

Athletics Compensation Committee Minutes  
December 4, 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 Trimbур, Tohickon MS  
Kerri Monk, Unami MS

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

**PUBLIC COMMENT**

There was no public comment.

**INFORMATION/DISCUSSION/ACTION ITEMS**

**Review of High School and Middle School Salary Comparison:** Ms. Turner thanked the Committee members for gathering data for the salary comparison. She noted the type of data varied, making the comparison sheet a complicated summary. She asked the Committee for feedback on the information and what it represented to them.

**Discussion Items:**

- Committee members asked for clarification of the process – would they be providing feedback and then Administration would create the plan, or would the Committee be collaborating to create a plan. Ms. DiDio-Hauber remarked that it would be a blend of both scenarios. One objective was to look at the salary data and determine where CB fell on the pay scale. Another was to ensure that pay rates were equitable across sports. She noted that this type of review had not been done in a long time and would be a huge undertaking. The Committee would be providing a recommendation for the best course of action, not only for the immediate future but for an extended period. She hoped for a plan that would include recommendations to address some items immediately, and a schedule to address others on a year-by-year basis.
- Discussion was held regarding the additional types of compensation other districts receive, i.e. booster club support, camp money, etc. Those additional monies are not reflected in the comparison chart, making a true comparison difficult. Ms. DiDio-Hauber remarked that Ms. Turner would be able to gather some details regarding additional compensation by discussing the situation with ADs from the other districts. It would be difficult to factor in the additional compensation if CB doesn't have an accurate idea of what the totals might be. Ms. Turner remarked that the CB stipend salary compensation of \$150,000 is not reflected in the comparison chart. Ms. DiDio-Hauber noted that there had been an increase in EDR rate, as well as the addition of the stipend salary compensation, within the last couple of years. She hoped that any recommendation from this Committee would be made with the understanding that it was a continuation of the effort already made by the Board to move the process forward.

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- Using the comparison chart, CB coaching salaries appear to be good for most sports. Some sports like cheerleading seem seriously undercompensated. A recommendation was made that a committee meet each summer to review the distribution of EDRs.
- Committee members asked for specific direction on what items they should be reviewing – would it be longevity, EDR worth, a “point” system? Ms. Turned offered the idea that coaches would be given a set amount of money. The coach would be responsible for splitting that money as they felt best among the District-recommended minimum number of coaching staffs. Stipend positions would then be rolled into the program. Ms. DiDio-Hauber asked what two items would be most immediately important to the group. Total compensation, retention of coaches, EDR vs Points system, longevity vs. a set scheduled cost-of-living increase, future growth, and the need for increased coaching staffs were discussed.
- As a starting point, the Committee could take the district budget for coaching staff (approximately \$1,350,000 per Mr. Matyas, Business Administrator) and determine how much money would be awarded to each sport. Items to keep in mind: number of coaches (parameters provided by the district), value of “EDR” with annual increase, “EDRs” per team and extended season responsibilities – each school to receive identical awards. Coaches would have the ability to “split” positions. Specific needs for middle school programs were discussed, especially addressing inconsistencies between middle school programs and adding a stronger structure to the program.
- Ms. DiDio-Hauber asked if there should be a OneNote created for sharing of ideas between committee meetings. It would provide an opportunity to move forward in the process, keeping in mind the time limit for making a recommendation. Ms. DiDio-Hauber noted that a recommendation must be made by February for inclusion in the budget for the 2019-2020 school year. Dr. Lucabaugh proposed that the collaborative document be as detailed as possible, with the Committee making sure their specific needs were being addressed. He encouraged the Committee to strive for a recommendation that will keep the district competitive in the area over an extended time, rather than a large immediate change. Ms. DiDio-Hauber and Dr. Lucabaugh remarked that the Board would certainly appreciate a well-thought out comprehensive plan for the next several years.
- Ms. Turner will create a collaborative document for the Committee to review, comment, and add recommendations to. Committee members will get together before the next scheduled meeting to discuss those items. It was decided that the recommendation would be to move from an EDR system to a Point system, separating the Athletics compensation from the contract.

**Adjournment:** Meeting adjourned at 6:51 p.m.

**Next Meeting:** January 7, 2019 at 6 p.m.