

## CENTRAL BUCKS SCHOOL DISTRICT

### Athletics Compensation Committee Minutes January 7, 2019

#### Committee Members

Dr. Abram Lucabaugh, Asst. Superintendent  
Andrea DiDio-Hauber, Human Resources Director  
Danielle Turner, District Athletic Director  
Tom Kane, CB East  
Kyle Dennis, CB East  
Beth Mattern, CB South  
Tom Hetrick, CB South

Kiki Bell, CB West  
Adam Sherman, CB West  
Katie Marttila, Lenape MS  
Brad Cochran, Holicong MS  
Kevin Schmidt, Tamanend MS  
Greg Trimbур, Tohickon MS  
Kerri Monk, Unami MS

The meeting was called to order at 6:10 p.m.

#### PUBLIC COMMENT

There was no public comment.

#### DISCUSSION ITEMS

- Dr. Lucabaugh recapped the previous meeting, noting that Committee members were asked to prepare their recommendations based on information provided to them by District Athletic Director Danielle Turner. Recommendations regarding a point system, safety and security, and longevity were expected to be discussed this evening.
- Ms. Turner reviewed the District proposals she provided the Committee members, including stipend positions being made permanent positions, an increase in positions for supervision concerns, and a revamping of the cheerleading program. District recommendations included an EDR value of \$320.
- Discussion was held regarding the value of a 3-EDR position. The District proposal included a 3-EDR position added for supervision concerns. Committee members expressed the point of view that a position that paid 3 EDRs was not sufficient compensation for the work expected. Ms. Turner indicated the 3-EDR position was intended to offer some supervision assistance where needed. The Committee recommended that the head coach divide a set number of EDRs between assistant positions to meet the expected responsibilities for each assistant. Ms. Turner reiterated that the District would set a minimum number of assistant positions (per each sport) that the head coach would need to meet. She gave the example of a JV soccer coach that needs assistance with supervision while coaching a game. The District proposal for a minimum number of coaches was intended to meet that need.
- Some Committee members expressed the opinion that no Varsity assistant coach should make less money than a JV head coach, noting that the Varsity season was twice as long and required more time commitment and more responsibility over a longer season. Ms. Turner asked for comment from the middle school coaches on the Committee, they expressed the opinion that it depended on the sport – head coaches at the middle school level certainly spend a significant amount of time fulfilling their responsibilities. The Committee noted that the proposal they

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brought forward took in to consideration the amount of time middle school coaches work, and that the recommendations for compensation were fair.

- Ms. Turner noted that Committee proposal eliminated the District recommendation for a dedicated strength and conditioning coach. District expectation is that those EDRs be added back to the recommendation. The District considers having a dedicated lifting coach a safety issue for football players. Four years ago, football coaches were asked to donate their camp money back to the district to pay for the strength and conditioning coach. The District supplemented that money with an additional \$3,000. The District proposal includes a 20 EDR position for football at each high school to make the strength and conditioning coach a permanent part of the program. Those EDRs cannot be split. The Committee asked about the possibility of getting a strength and conditioning coach for all sports. Ms. Turner noted that feedback from CB coaches indicated there was not an overall need, most coaches stated they were happy with the program they were already providing. Strength and conditioning coaches are also very expensive, and their availability is limited.
- The Committee is recommending that no head coach make less than 15 EDRs. Their recommendation that high school assistant coaches make more money than middle school head coaches was made to encourage coaches to work at the high school level – as it stands now, coaches can make comparable money coaching at the middle school level for less work. Discussion was held regarding the rationale for the number of EDRs per sport recommended by the Committee and the District.
- Ratios used to establish stipend positions were discussed. The number of students participating in a program determined how many stipends each program received.
- Ms. Turned stated that the Committee proposal included a large increase in both points per program (at the high school level) and EDR value. The District was concerned with the 27% increase in points, and the 9.5% increase in pay. Ms. DiDio-Hauber noted that an increase that size would be very difficult to present to the School Board. The Committee remarked that it had been a long time since the Athletic program received any significant increase, Ms. DiDio-Hauber reminded the Committee that past circumstances cannot be addressed all in one year. Her goal is to address the situation and to move the program forward from this point. She expressed that an increase of 244 points at the high school level as well as an increase in the value of an EDR (a total increase of \$500,000) was not something that would be considered by the School Board.
- Ms. DiDio-Hauber stated that the School Board's attention would be focused first on the total increased costs for the program, not on the details of why the costs may be necessary. The Committee remarked that other districts are still compensating coaches from booster clubs, etc. – a practice that CB does not allow. They expressed concern that CB cannot compete for coaches due to the discrepancy in compensation. The Committee is concerned that lack of coaches presents a safety issue, and asked if that would be something the Board would consider when reviewing a proposal for an increase in compensation for the program. Ms. DiDio-Hauber expressed her intention to present the safety issues to the Board.

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- Discussion was held regarding how to get the program to the level the Committee is recommending, presenting a proposal that reaches those goals over time, rather than all at once. Ms. DiDio-Hauber noted that a plan detailing set increases over time would be a presentation the Board would appreciate.
- After conferring with Ms. DiDio-Hauber and Dr. Lucabaugh, Ms. Turner stated the District would be able to recommend to the Board their proposed increased number of points, at an initial rate of \$320 per EDR. She asked that the Committee reconvene and make a recommendation for rate increases over time. Ms. DiDio-Hauber reiterated that an immediate increase in both points and EDR value would not be something that she could present to the Board with any success. She reassured the Committee that her commitment was to move the program forward, and that while the coaching staff could never be properly compensated for all their efforts, she wants to be sure the process moves in that direction. Middle School coaches on the Committee noted that they could get behind a proposal that increased EDR value over time. Ms. DiDio-Hauber asked the Committee to update their proposal, keeping in mind the parameters discussed tonight, and present it at the next meeting. The Committee asked that Ms. DiDio-Hauber at least present their initial recommendation to the School Board – she assured the Committee she would.
- The Committee recommends that a standing committee be formed to review the athletic program on a yearly basis.
- The Committee would like to return to the practice of awarding longevity points to the coaching staff. Discussion was held regarding proposals for awarding longevity, including an increase in points for two years of service recommended by the Committee. Ms. Turner noted that teachers do not achieve tenure until they work for three years, and she felt the same parameters should be considered for awarding longevity. The Committee recommends that longevity not be lost when a coach changes levels. Longevity positively impacts the retention of coaches. Ms. DiDio-Hauber cautioned the Committee to consider whether longevity should be a part of an initial proposal, or should be included in forthcoming years. The Committee noted that if the proposal was for longevity to be awarded after two years of service, there would be no financial impact in the first year – it would not occur until after year two of the new agreement.

Ms. DiDio-Hauber will have an initial conversation with the Board regarding longevity at an upcoming Executive Session.

**Adjournment:** Meeting adjourned at 7:40

**Next Meeting:** February 4, 2019 at 6 p.m. at the Administration Center