

CORE VALUES:

The WIAA Gender Identity policy has been developed based on the following core values:

- Recognizing the value of extra-curricular athletics for all students
- Emphasizing that participation in extra-curricular athletics is not just allowed, but encouraged for all students
- Striving to create a Gender Identity and Expression policy that could be a model for other state associations
- Adhering to Washington state and federal law regarding gender equity and educational opportunity
- Operating from the presumption that all students will have access to programs and eligibility policies
- Enacting a policy that will maximize flexibility and privacy with minimal restrictions
- Creating a level playing field for all students
- Reducing economic barriers, especially for minority populations
- Addressing the concerns of parents, teachers and coaches through an educational component
- Acknowledging that the WIAA policy will likely need to be reviewed and revised to reflect increased medical understanding and evolving societal norms
- Grounding a policy in sound medical practice
- Preserving existing practices regarding girls’ participation on boys’ teams as per current WIAA policy.
- Providing a space for intersex and transgender students to exist and thrive
- Reducing bullying and harassment of students

APPENDIX 7– PHILOSOPHY AND PROTOCOLS RELATED TO WIAA HANDBOOK RULE 24.0.0 ILLEGAL RECRUITING

One of the responsibilities of being a member of the WIAA is a commitment to follow the philosophies and guidelines developed by the member schools as they relate to WIAA sanctioned activities and athletics.

1. **Washington Interscholastic Activities Association’s philosophy on the recruiting of student-athletes to or from schools.** That philosophy, outlined in WIAA Handbook Rule 24.0.0, states:

“Students who demonstrate special skills and talent in any of the activities under the jurisdiction of the Washington Interscholastic Activities Association should not be subjected to pressures to enroll or continue to be enrolled in a member school outside of their normal enrollment area. The rules do not prohibit legitimate school public relations, promotion or marketing. Rather, these rules prohibit capitalization upon a school’s athletic program and/or a student’s athletic interest, potential or proficiency as a factor in determining school attendance. Efforts to induce students to enroll or continue to be enrolled in a member school because of the students’ special talent or skill is considered recruiting. Recruiting of students or attempted recruiting of students for athletic purposes is prohibited, regardless of their residence.”

2. As a member school you agree to support and abide by the WIAA philosophy on the recruiting of student-athletes to schools.

The member schools of the WIAA deplore any attempt, whether direct or indirect, to influence students to enroll at a certain school for an athletic purpose. Any attempt by those affiliated with the school or acting on behalf of the school* to directly or indirectly influence students to attend their high school for an athletic purpose shall render school personnel and the school itself subject to penalties, including, but not limited to, disqualification from district and/or state competition. Students who attend a school for an athletic purpose shall be ineligible at all levels of play and for all sports for one full calendar year.

(*) People affiliated with the school include, principals, assistant principals, coaches, teachers, any other staff members or students, or any organization having any connection to the school.

3. Member schools agree to support and abide by the Washington Interscholastic Activities Association's philosophy on financial incentives designed to recruit student-athletes. That philosophy, outlined in the WIAA Handbook Rule 24.1.0, states that:

"No student athlete may receive, or be offered, any remunerations of any kind, or receive or be offered any special inducement of any kind which is not made available to all students or applicants who enroll or continue to be enrolled in the school or apply to the school."

If families of potential students contact our school, we will present them with a complete, accurate, and inspirational picture of their overall educational and co-curricular programs, then allow them to make an unfettered choice. We therefore choose to abide by the following appropriate communication protocol:

- No one affiliated with the school or acting on behalf of the school * may initiate contact with prospective student-athletes and/or their parents.
- When a coach is approached by a potential student, her/his family or representative of the family, the coach must refrain from discussing the schools programs and advise the applicant or family to contact the school's registrar for further information.
- While an applicant is engaged in the registration process, coaches must refrain from discussing school programs with her/him, her/his family or a representative of the family. This limitation on communication applies until a student is officially registered in the school.
- No one affiliated with the school or acting on behalf of the school * will actively seek out prospective student-athletes for their schools by attending youth or middle school camps or competitions.
- Schools may host athletic competitions or camps at their own venues and coaches may be present and involved in the management of those events provided they do not use these events as a mechanism for enticing potential student athletes.
- Any effort made to encourage an applicant to attend must be aligned with efforts made for all students to attend. Special efforts must not be made to encourage potential students interested in athletics to attend unless parallel efforts are made for all potential students.

4. Resolution of Questions and Concerns: Should a question or concern arise between schools regarding compliance with these philosophies and protocols, the school that has the question or concern should contact the other school directly. This approach fosters open and positive communications between member schools and is in keeping with the spirit of collegiality that serves as a foundation for the WIAA. If a question or concern cannot be satisfactorily resolved between schools, then it should be elevated to the league and/or the WIAA for further consideration.

5. Private Schools: If financial aid is provided, it must be granted solely on the basis of financial need. A family's demonstrated financial need is determined in accordance with the process that is established by each school. Schools may offer merit scholarships which are defined as awards based on scholastic achievement. No financial aid or merit scholarship may be offered on the basis of athletic ability.

Private schools have the right to engage in promotion, marketing, and public relations efforts that are consistent with WIAA Rules. Such efforts may include:

- Promotion and marketing of schools and their total programs to the general public. Examples include, but are not limited to, advertisements with various media outlets, admissions open houses, and attendance at local or regional school fairs.
- Offering programs to attract students based on the overall educational and co-curricular programs of the school. Examples include, but are not limited to, admissions office staff visiting local schools and feeder schools and arranging with our admissions offices to have groups of students visit our schools.
- Private schools may have direct contact with any students currently enrolled in that school's own middle school/junior high program. Examples include, but are not limited to, attending competitions and instructing during team practices during the designated season.

APPENDIX 8 – DETERMINING THE BEGINNING, 50% DATES AND ENDING DATES OF THE WIAA SPORTS SEASONS

The NFHS Standardized Calendar shall be followed for the beginning dates, 50 percent rule dates, and ending dates of each specific sports season. **The 50% date is the Monday following the mid-way point of the regular season. For example, the volleyball regular season spans 10 weeks, and the 50% date is on the Monday of the sixth week.**

7	Football practice begins	27	50% rule date of BB season
8	All other fall sports practice begins	28	50% rule date of DD season
12	50% rule date of CC season	31	BO and CH Championships
13	50% rule date of GSO, GSW, Slow pitch SB and VB seasons	32	WR Regionals
14	50% rule date of FB season	33	BSW and WR Championships
17	Slow pitch SB Championships	34	GY Championships
18	CC Championships; BO Practice Begins	35	BB Championships; Individual Events; Spring Sports Practice Begins
19	GSW and 1B, 2B, 1A, 2A VB Championships	36	Debate
20	Boys 1B/2B and Girls SO Championships; 3A, 4A VB Championships; BB, GY, SW, WR Practice Begins	38	Dance/Drill Championships
21	FB Semifinals	40	50% rule date of BA, fast pitch SB, SO, TE, and TR seasons
22	FB Championships	42	Drama, State Ensemble and Solo
23	50% rule date of sport CH and BO seasons	46	BA Regionals
25	50% rule date of WR season	47	GO; BA; Fast pitch SB; 1A, 2A, 3A, 4A BSO; TE; TR
26	50% rule date of BSW and GY seasons		

APPENDIX 9 – STANDARDIZED PROCEDURE FOR NUMBERING WEEKS

All weeks begin with Sunday and end with Saturday.

	2019-2020	2020-2021	2021-2022	2022-2023	2023-24	2024-2025	2025-26
1	7/7-7/13	7/5-7/11	7/4-7/10	7/3-7/9	7/2-7/8	7/7-7/13	7/6-7/12
2	7/14-7/20	7/12-7/18	7/11-7/17	7/10-7/16	7/9-7/15	7/14-7/20	7/13-7/19
3	7/21-7/27	7/19-7/25	7/18-7/24	7/17-7/23	7/16-7/22	7/21-7/27	7/20-7/26
4	7/28-8/3	7/26-8/1	7/25-7/31	7/24-7/30	7/23-7/29	7/28-8/3	7/27-8/2
5	8/4-8/10	8/2-8/8	8/1-8/7	7/31-8/6	7/30-8/5	8/4-8/10	8/3-8/9
6	8/11-8/17	8/9-8/15	8/8-8/14	8/7-8/13	8/6-8/12	8/11-8/17	8/10-8/16
7	8/18-8/24	8/16-8/22	8/15-8/21	8/14-8/20	8/13-8/19	8/18-8/24	8/17-8/23
8	8/25-8/31	8/23-8/29	8/22-8/28	8/21-8/27	8/20-8/26	8/25-8/31	8/24-8/30
9	9/1-9/7	8/30-9/5	8/29-9/4	8/28-9/3	8/27-9/2	9/1-9/7	8/31-9/6
10	9/8-9/14	9/6-9/12	9/5-9/11	9/4-9/10	9/3-9/9	9/8-9/14	9/7-9/13
11	9/14-9/21	9/13-9/19	9/12-9/18	9/11-9/17	9/10-9/16	9/14-9/21	9/14-9/20
12	9/22-9/28	9/20-9/26	9/19-9/25	9/18-9/24	9/17-9/23	9/22-9/28	9/21-9/27
13	9/29-10/5	9/27-10/3	9/26-10/2	9/25-10/1	9/24-9/30	9/29-10/5	9/28-10/4
14	10/6-10/12	10/4-10/10	10/3-10/9	10/2-10/8	10/1-10/7	10/6-10/12	10/5-10/11
15	10/13-10/19	10/11-10/17	10/10-10/16	10/9-10/15	10/8-10/14	10/13-10/19	10/12-10/18
16	10/20-10/26	10/18-10/24	10/17-10/23	10/16-10/22	10/15-10/21	10/20-10/26	10/19-10/25
17	10/27-11/2	10/25-10/31	10/24-10/30	10/23-10/29	10/22-10/28	10/27-11/2	10/26-11/1
18	11/3-11/9	11/1-11/7	10/31-11/6	10/30-11/5	10/29-11/4	11/3-11/9	11/2-11/8
19	11/10-11/16	11/8-11/14	11/7-11/13	11/6-11/12	11/5-11/11	11/10-11/16	11/9-11/15
20	11/17-11/23	11/15-11/21	11/14-11/20	11/13-11/19	11/12-11/18	11/17-11/23	11/16-11/22
21	11/24-11/30	11/22-11/28	11/21-11/27	11/20-11/26	11/19-11/25	11/24-11/30	11/23-11/29
22	12/1-12/7	11/29-12/5	11/28-12/4	11/27-12/3	11/26-12/2	12/1-12/7	11/30-12/6
23	12/8-12/14	12/6-12/12	12/5-12/11	12/4-12/10	12/3-12/9	12/8-12/14	12/7-12/13
24	12/15-12/21	12/13-12/19	12/12-12/18	12/11-12/17	12/10-12/16	12/15-12/21	12/14-12/20
25	12/22-12/28	12/20-12/26	12/19-12/25	12/18-12/24	12/17-12/23	12/22-12/28	12/21-12/27
26	12/29-1/4	12/27-1/2	12/26-1/1	12/25-12/31	12/24-12/30	12/29-1/4	12/28-1/3
27	1/5-1/11	1/3-1/9	1/2-1/8	1/1-1/7	12/31-1/6	1/5-1/11	1/4-1/10
28	1/12-1/18	1/10-1/16	1/9-1/15	1/8-1/14	1/7-1/13	1/12-1/18	1/11-1/17
29	1/19-1/25	1/17-1/23	1/16-1/22	1/15-1/21	1/14-1/20	1/19-1/25	1/18-1/24
30	1/26-2/1	1/24-1/30	1/23-1/29	1/22-1/28	1/21-1/27	1/26-2/1	1/25-1/31
31	2/2-2/8	1/31-2/6	1/30-2/5	1/29-2/4	1/28-2/3	2/2-2/8	2/1-2/7
32	2/9-2/15	2/7-2/13	2/5-2/12	2/5-2/11	2/4-2/10	2/9-2/15	2/8-2/14
33	2/16-2/22	2/14-2/20	2/13-2/19	2/12-2/18	2/11-2/17	2/16-2/22	2/15-2/21
34	2/23-2/29	2/21-2/27	2/20-2/26	2/19-2/25	2/18-2/24	2/23-3/1	2/22-2/28
35	3/1-3/7	2/28-3/6	2/27-3/5	2/26-3/4	2/25-3/2	3/2-3/8	3/1-3/7
36	3/8-3/14	3/7-3/13	3/6-3/12	3/5-3/11	3/3-3/9	3/9-3/15	3/8-3/14
37	3/15-3/21	3/14-3/20	3/13-3/19	3/12-3/18	3/10-3/16	3/16-3/22	3/15-3/21
38	3/22-3/28	3/21-3/27	3/20-3/26	3/19-3/25	3/17-3/23	3/23-3/29	3/22-3/28
39	3/29-4/4	3/28-4/3	3/27-4/2	3/26-4/1	3/24-3/30	3/30-4/5	3/29-4/4
40	4/5-4/11	4/4-4/10	4/3-4/9	4/2-4/8	3/31-4/6	4/6-4/12	4/5-4/11
41	4/12-4/18	4/11-4/17	4/10-4/16	4/9-4/15	4/7-4/13	4/13-4/19	4/12-4/18
42	4/19-4/25	4/18-4/24	4/17-4/23	4/16-4/22	4/14-4/20	4/20-4/26	4/19-4/25
43	4/26-5/2	4/25-5/1	4/24-4/30	4/23-4/29	4/21-4/27	4/27-5/3	4/26-5/2
44	5/3-5/9	5/2-5/8	5/1-5/7	4/30-5/6	4/28-5/4	5/4-5/10	5/3-5/9
45	5/10-5/16	5/9-5/15	5/8-5/14	5/7-5/13	5/5-5/11	5/11-5/17	5/10-5/16
46	5/17-5/23	5/16-5/22	5/15-5/21	5/14-5/20	5/12-5/18	5/18-5/24	5/17-5/23
47	5/24-5/30	5/23-5/29	5/22-5/28	5/21-5/27	5/19-5/25	5/25-5/31	5/24-5/30
48	5/31-6/6	5/30-6/5	5/29-6/4	5/28-6/3	5/26-6/1	6/1-6/7	5/31-6/6
49	6/7-6/13	6/6-6/12	6/5-6/11	6/4-6/10	6/2-6/8	6/8-6/14	6/7-6/13
50	6/14-6/20	6/13-6/19	6/12-6/18	6/11-6/17	6/9-6/15	6/15-6/21	6/14-6/20
51	6/21-6/27	6/20-6/26	6/19-6/25	6/18-6/24	6/16-6/22	6/22-6/28	6/21-6/27
52	6/28-7/4	6/27-7/3	6/26-7/2	6/25-7/1	6/23-6/29	6/29-7/5	6/28-7/4

APPENDIX 10 – SEASON BEGINNING AND ENDING DATES

START indicates the first day of practice for that sport/activity; END indicates the final day of the state tournament for that sport/activity.

YEAR	FALL			WINTER			SPRING			HOLIDAY DATES
	Sport	Start	End	Sport	Start	End	Sport	Start	End	
2019-2020	SPSB	8/26	11/2	CH	11/4	2/8	GO	3/2	5/28	Labor Day 9/2/19 Veterans Day 11/11/19 Presidents' Day 2/17/20 Memorial Day 5/25/20
	XC	8/26	11/9	BO	11/4	2/8	BA+	3/2	5/30	
	VB, SW	8/26	11/16	GY	11/18	2/29				
	VB, SO	8/26	11/23	SW, WR	11/18	2/22				
	FB	8/21	12/7	BB	11/18	3/7				
					D/D	11/18	3/28			
2020-2021	SPSB	8/24	10/31	CH	11/2	2/6	GO	3/1	5/26	Labor Day 9/7/20 Veterans Day 11/11/20 Presidents' Day 2/15/21 Memorial Day 5/31/21
	XC	8/24	11/7	BO	11/2	2/6	BA+	3/1	5/29	
	VB, SW	8/24	11/14	GY	11/9	2/20				
	VB, SO	8/24	11/21	SW, WR	11/16	2/20				
	FB	8/19	12/5	BB	11/16	3/6				
					D/D	11/16	3/27			
2021-2022	SPSB	8/23	10/30	CH	11/1	2/5	GO	2/28	5/25	Labor Day 9/6/21 Veterans Day 11/11/21 Presidents' Day 2/21/22 Memorial Day 5/30/22
	XC	8/23	11/6	BO	11/1	2/5	BA+	2/28	5/28	
	VB, SW	8/23	11/13	GY	11/15	2/26				
	VB, SO	8/23	11/20	SW, WR	11/15	2/19				
	FB	8/18	12/4	BB	11/15	3/5				
					D/D	11/15	3/26			
2022-2023	SPSB	8/22	10/29	CH	10/31	2/4	GO	2/27	5/24	Labor Day 9/5/22 Veterans Day 11/11/22 Presidents' Day 2/20/23 Memorial Day 5/29/23
	XC	8/22	11/5	BO	10/31	2/4	BA+	2/27	5/27	
	VB, SW	8/22	11/12	GY	11/14	2/25				
	VB, SO	8/22	11/19	SW, WR	11/14	2/18				
	FB	8/17	12/3	BB	11/14	3/4				
					D/D	11/14	3/25			
2023-2024	SPSB	8/21	10/28	CH	10/30	2/3	GO	2/26	5/22	Labor Day 9/4/23 Veterans Day 11/11/23 Presidents' Day 2/19/24 Memorial Day 5/27/24
	XC	8/21	11/4	BO	10/30	2/3	BA+	2/26	5/25	
	VB, SW	8/21	11/11	GY	11/13	2/25				
	VB, SO	8/21	11/18	SW, WR	11/13	2/17				
	FB	8/16	12/2	BB	11/13	3/2				
					D/D	11/13	3/23			
2024-2025	SPSB	8/26	11/2	CH	11/4	2/8	GO	3/3	5/28	Labor Day 9/2/24 Veterans Day 11/11/24 Presidents' Day 2/17/25 Memorial Day 5/26/25
	XC	8/26	11/9	BO	11/4	2/8	BA+	3/3	5/31	
	VB, SW	8/26	11/16	GY	11/11	2/22				
	SO	8/26	11/23	SW, WR	11/18	2/22				
	FB	8/21	12/7	BB	11/18	3/8				
					D/D	11/18	3/29			
2025-2026	SPSB	8/25	11/1	CH	11/3	2/7	GO	3/2	5/27	Labor Day 9/1/25 Veterans Day 11/11/25 Presidents' Day 2/16/26 Memorial Day 5/25/26
	XC	8/25	11/8	BO	11/3	2/7	BA+	3/2	5/30	
	VB, SW	8/25	11/15	GY	11/17	2/22				
	VB, SO	8/25	11/22	SW, WR	11/17	2/15				
	FB	8/20	12/6	BB	11/17	3/7				
					D/D	11/17	3/28			

06/7/19

BA+ = Baseball, Soccer, Fastpitch Softball, Tennis, Track

Please note spring championships will be held AFTER Memorial Day in 2019-2020, 2024-25 and 2025-26.

APPENDIX 11 – CODE OF ETHICS

It is the duty of all concerned with school athletics:

1. To emphasize the proper ideals of sportsmanship, ethical conduct and fair play.
2. To eliminate all possibilities which tend to destroy the best values of the game.
3. To stress the values derived from playing the game fairly.
4. To show cordial courtesy to visiting teams and officials.
5. To establish a happy relationship between visitors and hosts.
6. To respect the integrity and judgment of sports officials.
7. To achieve a thorough understanding and acceptance of the rules of the game and the standards of eligibility.
8. To encourage leadership, use of initiative, and good judgment by the players on the team.
9. To recognize that the purpose of athletics is to promote the physical, mental, moral, social and emotional well-being of the individual players.
10. To remember that an athletic contest is only a game - not a matter of life or death for player, coach, school, official, fan, community, state or nation.

APPENDIX 12 – PHILOSOPHY OF DANCE/DRILL TEAMS AS ACTIVITY SQUADS

Interscholastic athletics shall supplement the secondary curricular program and provide students with educational experiences and learning outcomes that contribute toward the development of attributes of good citizenship. This can be accomplished only when emphasis is placed upon teaching "through school athletics". Interscholastic athletics can be justified only when this is the primary philosophy and purpose.

Being one of the most recognizable representatives of a school, Dance/Drill Team members are in a position of influence; therefore high standards of conduct are essential. Positive personal behavior and team cohesiveness demonstrate these standards.

Appropriate behavior will help earn the respect of the student body which is the core of developing effective school spirit and student involvement.

THE PURPOSE OF DANCE/DRILL TEAMS:

- A. Dance/Drill sports teams compete as athletes. Members must condition, practice and warm up the same as other athletes in preparation for a performance.
- B. Dance/Drill team competition requires the development of physical skills, performed in a choreographed routine. During a competition the team's performance is judged. Dance/Drill Team competition is a part of the total educational program. Dance/Drill Team competition serves to develop leadership, confidence and skill.
- C. Dance/Drill activities teams serve as support groups for the interscholastic athletic programs within the school. Each team strives to boost school spirit, promote good sportsmanship and help student participants achieve the most worthwhile educational objectives of the interscholastic program.
- D. The role of Dance/Drill Teams as an activity is one of entertainment. Dance/Drill activity teams focus on creating a cooperative spirit among members and other groups within the schools, contributing to school spirit through performances and promoting good sportsmanship.

APPENDIX 13 – EXECUTIVE BOARD MEMBERS

1924 Three-Member Board

1924-54	William A. Fisher, Lynden
1924-28	Paul Johnson, Rolling Bay
1924-30	George Miller, Aberdeen

1928 Five-Member Board

1928-32	E. A. Oakley, Auburn	West Central
1928-48	Jack Meyer, Spokane	Northeast
1928-31	R. K. Kester, Yakima	Southeast

1928 Five-Member Board

1930-33	H. J. Craig, Washougal	Southwest
1932-49	Jay Helm, Yakima	Southeast
1932-43	A. W. Burrows, Carnation	West Central
1933-36	Clyde Campbell, Centralia	Southwest
1936-50	Henry DeYoung, Vancouver	Southwest
1943-44	Perry Mitchell, Renton	West Central
1944-65	R. C. Hall, Fife	West Central

1948-49	E. R. Jinnett, Spokane	Northeast
1949-50	G. W. Mills, Millwood	Northeast
1949-53	Gus Lybecker, Pomeroy	Southeast
1950-53	L. J. Crogstad, Menlo	Southwest
1950-69	George Fisher, Cheney	Northeast

1952 Six-Member Board

1952-61	Leon Brigham, Seattle	Seattle
1953-67	Julius Wendt, Cathlamet	Southwest
1953-55, 59-62	Howard Moses, Colfax	Southeast
1954-60	Ted Muncaster, Everett	Northwest
1955-60, 64-66	Eldon Dietrick, Wapato	Southeast, South Central

1959 Eight-Member Board

1959-61	Paul Rumberg, Bridgeport	North Central
1960-68	Harold B. Moe, Snohomish.....	Northwest
1960-64	Darrell E. Smith, Grandview	South Central
1961-62	Edgar Critchlow, Pateros	North Central
1961-67	George Farmer, Seattle	Seattle
1962-72	Cecil West, Chelan	North Central
1962-65	William Halpin, Garfield	Southeast
1965-74	Edward F. McCoy, Sumner	West Central
1965-68	Kenneth White, Rosalia	Southeast
1966-74	Al Strom, Toppenish	South Central
1967-75	Gareth Giles, South Bend	Southwest
1967-71	Loren Ralph, Seattle	Seattle
1968-79	Duane Heidenreich, Lacrosse	Southeast
1968-75	Clifford Gillies, Snohomish	Northwest
1969-74	Eugene Rieger, Freeman	Northeast
1971-82	Frank Inslee, Seattle	Seattle
1972-73	Carleton Rice, Leavenworth	North Central

1972 Ten-Member Board

1972-77	William Anderson, Spokane	Spokane
1972-75	John Beer, Tacoma	Tacoma
1973-85	Tom Byrne, Wenatchee	North Central
1974-79	Jack Dorr, Wapato	South Central
1974-87	Clayton Dunn, Medical Lake	Northeast
1974-80	Delbert Schafer, Tacoma	West Central
1975-85	George Carberry, Jr., Sultan	Northwest
1975-80	Robert W. Nichols, Tacoma.....	Tacoma
1975-76	Donald L. Spencer, Hoquiam	Southwest
1976-82	Dick Grabenhorst, Naselle	Southwest
1977-90	James Hutton, Spokane	Spokane
1979-94	Buddy Gibson, Oakesdale	Southeast
1979-88	Don Campbell, Kennewick	Yakima Valley
1980-84	John Price, Clover Park	West Central
1980-84	Ron Urquhart, Tacoma	West Central
1982-88	William Brumsickle, Centralia	Southwest
1982-92	Barbara Twardus, Seattle	Sea-King
1984-87	Don Bagnall, Bothell	Sea-King
1984-87	Keith Cantwell, Auburn	West Central
1985-87	Bob Eller, Wenatchee	North Central
1985-90	Norm Hoffman, LaConner	Northwest
1987-1995	John Anderson, Sumner	West Central
1987-1996	Kim Wilson, Edmonds	Northwest
1987-1988	Gil Johnson, Reardan	Northeast
1987-1991	Tom Pickett, Quincy	North Central
1987-1997	Bill Bieloh, Walla Walla	Yakima Valley
1988-1991	Ron Bennett, Montesano	Southwest
1988-1995	Ralph Hilt, Medical Lake	Northeast
1990-1993	Leroy Faling, Kelso.....	Southwest
1990-1997	Steve Hogue, Spokane.....	Spokane
1991-1997	Gary Jorgenson, Tonasket	North Central

1991-1997	John Stencil, Mossyrock	Southwest
1992-1995	Al Haynes, Bothell	Sea-King
1993-1996	Jim Winegar, Puyallup	West Central
1994-2004	Dick Behrens, St. John	Southeast
1995-2001	Nancy Hobbs, Liberty (Spangle).....	Northeast
1995-2005	Judy Jennings, Seattle.....	West Central
1995-1999	Ray Jones, Seattle.....	Sea-King
1996-1999	Al Strand, Bellevue.....	Sea-King
1996-02; 2004-07	Ken Axelson, Lynden.....	Northwest
1997-2004	Dean Naffziger, Rochester.....	Southwest
1997-2003	Bruce Campbell, Wenatchee	North Central
1997-2000	Randy Dolven, Kamiakin.....	Yakima Valley
1997-2002	Mike Howson, Spokane	Spokane
1999-2002	Gary Clausen, Blaine.....	Northwest
1999-2013	Craig Olson, Mercer Island	Sea-King
2000-2006	Kent Andersen, Royal	Yakima Valley
2001-2002	Norm Klug, Clarkson.....	Northeast
2002-2004	Gary Coe, Mary Walker, Springdale	Northeast
2002-2004	Terri McMahan, Edmonds.....	Northwest
2002-2004	Mick Miller, Spokane	Spokane
2002-2005	Bruce Taylor, Chehalis	Southwest
2003-2007	Jim Evans, Waterville.....	North Central
2004-2005	Alli Bennett, Garfield-Palouse	Southeast
2004-2013	Al Falkner, Gonzaga Prep.....	Spokane
2004-2011	Henry Karnofski, Castle Rock.....	Southwest
2004-2014	Joe Feist, Deer Park	Northeast
2005-2006	Art Jarvis, Enumclaw	West Central
2005-2014	Ed Ploof, Bellarmine Prep.....	West Central
2005-	Ken Lindgren, Oakesdale	Southeast
2006-2019	Rich Rouleau, Naches	Yakima Valley

2006 Thirteen-Member Board

2006-2011	Chris Bigelow, Northshore.....	Region A
2006-	Wendy Malich, Franklin Pierce.....	Region B
2006-2010	George Juarez, Othello	Region C
2006-2010	Michele Webb, Ephrata.....	Combined District
2007-	Harlan Kredit, Lynden Christian.....	Northwest
2007-2012	Loren Sandhop, Moses Lake.....	North Central
2010-2016	Leta Meyer, Heritage.....	Combined District
2010-2018	Pam Veltri, Spokane	Region C
2011-2014	Tim Graham, Tumwater	Southwest
2011-2018	Eric McCurdy, Seattle	Region A
2012-2016	Mike Ottis, Wilson Creek.....	North Central
2013-	Pat McCarthy, Seattle.....	Sea-King
2013-2019	Lori Wyborne, Spokane	Spokane
2014-	Tim Thomsen, Sumner	West Central
2014 -2018	Mick Hoffman, Vancouver.....	Southwest
2014-	Greg Whitmore, Lind-Ritzville	Northeast
2016-	Miles Caples, Entiat	North Central
2016-	John Wallwork, Chiawana	Combined District
2018-	Scott Chamberlain, Centralia.....	Southwest
2018-	John Cerna, Toppenish	Region C
2019-	Tim Bursey, Bothell	Region A
2019-	David Blakney, Wapato	Yakima Valley
2019-	Paul Manfred, Gonzaga Prep.....	Spokane

Executive Directors

1950-1963	Henry DeYoung
1963-1982	Henry E. Rybus
1982-1993	Cliff Gillies
1993-2019	Mike Colbrese
2019-	Mick Hoffman

Administrative Assistants

1977-1979 Ralph Bayard
 1981-1982 Cliff Gillies

Associate Directors

1987-1993 Ralph Bayard
 1998-2003 John Olson

Assistant Executive Directors

1961-1963	Henry E. Rybus	1997-2000	Dele Gunnerson
1963-1964	Joseph L. Kearney	2000-2004	Kevin Griffin
1964-1979	John G. Hardman	2000-2011	Jim Meyerhoff
1972-1983	Irene Hallett	2003-2005	Leah Francis
1979-1987	Ralph Bayard	2004-2006	Terry Cavender
1983-1987	Janice Truant	2006-	Andy Barnes
1983-1990	Larry O'Neal	2006-2011	Teresa Fisher
1987-	Cindy Adsit	2008-2019	John Miller
1988-1996	Don Bagnall	2011-2019	Brian Smith
1990-1998	John Olson	2019-	Justin Kesterson
1994-1996	Victoria Hanna	2019-	BJ Kuntz
1996-2000	Pat Hoonan		

APPENDIX 14 – HISTORICAL PERSPECTIVE OF WIAA

1900-1925

Although the records are not precise before 1925, there is considerable evidence to show that the schools in Washington were deeply concerned about interscholastic athletics. Shortly after 1900, the Washington High School Athletic Association was formed. Meetings were held in conjunction with the annual Washington Education Association conventions. A three-man Board of Control administered the affairs of the Association. Much of our basic philosophy was established, yet the need for more complete organization became apparent. The National Federation lists 1920 as the year of our official beginning.

1925-1958

1925 to 1958 saw considerable growth in the development and control of interscholastic athletics in Washington State. In February of 1925, by referendum vote, an assembly of eight (8) was chosen from eight districts to formulate rules for the Association. The next month the assembly was expanded to sixteen (16) to conform to the number that came to the State Basketball Tournament. During the ensuing years the number of Board of Control members increased from three (3) to eight (8), Representative Assembly members from eight (8) to thirty-two (32), and administrative districts from eight (8) to ten (10).

In 1936 our State joined the National Federation. The March 1946 Representative Assembly authorized the formation of a State Officials Association for Football and Basketball. The junior high schools of the state came under the jurisdiction of the Association through action of the September 1946 Representative Assembly. A Junior High Committee, created in March 1952, and now a permanent committee, drew up the current Rules for Junior High Schools. They went into effect in July 1954.

In 1950 Henry DeYoung became the first full-time Executive Secretary and offices were established in the Lloyd Building in Seattle.

1958-1983

On July 1, 1958, WHSAA became WIAA. Debate and music were added to athletics to make our organization the Washington Interscholastic Activities Association. Proper constitutional changes were made to create permanent state music and debate committees. Two school directors became ex-officio members of the Representative Assembly. An Assistant Executive Secretary was added to the staff in July 1961. Wrestling officials were added to the WOA in 1963, and an Officials Association for Girls' Sports was added in 1974.

On May 1, 1964, the Association offices were moved to the WEA Building in Seattle. Regulations for girls' athletic activities were added to the Association by action of the 1967 Representative Assembly. In July of 1970, WIAA was privileged to host the 51st National Federation Annual Conference. The Association moved into its own office building near Lake Sammamish in Bellevue on November 1, 1971. In 1972 the Executive Board was increased from eight (8) to ten (10) members; and an Assistant Executive Secretary for Girls' Sports was added. In 1977, the Representative Assembly grew to thirty-five (35) members, and an Administrative Assistant for Publicity was added to the staff. The WIAA became a nonprofit, incorporated Association in 1980.

In 1981 the WIAA Districts were reduced from ten (10) to nine (9). The Executive Board membership remained at ten (10) with one member at large elected from the west side. The title of Executive Secretary was changed to Executive Director.

After 21 years of service to the schools of the State of Washington, Henry E. Rybus retired as Executive Director receiving the National Federation's highest service award in 1982.

During the 1982-83 school year WIAA "piloted" the catastrophic insurance coverage plan for the member school districts of Washington State. The plan was offered nationwide the following year.

1983-Present

In the summer of 1983 WIAA hosted the 64th National Federation Annual Conference.

In 1984, softball and soccer associations and boards were added to the Washington Officials Association. Additional state tournaments added in 1984 were: "AA" Girls' and Boys' Soccer; "A/B" Softball; "AA" Boys' and Girls' Swimming; and "A/B" Tennis.

Following the 1977 pioneering of the multi-championship football games of the "Kingbowl", WIAA offered the nation's first concurrent basketball tournaments in one facility at the Tacoma Dome in 1985, and added a second "AA" tourney in 1988.

"Project High Five" and the academic achievement recognition program were initiated by the WIAA Board during 1984.

Washington hosted the Annual National Federation Sections seven (7) and eight (8) meeting in October of 1985 and again in 1997.

In 1987, Cheerleading became a WIAA sanctioned activity and state tournaments for "B" Softball and "A/B" Golf were added. US Bank was the corporate sponsor of WIAA State Tournaments from 1987 through 1996.

In 1988 Theatre/Drama was added as a WIAA sanctioned activity and the "AA" and "AAA" classifications returned to a 16-team basketball tournament after 25 years of regionals. Academic state champions were recognized in each classification in each sport and activity under WIAA jurisdiction at the state championship events. After three years of study, the Washington Officials Association (WOA) and WIAA member schools entered into an unprecedented agreement with the Washington State Labor and Industrial (L&I) Department to assure workers compensation insurance coverage for all WOA Officials.

In 1989, Boys A/B Soccer and a separate Girls' Golf Tournament were added and Mat Classic I took place in the Tacoma Dome. Dance/Drill became a WIAA sanctioned activity in 1990.

WIAA Schools named student "Dreamers and Doers" to the national Disney sponsored program starting in 1989-90. In 1991-92 the program was discontinued, and the WIAA/ALPAC/7-UP/Hugh McElhenny scholarship was inaugurated for "Believers and Achievers".

John Olson joined the Executive Staff as WIAA's first legal counsel in 1990.

WIAA Executive Director Cliff Gillies served as the National Federation President in 1990-91. That same year the sportsmanship recognition medallions were introduced at the state tournament contests.

The 1992 Spring Sports State Championships were held statewide at three sites: Tacoma area (AAA), Spokane area (A/B), and Washington State University (Pullman area) (AA). AA/AAA Track (Startrack) and A/B State Track Meets remained at their traditional sites of Tacoma Lincoln Bowl and Eastmont High School. This was the state's first Springfest.

The Expulsion/Suspension Rule was adopted in 1992.

The State Board of Education adopted by resolution on May 29, 1990, qualification standards required for all interscholastic coaches by the school year 1994-1995. These standards were proposed by Representatives of School Directors, Superintendents, Principals, Athletic Directors, Coaches, and WIAA. The standards were also required of Cheer coaches and Dance/Drill coaches beginning in 1996.

In 1992 WIAA's first fastpitch softball tournament for AAA, AA and A was held for those schools who elected to play fastpitch instead of slowpitch.

The 1996 Representative Assembly added a fifth classification of schools and a separate Middle Level Representative Assembly, beginning with the 1997-98 school year.

Girls' bowling came under WIAA jurisdiction as a winter sport through action of the 1999 Representative Assembly. The state event for Dance/Drill became a championship, rather than a conference, event.

The WIAA state office moved from Bellevue to Renton in 1999-2000. 2001 represented the inaugural year for the Scholastic Cup program, in which points were earned for the top schools in each classification. Points were earned for academic and athletic recognition and were deducted for ejections.

2004 marked the first girls' wrestling invitational held in conjunction with Mat Classic XIV. In the spring of 2004, ten individuals and one team were inducted into the WIAA Hall of Fame in a special recognition luncheon at Seahawk stadium. Following the finalization of the sport seasons, schools had the option to declare cheerleading and dance/drill as an activity or as a sport.

Member high schools were divided equally into six classifications (1B, 2B, 1A, 2A, 3A, 4A) beginning with the 2006-07 school year. Thirteen new state championship tournaments were added as a result during the inaugural year.

APPENDIX 15 – WIAA AWARDS PROGRAM

The Washington Interscholastic Activities Association Executive Board has established the following awards program that is designed to honor those individuals who, through their exceptional efforts, have served the youth of our state.

Meritorious Service Award - The Association Meritorious Service award is a special citation that is given to Executive Board or Representative Assembly members or other individuals for their dedication and exceptional service to WIAA, and who meet an established criteria.

Criteria:

1. A minimum of 15 years as a member of the Representative Assembly
2. A minimum of 9 years as a member of the Executive Board
3. A minimum of 15 years' combined service on or to the Executive Board and Representative Assembly.

The WIAA Executive Board will vote on the applications. To date, the Association has honored the following individuals for their exceptional work in WIAA. Their names appear on a plaque in the Association office, and each has received a lifetime pass to all State-sponsored events:

Donald Bagnall	Jack Dorr	Frank Inslee	Dean Naffziger
Ralph Bayard	*Clayton Dunn	Leonard Johnson	*Henry Rybus
Dick Behrens	Bob Eller	William Kramer	Lloyd Stannard
Bill Bieloh	George Fisher	Gus Lybecker	Del Schafer
*Leon Brigham	William Fisher	Shirley McCandless	Al Strom
William Brown	Gareth Giles	Ed McCoy	Walt Thorp
Tom Byrne	*Clifford Gillies	Buddy Gibson	*Barbara Twardus
George Carberry, Jr	Dick Grabenhorst	J.D. Meyer	Julius Wendt
Mark Cullen	*Robert C. Hall	Joe Miles	Cecil West
*Henry DeYoung	John Hardman	Harold Moe	Kim Wilson
Mrs. Genevieve Dick	Duane Heidenreich	*Ted Muncaster	

*Also received National Federation citations.

Special Recognition Award - The Association's Special Recognition award is designed to honor deserving individuals for their dedicated and exceptional service to WIAA and the youth of our state. Recommendations for this award plaque are made to and approved by the WIAA Executive Board.

Officials' Meritorious Service Award - The Officials' Meritorious Service award is designed to honor athletic officials for their contributions through the officiating of athletics. The criteria used by local associations/boards in recommending recipients for these awards is as follows:

1. Be strongly recommended by the local association/board.
2. Has been active at least 15 years as a registered official.
3. Considered a "Top Official" in their respective area.
4. Has made contributions to the local organization beyond actual field representation. For example, was active in the apprenticeship program, aiding and guiding the progress of the young official.
5. Was an officer in the organization.
6. Displayed commendable citizenship and character.
7. Properly interpreted and administered rules.
8. Showed a professional attitude and enthusiasm for the work.
9. Contributed to state level committee work.
10. Outstanding state assignments.
11. Any official, active or retired, may be nominated.
12. Any recommendation for an award not fulfilling all criteria will be reviewed by the WOA Advisory board.

SCHOLASTIC ACHIEVEMENT AWARDS

In 1984 the WIAA Representative Assembly proposed a program of acknowledgement of outstanding scholastic achievement by those students participating in interscholastic activities.

The WIAA, in cooperation with the Washington Association of Secondary Principals, the Washington Middle Level School Principals Association, the Athletic Directors Association, the Washington State School Directors Association, and the Washington State Coaches Association, will make available to schools the following awards:

Outstanding Scholastic Achievement Award - To a team/activity group that achieves a 3.50 GPA or above. Qualification for this award is computed by the by the team/activity members as a group.

Distinguished Scholastic Achievement Award - To a team/activity group that achieves a 3.0-3.49 GPA.

Individual Awards - Individual letter insignias and certificates may be purchased from the WIAA office. Any student of a team having received a scholastic achievement award is eligible to receive the individual award. An individual school may establish more restrictive standards/qualifications if they desire. A student should receive only one insignia per year.

State Academic Champions - Nominations for these awards must be submitted online through myWIAA. The State Academic Champions in each classification and in each sport will be determined from the nominations submitted within the established timeline. The State Academic Champions may receive a plaque at their respective State Championship Event.

CHEE CHEE AND CURT BRUSKLAND SERVICE AWARD

This award is presented to the individual(s) who exemplify the ultimate in service to the WIAA, either to the state association office or to WIAA member schools. These individuals have exhibited caring and kindness through their service that were a hallmark of the Brusklans.

Nominations are to be submitted to the WIAA Executive Board by April 1 of each year. The WIAA Executive Board will select the annual recipient(s) from the list of nominees.

Award Recipients

Don Davison	2005	Dr. Steve Anderson	2013
Mike Day	2006	Pat Alexander	2014
Doug Cartwright	2007	Jim Caughlin	2015
Dick Langum	2008	Jonathan Harris	2016
Dr. Warren Howe	2009	Marty Fortin	2017
Mel Moore	2010	Al Rasmussen	2018
Ed and Bev Laulainen	2011	Chuck Ward	2018
Marlowe Roeser	2012	Coy Jones	2019

GARETH GILES MEMORIAL RECOGNITION AWARD

Annually the Representative Assembly will select from nominations those persons who, by service to the ideals and purpose of the WIAA Representative Assembly, exemplify the leadership and dedication given all students and member schools by Gareth Giles.

The selection criteria includes:

1. A minimum of five years of service as a Representative Assembly member and/or WIAA Board member and/or Representative Assembly standing or special committee member.
2. Leadership in the WIAA legislative process and procedures.
3. Positive services in the resolution of problems.
4. Dedication and loyalty to the WIAA and the implementation of WIAA rules among the schools of the nominees' WIAA District.
5. Consistent promotion of the purposes of the WIAA in giving first consideration to the activity programs and participating students.

Nominations are to be submitted to, received by and verified by the WIAA Executive Board as meeting the criteria by the second Friday of January of each year. The Executive Board will select the annual recipient(s) from the list of nominees.

AWARD RECIPIENTS

Don Koplitz	1986	Clayton Dunn, Pullman	1989	Leroy Faling, Kelso	1994
Don Batey, Selah	1987	Dick Grabenhorst, Naselle	1989	Max Sanchez, Deer Park	1995
Jack Burrell, Kent	1987	Don White, Mt. Si	1989	Buddy Gibson, Oakesdale	1996
Dave DuVall, Mt. Vernon	1987	Dan Inveen, Tacoma	1990	Ralph Hilt, Medical Lake	1997
Dick Fike, St. John	1987	Richard Neher, Walla Walla	1991	John Stencil, Mossyrock	1997
Jim Rothnie, Edmonds	1987	Lyle Patterson, Naselle	1991	Russ Brown, Medical Lake	1999
Walt Thorp, Odessa	1987	Bud Hatley, Federal Way	1992	Barbara Twardus, Seattle	1999
Bill Brumsickle, Centralia	1988	John Anderson, Sumner	1993	Don Bagnall, Bothell	1999
Bob Eller, Wenatchee	1988	Ray Norton, Asotin	1993	George Nordi, Tacoma	2000

AWARD RECIPIENTS (CONTINUED)

Ron Bennett, Montesano	2000	John McGregor, Lind-Ritzville	2007	Ray Whitlow, Tri Cities Prep	2013
Kim Wilson, Edmonds	2000	Mary Erickson, Centralia	2008	Rich Frazer, Kalama	2014
Ed Tingstad, Spanaway	2001	Art Jarvis, Tacoma	2008	Mark Swofford, North Mason	2014
Joe Bullock, Tacoma	2002	Karst Brandsma, Everett	2009	Tim Thomsen, Sumner	2014
Bob Kirk, Pomeroy	2002	Ken Axelson, Lynden	2010	Bill Bieloh, Walla Walla	2015
Joe Richer, Cheney	2002	Randy Ryan, Spokane	2011	Ed Ploof, Tacoma	2015
Cliff Gillies, South Bend	2003	Bob Dowding, Seattle	2012	Bob Jones, Auburn	2017
Dele Gunnerson, Lilliwaup	2003	Harlan Kredit, Lynden	2012	Shelly Thiel, Maple Valley	2017
Pat Hoonan, Bonney Lake	2003	Marty Friedman, Riverside	2012	Jim Piccolo, Stanwood	2018
Jim Spence, Quincy	2003	John Miller, Spokane	2012	Micky Fowler, Seattle	2018
Jan Truant, Shoreline	2003	Jim Murphy, Newport	2012	Mick Hoffman, Vancouver	2018
Bill Gant, Sunnyside	2004	Bruce Phillips, Auburn	2012	Eric McCurdy, Seattle	2018
Dick Behrens, St. John	2005	Art Bickler, Freeman	2013	Mike Colbrese, WIAA	2019
Lee Day, Kittitas	2005	Randy Dolven, Kamiakin	2013	Greg Ericson, Marysville	2019
Dean Naffziger, Rochester	2005	Dan Heltsley, Bethel	2013	Wendy Malich, Tacoma	2019
Judy Jennings, Seattle Christian	2006	Dave Lutes, Kent	2013	Jim Meyerhoff, Buckley	2019
Mark Cullen, University Prep	2007	Wayne McKnight, West Valley	2013	Rich Wells, Puyallup	2019

JACE MALEK MEMORIAL RECOGNITION AWARD

Given at the discretion of the WIAA Board president, the award honors the memory of former West Valley High School (Spokane) student athlete Jace Malek, who lost his life to cancer while a student at the University of Idaho. Known for his strong, positive attitude and work ethic, Malek's high energy and spirit influenced fellow students and teammates throughout his short life.

Students selected for this award should be known for their actions that reinforce healthy culture, a strong, fair, competitive spirit, and an infectious love of life. These actions should include but not be limited to someone who

1. Embraces the values of teamwork and fair competition;
2. Reaches out to help others whether in the competitive arena or in everyday life;
3. Is supported by the school administration and coaches/advisors;
4. May have overcome personal or environmental challenges.

APPENDIX 16 –WIAA-WOA STATEWIDE AGREEMENT

Parties: The Parties to this Agreement are the member schools of the Washington Interscholastic Activities Association and the entities making up leagues and districts, represented by the WIAA Executive Director, and the member Associations and Boards of the Washington Officials Association, represented by the WOA Executive Director.

RECITALS

WHEREAS, the Parties each have unique roles and responsibilities with regard to the conduct of high school, junior high school, and middle school athletic contests, and

WHEREAS, the Parties desire to provide for the consistent statewide administration of high school, junior high school, and middle school athletic contests.

NOW, therefore, in consideration of the mutual covenants and promises contained herein, the Parties, intending to be legally bound, hereby agree as follows:

1. **Duration of Agreement:** This Agreement shall be in effect from August 1, 2019 through July 31, 2023, with the provision that any part of this Agreement can be reopened upon the mutual consent of the Washington Interscholastic Activities Association (WIAA) Executive Board and the Washington Officials Association (WOA) Executive Board.
2. **Service Area:** The service area includes all WIAA member middle schools, junior highs, and high schools. This includes all contests, varsity and non-varsity.
 - a. Only WOA officials are eligible to officiate scheduled contests.
 - b. School representatives do not have the authority to solicit officials directly for contests. All assignments must be made by and through the appropriate assigner for the respective WOA Association/Board
 - c. In case of an emergency, non-registered officials may be used as outlined in the WIAA Handbook.
 - d. Service areas disputes shall be addressed by the WIAA Executive Director and WOA Executive Director.
3. **Officials:** Officials must be members of the WOA as defined in Article I of the WOA By-Laws.
 - a. Registered and certified officials as defined by the WOA By-Laws shall be permitted to work sub-varsity and 7th/8th contests.

- b. Certified officials as defined by the WOA By-Laws shall be permitted to work varsity contests.
4. **Contest Fees:** Shall be in accordance with the established WIAA / WOA fee schedule.
 5. **Administrative Fee (Schools):** Administrative fees are included in the agreed upon game fees.
 6. **Local Association/Board Funding:** Assessment fees and/or dues paid by officials shall be used to contribute towards the funding of the local Association/Board.
 7. **Change Fee (Schools):** There is no change fee charged to the schools. The administrative fee covers all changes. Excessive non-weather related schedule changes in a given sport by a member school shall be reviewed by the WIAA Executive Director and WOA Executive Director.
 8. **Late Fee (Schools):** A late fee of 20% of the total invoice shall be charged for invoices not paid within 45 days. Payments not received within 90 days shall result in an interruption of officiating services provided by any WOA Associations/Boards. If discrepancies in the invoice arise, it is the responsibility of the school administrator to contact the Association/Board prior to the due date to reconcile the invoice. Disputes over late fee charges shall be resolved by the two parties. The invoice due date is established at the district level, with agreement from the local Association/Board and District Director.
 9. **Cancellation Fee (Schools):** If, after the official(s) arrive at the contest site, the contest (started or not) is cancelled/postponed, the contest fees, mileage and administrative fees shall be paid in full.
 10. **Late Cancellation Fee (Schools):** The full contest fees, mileage and administrative fees shall be paid when the assigned official(s) appear for an event that has been previously cancelled unless the school notifies the Assigner at an agreed upon time prior to the scheduled start of the contest. The time and method to communicate cancellations is to be set by the Association/Board and agreed to by the member schools they service. This time is not to exceed (five) 5 hours. Cancellations made without regard to the agreed upon time may result in a fee being charged to the school.
 11. **No Show Penalty:** If a Confirmed Contest cannot be played due to the lack of officials, the schools and local association/board involved shall negotiate any monetary penalty, which shall not exceed the visiting team's transportation costs. If the parties are unable to do so, the parties may submit information pertaining to the no show to the WIAA Executive Director and WOA Executive Director in order to receive a ruling as to whether or not a penalty shall be imposed. The ruling may be appealed to a panel consisting of WIAA and WOA Executive Board members. No penalty or reimbursement shall be payable however, if the failure to appear is due to unforeseen circumstances, such as weather conditions affecting safe travel, or sudden onset of illness or injury. A Confirmed Contest is one that appears in ArbiterSports and has officials who have accepted the assignment. If the contest is not in ArbiterSports or officials have not accepted the assignment, the contest is not considered confirmed. The responsibility of verifying a confirmed contest is shared by the assigner, home athletic administrator, and visiting athletic administrator. If there are no officials available for a scheduled contest, it is the responsibility of the assigner to inform the home athletic administrator.
 12. **Late Invoicing** Local Association/Board shall forfeit the Association/Board administrative fee for invoices not received within 45 days after the conclusion of the season (schools) or tournament (leagues/districts).
 13. **Mileage and Other Fees:** There shall be two ways of determining travel fees.
 - a. Per official travel rate (Appendix A)
 - (1) One travel fee shall be paid per official per site per day
 - b. Per car travel rate (Appendix B)
 - (1) Two travel fees shall be paid if there is a request for more than four officials, or if the contests are not played at the same time or back to back. There will be no more than four officials per vehicle. Exception: One travel fee will be charged for five-man football crew.
 - c. Schools shall pay the current cash price for bridge tolls and ferry fees. Stand by fees, prior to or after a contest, due to the ferry/contest schedule that exceed one hour shall be reimbursed at the rate of \$10.00 per hour per official.
 - d. Schools shall pay lodging expense and \$20.00 meal per diem when an overnight stay is agreed to by the assigner and athletic administrator prior to the assignment being made.
 - e. Schools shall pay \$10.00 meal per diem to officials traveling 100 or more miles one-way.
 14. **Postseason Assigning Process (Leagues / Districts):**
 - a. Postseason officials' assignments shall be based on the percentage of schools serviced by each Association/Board.
 - b. First round tournament contests or play-in crossover games scheduled at high school home sites shall be assigned by the home team's local Association/Board.
 - c. Neutral site contests and state tournament games not assigned by the WIAA shall be allocated to the local Association/Board, per section 14a, by the Tournament or District Director and assigned by the local Association/Board.
 15. **Postseason Administrative Fee (Leagues / Districts):** Administrative fees are included in the agreed upon game fees.
 16. **Postseason Mileage and Additional Fees (Leagues / Districts):**
 - a. Mileage calculations for postseason contests at a site that is serviced by the respective Association/Board shall be based on the travel appendices in section 13.
 - b. Mileage calculations for postseason contests at a site that is not serviced by the respective Association/Board shall be based on the following travel matrix:

- (1) Zone 1: 0-35 miles (round trip) = \$17.00 per official
 - (2) Zone 2: 36-95 miles (round trip) = \$50.00 per crew
 - (3) Zone 3: 96-150 miles (round trip) = \$75.00 per crew
 - (4) Zone 4: 151 + miles (round trip) = \$100.00 per crew
- c. Leagues or districts shall pay the current cash price for bridge tolls and ferry fees. Stand by fees, prior to or after a contest, due to the ferry/contest schedule that exceed one hour shall be reimbursed at the rate of \$10.00 per hour per official.
 - d. Leagues or districts shall pay lodging expense and \$20.00 meal per diem when an overnight stay is agreed to by the assigner and district director/tournament manager prior to the assignment being made.
 - e. Leagues or districts shall pay \$10.00 meal per diem to officials traveling 100 or more miles one-way.
- 17. Assigning Program:** Associations/Boards shall utilize ArbiterSports to communicate with schools and officials for the purpose of assigning contests.
- 18. Feedback (Schools):** Athletic administrators/coaches shall have the ability to provide feedback on the officials from their contest by accessing the feedback tool on ArbiterSports. Feedback on officials is a method for potential improvement of officials, not to serve as a ranking tool.
- 19. Observations (Local):** Local Associations/Boards shall establish a process to assist in the selection of varsity officials, as well as those officials who are selected to work postseason contests.
- 20. Observations (State):** Leagues and districts shall honor the WOA Observers Pass for admittance to regular season and postseason contests. The WOA Observers Pass will be created and managed by the WOA. Any issues of misconduct or fraudulent use of the pass should be reported to the WOA Executive Director.
- 21. Sport Specific:**
- a. Ninth grade fees are equivalent to the sub-varsity fee.
 - b. **Baseball:**
 - (1) Additional innings may be played following the regular contest at the middle school/junior high level. The fee for the additional innings is 15% of the contest fee per inning.
 - (2) Add \$8.00 to the finalized fee when only one official is available at the high school level.
 - (3) Fees for contests that are continued by a different set of officials should be negotiated at the local level.
 - c. **Basketball:**
 - (1) Contest fee applies to 6 or 8 minute quarters.
 - (2) Varsity fee is per official; Sub-Varsity and 7th/8th fee is per crew.
 - (3) A fifth quarter may be played by 7th, 8th, and 9th graders. The fee for the fifth quarter is 25% of the contest fee.
 - d. **Football:**
 - (1) Add \$2.25 to the finalized fee for the referee.
 - (2) A fifth quarter may be played by 7th, 8th, and 9th graders. The fee for the fifth quarter is 25% of the contest fee.
 - e. **Gymnastics:**
 - (1) Regular Season – Fee is for up to 40 competitors. Add an additional \$.50 per competitor for more than 40 competitors.
 - (2) Postseason – Fee is for up to 40 competitors. Add an additional \$14.00 for every additional 10 competitors.
 - (3) Add \$8.00 to the finalized fee when only one judge is available at the high school level.
 - (4) 7th/8th –When over five competitors per event, per school, add an additional \$.50 per competitor.
 - f. **Soccer:**
 - (1) Assistant referee/fourth official fee is 70% of the referee fee.
 - (2) Add \$8.00 to the finalized fee when only one official is available at the high school level.
 - g. **Softball:**
 - (1) Additional innings may be played following the regular contest at the middle school/junior high level. The fee for the additional innings is 15% of the contest fee per inning.
 - (2) Add \$8.00 to the finalized fee when only one official is available at the high school level.
 - (3) Fees for contests that are continued by a different set of officials should be negotiated at the local level.
 - h. **Spirit:**
 - (1) Fee is for 1-10 performances judged; add \$11.25 for every additional 4 performances.
 - i. **Volleyball:**
 - (1) Add \$8.00 to the varsity fee or \$4.50 to the sub-varsity fee when using one official at the high school level.
 - (2) Add \$20.00 to the varsity fee when playing 5/5; add \$15.00 to the sub-varsity fee when playing 3/5; add \$30.00 to the sub-varsity fee when playing 5/5.
 - (3) Extra games may be played following the regular contest at the middle school/junior high level. The fee for the extra game is 35% of the contest fee.

j. **Wrestling:**

- (1) Extra matches may be held following the regular contest at the middle school/junior high level. The fee for the extra match is equivalent to the tournament per match fee.
- (2) Exhibition matches shall be the same as the tournament per match fee at the appropriate level.
- (3) Weigh-in Fee: A tournament weigh-in fee of \$50.00 shall be charged per day (excluding regional tournaments and Mat Classic).
- (4) Tournament Fee / Billing Format: An hourly rate shall be used to bill for individually bracketed wrestling tournaments (excluding regional tournaments and Mat Classic). Double duals, triple duals, etc., and team format tournaments are billed at the per dual match rate.
- (5) Wrestling Tournament Hourly Rate: The baseline hourly rate for tournaments shall be based on a high school varsity 8 person bracket (182 matches), using a four mat five official configuration, taking six hours to complete (182 multiplied by the individual match rate divided by five divided by six = hourly rate per official). The individual match rate is calculated by taking the high school varsity dual match fee and dividing by fourteen, rounding to the nearest \$.25. The hourly rate starts at the scheduled start time of the tournament and is straight running time until the last bout sheet is signed. The length of the tournament is rounded to the nearest quarter hour.
- (6) Wrestling Tournament Assigning Configuration: Assigning configuration must be agreed upon by the assigner and athletic administrator, tournament manager or district director prior to the assignment being made. Tournament managers should work with the local assigner if the mat configuration is going to change during the tournament in order to reduce the number of officials when possible.

22. Mutual Understanding:

a. **School:**

- (1) Provide Association/Board with the names, email addresses, and telephone numbers (including cell phone numbers) of the Athletic Administrator and Head Coach to the assigner for the specific sport.
- (2) Provide schedules in a timely fashion. Specific date to be established with each local Association/Board.
- (3) Provide schedule changes in writing that specifically delineates the change (not just another complete schedule) after confirming availability of officials with the assigner.
- (4) Contest management will greet the officials upon arrival at the site and be available throughout the contest. Contest management cannot be an individual who has coaching responsibilities for the contest.
- (5) Provide adequate dressing rooms and shower facilities. A school's Athletic Administrator and the Association/Board representative shall communicate regarding specific problems with facilities.

b. **Association/Board:**

- (1) Provide schools with the names, email addresses, and telephone numbers (including cell phone numbers) of at least two Association/Board contacts.
- (2) Assigning guidelines shall be established by the Association/Board.
- (3) Confirm coverage of the scheduled events with a notification to the athletic administrator at least two days prior to the contest (when possible). Providing access to ArbiterSports shall serve as notification of assignments.
- (4) Adhere to all conditions as set forth and outlined by the WOA as it pertains to background checks.

23. General Provisions:

- a. WIAA has verified that the WOA officials have general liability coverage and that the WOA conducts background checks on all officials. No additional agreements are needed between schools and local associations/boards.
- b. Disagreements between schools and Associations/Boards that cannot be resolved at the local level shall be directed to the WIAA District Director for mediation. If the issue cannot be resolved by the District Director, the matter will be directed to the WIAA Executive Director and WOA Executive Director for resolution.
- c. Unless otherwise provided, any disputes over the terms of this agreement or issues not outlined in the agreement shall be directed to the WIAA Executive Director and WOA Executive Director for resolution.
- d. District Directors and local Association/Board representatives may come to a mutual agreement to accommodate unique situations. These agreements may not supersede, but may be an addendum to the statewide agreement.
- e. If any provisions of this Agreement shall be held to be invalid or unenforceable, the remainder of this agreement shall not be affected, and each provision hereunder shall be valid and enforceable to the fullest extent permitted by law.
- f. Nothing in this Agreement shall interfere with the independent judgment and discretion of officials assigned to a contest.

APPENDIX 16.1 – 2019-20 OFFICIALS FEES

REGULAR SEASON - FEES PER OFFICIAL

LEVEL	BA	BB (2)	FB	GYM (3)	SB	SO	Spirit (4)	VB	WR (5)
Varsity	\$62.25	\$60.00	\$69.00	\$68.00	\$62.25	\$62.25	\$87.75	\$62.25 3/5	\$69.00
Sub-Varsity	\$46.00	\$105.50	\$52.75		\$46.00	\$46.00		\$46.00 3/3	\$52.75
7 th /8 th (1)	\$42.75	\$90.00	\$45.00	\$42.75	\$42.75	\$42.75		\$42.75 3/3	\$45.00

NOTE: The amount listed includes contest fee, administrative fee and RTO surcharge.

LEAGUE PLAYOFF/DISTRICT COMPETITION - MANAGED BY THE LEAGUE AND/OR DISTRICT

BA	BB	FB	GYM (3)	SB	SO	Spirit (4)	VB 3/5	WR
\$71.00	\$68.75	\$77.75	\$76.75 (EJ) \$80.00 (HJ) \$83.50 (MR)	\$71.00	\$71.00	\$90.75	\$71.00	\$31.75/ hour

NOTE: The amount listed includes contest fee and administrative fee.

REGIONAL/STATE TOURNAMENTS - MANAGED BY THE WIAA

BA	BB	FB	GYM (3)	SB	SO	Spirit (4)	VB 3/5	WR
\$68.00	\$66.00	\$74.00	\$73.75 (EJ) \$77.00 (HJ) \$80.50 (MR)	\$68.00	\$68.00	\$83.50	\$68.00	\$5.25/ match

NOTE: The amount listed includes contest fee only.

Fee Reference Notes

- (1) JUNIOR HIGH SCHOOLS: Ninth grade fees are equivalent to the Sub-Varsity Fees.
- (2) BASKETBALL: Varsity fee is per official. Sub-Varsity and 7th/8th fee is per crew.
- (3) GYMNASTICS: Regular Season – Fee is for up to 40 competitors. Add an additional \$.50 per competitor for more than 40 competitors. Postseason – Fee is for up to 40 competitors. Add an additional \$14.00 for every additional 10 competitors. 7th/8th – When over five competitors per event, per school, add an additional \$.50 per competitor.
- (4) SPIRIT: Fee is for 1-10 performances judged; add \$11.25 for every additional 4 performances.
- (5) WRESTLING: Varsity Tournament – \$30.25 per hour (\$5.00/match); Sub-Varsity Tournament – \$22.75 per hour (\$3.75/match); 7th/8th Tournament – \$21.25 per hour (\$2.25/match)

WIAA Coaches Certification Requirements Chart

2019-20

SPORT/ACTIVITY	Concussion Management	Sudden Cardiac	First Aid	CPR	Coaching Principles	Sport Certification	*WIAA Rules	*Sport Specific
Baseball (Head)	X	X	X	X	X		X	X
Baseball (Assistant)	X	X	X	X	X		X	X
Basketball (Head)	X	X	X	X	X		X	X
Basketball (Assistant)	X	X	X	X	X		X	X
Bowling (Head)	X	X	X	X	X		X	X
Bowling (Assistant)	X	X	X	X	X		X	X
Cheer (Head)	X	X	X	X	X		X	X
Cheer (Assistant)	X	X	X	X	X		X	X
Cheer (Stunt)	X	X	X	X	X	X	X	X
Cross-Country (Head)	X	X	X	X	X		X	X
Cross-Country (Assistant)	X	X	X	X	X		X	X
Dance/Drill (Head)	X	X	X	X	X		X	X
Dance/Drill (Assistant)	X	X	X	X	X		X	X
Dance/Drill (Stunt)	X	X	X	X	X	X	X	X
Football (Head)	X	X	X	X	X	X	X	X
Football (Assistant)	X	X	X	X	X	X	X	X
Golf (Head)	X	X	X	X	X		X	X
Golf (Assistant)	X	X	X	X	X		X	X
Gymnastics (Head)	X	X	X	X	X		X	X
Gymnastics (Assistant)	X	X	X	X	X		X	X
Soccer (Head)	X	X	X	X	X		X	X
Soccer (Assistant)	X	X	X	X	X		X	X
Softball, FP or SP (Head)	X	X	X	X	X		X	X
Softball, FP or SP (Assistant)	X	X	X	X	X		X	X
Swim/Dive (Head)	X	X	X	X	X	X	X	X
Swim/Dive (Assistant)	X	X	X	X	X		X	X
Tennis (Head)	X	X	X	X	X		X	X
Tennis (Assistant)	X	X	X	X	X		X	X
Track & Field (Head)	X	X	X	X	X		X	X
Track & Field (Assistant)	X	X	X	X	X		X	X
Track & Field (Pole Vault)	X	X	X	X	X	X	X	X
Volleyball (Head)	X	X	X	X	X		X	X
Volleyball (Assistant)	X	X	X	X	X		X	X
Wrestling (Head)	X	X	X	X	X		X	X
Wrestling (Assistant)	X	X	X	X	X		X	X

*Required Annually