



Vermont State Athletic Directors' Association

Notice of Meeting --

Meeting Date: Tuesday November 16th, 2021

Executive Committee Meeting: 9:30AM | VSADA Meeting: 10:00 AM

[Zoom Recording](#)

AGENDA:

9:30AM Executive Committee Meeting

10:10AM Call to Order - Kim Maniery

10:15am:

Secretary's Report

Devin Wendel

- **Devin** - shared with the group the minutes from the last meeting in addition to the embedded video recording from the last meeting.
- Motion to approve the Secretary's report by David Marlow, 2nd by Pat Merriam. Motion passed.

Treasurer's Report

Sean Farrell

- **Sean** - We still have about \$8000 from the leadership conference that needs to come in, additionally have \$2,800 from AD dues that still need to be paid. Challenging to plan ahead if we don't have all of our funds in.
- Motion to Approve Report - Neil Brodeur, 2nd TJ Powers - Motion passed.

Executive Director's Report

Tom Conte

- **Tom** - We approved today in the Executive meeting \$100 to the NIAAA for a contribution to a worthy cause. Worked with a former AD - Eric Labeau, who is providing a gift from Dakin Farm for the National Conference - a large taste of Vermont. This is a very nice gift worth a couple of hundred dollars to go as a gift to the National Conference.

NIAAA Liaison/Section 1 Report

Geri Witalec-Krupa

- **Geri** - NIAAA Student-Athlete information that went out about three weeks ago. That scholarship application can be accessed on the NIAAA Website. All applications should be submitted to Geri via email by December 10th. Seniors only, representing the best of the best. We will not be evaluating these applications until after the holiday break. We hope to have award winners chosen shortly after that. Remind students and submit applications. Look forward to seeing everyone who is going to Denver for the National Conference.

NFHS Coaching ED Report

Dave Miceli

- **Dave** - Thank you all for your cooperation this fall. I believe we only had a couple of people who weren't certified this fall. The November 1st mailing did not include a column for Implicit Bias training which is now required. I am now working with our database programmer to show everyone where coaches stand with that training as well.

Activity Standards Reports

Heidi Wright & Sean Farrell

- This meeting was canceled, no report

Announcement of Scholarship Winner

Kim Maniery

- **Kim** - I would like to announce that Derek Cipriano is our scholarship award winner and will be attending the National Conference with us in December! Congratulations Derek! He will be reporting back to us on the conference when we meet again in January.

State Conference Information

David Marlow

- **David** - Sunday March 27th - Tuesday March 29th will be the dates of the state conference. We hope to offer 4-5 different courses. I will send a survey out to gauge interest to find out what courses ADs are interested in taking. If you have taken the instructor training course (799) please let me know as we would love to have our local ADs present these courses. If anyone has recommendations on previous presenters they enjoyed or contacts I should reach out to, please let me know.
- We may be sending an invoice ahead of time to make sure we can pay our bills on time and expedite payments for the conference. Dave will send an email out well ahead of time so you can anticipate the cost of attending.

Student Leadership Conference

Dave Miceli

- **Dave** - I was excited for the work everyone did to get their students to the conference. We were hoping for 130 students, but ended up getting 180, which was great. There was a lot of information packed into a tight couple of hours this year. The reviews from the kids were pretty positive, they wish they had more time to get to know each other. Thanks to everyone who got their kids there, and in line with what Sean said, please be sure to pay your outstanding fees from this conference.

DEI Committee

Quaron Pinckney & Mike Jabour

- No report.

VPA Report

Bob Johnson

- **Bob** - Just want to say thank you for everything that you did. A big thank you to all the ADs and administrators that helped create a great fall season. As many of you know, I tested positive for COVID towards the end of October. It was odd for me to be sitting on my couch on November 6th trying to organize championships from home. I'd like to thank all the ADs who stepped up to make these championships happen. A special thank you to Mike Norman, Sean Farrell, Mike Jabour, Jeff Moreno, Quaron Pinckney, John O'Keef, and Blendon Salls for hosting championships. Congratulations to all the teams who did very well. We also had former ADs who picked up some work at championship games/events, Paul Wheeler, Dave Cobb - thank you.

- One of the biggest conversations this winter is going to revolve around masks. We knew this was going to be an issue and we are now seeing that it will be. If you are at a separate venue where they don't care about masks but your school policy is to wear a mask, I'd recommend that you have them wear masks.
- DEI/Beyond Bias Course - 29 Ads are signed up which is great.
- With the new state logging system implemented - This is a reporting system that allows people to report events to us. We had 34 reports this fall, with a great number of these coming in from the MS level.
- ASC did not meet last time, however they will meet again in January.

New Business/Announcements

- **Pat Merriam** - Are there any high schools that aren't going to be participating in the test-to-stay? We are at 81% vaccination status. We don't plan to do the test-to-stay program but wanted to see if other schools will be participating in this. Our district has not made a decision regarding the word 'should' in the recommendations for students participating in sports where masks aren't required during certain portions of events.
- **Dave Miceli** - We think we will participate in the test to stay, but haven't really been given the resources to do this, so we are not sure if this will come to fruition. Those kids who are unvaccinated and participating in sports that are often unmasked will be required to participate in the weekly testing.
- **David Marlow** - We are at 92% of our student body vaccinated. We aren't going to do test to stay but we are going to require Dancers/Wrestlers to participate in the weekly surveillance testing. The way we read it, whether vaccinated or not, these athletes will need to do weekly testing. If we have the supplies available we will do it.
- **Dan Shepardson** - We aren't going to participate in test-to-stay program, and won't require unmasked athletes to do weekly testing. We are well over 90% vaccinated.
- **Sean Farrell** - we will be requiring wrestlers and dancers to participate in the weekly surveillance as well as any unvaccinated athletes even though we are over 90% vaccinated.
- **Geri Witalec-Krupa** - We are probably doing 50 tests per day. Being a K-12 school, I don't see us getting to 80% vaccination status any time due to our school population.

Mask Procedures - Devin Wendel

- **Devin** - I am interested in hearing from other schools what their plan is regarding masks. I have heard from some schools that because the guidance is recommendation only, it will allow schools to
- **Ben Diller** - Can we make a list of what schools are doing for procedures regarding masks etc. This way we wouldn't have to constantly send updates out. Within this document if we could also add any live-streaming information that would be great.
- **Kim Maniery** - Devin will make a folder within the shared folder for schools to update their procedures.
- **David Marlow** - Bob can you please correct me if I am wrong but everyone going into a school building will need to have masks on until January 15th correct? I thought this was a requirement that everyone in schools should be required to wear a mask while indoors until January 15th and that the governor extended that.
- **Bob Johnson** - Yes I believe this is correct. Canaan was a school who voted to not require masks.
- **Geri Witalec-Krupa** - I believe this wording is recommendation only. Of course local control can dictate otherwise. The wording is recommendation not requirement only. Local control can dictate otherwise.
- **Sean Farrell** - We will not be having concessions at the start of the season. If teams bring food, we will give them a spot to eat. I think it is important as Ben mentioned to have a working document so we can shift things as the season goes on.
- **Mike Jabour** - All of our superintendents got together in the Champlain Valley. One thing my superintendent said was that they don't want the AD, ATC, or anyone else to be policing masks at our events. Instead, we will simply ask people to leave.

- **Dan Marlow** - Chitt County Superintendents made it clear that the expectation is we wear masks whether home or away. Additionally visitors coming to us must be masked. If schools don't require masks at their home venue, they will either need to be masked when we play them or we will drop them from our schedule.
- **Sean Farrell** - If masking works with fans and people can comply then we will continue, but if people can't follow the rules, then spectators will be asked to leave and we will continue the season without spectators.
- **Dave Miceli** - I am happy to wait for all the documents to be uploaded and figure this all out eventually, but are there schools that are planning on not wearing masks? And if there are, and you choose not to play them will this be considered a forfeit?
- **Neil Brodeur** - We weren't planning on wearing masks for Cairns Arena, we were planning on following their guidelines. In those instances where it means playing a game or not, we will wear masks even if it is a home game for us.
- **David Marlow** - I think the google folder is a good idea but you should also send your procedures to all of your opponents you will face throughout the season.
- **Hank Van Orman** - Once we develop ours we will send them out in our weekly confirmations.
- **Devin Wendel** - Curious to see how many people plan to sell concessions at the start of the season.
- **Geri Witalec-Krupa** - We are planning to allow concessions with a designated eating area at your own risk. No food or drink allowed in the gym.

Forfeits/Non-Games/COVID Procedures

Bob Johnson

- **Bob Johnson** - Regarding Forfeits/Non-Games: If you're a school and the other school says we aren't requiring masks and you say that both schools need to wear masks or we won't be playing that would potentially be a forfeit for the sending school. The host school you're sending to are technically abiding by the state guidelines. I hope the schools work together with each other to find a solution. If there is a COVID outbreak leading a school to not be able to participate, this should be considered a non-game.
- **Devin Wendel** - Wouldn't past precedence dictate that your example of canceling due to COVID 100% be considered a non-game?
- **Bob Johnson** - It is a tough spot because it is putting it school against school. Difficult for something to be advisory vs. a rule.
- **Dan Shepardson** - According to the news, the Governor will not dictate a state-wide mandate. What he plans to do is allow individual municipalities to decide if they want to institute a local mask mandate. I agree with Devin regarding past precedence on canceling games due to COVID, these should be considered non-games and not forfeits.
- **Dave Miceli** - I don't see why it would be any different than schools playing against other schools with mask exemptions.
- **Pete Maneen** - Didn't we have schools last year where schools who chose not to play against teams who had mask exemptions and these games were considered non-games? It is a big difference in the playoffs if games are non-games vs. forfeits. There were schools that didn't play Woodstock last year due to the mask exemption and these were considered non-games.
- **Jeff Moreno** - It was girls basketball vs. Woodstock, we went down to the 11th hour as they had a player with a mask exemption. We did end up playing them but it was the right thing to do. It was a difficult decision and a tough path to walk at the time.
- **Sean Farrell** - There is a difference between mask exemptions vs. not having to wear masks.
- **Dave Miceli** - Because the guidance is recommendation only, a school could choose to participate without masks. It is up to the team requiring masks to decide whether or not they want to play.
- **Dan Marlow** - Bob I think you're putting us in a tough spot if our superintendents are requiring that we wear masks and we are being directed to not play against schools who don't require masks, yet we could end up with a forfeit if we don't play the game. I'm a little confused as to why the recommendation is

worded this way but some schools will choose to not follow it. We can go with no spectators but we can't go with no players.

- **Hank Van Orman** - If there is an opportunity here for us to actually unify as an association and lead the way for our athletes are we potentially missing the boat here? If a recommendation is made and you stray away from the recommendation you are now assuming certain liability.
- **Pat Merriam** - From the Superintendents wording up and down the Champlain Valley. Masks are required by all at all times. We have not been given any interpretational wiggle room. Going to Hank's point it would be great if we were all following similar guidelines, but not sure if that is possible given the current situation in the state.
- **Kim Maniery** - Rutland County Superintendents, masks on. We aren't going to be the crowd control, you either do it, you don't, or you're not there. We are here for the student athletes. I think Hank has a great point and an opportunity for us to come together as an organization. With that said not sure if we can accomplish that given how certain districts are choosing to interpret the recommendations.
- **Dan Shepardson** - We can come together all we want but this is above our pay grade. We can come together as an entity but this has already been decided by those above us. The superintendents have made their decisions. Wrestling last year was so dangerous it couldn't even happen, this year they aren't even being required to wear masks. We can band together as an entity but unless we can get our superintendents to change their minds, this is the way it will be this winter. My superintendent said we are wearing masks, and we aren't playing any schools who don't wear masks, end of conversation. If it costs us the tournament, that is on them. This is above our heads.
- **Kim Maniery** - We should upload our documents into each folder. We should be in contact with the visiting schools we are going to. Obviously things could change over the next couple of months. We all need to be on the same page. We can't change what the schools are posing for their district-specific recommendations.
 - This shared folder and link can be found [here](#).
- **Hank Van Orman** - I understand and agree with what Shep is saying, but if we were all on the same page and said we are going to follow the recommendations, we could do that, this is within our pay range.

Special Olympics

Rachel Hamm Vaughan

Rachel Hamm Vaughan - Unified basketball is just about the best part of my job. For those ADs who do not know unified basketball. This is where we intentionally pair students with disabilities with those without disabilities to allow them to grow as individuals in a team setting.

Our typical season for Unified basketball is right at the end of the winter season and right before the start of the spring season for spring athletes. That is our unified basketball pitch. Last year we did not have a unified basketball season because those with intellectual disabilities are considered to be a higher risk population.

We are recommended to follow the school guidelines. Take the schools lead as to whether to host it or not. If March seems quick to pull together a brand new sport, please don't hesitate to reach out.

Testimonials for Unified Sports

Sean Farrell - Unified is probably the best event as an AD. You can't leave without smiling from ear to ear. That used to be a student population that was invisible in our school, now they are rock stars. By far one of the most important things we have done at Middlebury.

Dan Shepardson - I echo everything that Sean said.

Mike Norman - The very best thing that we do here at Rutland. It is a really community based activity and if you're not you're missing the boat.

Kim Maniery - The kids that are playing are no longer invisible during the day they feel much more included. Additionally the student-body that shows up to support. We often see kids now sitting at lunch tables together and being involved in peer groups that they weren't previously.

Future Meetings

Kim Maniery

Kim Maniery - Next meeting will be the 18th of January - Virtual. For the state meeting we plan to be in person at the DoubleTree by Hilton in South Burlington. For our last meeting of the year, we plan to be in person on May 10th at the Chandler Art Center in Randolph.

Kim Maniery - Looking for a motion to adjourn the meeting.

Jim Hubbard Motion to Adjourn - Tim Albertson 2nd. Meeting adjourned at 11:20AM.

Future Meeting Dates:

Jan 18th, 2022 -Virtual

March 29th, 2022 - Doubletree by Hilton

May 10th, 2022 - Chandler Art Center, Randolph