

CENTRAL BUCKS SCHOOL DISTRICT

Athletics Compensation Committee Minutes October 23, 2018

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 Trimbur, Tohickon MS
Kerri Monk, Unami MS

The meeting was called to order at 6:00 p.m.

PUBLIC COMMENT

There was no public comment.

Dr. Lucabaugh gave an overview of the purpose and structure of the Committee. He noted that EDR compensation for athletics is no longer a part of the CBEA contract, which provides the opportunity to restructure the compensation process. He remarked about the time commitment, dedication and hard work involved in coaching CB student athletes. The purpose of this initial meeting is to receive feedback from the coaching staff on aspects of the compensation process that need to be addressed in the Committee's recommendation to the Board. Dr. Lucabaugh asked that Committee members act as liaisons to their buildings, providing information from the Committee discussions to the other coaching staff members. Ms. DiDio-Hauber noted that minutes from the meeting will be posted online, and Committee members can also direct other coaching staff to view the minutes on the CBSD website.

INFORMATION/DISCUSSION/ACTION ITEMS

Meeting Dates/Completion Goal Date: The Committee will meet every other month, the next meeting will be held December 4, 2018. A more defined agenda can be set at that meeting, based on information gathered at this initial meeting. The Committee would then meet on February 5, 2019. If a recommendation was ready at that time, the Committee would present the recommendation at the March 12, 2019 Board meeting. Ms. DiDio-Hauber noted that presentation at the March 12 Board meeting would be optimal to meet the budget information deadline for the 2019-2020 school year. If additional Committee meetings are necessary to meet the March timeline, they can be scheduled.

Coaching Salaries/Number of Coaches on Staff; Extended Season; Longevity; Coaching Recruitment:

Ms. Turner noted that data had been collected from over 15 neighboring school districts and that data will be combined in a document that can be reviewed by the Committee. Balance and equality for all CB sports is a goal for the Committee. Stipend pay at the high school level will also need to be reviewed. Ms. Turner commented that CB is one of the few districts that offer extended season compensation, which works as a positive for the program. Discussion about longevity and coaching recruitment will be important components of the meeting.

Discussion items:

- It was noted that the way coaches are compensated has changed over the years. Booster Clubs used to play a bigger part in the process, and since that contribution is no longer allowed there has not been an adjustment to make up for the loss of contribution.

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- EDRs were increased in 1988, then again last year – but have not kept up with inflation.
- The scope and sequence of coaching responsibilities have increased significantly. Off-season training, online training requirements and team management responsibilities have increased while salaries have not.
- Coaches have a difficult time finding assistant coaches that will take on the required responsibilities at the compensation level offered. Coaches are choosing to work in neighboring districts rather than CB because the compensation levels are higher, which makes it challenging to acquire highly-skilled coaches to support CB teams.
- The flexibility to split EDRs is considered a positive. Keeping part-time coaches who are familiar with the program and the students is important to the program. The ability to split EDRs allows for changes in availability while keeping experienced coaches on staff.
- Increase in student involvement directly affects the number of coaches required per sport. The example was given that years ago an assistant coach position was valued at 12 EDRs. As the need for assistant coaches increased, the EDRs were feathered over the number of coaches rather than each assistant receiving 12. As responsibilities and time commitments increased, the compensation did not match the expectations required. Stipend pay helps to bridge the gap, however coaches are not being appropriately compensated for the level of commitment the district is requiring.
- EDRs and the number of coaches required per sport has not been a topic during contract negotiation. It was noted that the topic became a leverage piece dropped in order to move forward with the negotiation process.
- At the middle school level, the lack of EDRs creates difficulty getting the assistance needed to monitor increasing levels of student participation.
- The loss of longevity when a coach leaves a program makes it harder to attract those coaches back once their availability changes (i.e. when a coach leaves because of time commitments to a new family and wants to return once those time commitments have decreased). It was noted that another district uses a scale to determine compensation – years of participation in the district’s program and years of overall coaching experience. Other districts enable a returning coach to maintain longevity even after an absence of several years. Longevity also incentivizes new coaches to stay with a program.
- Experienced coaches are better able to handle all aspects of managing a team, including the parent/student/sport interaction. Any incentive that can be given to hold on to experienced coaching staff (longevity, higher compensation) increases the strength of the program offered to CB students.
- Ms. DiDio-Hauber noted that this first meeting was an opportunity to express some pent-up observations and concerns in a forum where the staff would be heard, and actions would be taken by the District to resolve as many issues as possible. These meetings will be important to determine the details on how those issues/concerns can be best addressed.
- Consideration can be given to changing the EDR compensation process to a flat rate per sport compensation package. Details on how surrounding districts compensate their athletic programs will be compiled and submitted to Committee members for review. Those details will help in the determination of the best compensation program for CB.
- Comment was made that the recently approved 20% increase in value of an EDR and additional EDRs approved per sport were used by many coaches to hire additional staff, resulting in no salary increase at all for the coach.

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- Ms. Turner noted that the recent increase in EDR value was limited by the fact that those EDRs were tied to programs other than athletics. Now that the athletic EDRs are no longer part of the teacher's contract, the opportunity exists to better address compensation needs. She indicated that in her review of the programs at other districts, she liked the model that required a minimum number of coaches per sport and were then given a lump sum to be distributed as the head coach determined. That model ensures the coverage required and enables the head coach to have the flexibility to compensate as they feel best fits their program.
- Committee members were encouraged to speak to coaches in other districts and share feedback on the positive and negative aspects of other programs. All districts are having trouble hiring coaching staff.
- Discussion was held regarding the extended time coaches are dedicating to their sport – it is not the three months of the actual season, but can be 9-10 months of preparation, practice and planning involved in a successful program. It was noted that other districts offer a stipend to coaches for off-season work. Ms. Turner indicated that establishing expectations for head coaches and making sure the salary reflects those expectations would resolve the issue of the time spent beyond the actual season requirements. Ms. DiDio-Hauber stated that updated job descriptions will be helpful in the process.
- Middle School coaches are encouraging the assignment of an athletic trainer at the middle school level. Safety issues are a very big concern. Ms. Turner noted the ATI contract is up this year and she is hopeful the RFP for a new contract can be written to include additional trainers for the middle school level.

Information will be sent to Committee members for their review and distribution to other coaching staff within their building. That information will include updated job descriptions, data on compensation practices in other districts (District 1), and possibly language on extended season and longevity. Feedback will then be discussed at the next meeting. Any information committee members have can be sent to Ms. DiDio-Hauber for inclusion in the data.

Adjournment: The meeting was adjourned at 6:53 p.m.

Next Meeting: December 4, 2018