



2025

ANNUAL REPORT

GROWING COURAGEOUS LEADERS OF TOMORROW

WWW.MIAA.NET

Executive Summary

GOVERNANCE

In our ongoing attempt to serve the membership, it was imperative that we provided clarity regarding the adopted systems and processes needed to carry out our collective purpose. This year we delineated clear lines of absolute and advisory authority to best serve the membership. Clear lines of authority defining the specific powers and duties of the Board of Directors/Finance Committee, Assembly, Executive Director, and the Eligibility Appeals Board were revised and adopted.

Powers and Duties of the MIAA Board of Directors

Per affirmation by legal counsel in January 2025, the powers and duties bestowed upon the MIAA Board of Directors voted in April 2023 (because of the constitution revision process) with respect to the mission of administration of the Association were fully executed this past year. The Board's authority to interpret and modify rules and policies as necessary to ensure effective governance and consistent application within the Association were confirmed.

Actions taken by the MIAA Board of Directors to provide clarity:

- **Power rankings change – Forfeits**
- **Organization of Committees** - On May 15, 2024 the MIAA Board of Directors took action on Organization of Committees, in Accordance with Board Adopted Language
- **Calendarization and Communication Recommendations**
- **Tournament Entry – Opt-in vs Opt-out**
- **MIAA Exclusionary School Status**
- **Endowment Games**
- **Rule Change Proposal Process** - The 2025-2027 MIAA Rule Change Proposal process was completed. In accordance with MIAA Rule 88.2.4, the MIAA Board of Directors convened on January 8, 2025, to review and vote on the proposed rule changes. Of the 26 submitted proposals, 13 were approved. All approved rule changes will be forwarded to MIAA Legal Counsel for legal review before being incorporated into the handbook effective July 1, 2025.
- **MIAA Rule 40** - The MIAA Board of Directors reviewed and interpreted MIAA Rule 40, specifically regarding the definition of a 'candidate.' Their interpretation utilized their authority with language to eliminate any potential confusion.
- **Schedule Commitment** - The MIAA Board of Directors reviewed and interpreted the Scheduling Commitment process. Their interpretation utilized their authority with language to eliminate any potential confusion.
- **Basketball Shot Clock Procedure**

The Building Principal as CEO

Pursuant to MIAA Rule 32, to participate in interscholastic athletics under the MIAA, each principal and athletic director must read, understand, and be prepared to enforce all rules, regulations, and policies contained within the MIAA Handbook. This commitment to understanding and enforcing the MIAA guidelines serves to ensure that everyone involved in the athletic program is fully aware of their responsibilities and obligations. The building principal may designate and/or delegate certain responsibilities to athletic directors and coaches in their schools, however, ultimately the building principal is the CEO of Interscholastic athletics.

Eligibility Appeals Board

In selecting members of the EAB for a specific hearing, the executive staff member shall endeavor to select a representative panel of individuals reflective of the composition of the Association. All members of a panel must be currently employed in or actively serving from the category of membership that he/she is supposed to represent. To date, we've conducted **52 individual appeal hearings**, spanning over **14 separate days**, and covering over **30 hours of hearings**. The volunteer work this group does is nothing short of remarkable.

RELATIONSHIPS

As an organization dealing with interscholastic sports, the MIAA interacts and has relationships with several public and private organizations. In fact, our Governance document requires that our Board of Directors contain members selected by each of four partner organizations – the Massachusetts Association of School Committees (MASC), Massachusetts Association of School Superintendents (MASS), Massachusetts School Administrators Association (MSAA) and Massachusetts Secondary Schools Athletic Directors Association (MSSADA).

This year, we hosted the National Federation of State High Schools (NFHS) in Boston where over 700 participants from all 50 States were in attendance. We were prominent at this event and continue to receive accolades from colleagues throughout the country. We have presented at the national level at the NFHS Legal Meeting in Indianapolis, IN, and recently we hosted the fall NFHS Section 1 meeting in Plymouth.

RESPECT AND CIVILITY

One of the greatest benefits of interscholastic athletics is the opportunity to meet and interact with students from other communities and backgrounds. It is essential that students and adults approach those interactions with respect and civility. We must seize the opportunity that interscholastic athletics provides and utilize interscholastic athletics as the platform that promotes behavior change that supports the respectful treatment of all members of a school community.

Addressing Hate in School Sports

We have taken very seriously our responsibility to help instill in student athletes a commitment to behaving with the utmost respect and dignity. Our integral relationship with the Department of Elementary and Secondary Education, Northeastern University and the Attorney General's Office contributed to 2/3 of all school districts in the Commonwealth attending the Addressing Hate in School Sports training over the past two years.

Discriminatory Incident Process

We have established reporting process for discriminatory incidents in high school sports. We ask that all MIAA member schools include information about the Discriminatory Incident Reporting policy in preseason meetings and/or during the athletic registration process. Incidents that are confirmed to have occurred by member schools will be reported to the MIAA via a MIAA Discriminatory Incident Reporting Form. Once received members MIAA Executives review all reports and determine follow up communication and next steps to member schools.

NEW MIAA WEBSITE

Enhanced outreach also means a more visible, accessible internet presence. We have long been aware that our website needed an overhaul to increase navigability and accessibility. We recently unveiled a completely redesigned website, www.miaa.net, designed to provide an online platform that is more informative and user-friendly.

FINANCES

Central to this task of the fiduciary responsibilities of the Association is to ensure that a balance is maintained between the needs of the Association and the resources provided in available monies.

The combination of efficient, sensible cost controls and reliable, dedicated sources of revenue reflect a continuing improvement of our financial condition. The recent audited financial statements show a three-year trend (FY 2022-24) of fiscal growth and an increase in total assets on the Statement of Financial Position.

For the development of our budget, we utilize the following **reliable, dedicated sources of revenue** that will reflect a continuing improvement of our financial condition.

The most stable form of revenue as we prepare our budget process is institutional membership dues. Our current institutional membership dues structure includes an ability for the Massachusetts Secondary School Athletic Directors Association (MSSADA) to charge their dues through our billing structure, a fee for technology, and billing for the annual meeting within our current dues structure.

The Board followed the recommendations of an Institutional Membership Dues Sub-Committee established in 2020. This committee proposed a \$100.00 increase to the base fee for all member schools and an increase to the service fee, determined by using the number of programs (by groups of 5), as the measurement of the level of services provided to a school by the MIAA. Prior to following the recommendation of the sub-committee, and subsequent implementation for the FY23 budget, there had not been an increase to the institutional dues of the MIAA since 2014.

In recent years membership dues have totaled just over \$1 million, less than 20 percent of our annual budget. The figure has increased approximately \$200,00 over the last two years, standing at \$1,270,800 in FY24. That was due to an increase in dues approved for FY23 – the first increase in 8 years.

Our long-range plan is to raise dues over six years, to the point where they account for 25 percent of our annual revenue. This course, developed by our Finance Committee and Dues Sub-Committee, will help further stabilize our revenue stream without posing an undue burden on members.

An analysis of the FY23 budget shows **a trend of efficient, sensible cost controls** that promote a continuing improvement of our financial condition.

The budget process is developed using a “zero based” budgeting philosophy. This approach does not begin by simply adding a percentage increase to the bottom line based upon the “way we have always done business.” The goal of our budget development process was to “right size” the personnel needed for responsive service to the membership.

The combination of **efficient, sensible cost controls** and **reliable, dedicated sources of revenue** reflect clear evidence that we continue to execute measures and controls to increase revenues and decrease expenditures.

Respectfully Submitted



Robert Baldwin
MIAA Executive Director



Growing Courageous Leaders of Tomorrow

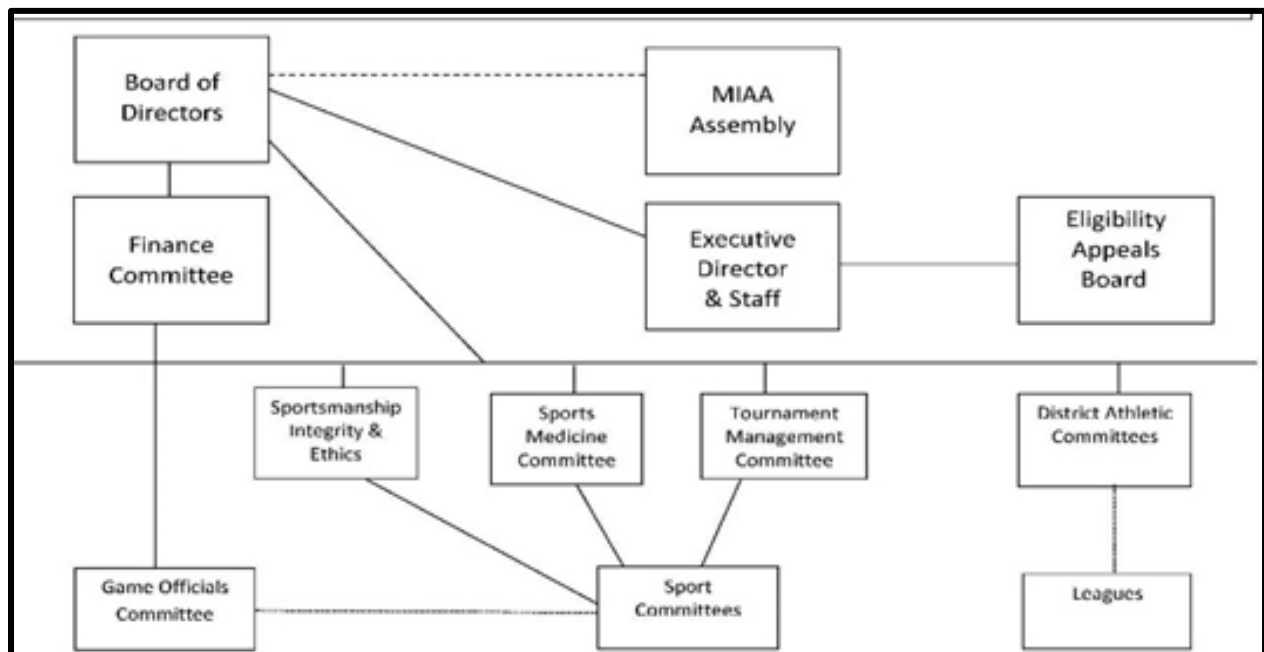
GOVERNANCE

In our ongoing attempt to serve the membership, it was imperative that we provided clarity regarding the adopted systems and processes needed to carry out our collective purpose.

- Effectively articulate rationale for all decisions made that are consistently applied and acted upon with fidelity.
- Codify a “backbone in writing” and recommend to the Board of Directors and to the Assembly (when applicable) systems and processes that provide clear roles and responsibilities that lead to consistent implementation for the membership.
- Develop an organizational structure of oversight and support that is legally sound and fiscally responsible.
- **Delineate clear lines of absolute and advisory authority in order to best serve the membership.**

Constitutional Revision

In the spring of 2023, the collective voice of the membership unanimously approved a constitutional revision of the organizational structure of the Association in order to provide clarity and consistency to the membership. Clear lines of authority defining the specific powers and duties of the Board of Directors/Finance Committee, Assembly, Executive Director, and the Eligibility Appeals Board were revised and adopted.





Powers and Duties of the MIAA Board of Directors

The Constitutional Revision process not only codified the systems and processes within the association but also reinforced the Board's ability to deliver consistent interpretations and enforcement of rules and regulations. This initiative has been met with strong support from the membership, signaling a collective commitment to the principles of fair and effective governance in interscholastic athletics.

Per affirmation by legal counsel in January 2025, the powers and duties bestowed upon the MIAA Board of Directors voted in April 2023 (as a result of the constitution revision process) with respect to the mission of administration of the Association were fully executed this past year. The Constitution of the MIAA clearly delineates the authority of the Board of Directors in the following sections of the constitution under D. Board of Directors:

2. The Board of Directors shall carry out the general activities and promulgate policies of the Association.
4. The Board shall be the chief regulatory authority of the Association except for individual student eligibility determinations, which it has specifically delegated such authority to the Eligibility Appeals Board (EAB).
8. The Board shall have the following powers and specific duties: (i) give interpretations of the rules relating to interscholastic athletics excluding individual student eligibility.
10. The Board shall issue rules and regulations governing interscholastic athletics and may review these from time to time.

These statements collectively affirm the Board's authority to interpret and modify rules and policies as necessary to ensure effective governance and consistent application within the Association.

The Building Principal as CEO

Any public or private secondary school in Massachusetts that has been approved by the Board of Directors of the Massachusetts Interscholastic Athletic Association (MIAA) receives all the rights, privileges and benefits of the Association. This is achieved through an annual agreement signed by the school principal, headmaster, or director, pledging to adhere to the Association's rules governing athletic activities.

Pursuant to MIAA Rule 32, in order to participate in interscholastic athletics under the MIAA, each principal and athletic director must read, understand, and be prepared to enforce all rules, regulations, and policies contained within the MIAA Handbook. Additionally, coaches are expected to have a thorough understanding of these requirements and ensure compliance among their team members.

This commitment to understanding and enforcing the MIAA guidelines serves to ensure that everyone involved in the athletic program is fully aware of their responsibilities and obligations. Accountability and adherence to the deadlines and protocols set forth by the MIAA membership must

be consistently applied in order to provide a means of equitable competition for the entire membership of the Association. It is the ultimate responsibility of the building principal to ensure that all those under their direction conduct the core functions and duties of their responsibilities with fidelity. The building principal has oversight of interscholastic athletics in a secondary school.

The administration of an interscholastic contest or meeting is the responsibility of the school principal or their authorized staff representative, who also acts as the manager of the team or group representing the school. No school can engage in any interscholastic activity without the principal's approval, emphasizing their pivotal role in overseeing the athletic program.

The principal's responsibility extends to the eligibility of each contestant. They are personally accountable for attesting to the eligibility of each participant. The school community takes the matter of allowing an ineligible player to participate in a contest seriously, emphasizing the need for principals to give personal attention to this issue. The building principal may designate and/or delegate certain responsibilities to athletic directors and coaches in their schools, however, ultimately the building principal is the CEO of Interscholastic athletics.

Eligibility Appeals Board

The Constitutional Revision process codified the Association's jurisdiction regarding student eligibility matters. The Constitution of the MIAA clearly delineates the authority of the Eligibility Appeals Board (EAB) in the following sections of the constitution under D. Board of Directors:

4. The Board of Directors shall be the chief regulatory authority of the Association **except for individual student eligibility determinations which it has specifically delegated such authority to the Eligibility Appeals Board.**
8. The Board shall have the following powers and specific duties: (i) give interpretations of the rules relating to interscholastic athletics **excluding individual student eligibility.**

The initial determinations as to requests for individual student waivers of eligibility rules as well as for individual one year student contest disqualifications are made by the student's member school principal. An aggrieved party may request an appeal by filing a written request to the designated executive assigned by the Executive Director to empanel a session of the Eligibility Appeals Board to adjudicate the appeal. The decision of the Eligibility Appeals Board shall be final and binding upon all parties and not subject to further appeal. The decision of the matter considered by the Eligibility Appeals Board shall be in writing and a record thereof maintained at the principal office of the Association.

The members of the EAB shall be selected by a member of the executive staff assigned to empanel the EAB, by the Executive Director, on a case-by-case basis, from the following groups: the Massachusetts Interscholastic Athletic Council (MIAC) and individuals from member schools.

In selecting members of the EAB for a specific hearing, the executive staff member shall endeavor to select a representative panel of individuals reflective of the composition of the Association. All members of a panel must be currently employed in or actively serving from the category of membership that he/she is supposed to represent.

WAIVERS

2022-23 SCHOOL YEAR

(as of April 11, 2023)

TOTAL # Waivers Submitted: 309*

	# Heard	# Approved	% Approved
Executive Decision	309	240*	77.7%
EAB Decision	46**	27***	58.7%

**This includes 17 partially approved waivers*

***Total does not include 1 court ordered re-hearing*

****This includes 7 ERB/MIAC partially approved EAB decisions*

	Approved	Partially Approved	Denied	TOTAL
Executive Decision	223	17	69	309
EAB Decision	20	7	19	46

First Level of Waiver Process

Rule #	Description	Total	Approved	Partial Approval	Denied
52	Student Eligibility: Alternative, Collaborative, Detached or other Non-Traditional Educational Programs	58	58		
57	Student Eligibility Transfer Students	140	132	2	6
58	Student Eligibility: Academic Requirements**	15		12	3
59	Student Eligibility: Time Allowed for Participation after first entering grade 9	53	20		33
60	Student Eligibility: Age	28	9		19
62	Student Eligibility: Chemical Health/Alcohol/Drugs/Tobacco				
	Combined Rules in waiver submission				
52 & 59		1	1		
58 & 59		3		1	2
59 & 60		9	3		6
58, 59 & 60		2		2	
	Total	309*	223	17	69
49.7 & 49.5	Sportsmanship: One Year Suspensions	3		3	

**Bona Fide Team Waivers (274) are not included on this report and Rule 49 appeals are not counted as waiver submissions to be acted on by Executive, but yearlong suspension hearings are included in ERB/MIAC decisions and total number of waivers per rule number.*

Number of MIAA Member Schools requesting waivers: 135

Does not include waiver totals from the PVIAC (51 schools)

EAB Breakdown

Rule #	Description	Total	Approved	Partially Approved	Denied
49	Sportsmanship: Athlete & Coach Contest Disqualifications/Suspensions	3		3	
57	Student Eligibility Transfer Students	5	1		4
58	Student Eligibility: Academic Requirements**	3	1	2	
59	Student Eligibility: Time Allowed for Participation after first entering grade 9	20	7		13
60	Student Eligibility: Age	12	9	1	2
62	Student Eligibility: Chemical Health/Alcohol/Drugs/Tobacco				
	<i>Combined Rules in waiver submission</i>				
59 & 60		3	2	1	
	Total	46	20	7	19

Litigation of EAB & BOD Decisions

Rule #	Description	Total	Injunction Granted	Injunction Partially Granted	Injunction/ TRO Denied
52	cases brought to court for 2022-23	1			1
57	cases brought to court for 2022-23	2			2
59	case brought to court for 2022-23	1			1

- When an Injunction/Temporary Restraining Order (TRO) is denied, the judge ruled in support of the EAB decision.
- The Rule 52 case involved virtual school students (TECCA), requesting an injunction to be permitted to participate at their hometown school. They were challenging the BOD decision from May 2022. This was challenged in two separate courts and denied both times.
- Since the start of the 2020-21 school year, EAB & BOD decisions have been upheld by the courts in 14 of 15 cases (93%). This includes a favorable Supreme Court decision issued on August 29, 2022 involving a case the previous school year.

WAIVERS

2023-24 SCHOOL YEAR

(as of April 4, 2024)

TOTAL # Waivers Submitted: 296*

	# Heard	# Approved	% Approved
Executive Decision	296	260*	87.8%
EAB Decision	28***	23**	82.1%

**This includes 11 partially approved waivers*

***This includes 3 partially approved EAB decisions*

****Includes 6 one-year suspension hearings*

	Approved	Partially Approved	Denied	TOTAL
Executive Decision	249	11	36	296
EAB Decision	20	3	5	28

First Level of Waiver Process

Rule #	Description	Total	Approved	Partial Approval	Denied
52	Student Eligibility: Alternative, Collaborative, Detached or other Non-Traditional Educational Programs	72	72		
57	Student Eligibility Transfer Students	149	146		3
58	Student Eligibility: Academic Requirements**	11	1	10	
59	Student Eligibility: Time Allowed for Participation after first entering grade 9	19	12		7
60	Student Eligibility: Age	38	17		21
62	Student Eligibility: Chemical Health/Alcohol/Drugs/Tobacco				
	Combined Rules in waiver submission				
52 & 60		1			1
57 & 58	<i>Transfer after being deemed academically ineligible</i>	3		1	2
59 & 60		3	1		2
	Total	296	249	11	36
49.7 & 49.5	Sportsmanship: One Year Suspensions	11			

**Form 200's submitted – 542*

***Bona Fide Team Waivers (373) are not included on this report and Rule 49 appeals are not counted as waiver submissions to be acted on by Executive, but yearlong suspension hearings are included in EAB decisions and total number of waivers per rule number.*

Number of MIAA Member Schools requesting waivers: 144

Does not include waiver totals from the PVIAC (51 schools)

EAB Breakdown

Rule #	Description	Total	Approved	Partially Approved	Denied
49	Sportsmanship: Athlete & Coach Contest Disqualifications/Suspensions	6	2	1	3
57	Student Eligibility Transfer Students	3	2		1
58	Student Eligibility: Academic Requirements**				
59	Student Eligibility: Time Allowed for Participation after first entering grade 9	3	2	1	
60	Student Eligibility: Age	13	12		1
62	Student Eligibility: Chemical Health/Alcohol/Drugs/Tobacco				
	<i>Combined Rules in waiver submission</i>				
59 & 60		2	1	1	
52 & 60		1	1		
	Total	28	20	3	5

Litigation of EAB & BOD Decisions

Rule #	Description	Total	Injunction Granted	Injunction Partially Granted	Injunction/ TRO Denied
87	cases brought to court for 2023-24	1			1

- When an Injunction/Temporary Restraining Order (TRO) is denied, the judge ruled in support of the EAB decision.
- Since the start of the 2020-21 school year, EAB & BOD decisions have been upheld by the courts in 15 of 16 cases (94%). This includes a favorable Supreme Court decision issued on August 29, 2022 involving a case the previous school year and a favorable Superior Court decision issued on October 27, 2023 that supported a sanction issued by the BOD.

WAIVERS

2024-25 SCHOOL YEAR

(as of March 28, 2025)

TOTAL # Waivers Submitted: 305*

	# Heard	# Approved	% Approved
Executive Decision	305	239*	78.4%
EAB Decision	52**	39**	75%

**This includes 6 partially approved waivers*

***Includes 7 one-year suspension hearings*

	Approved	Partially Approved	Denied	TOTAL
Executive Decision	233	6	66	305
EAB Decision	32	7*	13	52

**Includes 6 one-year suspension reductions*

In total, 272 of the 305 submitted waivers were ultimately approved:	89.2%
---	--------------

Does NOT include 6 of the 7 one-year suspension reductions

First Level of Waiver Process

Rule #	Description	Total	Approved	Partial Approval	Denied
52	Student Eligibility: Alternative, Collaborative, Detached or other Non-Traditional Educational Programs	94	94		
57	Student Eligibility Transfer Students	118	102		16
58	Student Eligibility: Academic Requirements**	9	3	4	2
59	Student Eligibility: Time Allowed for Participation after first entering grade 9	28	9		19
60	Student Eligibility: Age	48	23		25
62	Student Eligibility: Chemical Health/Alcohol/Drugs/Tobacco				
	Combined Rules in waiver submission				
57 & 60		1	1		
55 & 58		1		1	
59 & 60		5	1	1	3
52 & 59 & 60		1			1
	Total	305	233	6	66
49.7 & 49.5	Sportsmanship: One Year Suspensions	7		6	1

**Form 200's submitted – 429*

**Bona Fide Team Waivers (327) are not included in this report, and Rule 49 appeals are not considered waiver submissions to be acted upon by the Executive. However, yearlong suspension hearings are included in the EAB decisions and are factored into the total number of waivers per rule number.*

Number of MIAA Member Schools requesting waivers: 139

EAB Breakdown

Rule #	Description	Total	Approved	Partially Approved	Denied
49	Sportsmanship: Athlete & Coach Contest Disqualifications/Suspensions	7		6	1
57	Student Eligibility Transfer Students	10	9		1
58	Student Eligibility: Academic Requirements**				
59	Student Eligibility: Time Allowed for Participation after first entering grade 9	13	3		10
60	Student Eligibility: Age	18	17	1	
62	Student Eligibility: Chemical Health/Alcohol/Drugs/Tobacco				
	<i>Combined Rules in waiver submission</i>				
59 & 60		4	3		1
	Total	52	32	7	13

Litigation of EAB & BOD Decisions

Rule #	Description	Total	Injunction Granted	Injunction Partially Granted	Injunction/TRO Denied
87	cases brought to court for 2024-25	1	1		

- When an Injunction/Temporary Restraining Order (TRO) is denied, the judge ruled in support of the EAB decision.
- Since the start of the 2020-21 school year, EAB and BOD decisions have been upheld by the courts in 15 out of 18 cases (83%). This includes a favorable Supreme Court decision issued on August 29, 2022, related to a case from the previous school year, as well as a favorable Superior Court decision issued on October 27, 2023, that upheld a sanction imposed by the BOD.

Actions Taken by the MIAA Board of Directors to provide clarity regarding adopted systems and processes:

Power rankings change – Forfeits

The MIAA Tournament Management Committee, by a 15-0-0 vote, approved a change to the Power Rankings formula as it pertains to Forfeited Contests. With the change, any forfeited contest – whether a result of a canceled season, rule violation, or forfeit awarded for an un-played contest – was removed from the initial calculation of the power rankings. By doing so, a forfeited game will not have a “ripple” effect on all teams across the state. The Margin of Victory component of the formula was adjusted after the initial calculation for only the teams involved in the forfeited contest, with the final score equivalent to the Margin of Victory cap for that sport. This change went into effect beginning with all power-ranked Spring 2024 sports.

Organization of Committees

On May 15, 2024 the MIAA Board of Directors took action on [Organization of Committees,](#) Handbook Clarification in Accordance with Board Adopted Language, and Calendarization and Communication Recommendations.

Calendarization and Communication Recommendations

In our on-going attempt to serve the membership, it is imperative that we provide clarity regarding the adopted systems and processes needed to carry out our collective purpose. As a result, the executive leadership team at the MIAA provided recommendations to the Board of Directors to better communicate consistent timelines and deadlines to our membership. The intent of the calendarization and communication recommendations is to reduce many of the problems and conflicts that have arisen due to late and/or incomplete submissions at the local level by AD's. The implications of not meeting deadlines and following protocols in the past led to local ramifications that effected student athletes and other schools. Each of these initiatives have been vetted and are a result of our on-going meetings at District and League meetings with the membership. [Click here](#) to view Tournament Rule 93 – Philosophy. Tournament Cut-off Dates, Formats, Schedule and Commitment Dates, Alignment Process.

Tournament Entry – Opt-in vs Opt-out

Beginning with the Fall 2024 season schools were not required to submit a tournament entry. Schools were required to submit communication if choosing to opt out of tournament play. This new process is only for sports that utilize the MIAA power ranking system. Hybrid sports will continue to require a tournament entry process.

MIAA Exclusionary School Status

On June 12, 2024, the MIAA Board of Directors held hearings for all schools that applied for MIAA Exclusionary School status. Please note that all schools with current Exclusionary School status will maintain it through the 2024-25 school year, except for the Greater Boston League schools, which requested removal starting July 1, 2024. The following schools were approved to extend their Exclusionary School status through the 2026-27 school year.

All schools will need to reapply in the spring of 2026. Boston College HS, Bridgewater-Raynham RHS, Brockton HS, Catholic Memorial HS, Dartmouth HS, Durfee HS, Fontbonne HS, Malden Catholic HS, Martha's Vineyard HS, Nantucket HS, Nauset Regional HS, New Bedford HS, Notre Dame Academy (H), St. John's HS, St. John's Prep, Ursuline HS and Xaverian HS.

Endowment Games

On February 7, 2024, The MIAA Board of Directors voted to discontinue Endowment Games as of July 1, 2025.

Rule Change Proposal Process

The changes to the organizational structure of the MIAA and the MIAC (April 2023) represented a significant step toward enhancing clarity and consistency in governance. The unanimous votes from both the MIAC and the MIAA Board of Directors to revise the MIAA constitution established clear lines of authority and defined roles, ensuring that the Board of Directors serve as the final regulatory authority in the rule change process.

The 2025-2027 MIAA Rule Change Proposal process was completed. In accordance with MIAA Rule 88.2.4, the MIAA Board of Directors convened on January 8, 2025, to review and vote on the proposed rule changes. Of the 26 submitted proposals, 13 were approved. All approved rule changes will be forwarded to MIAA Legal Counsel for legal review before being incorporated into the handbook effective July 1, 2025.

To view the approved rule changes for the 2025-2027 Handbook [click here](#). We sincerely thank all MIAA Committee Members for their time and effort in submitting, reviewing, and voting on rule proposals.

MIAA Rule 40

The MIAA Board of Directors reviewed and interpreted MIAA Rule 40, specifically regarding the definition of a 'candidate.' Their interpretation utilized their authority with language to eliminate any potential confusion.

A "candidate" is defined as:

40.7.2 A varsity or sub-varsity athlete who;

- is enrolled at the MIAA member school where the coach is employed or volunteers for the specific sport in question,
- participated in a high school program at any interscholastic level the previous year, and
- has eligibility remaining; or

40.7.3 Students in the grade immediately below the designated structure of the school, such as a sixth-grade student for a 7–12 school, a seventh-grade student for an 8–12 school, or an eighth-grade student for a 9–12 school.

Note: For private, vocational, charter, and school choice schools, all students in the grade immediately below the designated structure of the school are considered candidates. Students who reside outside the school's established residency admission criteria are not considered candidates under rule 40.7.3. (e.g., for vocational schools that serve a specific group of towns/cities, only students that reside in those towns/cities are considered candidates).

Schedule Commitment

The MIAA Board of Directors reviewed and interpreted the Scheduling Commitment process. Their interpretation utilized their authority with language to eliminate any potential confusion.

For more than 20 years, Rule 35, Starting and Closing Dates for Tryouts, Practices, and Contests has been a part of the MIAA Handbook. The Sport Limitations Sheet is included annually within Rule 35 that clearly publishes the dates for Schedule Commitment Deadlines.

Whereas a number of violations pursuant to Rule 35 occurred in the 2023-2024 Winter Season, the MIAA embarked on a Schedule and Commitment Process in an attempt to prevent these incidents from occurring in the future. On May 15, 2024, the MIAA Board of Directors voted to receive and place on file the administration's recommendations regarding the Schedule and Commitment Process by a vote of 14-0-1.

Schedule Commitment Deadlines for each season are published in the Sport Limitations Sheet. Schools must adhere to the maximum number of competitions allowed per week and per season in each sport and submit this information via the MIAA scheduling system by seasonal deadlines.

Placeholder games must be entered on the schedule for regular-season contests, including tournaments, that are played before the cutoff date and for which an opponent has not been determined. The Opponent for such games must be listed as "TBA" for each of these games.

- Leagues/conferences/regions may hold end of the regular season tournaments, approved by the Board of Directors, as part of their committed schedules.
 - The championship game will be exempt from the maximum game limit number for each sport
 - All games prior to the cutoff day WILL COUNT in the power rankings
 - If a tournament is scheduled to run after the cutoff date, those games WILL NOT COUNT in the power rankings and these games must be completed prior to the start of the MIAA tournament.
 - Teams will not be penalized for including a placeholder TBA on the committed schedule for a contest in which they later don't qualify
- After the established commitment deadline, all schedules will be considered FINAL and no changes can be made.
- A school shall not participate in any contest(s) not listed on a team's schedule as of the Schedule Commitment Deadline. Any violation of this policy will result in the team receiving a forfeit loss for each unscheduled contest played.

The Schedule Commitment deadline, as published in the Sport Limitations Sheet, is a specified date. Three days before the Schedule Commitment deadline, MIAA staff will produce and publish – on the Tournament Administration section of the MIAA website – schedules for each sport based on the available data for review and verification by member schools. All schedules must be entered into Arbiter by the end of the day on the published Schedule Commitment deadline. After that point, no changes can be made to opponents or the number of games/matches that can be played. After the commitment deadline, all schedules will be considered FINAL.

Basketball Shot Clock Procedure

NFHS Basketball Shot Clock Guidelines state, "An alternate-timing device or procedure shall be available when a visible shot clock malfunctions." In accordance with this rule, the MIAA Board of Directors approved the following procedure at their December 11th meeting. This procedure should be implemented in the event of a visible shot clock malfunction during the upcoming basketball season.

If one visible shot clock malfunctions:

- Continue play with one visible clock.

If both shot clocks malfunction:

- An alternate-timing device must be utilized at the scorer's table.
- Time should be announced at 10 and 5 seconds remaining.
- The shot clock operator should use a horn different from the game clock.

RELATIONSHIPS



As an organization dealing with interscholastic sports, the MIAA interacts and has relationships with several public and private organizations. In fact, our Governance document requires that our Board of Directors contain members selected by each of four partner organizations – the Massachusetts Association of School Committees (MASC), Massachusetts Association of School Superintendents (MASS), Massachusetts School Administrators Association (MSAA) and Massachusetts Secondary Schools Athletic Directors Association (MSSADA).

On a weekly basis, the Executive Director meets with Section 1 Executive Directors from Maine, Vermont, New Hampshire, New York, Rhode Island, Connecticut, and New Jersey. On a monthly basis we meet with the Massachusetts Secondary School Athletic Directors Association (MSSADA) at their regularly scheduled monthly meeting.

This year, we hosted the National Federation of State High Schools (NFHS) in Boston where over 700 participants from all 50 States were in attendance. We were prominent at this event and continue to receive accolades from colleagues throughout the country. We have presented at the national level at the NFHS Legal Meeting in Indianapolis, IN, and recently we hosted the fall NFHS Section 1 meeting in Plymouth.

We attend any and all District and League meetings when invited and never say no to any and all opportunities to get the face and the voice of the MIAA out front and in person so we can build relationships one individual at a time.

Our integral relationship with the Department of Elementary and Secondary Education, Northeastern University and the Attorney General's Office contributed to 2/3 of all school districts in the Commonwealth attending the Addressing Hate in School Sports training over the past two years.

We are significant contributors with key stakeholders. Currently, we are working on a collaborative effort with the National Interscholastic Athletic Administrators Association (NIAAA) and the NFHS regarding Athletic Program Standards based upon our relationship with the New England Association of Schools and Colleges.

The MIAA has greater credibility and is looked to for our expertise and advice because our collective voice is in the best interest of the greater good for the long term and not for self-importance of the noisy few.

On-going and cordial relationships with the Commissioner of Education, the Secretary of Education, and the Attorney General's Office, the leadership of the Massachusetts Association of School Superintendents (MASS) and individual Superintendents of Schools is on-going and productive as well.

RESPECT AND CIVILITY

One of the greatest benefits of interscholastic athletics is the opportunity to meet and interact with people from other communities and backgrounds. It is essential that students and adults approach those interactions with respect and civility.

Participation in interscholastic athletics provides a significant opportunity to teach respect for self, team, opponents, officials, rules, and the game itself. We must utilize the collective power of positive influence that student-athletes and teacher coaches share as role models to empower ALL participants in the process of positive decision making. When teacher-coaches, student athletes, and game officials choose the privilege of participating in interscholastic athletics, they assume the responsibility for right action.

Collectively we must strive to provide a welcoming and respectful experience for all young people who choose to participate in interscholastic athletics. No one engaged in interscholastic athletics should feel disrespected, unsafe, or unwelcome – on or off the playing fields.

Addressing Hate in School Sports



We continue to be deeply troubled by the dis-regulated behaviors that continue to occur in interscholastic athletics, our schools and in our communities. We have taken very seriously our responsibility to help instill in student athletes a commitment to behaving with the utmost respect and dignity. Collectively we are committed to engaging deeply in this work – so that we can make a difference in eradicating racism and all other forms of bias and hatred.

To that end, we began a collective effort of addressing incidents of hate and bias as a top priority. Through collaborative efforts with the Anti-Defamation League (ADL), the Attorney General's Office, the Northeastern University Center for the Study of Sport in Society, the Department of Elementary and Secondary Education (DESE), and the Massachusetts Association of School Superintendents, we worked together to tackle these behaviors.

Our efforts include "Addressing Hate in School Sports" training of school and athletic leaders, providing skills and tools to build safe space communities so that incidents of hate and violence, can be identified, addressed, and eradicated.

Our integral relationship with the Department of Elementary and Secondary Education, Northeastern University and the Attorney General's Office contributed to 2/3 of all school districts in the Commonwealth attending the Addressing Hate in School Sports training over the past two years.

Discriminatory Incident Process

We have established a reporting process for discriminatory incidents in high school sports. We ask that all MIAA member schools include information about the Discriminatory Incident Reporting policy in preseason meetings and/or during the athletic registration process. Incidents that are confirmed to have occurred by member schools will be reported to the MIAA via a MIAA Discriminatory Incident Reporting Form. Following this submission MIAA Executives review all reports and determine follow up communication and next steps to member schools. This may lead to further guidance and/or communication regarding school findings and steps to address the incident.

The ultimate objective of this initiative is to promote genuine respect for ALL human beings and to eradicate incidents of hate and disrespect from interscholastic athletics. When behaviors occur within our member schools that must be addressed, the sanctioning of an offender is coupled with just treatment and restoring feelings of well-being and self-respect in all parties.

Changing behavior and the practice of restorative justice is the hope of this process with the understanding that participation in interscholastic athletics is a privilege, follow up action by member schools serve as only a minimum standard.

As a part of this initiative, all those involved in interscholastic athletics are educated by taking the National Federation of State High School Associations (NFHS) course on Implicit Bias and commitment to a pledge to promote adherence to behaviors that support respect for all members of a school community.

Related Events



Students from the Big Three Conference at the Sportsmanship Summit.

The 30th Annual MIAA Sportsmanship Summit took place at Gillette Stadium on Thursday, November 7. Over 900 students and adult leaders from more than 100 member schools attended this year's event. Attendees participated in breakout sessions on the topic "Creating a Positive Game Day Experience." Eddie Slowikowski gave a keynote presentation entitled, "Being YOUR Best! YOU Are Who WE Are." Student feedback from the event included:

"I found one important concept is how the importance of leadership impacts the team and how even if you are not a captain you can be a leader, and the way the leaders act on the team affect how the rest of the team plays and interacts with refs, coaches, and the other team."

Webinar for School Leaders: Combatting Hate in Massachusetts Schools October 22, 2024 - A presentation by Attorney General Andrea Joy Campbell and her staff provided the latest updates to state guidance on preventing and responding to hate and bias incidents in schools. The webinar reviewed the newly released Guidance on Schools' Legal Obligations to Prevent and Address Hate and Bias Incidents. The audience for this webinar was superintendents, principals, other district and school leaders, and school district attorneys.

In summation, collectively we must seize the opportunity that interscholastic athletics provides and utilize interscholastic athletics as the platform that promotes behavior change that supports the respectful treatment of all members of a school community.

FINANCES

Central to this task of the fiduciary responsibilities of the Association is to ensure that a balance is maintained between the needs of the Association and the resources provided in available monies.

Clear roles and responsibilities regarding the management of the budget and finances of the Association and key actions to ensure financial stability are based on:

- Determining reliable, transparent sources of revenue combined with efficient, sensible cost controls, including evaluation of staffing and a transition away from the Defined Benefit Retirement Plan for all employees.
- Zero-based budgeting to determine the personnel and operational expenditures that only fund the programs and services deemed essential to best serve our membership.
- A process for line items for capital improvements, stabilization, and endowments geared toward student programming.

The combination of efficient, sensible cost controls and reliable, dedicated sources of revenue reflect a continuing improvement of our financial condition. The recent audited financial statements show a three-year trend (FY 2022-24) of fiscal growth and an increase in total assets on the Statement of Financial Position.

Total assets (including cash, investments and property) as of June 30, 2022 were \$4,757,144; the same figure on June 30, 2024 was \$6,760,239.

The audited operating revenue and expenses also demonstrate the financial strength and stability of the Association as shown in the chart below.

The following information shows a three-year trend of fiscal stability that is taken directly from the financial audits prepared by a [third-party financial auditing firm](#).

The Statement of Activities for the Year Ended June 30, 2022

Total Revenue and Support	\$6,318,569
Total Expenses	<u>\$5,645,037</u>
	\$673,532

The Statement of Activities for the Year Ended June 30, 2023

Total Revenue and Support	\$6,453,933
Total Expenses	<u>\$5,917,056</u>
	\$536,877

The Statement of Activities for the Year Ended June 30, 2024

Total Revenue and Support	\$6,556,112
Total Expenses	<u>\$5,886,197</u>
	\$669,915

Measures and Controls to Increase Revenues and Decrease Expenditures

For the development of our budget, we utilize the following **reliable, dedicated sources of revenue** that will reflect a continuing improvement of our financial condition.

Institutional Membership Dues

The most stable form of revenue as we prepare our budget process is institutional membership dues. Our current institutional membership dues structure includes an ability for the Massachusetts Secondary School Athletic Directors Association (MSSADA) to charge their dues through our billing structure, a fee for technology, and billing for the annual meeting within our current dues structure.

The Board followed the recommendations of an Institutional Membership Dues Sub-Committee established in 2020. This committee proposed a \$100.00 increase to the base fee for all member schools and an increase to the service fee, determined by using the number of programs (by groups of 5), as the measurement of the level of services provided to a school by the MIAA. Prior to following the recommendation of the sub-committee, and subsequent implementation for the FY23 budget, there had not been an increase to the institutional dues of the MIAA since 2014.

Institutional membership dues is the largest source of predictable revenue. The specific dues from each school is based on the number of sports provided. The average annual dues paid by our 380 member schools is under \$3,500.

In recent years membership dues have totaled just over \$1 million, less than 20 percent of our annual budget. The figure has increased approximately \$200,00 over the last two years, standing at \$1,270,800 in FY24. That was due to an increase in dues approved for FY23 – the first increase in 8 years.

On the recommendation of a Membership Dues Subcommittee, the MIAA Finance Committee and Board of Directors voted to approve an Institutional Membership Dues increase for the FY25 academic year.

Our long-range plan is to raise dues over six years, to the point where they account for 25 percent of our annual revenue. This course, developed by our Finance Committee and Dues Sub-Committee, will help further stabilize our revenue stream without posing an undue burden on members.

Corporate Sponsorships and Licensing

Like most of our counterpart organizations in other states, the MIAA has partnered with a company to generate revenue through corporate sponsorships. In 2020, we engaged with the Teall Properties Group (TPG), a nationally respected company with extensive experience in this area, to maximize our opportunities in this area and provide the MIAA with a guaranteed and consistent revenue stream.

TPG is under agreement with all eight members of our regional chapter of the National Federation of State High School Associations (NFHS), comprising all six New England states plus New York and New Jersey, and has received positive reviews from each of the colleagues in those states. Our experience is consistent with that of our colleagues.

Our relationship with TPG has remained positive and fruitful, with a steady source of income for at least the rest of this decade. Our contract guarantees the MIAA a minimum of \$450,000 annually from TPG, with additional revenue-sharing opportunities with increased sponsorships. The agreement expires in 2030 and is subject to renewal. It also provides an escape clause for the MIAA before the end of the agreement.

We also have an agreement with NFHS whereby NFHS pays the MIAA for media rights to events. That 10-year agreement, first entered in 2018, generated annual revenue of \$67,531 and \$69,556, respectively, the last two fiscal years.

Efficient Cost Controls

An analysis of the FY23 budget shows **a trend of efficient, sensible cost controls** that promote a continuing improvement of our financial condition.

At the forefront of the Executive Director's Plan for Growth and Improvement was to re-imagine the efficiencies of the tasks performed to effectively serve all of our member schools in a fiscally responsible manner. This process began with our FY23 Budget Proposal. The FY24 budget process was developed using a "zero based" budgeting philosophy. This approach does not begin by simply adding a percentage increase to the bottom line based upon the "way we have always done business."

The goal of our budget development process is to "right size" the personnel needed for responsive service to the membership. In doing so, beginning in 2022, we began analyzing the roles and responsibilities needed to better serve our members. It was evident immediately that we needed to re-structure the roles and responsibilities of key personnel to better serve the needs of the Association.

By analyzing the budgetary allocations of the Executive Director position, transitioning from part-time retired Assistant Directors to a full-time current Assistant Director, and restructuring through attrition in the category of support staff, we were able to downsize the number of personnel and remain under the approved salary budget.

	Budgeted FY 22	Budgeted FY 26
Total Operational Salaries	\$1,100,071.00	\$1,038,550.00
Payroll Expenses	\$146,000.00	\$142,000.00
Total Insurance/Benefits	\$379,200.00	\$339,700.00
Total Salaries/Benefits	\$1,625,271.00	\$1,520,250.00

It is important to note that the FY22 budget figure serves as a financial baseline and the implementation of this plan began in accordance with the FY23 budget process. The combination of **efficient, sensible cost controls** and **reliable, dedicated sources of revenue** reflect clear evidence that we continue to execute measures and controls to increase revenues and decrease expenditures.

NEW MIAA WEBSITE

Enhanced outreach also means a more visible, accessible internet presence. We have long been aware that our website needed an overhaul to increase navigability and accessibility.

In July 2024 we unveiled a completely redesigned website, www.miaa.net, designed to provide an online platform that is more informative and user-friendly. The site is focused on improving the user experience for visitors through streamlined navigation, refreshed content, and a modern, engaging design. Robust publication tools, set in an intuitive CMS platform, allow us to highlight student stories and sporting events. User experience experts and front-end developers worked closely with the MIAA to place usability at the forefront, building a website and digital tools that work well for everyone - from student-athletes and their parents to the coaches, officials, and athletic directors who make these athletic opportunities possible for students.

Some of the highlights of the new miaa.net include News and Events, pages for each individual sport, a Tournament Central section and key information about the Association and for its members, including the MIAA Handbook, Rules Change Proposals, and financial information. The website also contains information on our ongoing sportsmanship, anti-bias and equity initiatives and partnerships.

The MIAA is working with the web agency Gravity Works Design & Development to enhance our digital brand. Gravity Works' previous experience in working with multiple other state high school associations on website design and management has made for a seamless, professional and effective collaboration.

User experience experts and front-end developers worked closely with the MIAA to place usability at the forefront, building a website and digital tools that work well for everyone - from parents of student-athletes to the coaches, officials, and athletic directors that make these athletic opportunities possible for students.

The MIAA and Gravity Works are working to rebuild other components of our website in future phases, including a more integrated Institutional Registration system for schools, how we display data related to schools, teams, brackets, and more.

