



ATHLETIC COMMITTEE MEETING MINUTES

August 28, 2013

Central Office

7:00 p.m.

BOARD MEMBERS IN ATTENDANCE:

Ed Strumello, Chairman
Kristen Harmeling
Jay Hatfield
Peter Kubik
Yashu Putorti
Lee-Ann Dauerty, Board Clerk

OTHERS IN ATTENDANCE:

Christine Syriac, Superintendent of Schools
Rick Belden, Asst. Superintendent, Finance & Oper.
Glenn Lungarini, Principal, SHS
Ed Rostowsky, Athletic Director, SHS

I. CALL TO ORDER

A. Salute to the Flag

Mr. Strumello called the meeting to order at 7:06 p.m. Mr. Strumello explained to the attendees of this meeting that the agenda is set and items cannot be added.

II. REPORTS AND INFORMATION

A. Recognitions

1. Hiring of Coaches – Procedures

Mr. Strumello asked Mrs. Syriac to explain the hiring procedure of coaches. Mrs. Syriac said when a position becomes open it needs to be posted for a period of two weeks (this is part of the teachers' contract). Teachers have first right to any coaching job that is open. Only after no teacher applies is the job opened up to external candidates. The principal and athletic director will screen the applicants and conduct interviews. All applicants must complete the online application and submit a letter of intent, a resume, three current letters of recommendation which must be signed and dated, and copies of coaching certifications. The chosen candidate will be recommended to the Superintendent by the completion of the Administrators Recommendation form and by recommending the hire in Applitrack. The Superintendent will approve/deny the recommendation. If approved, the recommended candidate is then presented to the board for their information for internal candidates and for their approval for external candidates. Mr. Hatfield asked if this is true of all applicants including those who already coach for us in another position. Mrs. Syriac confirmed that all coaching candidates must go through the same procedure. Mr. Hatfield commented that it can be a tedious process and Mrs. Syriac agreed but pointed out that each time it should be a little easier since all of their information will be stored in Applitrack and it will simply be a matter of updating it. Mr. Hatfield asked what the thought process was for following this procedure.

Mrs. Syriac responded that it is the same process that is followed when there is any staff opening. In addition, we follow this procedure because Board of Education expectations; what paperwork they would like to see. Mr. Hatfield noted that he has heard complaints from coaches who have asked why they need to go through the process again. Mr. Hatfield then asked about split positions. Mrs. Syriac explained that a split position can only happen with approval from the bargaining unit. When there is a split position and one of those coaches leave, the position become whole again and must be posted as a whole position unless approval is obtained again to split the position. The person who is the other "half" of the position does not automatically get the job when the other coach leaves. They must apply for the position and if they are not a teacher, there is a chance that they could lose the position if a teacher expresses interest in the position. She stressed this is part of the bargaining unit and appendix e positions (sports and non-sports) must go to union members first. Mr. Strumello asked how this can happen if they are a good split coach and get good reviews. Mrs. Syriac said it is part of the contract and she confirmed it with the board attorney. Mr. Hatfield asked if this was unique to our union and Mrs. Syriac said she would have no way of knowing that. Mr. Hatfield said he thought it would be good information to know. Mr. Lungarini said it is the same in Oxford. Mr. Kubik asked if someone leaves during the season could the position stay split until the end of the season. Mrs. Syriac said she was sure we could work with the union. When asked about the paperwork discrepancies submitted during the last BOE meeting, Mrs. Syriac indicated that the paperwork would be more closely monitored and it would not happen again. Mrs. Harmeling asked how many candidates are put forward to the board and Mrs. Syriac explained that they are included in the agenda as information because they have already been hired by the Superintendent. Mr. Hatfield asked if internal candidates can be asked to leave. Mrs. Syriac said if there is a reason why they should not return to the position we have 90 days to notify them. Mr. Strumello then said that when the board gets the list of names for an upcoming season, the procedure is really just a rubber stamp since the 90 day window has already passed. "Maybe we should get that list before the 90 day window is closed." Mr. Hatfield asked if Mrs. Syriac could hire a person in the summer who the board did not vote in during the year and Mr. Putorti said he thought the procedure should be changed. Mr. Strumello said he felt that Head Coaches should hire Assistant Coaches. Mr. Lungarini said hiring is dictated by the bargaining unit contract. There was a brief discussion on having one year contracts and having everyone reapply each year but the concern was that you would open yourself up to losing good coaches. Mr. Hatfield asked if there was no policy that says the Board hires coaches and Mrs. Syriac confirmed this was true; there was no policy that says the Board hires internal coaches and the information is brought to the board as a formality only. Mr. Kubik said we must have good reasons to non-renew people. Grievances can be filed if we non-renew a coach. They will follow the grievance procedure in the contract and it could cost us a lot of money. This is for bargaining unit members only; external coaches would have no recourse. Mr. Strumello again stated that we might want to change the policy when rehiring the coaches for a season so that the Board gets the information before the end of the 90 day window. Mrs. Harmeling pointed out that we don't do it for other clubs and stipends. Mr. Strumello said sports are more visible and get more publicity. Mr. Hatfield said maybe the Board should approve all stipend and appendix e positions. Mr. Putorti said he felt the Board does not need to approve stipends.

Mr. Hatfield asked if the Board should approve new hires. Mrs. Syriac reminded Mr. Hatfield that internal candidates get the position due to the contract and the Board of Education has no power not to hire. External candidates go before the Board and if the Board votes no, she goes back and find someone else to fill the position. Mr. Kubik asked if someone with no experience could get a coaching job. Mrs. Syriac said yes but it would not happen because Mr. Lungarini and Mr. Rostowsky would not recommend coaches without the required skills. She said that during the summer the Superintendent can approve and hire a coach. Mr. Hatfield asked what the time period was during the summer that the Superintendent could hire and Mrs. Syriac said it was from the last Board meeting in July through the August Board meeting.

2. Volunteer Coaches – Discussion of CIAC Procedures

All coaches must have a certification; they can apply for a one year emergency coaching permit. They can apply for an extension after one year but they must be registered in a coaching course. All volunteer coaches must also have certification. Coaching permits five year renewable and must have .3 CEUs to renew. Teachers can get a 5-year permit with a valid Connecticut Teaching certification. Mr. Kubik asked if we have any procedure for volunteer coaches to attend practices on a regular basis. Mr. Rostowsky said all volunteers are interviewed. Some volunteers are always there some are there part time. As long as the Head Coach is satisfied with their attendance it is ok with us. This is working for us. Mr. Kubik said he was not sure he agreed with this. He said he didn't want coaches coming only to get a free ride to the games. Mr. Putorti said he felt as long as the attendance is consistent he was ok with it. Ms. Harmeling said she felt that it was not about the time but the role they are filling. Kids need to know why they are there. Mr. Hatfield said different coaches have different needs; some need more on game day. Mr. Lungarini said that according to CIAC, if someone impacts student performance they are a coach. Mr. Hatfield asked if we should have a procedure for volunteers and Mr. Rostowsky said they are comfortable with the way things are. Mr. Lungarini reminded them that we are required to follow CIAC rules whether we have a policy or not. Mr. Hatfield asked if a paid coach can volunteer for another sport. Mrs. Syriac said they would have to go through the same procedure as all volunteers do. Mr. Strumello said we must be consistent with the applicant procedure for volunteers. Mrs. Syriac said we don't post for specific volunteer positions but they must go through the same procedure for hiring and approval. Mr. Strumello said that by following the procedure we are raising the bar. Mr. Putorti asked about Mr. Freeman who coaches soccer and he is a volunteer coach for players from 1st grade to college. He is the Head Coach at the middle school for girls' soccer. Mr. Lungarini said CIAC only applies to High School. Mr. Putorti said he is listed as a volunteer coach at the high school. Mr. Lungarini said it would be limited to 7 common members on each roster. Mr. Lungarini said he felt he should be taken off the list at the high school; it would be ok for him to watch games and talk to coaches but cannot coach kids. Mr. Lungarini then said he would take a look at what he is doing and make sure he is not violating CIAC rules. Mr. Hatfield asked if this is in the CIAC manual and that maybe people don't know about this. Mr. Lungarini said this regulation is part of the coaching certification course. Mr. Hatfield said he felt it would be interesting for Mr. Lungarini to discuss his CIAC role at a future Board meeting.

3. Discussion of Seymour High School's Expectation in the new NVL

The process of bringing Oxford into the NVL was presented at a principals meeting. The question is would it be a three division or a two division league. Athletic Directors discussed it with input from their principals and voted Oxford into the NVL. Seymour abstained because they did not receive enough information. Coaches' input was not utilized enough. Administrators should have been more involved based on what Glenn read. Mr. Lungarini expressed his concern but they moved forward with how they have done it in the past. Oxford will enter the NVL next year. There will be three divisions due to scheduling and the number of games. Some sports will have two divisions because not all schools have all sports. Mr. Lungarini said he felt this involved a major restructuring of the league. Ms. Harmeling asked why St. Paul is in the league and Mr. Lungarini said they were because their league disbanded. Mr. Hatfield asked if he felt this was the correct placement in the league and Mr. Rostowsky said yes, we are with valley teams. Mr. Lungarini confirmed that this is the appropriate league for us. Mr. Hatfield asked if Seymour can host tournaments and Mr. Rostowsky said schools were selected by turf and it was based on home games. Mr. Strumello said we cannot host tournaments because of our size. Mr. Lungarini said everything CIAC runs is on turf; regardless of sport. Turf games cannot be rained out which keeps the schedule intact. Seating is also a factor. Mr. Hatfield mentioned that some valley towns split gate receipts and wondered if Oxford would be doing this. Mr. Lungarini said they can be approached.

B. Information

1. The new Pool Safety Regulation is in effect this year but some portions are in effect next year. Lifeguards must be at swimming meets and practices. Both coaches for the girls' team are certified lifeguards. Officials want a lifeguard chair and will require seeing the certification paperwork of the lifeguards. The boys' team has only one coach so this is a problem. Mr. Rostowsky said at the Athletic Director meeting he learned some schools are hiring lifeguards, some are looking to student for community service, some are using parent volunteers. There are many possibilities. While we don't offer swimming lessons in physical education classes currently; if we did in the future we would need certified lifeguards for that also. Mr. Lungarini said he will be getting more information. Mr. Kubik said this would mean the cost of the lifeguard stand and the lifeguards. Ms. Harmeling asked if all practices must be covered by a lifeguard and was told yes. Mr. Hatfield wondered how you justify paying a coach a coaching stipend and for being a lifeguard. These are two different duties. Mr. Rostowsky said kids make \$12.50 an hour during the summer to lifeguard and Mr. Kubik said he doubted kids would do it for \$20.00. Mr. Lungarini said he had problems depending on volunteers. We could be in a situation where a meet could be cancelled because a volunteer did not show up. Mr. Rostowsky said we are just bringing this to the attention of the committee and are exploring what we are doing. With two coaches who are certified lifeguards, we are in compliance. Mr. Hatfield asked about outside groups who use the pool and Mrs. Syriac confirmed that we require insurance and lifeguard certification as part of the process. Mr. Lungarini said this is a regulation for Board of Education activities only. All agreed this is another unfunded mandate.

C. Chairman's Report

None

D. Superintendent's Report

None

III. ADJOURNMENT

MOTION: (Mr. Kubik/sec., Mr. Strumello) to adjourn the meeting

SO VOTED

AFFIRMATIVE: Mr. Hatfield, Mr. Kubik, Mr. Strumello

The meeting adjourned at 8:45 p.m.

Submitted by:
Lee-Ann Dauerty
Board Clerk