



In accordance with the Canyon Athletic Association (CAA) Constitution, a meeting of the membership was held on Wednesday, March 25th, 2026, at the Doubletree - Phoenix North

The Executive Board President called the meeting to order at 4:30 PM

Executive Board Member Attendance:

Erik Gray - Premier Prep Online Academy
Josh Leon - Legacy Traditional Schools
Myles Jackson - Southwest Leadership Academy
Nikki Foster - Leading Edge Academy
Troy Miletta - Heritage Elementary
Tyler Olsen - AZ Compass Prep
Vacant seat

Staff in Attendance

Randall Baum, Executive Director
Melissa Lachvayder, Executive Assistant (temp)
Alan Weber, Finance Director
Shayla Henderson, Finance Assistant
Shannon Eastin, Commissioner of Officials
Pete Corrado, Sports Administrator

CAA Member School Attendance:

MEMBER SCHOOL:	First Name	Last Name
Camelback Academy	Jason	Wood
Big House Christian Academt	Natasha	Brady
American Leadership Academy - Queen Creek	James	Verenski
Maricopa Wells	Matt	Mayo

Academy of Math and Science Camelback	Alicia	Crandell
Academy of Math and Science Glendale	Sobharoth	Yoi
ALA Gilbert North	Juston	Wood
Imagine Buckeye	Zachary	Sharrett
Heritage Academy Gateway JH	Jesse	Brown
APlus Charter School	Mathew	Reese
ASU prep Poly	Angie	Obert
Ridgeline Academy	Robin	Nickolite
Legacy Laveen	Paige	Whialder
Legacy Phoenix	Suzanne	Daily
Tolleson ESD #17	Diana	Kauffman
Val Vista Academy	Tom	Pasinski
Legacy West Surprise	Allison	Bruno
Rim Country Middle School	Brian	Young
Legacy Traditional School Surprise	Libby	Bailey
Leading Edge Academy Maricopa	Lora	Price
Ethos Academy	Stephany	Southwick
Heritage Gateway JH	Jesse	Brown
Candeo	Amy	Jay
Champion South Mountain	Jordan	Ramirez
Basis Peoria	Thomas	Dagostino
Legacy Traditional North Chandler	Jennifer	Neighbors
Academy of Math and Science Desert Sky	Alissia	Fleming
Hearn Academy	Gwen	Engel

Pensar Academy	Andrea	Eaton
Tempe prep	Trever	Tucker
Academy of Math and Science - Desert Sky	Tamara	Lio
Academy of Math & Science South Mountain	Kelby	Hollowell
Ruth Fisher Middle School	Keosha	Nez
Academy of Math and Science VdM	Marcus	Bethea
ASU Prep Pilgrim Rest	Dan	Ethridge
Legacy Avondale	Matthew	Drexel
Bagdad Schools	Alex	Legge
AMS Peoria Advanced	George	Diehl
Imagine Bell Canyon	Patrick	Douglas
BASIS Phoenix	Sandra	Suncin
Benjamin Franklin	Ashley	Crenshaw
Valley Academy	Shawn	Lytle
EVAC	Carol	Breshears
Grande Innovation Academy	Jason	Fender
Imagine Cortez Park	Kara	Allen
BASIS Ahwatukee	Jordan	Mickelson
Arizona Charter Academy	Dave	Ribbens
Academy del sol Star Valley	Johnny	Rios
Legacy Traditional Schools	Ruben	Pratti
Legacy Traditional Queen Creek	Danny	Meyer
	Devin	Miller

Nadaburg Elementary school	Kevin	Williams
Dobson Academy	Jamie	Bradley
Legacy Traditional School San Tan	Chris	Schreiner
Maricopa Christian Academy	April	Martinez
Leading Edge Academy, Mountain View	Laura	Towner
Stepping Stones Academy	LARAE	BRANHAM
Champion Schools	Philip	Cahal
Arizona Cultural Academy	Terrence	Harper
Champion Chandler	Joshua	Baker
Harvest Preparatory Academy	Lavinia	Zela
Camp verde United Christian	christina	brogdon
Harvest Prep Academy	Evelyn	Mejia
Odyssey Institute	Maggie	Jackson
Desert Sunrise Middle School	L.A.	Lee III
BASIS Chandler	Dave	Ribbens
Calibre Academy	Jake	Fredette
Trinity Christian School	Tyler	Nelson
Desert Heights Prep	Brian	Wicker
EDUPRIZE qc/gilbert	Clint	Ambos
Eduprize	Joshua	Green
Leading Edge Academy Gilbert	Logan	Smith
Sequoia Pathfinder Academy at Verrado Way	Steven	Ortiz
Legacy Chandler	Carrie	Cicotte

Ridgeline Academy	Keven	Barker
Tri-City Christian	Jason	McDonnell
Heritage Elementary	Troy	miletta
American Heritage Academy	Jake	McCune
Wickenburg Christian Academy	Angela	Egan
The Jones-Gordon School	Reid	Blakey

BOARD MEETING MINUTES

On a motion made, seconded, and carried by the Executive Board, the 25-26 Constitution Meeting opened at 9:00 am.

Executive Board President (Erik Gray, Premier Prep Online Academy):

Good evening, and welcome to our Annual CAA Athletic Directors Constitution Meeting.

On behalf of the Executive Board, I would like to sincerely thank each of you for being here and for your continued commitment to education-based athletics across our association. Your leadership at your respective schools is what drives the success of our student-athletes and strengthens our CAA community.

I would also like to take a moment to recognize and thank the CAA staff for their ongoing dedication and hard work. Their behind-the-scenes efforts ensure that our programs, events, and governance processes continue to operate at a high level in support of our member schools.

We appreciate your engagement in today's meeting as we work collaboratively to review, refine, and strengthen our Constitution and Bylaws for the benefit of all.

Executive Board Vice President (Myles Jackson, Southwest Leadership Academy):

Good evening, everyone, and thank you again for being here today. We appreciate your time, your professionalism, and your willingness to be part of this important process.

As we begin, I would like to briefly review the norms for today's meeting. Our goal is to ensure a productive, respectful, and efficient discussion as we work through the proposed items.

- Please be respectful of all speakers and perspectives
- Allow individuals to finish their comments before responding
- Keep discussions focused and relevant to the item at hand
- Follow established procedures for motions, discussion, and voting
- Be mindful of time so we can cover all agenda items

We are here to collaborate and make decisions that best serve our student-athletes and member schools.

Thank you again for your commitment to the CAA.

Executive Director – State of the CAA Address

Good evening, and welcome to our Junior High CAA Constitution Meeting. I appreciate everyone being here as we begin our 4:30 PM session.

I want to start by thanking our Athletic Directors, school leaders, and member programs for your continued commitment to junior high athletics across the Canyon Athletic Association. What you are building at the junior high level is critical—it is the foundation of education-based athletics and the starting point for student-athlete development.

When we talk about the “State of the CAA,” the junior high division is one of the most important areas of growth and impact within our association.

This year, we continue to provide a four-season model of participation, offering a wide variety of sports and activities that allow more students to get involved, compete, and represent their schools throughout the year . This structure is intentional—it creates opportunity, encourages participation, and supports the development of well-rounded student-athletes.

Our focus at the junior high level remains centered on three key areas: participation, development, and experience.

Participation is about access—ensuring students have the opportunity to be part of something bigger than themselves.

Development is about teaching fundamentals, sportsmanship, and life skills.

And experience is about creating positive, structured, and memorable opportunities for our students.

Operationally, we continue to strengthen our systems and support for member schools. The use of Bound as our athletic management platform has improved scheduling, communication, and overall organization, making it easier for you to manage your programs effectively .

We have also continued to emphasize resources and communication, including the Athletic Director Handbook and the CAA website, ensuring that expectations, policies, and procedures are clearly defined and accessible to all member schools .

Another important area of growth is the continued elevation of our state championship experiences. Even at the junior high level, these moments matter. They provide our student-athletes with something to work toward and take pride in, while reinforcing the values of teamwork, discipline, and commitment.

From a safety standpoint, we are proud to introduce the HeadStrong Concussion Insurance Program, approved for the 2026–2027 school year. This program enhances protection for our student-athletes and reflects our responsibility to prioritize their health and well-being .

As we look at governance, today’s meeting plays a critical role in shaping the future of junior high athletics within the CAA.

Your voice matters.

As outlined in Article 2 of our Constitution, member schools have the responsibility to review and vote on proposed changes. Your participation ensures that our structure continues to reflect the needs of our schools, our programs, and most importantly, our student-athletes.

We also recognize that junior high athletics comes with unique challenges—roster sizes, program growth, facility limitations, and scheduling. As an association, we are committed to working alongside you to find solutions that are practical, consistent, and aligned with our mission.

Looking ahead, our priorities for the junior high division are clear:

- Continue to grow participation opportunities across all sports
- Strengthen program structure and scheduling consistency
- Support Athletic Directors with clear processes and tools
- Elevate the student-athlete experience at all levels
- Maintain a strong focus on sportsmanship and education-based athletics

At the end of the day, what we are doing at the junior high level is about more than wins and losses—it is about building confidence, teaching accountability, and creating opportunities for students to succeed both on and off the field.

Thank you for the work you do every day in your schools and communities.

We appreciate your leadership, your partnership, and your commitment to the Canyon Athletic Association.

ARTICLES

Note: Upon a motion duly made and seconded, the CAA member schools present voted on the following proposed bylaw updates, additions, and/or removal requests in accordance with Article 2 of the Constitution.

Article 34 Finance:

34.5 Annual Operating Budget Review: [Article 34 YTD \(1\).pdf](#)

34.2.2. Referee Fee

Request to increase the administrative service fee from \$5.00 to \$7.00 per official per game.

Vote: 82 (Approved)

Verification Link: [HS_CONSTITUTION_VOTING.pdf](#)

[JH_CONSTITUTION_VOTING_\(ALL_ART2026-03-30_14_51_05.xlsx - Sheet1.pdf\)](#)

Article 2 - Organization of the Association

Motion to Review: 2.2 Terms of Membership

The request to create permanent wording for the Terms of Membership.

2.2 TERMS OF CAA MEMBERSHIP – The terms of CAA membership for public, private, parochial, and BIE schools shall be as follows:

Public Schools – The attendance zone boundaries shall be determined by the governing board of that school.

Private, Parochial, and Public Charter Schools – The attendance zone boundaries shall be the county in which the school is located.

BIE Schools – The attendance zone boundaries shall be determined by the Bureau of Indian Affairs.

All member schools shall voluntarily abide by all rules and regulations of the CAA.

2.2.1 Should the CAA Executive Board determine that a member school has willfully or persistently violated the CAA Constitution and Bylaws, it may expel said school from the CAA.

2.2.2 The CAA Executive Board shall assign member schools to the proper Divisions according to the CAA Constitution and Bylaws. The association shall assign the member school to a Region.

2.2.3 Membership becomes official and operative after the payment of dues at the beginning of the school year in which a membership application was submitted and approved.

2.2.4 The school may schedule interscholastic athletics and activities for the school year following the approval of membership. 2025-2026

CAA Article 2 2.2.5 A CAA member school may be a member of any other interscholastic association or organization that sanctions or regulates any sport or activity sanctioned by the CAA

Vote: 95 (Approved)

Verification Link: [HS_CONSTITUTION_VOTING.pdf](#)

[JH_CONSTITUTION_VOTING_\(ALL_ART2026-03-30_14_51_05.xlsx - Sheet1.pdf\)](#)

Article 3 - Role and Responsibilities of Executive Board and Executive Director

Review: 3.6 Adding / Removing - Executive Director

The request to add governance and oversight bylaws as written in the document provided:

[REMOVED]

The following sections have been removed in their entirety:

3.6.7 Vote of Confidence Process

3.6.7.1

3.6.7.2

3.6.8 Candidate Filing and Election Procedures

[ADDED]

3.6.10 Governance and Oversight

To ensure transparency, accountability, and alignment with the mission of the Canyon Athletic Association (CAA), the following governance structure shall apply to the Executive Director:

3.6.10.1 The Executive Director shall be formally employed by the CAA Executive Board and shall report directly to the Executive Board.

3.6.10.2 The Executive Board shall have sole authority and responsibility for the recruitment, hiring, contract negotiation, and establishment of employment terms for the Executive Director.

3.6.10.3 The Executive Board shall establish and implement a formal annual performance evaluation process for the Executive Director. Such evaluation shall be based on clearly defined criteria, including but not limited to:

- *Organizational leadership*
- *Operational effectiveness*
- *Financial management*
- *Strategic implementation*
- *Compliance with the CAA Constitution, Bylaws, and policies*

3.6.10.4 Any contract extensions, renewals, or termination of employment for the Executive Director shall require approval by a majority vote of the Executive Board.

3.6.10.5 The Executive Director shall not participate in any discussion, deliberation, or vote related to their own employment, evaluation, compensation, or contractual status.

3.6.10.6

The Executive Board shall conduct all employment actions related to the Executive Director in accordance with established conflict of interest policies and applicable state and federal laws.

Vote: 95 (Approved)

Verification Link: [HS_CONSTITUTION_VOTING.pdf](#)

[JH_CONSTITUTION_VOTING_\(ALL_ART2026-03-30_14_51_05.xlsx - Sheet1.pdf\)](#)

Adding - 3.7 - Legislative Council

The request to approve the attached bylaws:

Junior High Legislative Council proposal

Vote: 81 (Approved)

Verification Link: [HS_CONSTITUTION_VOTING.pdf](#)

[JH_CONSTITUTION_VOTING_\(ALL_ART2026-03-30_14_51_05.xlsx - Sheet1.pdf\)](#)

8.2 Regular Season Contests 8.2.1

Once the mandatory schedule is released to the member schools, the following procedures should be followed.

8.2.1.1 Athletic Director will be responsible for communicating and scheduling all mandatory games.

8.2.1.1.1 Failure to schedule a mandatory game will result in postseason ineligibility

8.2.1.1.2 Refer to Article 10 for further penalties

8.2.1.2 Once a game has been agreed upon, the athletic director will enter his home games into Bound.

8.2.1.3 This process must be accomplished by the deadline posted on the CAA Calendar

The request to approve the above for regular-season contests.

Vote: 83 (Approved)

Verification Link: [HS_CONSTITUTION_VOTING.pdf](#)

[JH_CONSTITUTION_VOTING_\(ALL_ART2026-03-30_14_51_05.xlsx - Sheet1.pdf\)](#)

Article 8 – Add New Section 8.6.3 (Forfeitures & Rankings Clarification)

8.6.3 Forfeitures and Impact on Rankings

8.6.3.1 A contest declared a forfeit shall count toward a team’s overall win/loss record.

8.6.3.2 A forfeited contest shall NOT count toward CAA State Rankings, power rankings (DKC), or postseason seeding criteria.

8.6.3.3 Forfeited contests may be recorded for scheduling and minimum game requirement purposes but will be excluded from all ranking calculations.

8.6.3.4 Additional penalties, fines, or sanctions related to forfeitures shall be governed under Article 10 – Violations and Penalties.

The request to approve the above for regular-season contests:

Vote:81

Verification Link: [HS_CONSTITUTION_VOTING.pdf](#)

[JH_CONSTITUTION_VOTING_\(ALL_ART2026-03-30_14_51_05.xlsx - Sheet1.pdf\)](#)

Article 13 - Classification of Member Schools

13.6 Competitive Balance Adjustment (CBA)

The Canyon Athletic Association shall utilize a Competitive Balance Adjustment (CBA) model to ensure equitable and educational-based competition across all divisions.

13.6.1 Competitive Balance Index (CBI)

Each member school's program shall be evaluated using a Competitive Balance Index (CBI), which may include but is not limited to:

- 13.6.1.1 Win percentage over a two-year period
- 13.6.1.2 Postseason advancement and championship participation
- 13.6.1.3 Point differential (with sport-specific caps applied)
- 13.6.1.4 Strength of schedule, including CAA ranking systems (e.g., DKC ratings)

The request to add in

13.6 Competitive Balance Adjustment (ADD THIS ABOVE 13.7)

Vote: 88 (Approved)

Verification Link: [HS_CONSTITUTION_VOTING.pdf](#)

[JH_CONSTITUTION_VOTING_\(ALL_ART2026-03-30_14_51_05.xlsx - Sheet1.pdf\)](#)

Headstrong - Concussion coverage

The CAA members to approve the Implementation of Article 34.

Vote: 79 (Approved)

Verification Link: [HS_CONSTITUTION_VOTING.pdf](#)

[JH_CONSTITUTION_VOTING_\(ALL_ART2026-03-30_14_51_05.xlsx - Sheet1.pdf\)](#)

It Starts with Us - Sportsmanship Campaign 26-27 school year

- Article - 12

[CAA - It Starts with us.pdf](#)

The CAA members voted to approve the Sportsmanship Campaign for the 26-27 school year.

Vote: (Approved)

Verification Link: [JH CONSTITUTION VOTING \(ALL ART2026-03-30 14 51 05.xlsx - Sheet1.pdf](#)

There being no further business, and on a motion duly made, seconded, and carried, the meeting adjourned at 6:46 PM

Respectfully submitted,

Randall Baum, CAA Executive Director