

THE CONNECTICUT ASSOCIATION OF SCHOOLS

The Connecticut Interscholastic Athletic Association

CIAC Task Force Presentation – Understanding the Governance Structure and the Process for Filling Leadership Positions

Providing exemplary programs and services that promote excellence in the education of all children





A member-driven, non-profit organization established in 1935, the Connecticut Association of Schools supports the state's schools and their leaders through advocacy, professional learning, recognition programs and student activities. CAS' core mission - to promote excellence in the education of all students - is achieved through the volunteer efforts of practitioners and thought leaders working to improve opportunities and outcomes for all Connecticut learners. Affiliated with the National Association of Secondary School Principals, the Association for Middle Level Education, the National Association of Elementary School Principals, and the National Federation of State High School Associations, CAS represents nearly 900 of the state's public and parochial schools.



LEGISLATIVE BODY
(all member schools; principal is voting delegate)

CAS Board of Directors



LEGISLATIVE BODY



CAS BOARD OF DIRECTORS



CIAC BOARD OF CONTROL



CAS-CIAC Boards:

- CAS
- CIAC
- CLI
- CSAC
- High
- Middle
- Elementary
- Eligibility Review Board

2022-2023	Total # of Members	# Female Members	# Members of Color
CAS-CIAC Boards	109	53/49%	20/18%

53 of the 109 (49%) elected board members are from unique member high schools.

Board Consultants – CAPSS, CAAD, CHSCA, CSMS, CATA, CABE, Higher Education, Officials



All elected CAS & CIAC board positions are filled by the CAS Nominating Committee which, as dictated by our Constitution, is composed of thirteen member school principals, six of whom are member high school principals, two of whom are member middle school principals, and four of whom are member elementary principals.

Consultants from CAPSS, CABE, CAAD, CHSCA, CSMS, CATA, and Higher Education are appointed by their respective organizations.

LEGISLATIVE BODY



CAS BOARD OF DIRECTORS



CIAC BOARD OF CONTROL



CIAC COMMITTEES:

- Sports committees (27 CIAC-sanctioned sports)
- Cooperative Team
- Officials
- Out-of-Season
- Seasons Limitations
- Sports Medicine
- Sportsmanship
- Unified Sports

INTERSCHOLASTIC ATHLETICS SPORTS COMMITTEES – The CIAC Board of Control — along with the 27 sports committees that have been established under its auspices — works to establish and unify policies of oversight for interscholastic athletics; to maintain rules and regulations which allow for fair and equitable competition among schools; and to encourage and promote the organization of athletic activities as part of the overall educational program.

CIAC Sport Committee Representation	27 Sport Committees
Number of Unique CIAC High Schools	73 (28%)
Number of Athletic Directors (2 per committee)	54 (21%)
Number of Coaches (1 per sport division on each committee)	109 (41%)
Number of Officials (1 per sport)	27 (10%)

LEGISLATIVE BODY



CAS BOARD OF DIRECTORS



CIAC BOARD OF CONTROL



CAS-CIAC STUDENT COMMITTEES:

- State Student Advisory Council on Education (SSACE)
- Student Athlete Advisory Board (SAAB)
- Student Equity Advisory Board (SEAB)
- Sportsmanship

Students Administrators ADs Coaches Staff Officials

Sportsmanship	12	4	5	3	2	2
SAAB	25	1	3		1	
SEAB	32	1	2	2	2	
SSACE	22				2	



CIAC Governance Structure Key Points

- Every CIAC member school principal is a voting member of the CAS-CIAC legislative body.
- There are 184 CIAC member high schools. Administrators from 140 (76%) unique member schools actively serve on CAS-CIAC boards and committees.
- Principals are appointed to CAS-CIAC boards by the CAS Nominating Committee.
- Athletic directors are appointed as voting members of CIAC committees by the CAAD. Coaches are appointed as voting committee members by the CHSCA.
- CAS-CIAC staff, including the executive director, have no voting rights or proposal rights on any CAS-CIAC board or committee. CAS-CIAC staff serve at the will and direction of the governing boards and committees.
- All sport specific rules are determined by sport committees, on which coaches have the greatest percentage of the vote.
- Changes to bylaws and sport specific rules can be made by an individual member school principal, the Connecticut Association of Athletic Directors (CAAD), the Connecticut High School Coaches Association (CHSCA), an interscholastic athletic league, or a sport committee (sport specific only).
- CAS-CIAC bylaw changes are vetted by every member school (principals, ADs, coaches) and require oversight approval at the annual meeting by all 184-member high school principals.
- CAAD and CHSCA vet most sport rule proposals and provide oversight, in addition to CAS-CIAC's boards and committees.
- Student agency, voice, and active participation is promoted through purposeful committee design and structure.

Questions and Future Agenda Items

- Questions
- Future Agenda Items (October 25, 2022)
 - Bylaw and Rule Proposal and Change Process
 - How the Organization Receives and Resolves Complaints Filed by CIAC Members and Individuals

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CIAC Task Force Presentation – How the CIAC Receives and Resolves Proposals, Appeals, and Complaints Filed by CIAC Members and Individuals

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Eligibility Determination and Appeals

Initial eligibility is determined at the school level



*CIAC Eligibility Committee
(7 Administrators)*



*CIAC Eligibility Review Board
(10 Administrators; 1 Athletic Director; 1 Superintendent)*



*CIAC Board of Control
(only cases involving critical and conflicting opinion among the
Eligibility Committee and the Eligibility Review Board
or other compelling reasons)*

Who Can Propose a Change to CIAC Sports Rules and/or Bylaws?

- A CIAC Member School Principal
- A CIAC Member School League
- The Connecticut Association of Athletic Directors (CAAD)
- The Connecticut High School Coaches Association (CHSCA)
- A CIAC Sports Committee

Sport Specific Committee Rules Change Request Process

1. Unless there is a change initiated for the safety and welfare of student-athletes, any request for a change that affects a sports committee must be referred to that committee for review.
2. Once an official CIAC proposal is developed, the CIAC staff may survey any stakeholders that could be affected by the requested change. This may include CAAD, CHSCA, CAPSS, CSDE, CSMS, CABE, all coaches of the sport, all school principals, all athletic directors, and any other CIAC committees that govern aspects of the requested change or outside groups that may need to weigh-in. The responses of the various groups and any further modifications to the original request will be submitted back to the sports committee for review.
3. The CIAC sports committee will then decide whether to make a recommendation to the CIAC Board of Control to implement the official CIAC proposal. The committee must consider an implementation date that allows adequate time for notification and best serves the CIAC member schools.

Example: Penalty kicks to determine soccer championships.

Multi-sport Rule Change Requests or Sport Specific Rule Change with Budget Implications

- Rules change requests that impact multiple sports are first considered by the CIAC Board of Control to determine which committee will review and vet the request.
- A recommendation is made back to the CIAC Board of Control for consideration.

Examples: Fall golf option; basketball shot clock.

CIAC Bylaw Amendments

- Procedural aspects of the [Bylaws] regulations for the Conference may be altered, amended or repealed by the Board of Control members present and voting at any duly called and held meeting of the Board of Control.
- A change in the [Bylaws] regulations may be submitted by any voting member school through its representative, to the Executive Director of the Conference at least one month before the next meeting of the Board of Control. It is mandatory that the Board of Control consider any such proposed amendment and act upon it. It is mandatory that the Board of Directors submit any such proposed amendment, with or without recommendation, to member schools at least two weeks before the meeting of the Legislative Body. A proposed amendment may be altered or modified on the floor of the meeting, provided the subject matter thereof shall remain substantially the same as that described in the written notice of amendment.
- Changes in the [Bylaws] regulations made during the year by the Board of Control must be submitted to the Legislative Body at its annual meeting for vote. (*Every CIAC member high school votes to ratify any CIAC bylaw change.*)

Example: Forming a cooperative team program outside of established student-athlete limits.

Reporting Violations of CIAC Bylaws, Rules, and Regulations

- Alleged violations may be reported by a member school principal, athletic director, coach, parent, or student-athlete.
 - The member school alleged to be in violation is notified and asked to investigate.
 - Member schools self-report confirmed violations.
- A charge for any violation may be brought against a member school, principal, athletic director, coach and/or member of the coaching staff by another member school or by the executive director of CAS-CIAC. Any penalties assessed will be administered in accordance with established due process procedures.
 - The member school charged with a violation is notified. The charged school may submit a self-report or the CIAC may assign a third party to investigate the charge.

Questions

