



## 2026 NFHS Summit and Legal Meeting Schedule

Indianapolis Marriott Downtown

### **THURSDAY, APRIL 9**

Continental Breakfast	7:30 a.m. – 8:00 a.m.	Indiana Ballroom FG
Registration	7:30 a.m. – 1:00 p.m.	Indiana Ballroom Prefunction
NFHS Summit	8:00 a.m. – 10:45 a.m.	Indiana Ballroom E
Topics:		
1. NFHS Updates (8:00 a.m. – 8:30 a.m.)		
Speaker: Davis Whitfield, Chief Operating Officer, NFHS		
2. NFHS Board of Directors Update (8:30 a.m. – 8:45 a.m.)		
Speaker: Ron Nocetti, President, NFHS Board of Directors (California)		
3. Sports Gambling Panel (8:45 a.m. – 9:15 a.m.)		
Speakers: Bob Baldwin, Executive Director, Massachusetts Interscholastic Athletic Association		
Mark Hicks, Managing Director of Enforcement, NCAA		
Dan Shelton, Director of Sports Wagering and Paid Fantasy Sports, Indiana Gaming Commission		
4. Legislative Workshop (9:15 a.m. – 10:45 a.m.)		
Speakers: Rusty Schultz, Executive Vice President of Operations, Platform Communications		
Alec Zimmerman, Vice President of Public Affairs, Platform Communications		
Break	10:45 a.m. – 11:00 a.m.	Indiana Ballroom Prefunction
NFHS Summit (cont.)	11:00 a.m. – 11:45 a.m.	Indiana Ballroom E
Topic:		
5. NFHS Executive Directors/Commissioners Roundtable (11:00 a.m. – 11:45 a.m.)		
Moderator: Erich Martens, Executive Director, Minnesota State High School League		
Luncheon	11:45 a.m. – 1:00 p.m.	Indiana Ballroom FG
NFHS Foundation Board of Directors Meeting	11:45 a.m. – 1:00 p.m.	Florida/Illinois
Legal Meeting	1:00 p.m. – 4:45 p.m.	Indiana Ballroom E
Ice Cream Break	2:45 p.m. – 3:00 p.m.	Indiana Ballroom Prefunction
Reception	5:00 p.m. – 6:00 p.m.	Indiana Ballroom FG
<i>*Supported by: TPG / Arbiter</i>		

### **FRIDAY, APRIL 10**

Continental Breakfast	8:00 a.m. – 8:30 a.m.	Indiana Ballroom FG
Legal Meeting	8:30 a.m. – 12:00 p.m.	Indiana Ballroom E
Luncheon	12:00 p.m. – 1:00 p.m.	Indiana Ballroom FG
Legal Meeting	1:00 p.m. – 2:15 p.m.	Indiana Ballroom E
NFHS Network Board of Directors and Holdings, LLC Meeting	2:30 p.m. – 5:30 p.m.	Florida/Illinois



**Legal Meeting Agenda**  
Marriott Indianapolis Downtown  
April 9-10, 2026

Moderator: John S. Black  
Facilitator: Lisa Beverly  
Technician: Shane Monaghan

**Thursday, April 9, 2026**

**12:00 p.m. – 1:00 p.m. – Registration**

**1:00 p.m. – 1:15 p.m.**

*Welcome, Announcements &  
Introduction of Board Members*

Ron Nocetti, NFHS President

**1:15 p.m. – 1:20 p.m.**

*Program Synopsis*

John Black, Moderator

**1:20 p.m. – 1:25 p.m.**

*Compendium Update (Virtual)*

Mal Mayse

**1:25 p.m. – 1:50 p.m.**

*Insurance for AI and IP Risks*

Christian Reed and Mindee Holmes  
Dissinger Reed, A Division of HUB International

**1:50 – 2:15 p.m.**

*Private/Public Controversies*

Robert Zayas, Executive Director, NY  
Renee James, Legal Counsel, NY

**2:15 p.m. – 2:20 p.m. – Stretch Break**

**2:20 p.m. – 2:45 p.m.**

*First Amendment Litigation*

Craig Damon, Executive Director, FL  
Leonard Ireland, Legal Counsel, FL  
Daniel Mahfood, Legal Counsel

**2:45 p.m. – 3:10 p.m.**  
*The Scope of Judicial Review - Officials  
and Athletic Associations*

Stephanie Hauser, Executive Director, WI  
Brent Jacobson, Legal Counsel, WI

**3:10 p.m. – 3:25 p.m. – Snack Break**

**3:25 p.m. – 3:50 p.m.**  
*NIL and Other Stuff*

Ron Nocetti, Executive Director, CA  
Diane Marshall-Freeman, Legal Counsel, CA

**3:50 p.m. – 4:15 p.m.**  
*NCAA Legal and Governance Issues*

Scott Bearby, NCAA  
Senior Vice President and Chief Legal Officer

**4:15 p.m. – 4:40 p.m.**  
*Legislative Involvement in State  
Association Governance*

Jennifer Rukstad, Executive Director, MO  
Natalie Hoernschemeyer, Legal Counsel, MO

**4:40 p.m. – 5:00 p.m.**  
*Foundation Report, NFHS Learn and  
Closing Announcements*

Davis Whitfield, NFHS COO

**Adjourn to 5:00 p.m. Reception**

**Friday, April 10, 2026**

**8:00 a.m. – 8:30 a.m. – Continental Breakfast**

**8:30 a.m. – 8:55 a.m.**  
*Litigation Arising from Transfer Rules*

Colleen Maguire, Executive Director, NJ  
Steven Goodell, Legal Counsel, NJ

**8:55 a.m. – 9:20 a.m.**  
*Due Process Issues (5th and 14th Amendments)*

Mark Byers, Executive Director, PA  
Michael Solomon, Legal Counsel, PA  
Dana Chilson, Legal Counsel, PA

**9:20 a.m. - 9:45 a.m.**  
*Navigating the Shifting Legal Landscape:  
Lessons from CO*

Michael Krueger, Executive Director, CO  
Sam Jones-Rogers, J.D. Legal Counsel, CO

**10:45 a.m. – 10:50 a.m. – Stretch Break**

**9:50 a.m. – 10:15 a.m.**

*Technology's Impact on Officiating*

Mark Uyl, Executive Director, MI  
Scott Eldridge, Legal Counsel, MI  
Ashley Higginson, Legal Counsel, MI

**10:15 a.m. – 10:40 a.m.**

*Being a Good Witness*

Tom Keating, Executive Director, IA  
Brian Humke, Legal Counsel, IA

**10:40 a.m. – 10:45 a.m. – Stretch Break**

**10:45 a.m. – 11:10 a.m.**

*Legal Issues Facing Alabama*

Heath Harmon, Executive Director, AL  
Mark Bain, Legal Counsel, AL

**11:10 a.m. – 11:35 p.m.**

*Artificial Intelligence and Deepfakes*

Julian Tackett, Commissioner, KY  
Chad Collins, Legal Counsel, KY

**11:35 a.m. – 12:00 p.m.**

*Legal Issues Facing Mississippi*

Ricky Neaves, Executive Director, MS  
Jim Keith, Legal Counsel, MS

**12:00 p.m. – 1:00 p.m. - Lunch**

**1:00 p.m. – 1:25 p.m.**

*Transgender Issues*

Erich Martens, Executive Director, MN  
Kevin Beck, Legal Counsel, MN

**1:25 p.m. – 1:50 p.m.**

*Bias*

Bill Faflick, Executive Director, KS

**1:50 p.m. – 2:00 p.m.**

*NFHS Sports Medicine Update*

Bob Colgate  
Director of Sports and Sports Medicine, NFHS

**2:00 p.m. – 2:15 p.m.**

*Open Forum (Security Issues, mascots, sportsmanship)*

Paul Neidig  
Commissioner, IN

**2:15 p.m.**

*Closing Announcements*

John Black, NFHS Legal Counsel



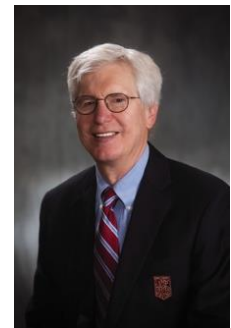
**Legal Meeting Presenters**  
Marriott Indianapolis Downtown  
Indiana Ballroom E  
April 9-10, 2026

**Thursday, April 9**

***John Black, General Counsel, NFHS***

John S. Black is General Counsel of the National Federation of State High School Associations. He has extensive experience in the areas of sports law, business law and alternative dispute resolution. In addition to his work at the NFHS, he is an adjunct professor at the University of Missouri at Kansas City Law School, where he teaches Amateur Sports Law. He recently concluded his third and final term as a member of the NCAA Division I Committee on Infractions.

He earned his bachelor's degree from Colorado College and his law degree from Duke University.



Mr. Black has served as President of The Missouri Bar, and as a Member of the House of Delegates of the American Bar Association. He participated at the request of Governor Mel Carnahan on a special "blue ribbon commission" to examine and rework the Judicial Article of the Missouri Constitution. He has been selected for inclusion in "The Best Lawyers in America".

***Ron Nocetti, CMAA, Ed.D., Executive Director, CA***

Ron Nocetti is executive of the California Interscholastic Federation and is currently serving a one-year term as president of the NFHS Board of Directors.

Nocetti was named the CIF's ninth executive director in 2019. He is responsible for appeals, the CIF constitution and bylaws, interpretations, section commissioners, eligibility, CIF Executive Committee/Federated Council, legislation, sports medicine and liaison to the NFHS. Before succeeding Roger Blake as the leader of the CIF, Nocetti had been the CIF's associate executive director since 2012. Nocetti, who heads the CIF's 10 sections and more than 1,600 member schools, has been involved in education since 1991 as a teacher, coach, athletic director and administrator. In 2008, he was hired as the CIF director of championship events, promoted to senior director shortly thereafter before becoming the associate executive director.



As associate executive director, Nocetti was responsible for advisory committee membership, budget/finances, contracts, equity, legislation, the participation census, the Pursuing Victory with Honor program, sports medicine, as well as administering the sports of baseball, football and golf.

Nocetti received his bachelor's degree in economics, a master's degree in sport management and a doctorate in educational leadership – all from the University of San Francisco.

***Mal Mayse, Former Legal Counsel, MO***

Juris Doctorate, University of Missouri 1973. Assistant MSHSAA Legal Counsel (1974-1991) and General Legal Counsel (1992 to June 30, 2025). Has been involved in numerous litigations for MSHSAA at the State and Federal trial and appellate court levels. Author of numerous Amicus Briefs supporting other NFHS member associations.



Annual attendance at National Meeting of State High School Association Executive Directors and Legal Counsel since 1978 including frequent program presenter and speaker on numerous occasions. Compiler, author and editor of the NFHS National Case Summaries Compendium summarizing significant state and federal court decisions involving state high school athletic/activities associations from 1934 to date.

Recipient of the MSHSAA Distinguished Service Award (2009-2010) and the MSHSAA Irvin A. Keller Award (2013-2014) in recognition of extraordinary services to Missouri interscholastic activities. Recipient of the NFHS Award of Merit (2015) in recognition of outstanding service and dedication to high school activities nationwide.

***Christian Reed, Executive VP, Practice Leader Collegiate & HS Sports |  
Dissinger Reed, a Division of HUB International***

Christian has over 23 years of experience as an insurance Broker/Consultant and over 30 years in direct sales and management. His proven leadership has consulted and directed hundreds of programs on how best to optimize their athletic insurance for both Liability and Accident Medical placement.



Most recently, Christian was owner of Dissinger Reed, LLC which was acquired by HUB International in August of 2021. While leading Dissinger Reed to become one of the largest, and most respected, athletic insurance agencies in the country, he personally works with Risk Managers, Executive Directors, Athletic Directors, CFO's, insurance coordinators and athletic trainers to ensure their program success. Christian specializes in Intercollegiate Athletics, Student Health Services, State High School Associations, National Governing Bodies and Special Risk. Coverage expertise includes: Accident Medical/Catastrophic/Disability, General Liability/Excess Liability and Executive/Professional Liability (D&O, E&O, Cyber)

Christian grew up in Newport Beach, California and is a graduate from Arizona State University school of Broadcast Journalism. He and his wife, Chrissy, have three daughters and a son. Outside of work Christian enjoys surfing, waterskiing, golfing and traveling with his family.

***Mindee Holmes, Senior Vice President of High School Sports & Activities | Dissinger Reed, a Division of HUB International***

Mindee Holmes brings over 30 years of experience in the insurance industry, having worked as both a company sales representative and a broker/consultant. Most recently, she was with Dissinger Reed before its acquisition by HUB International in 2021. Mindee has spent the last 20 years specializing in the unique risks associated with High School State Associations and National Governing Bodies.



She holds a BA in Business Administration from Baker University and serves as a key point of contact for the National Federation of State High School Associations (NFHS) and many individual state associations. In her role, she provides insurance expertise and consultation throughout the year, guides them through the renewal process and marketing lines of coverage with various carriers. She also coordinates insurance claims and presents key updates to the executive directors.

Mindee resides in Leawood, KS, with her husband, Greg, and their two dogs. Together, they share five children and one granddaughter. Outside of work, she enjoys traveling, listening to live music, and spending quality time with her family.

***Dr. Robert Zayas, Executive Director, NY***

Dr. Robert Zayas is the Executive Director of the New York State Public High School Athletic Association (NYSPHSAA), serving nearly 800 schools and 550,000 student-athletes across New York. Since 2012, he has led key initiatives, including a long-term partnership with the NFHS Network, championship apparel agreements, a revenue-sharing model supporting NYSPHSAA's 11 sections, and the implementation of a statewide NYSPHSAA Championship branding initiative. He has also fostered strong relationships with the New York State Education Department and the New York State Legislature. Prior to his role in New York, Zayas spent nearly a decade with the New Mexico Activities Association, where he served as Assistant Director and Associate Director.



Zayas has served in a variety of NFHS roles, including Chair of the most recent Strategic Planning Committee and current Chair of the NFHS Foundation Board of Directors. His experience also includes service on the Sports Medicine Advisory Committee, Football Steering Committee, and High School Today Committee, as well as contributions to national initiatives such as the Diversity, Equity & Inclusion Task Force and Constitution Review Task Force.

He holds a PhD in Health, Exercise and Sport Sciences from the University of New Mexico, where his research focused on the benefits of interscholastic athletics. He resides in Clifton Park, New York, with his wife and two daughters.

***Renee James, Legal Counsel, NY***

With over two decades of experience representing various school districts across New York State, Renee James counsels clients in our Labor & Employment, Education, and Municipal Practices. She has a breadth of experience advising private and public sector employers in the areas of education and employment law, including special and general education issues, Title IX, Americans with Disabilities Act, Title VII, and Section 504 of the Rehabilitation Act.

Ms. James has represented the New York State Public High School Athletic Association since 2005.



***Craig Damon, Executive Director, FL***

Craig Damon is the Executive Director of the FHSAA with an extensive career background in educational leadership, athletic administration, and organizational governance across the state of Florida. He has built his professional life around serving schools, students, and communities through strategic leadership and policy-focused work. Affiliated with the Florida High School Athletic Association (FHSAA), Damon has played a key role in supporting interscholastic athletics, emphasizing student-athlete welfare, competitive integrity, and institutional accountability. His career is marked by progressive leadership responsibilities, cross-sector collaboration, and a strong commitment to equity, compliance, and professional excellence, positioning him as a trusted voice within Florida's education and athletics landscape.



***Leonard Ireland, Legal Counsel, FL***

Leonard is a shareholder in the law firm of Clayton-Johnston, P.A. in Gainesville, Florida. His firm has represented the Florida High School Athletic Association, Inc. since it was founded. Leonard has personally represented the Association for over 40 years in various state and federal cases, including a most recent case in the Middle District of Florida regarding the ADA and § 504 of the Rehabilitation Act. He has been a Florida Bar Certified Civil Trial for over 30 years. He has been active in The Florida Bar as well as Gainesville area community activities and was recently recognized by The Florida Bar as a 50-Year member.



***Daniel M. Mahfood, FL***

Daniel M. Mahfood is a litigation attorney in Holland & Knight's Jacksonville office who focuses on complex commercial disputes and appeals. Mr. Mahfood applies his litigation skills across a variety of sectors, including financial services, transportation, insurance, healthcare and franchising, to proactively resolve disputes and advocate for his clients. He has handled matters involving class actions, product liability, arbitration, trade secrets and intellectual property, fiduciary duties, contract claims and torts.



Prior to joining Holland & Knight, Mr. Mahfood was an attorney at a boutique appellate firm as well as a large, national law firm. In those roles, Mr. Mahfood gained comprehensive experience handling appeals, delivering oral arguments and providing strategic trial support on a variety of matters. He also represented and counseled clients in federal and state trial courts, as well as in arbitration and administrative proceedings. Before entering private practice, he served as a judicial clerk for the Honorable Susan H. Black of the U.S. Court of Appeals for the Eleventh Circuit and the Honorable Daniel T.K. Hurley of the U.S. District Court for the Southern District of Florida.

In law school, Mr. Mahfood graduated fourth in his class and served as a managing editor for the Florida Law Review. He also was a research assistant for Elizabeth Rowe, professor of trade secret law, and Robert Emerson, professor of business law, and a teaching assistant for Legal Research & Writing and Appellate Advocacy.

***Stephanie Hauser, Executive Director, WI***

Stephanie Hauser began her role as executive director on July 1, 2021, after serving as assistant director since July 6, 2015. In addition to overseeing all administrative operations of the executive office, specific responsibilities include contractual interpretations, classification committee, elections, NFHS awards, and legislative and legal matters. Past duties included conference realignment and staff liaison to the Sports Medical Advisory Committee.



Prior to becoming the executive director, Hauser's responsibilities as an assistant included the administration, coordination and tournament planning for the sports of gymnastics, softball and volleyball. She had also held the administrative responsibilities for the sports of track & field and cross country from 2015-2017. Additionally, she was responsible for overseeing the coaches advisory committees, as well as being the primary contact for conference realignment.

Since joining the WIAA, Hauser has been involved at the national level as well. She was appointed to a four-year term as the District 4 representative on the National Federation of State High School Association Board of Directors in July 2024. She also serves on the NFHS Education Committee. In addition, Hauser was a member of the NFHS Gymnastics Rules Committee from 2018-23 and served as chair of the committee. Furthermore, she served on the NFHS Student Services Committee, NFHS Strategic Planning Committee and has presented on several topics at NFHS Summer Meetings.

***Brent Jacobson, Legal Counsel, WI***

Brent Jacobson is a partner with Anderson O'Brien, LLP in Stevens Point, Wisconsin. He graduated with a business degree from St. Cloud State University in 2006. In 2009, Brent graduated from West Virginia University College of Law.

Before joining Anderson O'Brien, Brent worked for K&L Gates in Pittsburgh in the oil and gas and products liability divisions. At Anderson O'Brien, Brent's practice includes general business litigation, trust and estate litigation, and municipal law. Brent has served as legal counsel to the WIAA since approximately 2014 and appeared on its behalf before trial courts throughout Wisconsin, the Wisconsin Court of Appeals, and the Wisconsin Supreme Court.



***Diane Marshall-Freeman, Legal Counsel, CA***

Diane Marshall-Freeman is a partner with Fagen Friedman & Fulfroost, LLP, serving clients from throughout California. She serves as general counsel to the California Interscholastic Federation. With over 30 years of legal experience, Ms. Marshall-Freeman is a highly skilled practitioner with an extensive background across all areas of education law, governance, and litigation. She is a former President of the California Council of School Attorneys and former Chair of the National Council of School Attorneys.



***Scott Bearby, Senior Vice President (Office of Legal Affairs and Hearing Operations) and Chief Legal Officer***

Scott Bearby serves as senior vice president and chief legal officer for the National Collegiate Athletic Association (NCAA). He previously served as general counsel beginning in January 2013 after serving in various legal positions at the national headquarters. He has been a lawyer for the Association for 26 years.

As chief legal officer, Scott is responsible for the development, coordination, and execution of legal strategy and legal operations for the Association and the national office. Working with the NCAA Office of Legal Affairs, Scott is legal advisor to governance committees and national office departments. He also works with counsel representing the NCAA in litigation matters. Having served as lead inside counsel in the negotiation, settlement, and final court approval of the House student-athlete compensation injunction, Scott now is working on settlement implementation solutions during the injunction's first effective academic year. Scott also oversees the NCAA Hearing Operations function.



During Scott's tenure, beginning in 1999 as NCAA counsel, Scott has worked on a multitude of legal matters and crisis/high visibility issues, including the Association's handling of cancellation and resumption of championships and regular season competition during the COVID-19 pandemic. Scott has been lead inside counsel for the NCAA's television, digital and other multi-media agreements for the Division I Men's Basketball Championship and other NCAA championships. He served as NCAA counsel in the drafting of dozens of championship venue agreements, including the long-term arrangement and stadium construction of the College World Series venue.

In 2023, Scott was appointed as an arbitrator within the Court of Arbitration of Sport (CAS), the international and Olympic sport dispute resolution organization. Scott has been an adjunct faculty member at both Indiana University McKinney School of Law and Indiana University Maurer School of Law. He is a member of the Indiana Sports Corporation Executive Committee and Board.

Scott graduated from the University of Notre Dame and received his J.D. from the Indiana University Maurer School of Law (Bloomington).

***Jennifer Rukstad, Executive Director, MO***

Dr. Jennifer Rukstad is the Executive Director of the Missouri State High School Activities Association (MSHSAA). In her fourth year in the role, she continues to lead MSHSAA after serving as a high school mathematics teacher, coach, athletic director, principal, and assistant superintendent in Columbia, Missouri. As a school administrator, Rukstad served on the MSHSAA Board of Directors and Appeals Committee, as well as the board of the Missouri Interscholastic Athletic Administrators Association. Before joining MSHSAA, she also served on the Sports Commission for the City of Columbia. She serves on the NFHS Middle School Committee, the NFHS Foundation Board, the NFHS Summer Meeting Advisory Committee and was part of the 2025 NFHS Strategic Planning Committee. Additionally, Rukstad is on the Board of Directors for Special Olympics of Missouri. Rukstad is a graduate of the University of Missouri with degrees in Secondary Mathematics Education, Mathematics Curriculum Leadership, and Educational Administration and Leadership. She and her husband Jeff have two children, Trevor and Hayden.



***Natalie Hoernschemeyer, Legal Counsel, MO***

Natalie Hoernschemeyer, with 25 years of legal experience, leads the Education Law Group at the Missouri-based law firm Mickes O'Toole, LLC. She provides comprehensive legal counsel to over 250 educational institutions throughout Missouri, covering a wide range of critical issues such as constitutional concerns, discrimination, student discipline, open records, FERPA, tenure law, and HR-related challenges, including Title VI, Title VII, FMLA, and ADA. Natalie regularly speaks on a number of topics including the prohibition of bullying, sexual harassment, child safety, and the identification and prevention of child abuse. She also counsels on Title IX compliance, providing extensive training and serving as a hearing officer and facilitator to ensure adherence to federal guidelines.



As legal counsel for the Missouri State High School Activities Association, Natalie plays a pivotal role in supporting the association's mission to provide fair and equitable school athletics and activities across its 723 member schools. Her expertise in education and sports law is crucial for navigating the complex legal landscape surrounding high school athletics and activities. Natalie is recognized as a SuperLawyer® in Education Law, a peer-reviewed honor that distinguishes the top 5% of lawyers in Missouri and Kansas for their professional achievements.

***Davis Whitfield, Chief Operating Officer, NFHS***

Davis Whitfield has been the NFHS Chief Operating Officer since July 1, 2015, after serving five years as commissioner of the North Carolina High School Athletic Association (NCHSAA). In his role, he oversees the NFHS Rules Review Committee, NFHS Foundation, Center for Officials Services, NFHS Network Holdings Company, June Scholastic Events, committee nominations process, and NFHS professional organizations.

Before joining the NFHS, Whitfield led the NCHSAA, implementing a five-year strategic plan, enhancing championship experiences, and directing the organization's 100th anniversary celebration. He previously spent 7½ years with the Atlantic Coast Conference, including 2½ years as associate commissioner. His earlier roles include positions in athletic administration at Wake Forest University and Campbell University.



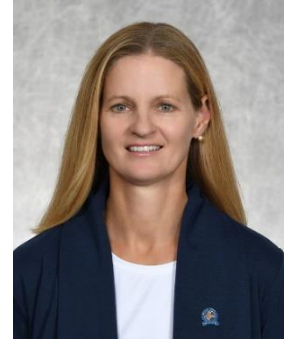
A former college baseball player, Whitfield attended East Carolina University before transferring to the University of North Carolina, Chapel Hill, where he earned a bachelor's degree in 1993 and a master's in sports administration in 1995.

## **Friday, April 10, 2026**

### ***Colleen Maguire, Executive Director, NJSIAA***

Colleen has served NJSIAA since June 2014 to the present. She started her NJSIAA career as the Director of Finance before becoming its 9<sup>th</sup>, and first female, Executive Director in June 2020.

Colleen is responsible for the financial and administrative operations, legislative affairs, strategic planning, student ambassador program and services provided to NJSIAA member schools. In addition, Colleen oversees the sports of football and wrestling. She currently serves as a board member of Special Olympics NJ. Colleen has also served as a board member of the NFHS Foundation.



Colleen graduated Suma Cum Laude from George Washington University in 1997, where she played basketball and was inducted into their Hall of Fame in 2008 and 2018. Colleen started her professional career at PriceWaterhouse Coopers in Washington, D.C. in 1997 and is a licensed CPA in the state of Maryland. While at PriceWaterhouse Coopers, Colleen provided audit services to companies primarily in the technology and not-for-profit industries. Colleen also worked as the Director of Finance and S.E.C. Reporting for Commerce Bank/TD Bank before joining NJSIAA.

### ***Steven Goodell, Legal Counsel, NJ***

Steve Goodell has been practicing law for 40 years. He is Of Counsel to the firm of Parker McCay, P.A. in Hamilton, New Jersey. Steve began his career as a prosecutor and trial team leader. He now serves as general counsel to the New Jersey State Interscholastic Athletic Association (NJSIAA), special counsel to the Diocese of Trenton, and attorney for municipalities in Central New Jersey. He is a court-appointed special hearing officer for affordable housing cases, president of the New Jersey Institute of Local Government Attorneys, and a member of the National Diocesan Attorneys Association. He is a graduate of Bucknell University and the University of Texas School of Law, and a frequent speaker on municipal and sports-law issues.



### ***Mark E. Byers, Executive Director, PA***

Mark has served PIAA since August 2, 1999 to the present. He was named PIAA ninth Executive Director on January 1, 2026. His responsibilities on a day-to-day basis include Bylaw interpretation, strategic planning, fiscal management, office operations, and legislative affairs.

Mark is a graduate of East Stroudsburg University for both his undergraduate (1997) and graduate degrees (2000). Mark lives in Landisburg, PA with his wife Wendy, and has two college aged children, son Zach and daughter Jordan.



***Michael Solomon, Legal Counsel, PA***

In addition to his role as PIAA Director of Legal Services, Michael maintains a law practice in "semi-retirement" with concentrations in real estate, estate planning, estate administration and business transactions. Out of his office in suburban Harrisburg, Michael serves clients throughout central Pennsylvania, sits on several not-for-profit boards and is an appointee to the Dauphin County Board of Assessment Appeals.



***Dana W. Chilson, Legal Counsel, PA***

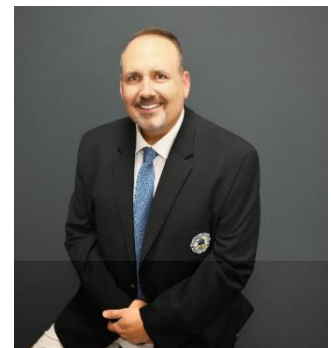
Dana is a member of McNeese Wallace & Nurick in Harrisburg, Pennsylvania, where she primarily handles complex commercial litigation matters in federal and state courts, and in particular concentrates on injunctions and shareholder disputes. She is the current chair of both the firm's injunction and insurance practice groups. Dana has been listed as a Pennsylvania Super Lawyer Rising Star since 2016, the Best Lawyers in America since 2019, and has been awarded the Legal Intelligencer Lawyer on the Fast Track and the YWCA Tribute to Women of Excellence.



Dana began representing PIAA in litigation matters in 2008 and has assisted on other matters since 2019. She is active in the Harrisburg community, and currently serves on the Executive Committee and Board of Directors for Girls on the Run Capital Region, the Board of Directors for the Pennsylvania Legal Aid Network, and has previously donated her time by sitting on committees for the American Cancer Society, United Way of the Capital Region, and the Leukemia and Lymphoma Society.

***Michael Krueger, ED.S., CMAA – Commissioner, CHSAA***

Michael Krueger serves as Commissioner of the Colorado High School Activities Association (CHSAA). Named to the role in 2022, Krueger is only the tenth Commissioner in the Association's 105 year history. As Commissioner, Krueger and his team provide administrative leadership and oversight for interscholastic athletics and activities across Colorado's 373 member high schools, serving more than 210,000 student participants annually.



Active at both the state and national levels, Krueger's career spans more than 34 years in public education, where he has served as an administrator, athletic and activities director, counselor, teacher, and coach. Prior to joining CHSAA, he served as Senior Director of Education for USA Football, a member organization of the U.S. Olympic and Paralympic Committee. In that role, his team led the evolution and design of the Football Development Model (FDM), which is grounded in long term athlete development principles and aligned with the U.S. Olympic and Paralympic Committee's American Development Model.

Krueger serves on the Board of Directors for Project Play Colorado and Special Olympics Colorado and is a member of the National Teaching Faculty for the National Interscholastic Athletic Administrators Association (NIAAA). A Colorado native, he has received numerous honors for his work, including the NIAAA Award of Merit and the National Federation of State High School Associations (NFHS) Citation Award.

***Sam Jones-Rogers, Legal Counsel, CO***

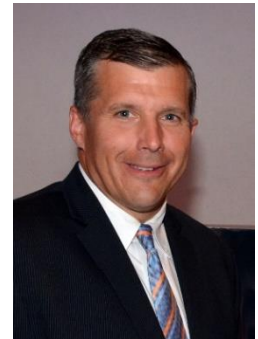
Sam Jones-Rogers represents school districts as part of Caplan & Earnest’s Education Law practice. Previously, Sam worked as a director of legal services and a staff attorney for the Colorado Association of School Boards (CASB), where she served as a resource for member school boards seeking assistance on general legal and policy matters.



Sam also previously worked as a law clerk for a Texas-based firm, where she provided support around employment law, student rights, student disciplinary issues, school safety, governance, special education services, and various other education-related matters. Additionally, Sam served as a law clerk for both the University of Colorado – System Office of University Counsel, and the University of Texas System – Office of General Counsel. Sam started her career as a guardian ad litem in Denver, representing and advocating for children’s best interests in dependency, neglect and truancy cases.

***Mark Uyl, Executive Director, MI***

Mark Uyl was named Executive Director of the Michigan High School Athletic Association in May 2018, becoming the association’s fifth full-time director. He first joined the MHSAA staff as an Assistant Director in January 2004.



is a 1996 graduate (BA) of Calvin College (NCAA Division III), where he was a four-year starter in baseball, serving as a team captain and earning all-conference honors on two occasions. He received a Master’s Degree (MA) from Grand Valley State University.

He is a former high school teacher, coach and athletic director having served at both Caledonia and Middleville-Thornapple Kellogg High Schools in the Grand Rapids area.

He served as a NCAA Division I baseball umpire for 22 seasons primarily in the Big Ten Conference. He has umpired ten NCAA Division I Baseball Regionals, five Super Regionals and the 2014 and 2017 College World Series in Omaha, serving as the crew chief in 2017. Mark also umpired the 2007 Pan American Games played in Rio de Janeiro, Brazil.

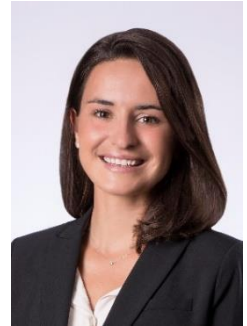
***Scott Eldridge, Legal Counsel, MI***

Scott Eldridge is a Senior Principal and Managing Director at Miller Canfield, PLC in Lansing, Michigan, where he also leads the firm’s Higher Education Practice. A graduate of Wake Forest University School of Law (J.D. 2003) and Alma College (B.A. 2000), Scott represents colleges, universities, public bodies, private associations, and commercial enterprises in federal and state courts and administrative tribunals. His representation of the MHSAA has spanned over 17 years. Scott and his family reside in East Lansing, Michigan.



***Ashley Higginson, Legal Counsel, MI***

Ashley Higginson's practice focuses on employment and labor issues, counseling, and litigation. She has a particular focus in counseling higher education, K-12 and other public educational clients, including related to Title IX, FOIA, the Open Meetings Act, FERPA, and other day-to-day issues.



***Tom Keating, Executive Director, IA***

Tom Keating is in his seventh year of service as Executive Director of the Iowa High School Athletic Association. Tom served on the IHSAA Board of Control from 2009-2018. Tom served as a member of the National Federation of High Schools Board of Directors 2021-24 and served as its president during the 2023-24 fiscal year. He also serves on the Simpson College Board of Directors.

In 2018, Tom was named the first president of Xavier High School in Cedar Rapids where he also served as principal for 14 years. The National Catholic Education Association named Tom “National Educator of the Year” in 2010.



Prior to his work at Xavier, he taught, coached, and served as Activities Director at Wahlert Catholic High School in Dubuque. Tom’s volleyball teams at Wahlert Catholic High School won 11 state championships. He was named National Volleyball Coach of the Year twice – in 2004 and 2005. He has been inducted into the Iowa Volleyball Coaches Hall of Fame and the National Association of Athletic Coaches Hall of Fame.

Tom is a native of Philadelphia, PA. He and his wife Jodi have three adult sons, Kevin, Tim (Megan), and Ryan, and a grandson, Kobe. He earned his B.A. in Psychology at Simpson College and his M.A. in Education Administration from Loras College.

***Brian Humke, Legal Counsel, IA***

Brian is a shareholder in the litigation department of Nyemaster Goode, P.C. He is the chairperson of Nyemaster Goode’s technology committee. Brian is rated AV Preeminent by Martindale Hubbell and is a Fellow of the Iowa Academy of Trial Lawyers. His practice areas include litigation, personal injury and tort defense, family law, and higher education/Title IX law. For over thirteen years, Brian has proudly served as General Counsel to the Iowa High School Athletic Association and Iowa High School Music Association. He represents both associations in administrative and civil litigation as well as corporate matters.



***Heath Harmon, Executive Director, AL***

Harmon is entering his twenty-ninth year in education and his second year as Executive Director of the Alabama High School Athletic Association. His wife, Holley, serves in the role of Educational Specialist with the Alabama State Department of Education. They have two children. Their daughter, Halaya, is a graduate of Auburn University and is a nurse in Birmingham. Their son, Hudson, is a junior at Jacksonville State University.



Mr. Harmon earned a BS degree in Secondary Education with a concentration in English and history from Jacksonville State University in 1997 and was a member of the 1992 Division II National Championship football team. He earned a Master's degree in English education in 2000, a Master's degree in Education Leadership in 2007, and an EdS degree in Education Leadership from the University of Alabama in 2022. He has recently completed all coursework for his doctorate degree from the University of Alabama and is currently working on his dissertation.

Mr. Harmon is committed to serving the needs of member schools in conducting their interscholastic athletic programs and assisting them in reaching the educational objectives as established by their school systems.

***Mark Bain, Legal Counsel, AL***

Mark has practiced general civil litigation in Alabama since 1996 and has been involved with the Alabama High School Athletic Association since 2001. He graduated from the University of Alabama School of Law in 1996, and also received his undergraduate degree from U of A. He and his wife reside in Montgomery, Alabama.



***Julian Tackett, Commissioner, KY***

The Commissioner of the KHSAA since 2010, Lexington native Julian Tackett, is now in his 40<sup>th</sup> year with the organization. He is a long-serving member of the NFHS Football Rules Committee, a former chair of that committee and served terms on the NFHS Baseball and Basketball Rules Committees. He has also been involved on various NFHS Committees, Task Forces and panels.

In addition to serving as the CEO of the KHSAA, he continues to administer basketball championships and football, a role he previously performed in baseball, cross country, track and field and wrestling for that office. He has served on the KMA Sports Medicine Committee for more than 35 years and is nationally recognized for his technology work to help those in the state association business. He graduated from Transylvania and earned his MBA from Kentucky.



***Chad Collins, Legal Counsel, KY***

Chad has been with the Kentucky High School Athletic Association as In-House General Counsel since 2010. His previous experience includes practice in civil litigation, doing insurance defense, veterinary malpractice, and premises liability. Chad also worked at the Kentucky General Assembly as a staff attorney for legislative committees dealing with administrative law and legislative matters.



Chad's primary areas of responsibilities at the KHSAA include by-law compliance, administrative hearings, litigation, insurance, contracts, and Title IX compliance. He is also the Primary Contact for Soccer and serves the Soccer Rules Interpreter in Kentucky. Chad has also served on the NFHS Soccer Rules Committee as Chairman on the Committee and most recently as the Historian.

Chad is a veteran of the United States Air Force and a graduate of the University of North Dakota and William Mitchell College of Law. Before attending law school, Chad worked in the Athletic Department at the University of North Dakota. He is still an active soccer official with over 25 years of service who now works primarily at the professional and collegiate levels as a National Referee. He also serves as the State Referee Administrator for US Soccer.

Chad is married (Heather) and has three children (Hadley, John, and Leah) who attend school in Fayette County Public Schools where they are all a part of the School for Creative and Performing Arts (SCAPA).

***Ricky Neaves, Executive Director, MS***

Mr. Rickey Neaves is serving as the seventh Executive Director of the Mississippi High School Activities Association. He started this position on January 1, 2021. Currently, he serves on the NFHS Foundation Board.



Previously, Mr. Neaves had joined the MHSAA in 2011 serving as Associate Director of Athletics. His duties during this time included eligibility rulings for MHSAA sports and officiating. He was the director over the following sports: baseball, basketball, powerlifting, soccer, tennis, volleyball, golf, and football. During that time he served on the NFHS Middle School Advisory Committee and NFHS Football Committee. Before coming on staff with the MHSAA, Mr. Neaves served as a member of the MHSAA Executive Committee for eight years.

Mr. Neaves has 32 years in education, including fifteen years as a principal and superintendent with Booneville Public Schools. Before that he worked 17 years as a teacher, coach, athletic director and assistant principal for Lee County Schools.

Mr. Neaves graduated from Saltillo High School before earning his Bachelor's of Science degree in Health, Physical Education and Recreation from Delta State University. He earned his Master's of Arts degrees in Physical Education (Mississippi State University) and Administration (University of Mississippi).

***Jim Keith, Legal Counsel, MS***

James “Jim” Keith has been practicing law since 1982. He joined Adams and Reese in 1996 and practices in the areas of employment, education and administrative law. A focused aspect of his practice involves the representation of educational entities, including school districts, community colleges and universities. He has contributed to the expansion of the Education practice across the firm.



Mr. Keith presents in Mississippi and nationwide on issues involving the education of students with disabilities and other education topics. He has authored several special education articles and has contributed to national publications involving the education of students with disabilities. He advises universities and colleges on issues involving student rights. He is a former chair of the National Council of School Attorneys.

In 2006, Mr. Keith was awarded the Mississippi Association of School Administrators 2006 “Friend of Education” Award in appreciation of his dedicated support of public education. In 2008, he received the Mississippi School Boards Association “Friend of Education” recognition for his work representing school districts throughout the State of Mississippi in State and Federal courts. This included employee matters, student issues, board/administration interaction and education of students with disabilities.

Mr. Keith is a Mississippi Bar Foundation Fellow. He holds a degree in electrical engineering from Mississippi State University in 1971, and a law degree from the University of Mississippi in 1982. In his free time, he enjoys hiking, whitewater rafting and most outdoor activities.

***Erich Martens, Executive Director, MN***

Before taking over as the 7<sup>th</sup> Executive Director of the Minnesota High School League, Martens served as the principal at Sauk Rapids-Rice High School since 2004. Previously, he was the principal at Sauk Centre High School from 1999-2004. He began his career in education in 1988 as a mathematics instructor and coach with positions at Sauk Rapids-Rice High School, Cosmos High School and Mitchell (SD) Middle School.



A graduate of St. John’s University in Collegeville, Minn., Martens has held numerous leadership roles, dating to 2005. He has served as president of the MSHSL’s Board of Directors during the 2015-2016 school year and has had leadership roles with the Minnesota Association of Secondary School Principals.

***Kevin Beck, Legal Counsel, MN***

Kevin serves as general counsel for several labor unions and non-profit corporations. In that role, he drafts and interprets contracts and advises on statutory and regulatory compliance at the federal, state, and local levels. Kevin represents corporate clients in court and administrative proceedings, and has managed a variety of civil litigation files, both plaintiff and defense, from drafting pleadings to discovery and motion work, through verdict and appeals. He has defended the MSHSL in numerous lawsuits, including transfer eligibility issues, contest ejection, Title IX/equal protection claims, membership disputes, and a bevy of Covid-19 related lawsuits. Kevin also advises labor unions on collective-bargaining rights and obligations, processing grievances, unfair labor practices, representation petitions, and everything in between. Kevin provides training on union member rights under state and federal law, has drafted legislation to reinforce public employees’ rights in employment, and has testified at the state legislature.



**Bill Faflick, Executive Director, KS**

Bill Faflick is serving as the 7<sup>th</sup> Executive Director of the Kansas State High School Activities Association, after a 32-year career in the Wichita Public Schools. During that tenure, he served six years as Assistant Superintendent of Secondary Schools with direct oversight for ten high schools, fifteen middle schools, and three K-8's. Prior to that, he served twelve years as Director of Athletics for the school district. He also taught math for fourteen years at Wichita Southeast High, his alma mater. During his time at Southeast, Faflick was the cross country and track coach, served as athletic director, and sponsor for many student activities including FCA, NHS, and SADD.



Faflick graduated from Kansas University with a B.S. in Secondary Education, Mathematics and completed a Master's Degree from Wichita State University in Secondary School Counseling and School Psychology. Additionally, he earned Masters in School Leadership and another in District Leadership from Wichita State. Faflick and his wife Diann, currently serving as a Gifted Facilitator and Teacher at Washburn Rural High School, are parents of four children (Hope, Jacob, Nathaniel, and Abigail). Mr. Faflick and his family have been extensively involved in their schools, community and church while residing in Wichita and in their new home of Topeka.

**Bob Colgate, Director of Sports and Sports Medicine, NFHS**

Bob is the Director of Sports and Sports Medicine with the National Federation of State High School Associations (NFHS). He has been a member of the NFHS staff since July 2006, after serving six years on the Nebraska School Activities Association (NSAA) staff as an Assistant Director. Bob's responsibilities with the NFHS include serving as the staff liaison for Sports Medicine, Football and Flag Football.



**Paul Neidig, Commissioner, IN**

Paul Neidig commenced his tenure as the ninth Commissioner of the Indiana High School Athletic Association on August 1, 2020. Before this appointment, he served as Assistant Commissioner from 2017, overseeing the sports of cross country, boys basketball, track and field, and unified track and field.

Prior to joining the Association office, Mr. Neidig had a distinguished 31-year career with the Evansville Vanderburgh School Corporation, where he held the positions of Chief of Staff and Director of Athletics.

He was an active member of the IHSAA Board of Directors from 2004 to 2017 and chaired the Executive Committee three times during the periods of 2006-07, 2009-10, and 2015-16.

Mr. Neidig holds a Bachelor of Science degree in Technology Education from Eastern Illinois University, obtained in 1985, where he also played basketball for four years. A native of Poseyville, he graduated from North Posey High School in 1981.

Mr. Neidig and his wife, Jean, are proud parents of three adult children: Ashley (Charlie Grimes), Chris (Hanna Neidig), and Kyle (Erin Neidig). They are also blessed with four grandchildren.





**Board of Directors Meeting  
Indianapolis, Indiana**

**April 8, 2026**

**AGENDA**

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All NFHS Board of Directors Meetings are open to membership, including all state association staff and Board of Directors Representatives.

The NFHS Board of Directors will hold a working dinner meeting at the Marriott Indianapolis Downtown on Tuesday, April 7, 2026, from 6:00 to 7:30 p.m. in the Kentucky Room.

The Board meeting on Wednesday, April 8, 2026, will also be held in the Kentucky Room at the Marriott Indianapolis. We will begin with breakfast at 8:00 a.m. with the meeting commencing at 8:30 a.m., lunch at 12:00, and adjournment at approximately 4:00 p.m. The Board will meet in the Lobby at 5:15 p.m. to walk to dinner.

Dress is casual for the evening meeting on April 7<sup>th</sup>. Dress will be the NFHS Blazer for the meeting on April 8<sup>th</sup>.

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**Salute to Flag – Jennifer Kubista**

**Reflection Period – Doug Ute**

1. Board

Section Reports

**EXECUTIVE SESSION**

2. John Black

NFHS Legal Counsel Report

**ACTION ITEMS**

3. Ron Nocetti

Approval of Minutes - BOD Meeting held Jan 3, 2026

4. JoAnne Bennett

Financial Report

5. Davis Whitfield

Committee Items  
Hall of Fame Screening Committee  
Middle School Committee – NIAAA Rep



**Board of Directors Meeting  
Indianapolis, Indiana**

**April 8, 2026**

**AGENDA**

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**DISCUSSION ITEMS** (may be considered for action)

- |                                     |   |
|-------------------------------------|---|
| 6. Elliot Hopkins / Davis Whitfield | Student Services Committee                          |
| 7. James Szafranski                 | Investment Report                                   |
| 8. Ron Nocetti / Davis Whitfield    | Position Statement in Defense of State Associations |
| 9. Davis Whitfield                  | NFHS Board Priorities – 2025-26                     |
| 10. Ron Nocetti / Davis Whitfield   | NFHS Strategic Plan – 2025-29                       |
| 11. Davis Whitfield                 | Technology Update                                   |
| 12. JoAnne Bennett                  | Budget – Initial Distribution                       |
| 13. Davis Whitfield                 | Chief Operating Officer’s Report                    |
| 14. Mautrice Meriweather            | Chief Talent Officer’s Report                       |
| 15. Mark Koski                      | Chief Marketing Officer’s Report                    |
| 16. Ron Nocetti                     | President-Elect Candidate Declaration               |
| 17. Ron Nocetti                     | For the Good of the Order                           |

**Written Reports:**

- NSLS Update
- NSAC Selection Update