

Vermont State Athletic Directors' Association

Meeting Minutes

Thursday November 14th, 2019
Chandler Art Center, Randolph, VT

Call to Order @ 9:37am

Attendance, AD Introduction

In Attendance: Chris Sawyer, Chris Langevin, Hank Van Orman, Bob Johnson, Dave Miceli, John Lumsden, Nelson Mayhew, Devin Wendel, Ian Fraunfelder, Matt Link, Mike Norman, Joe Gurdak, Quaron Pinckney, Neil Brodeur, Peter Maneen, Dan Shepardson, Eric Berry, Randy Rathburn, Mark Ellingson, Ben Diller, Dave Capman, Matt Ehrenreich, Ashley Hoyt, Todd Powers, Jeff Moreno, Heidi Wright, Blendon Salls, Kevin Myette, Ali Morgan, Andy Tufts, Buddy Hayford, Steven Keith, Marcel Choquette, TJ Powers, Dennis Barcomb, Erva Barnes

Congrats to Devin Wendel for being selected as the VSADA Scholarship Winner, and he will be attending the National Conference in National Harbor.

We're offering a [Green VSADA Sweatshirt from Adidas](#), and it will be open until November 21st. We will be offering the link up to everyone, and it would be in your hands by December 10th. The price of the sweatshirt is \$44.00 and thought it would be a nice option for folks that would like to represent Vermont at the National Conference and around the state.

Secretary's Report

Chris Langevin

Minutes sent out to the membership with the agenda.

Motion to accept the Secretary's Report by Sean Farrell seconded by Dave Miceli. Motion PASSED

Treasurer's Report

Bob Hingston

Report sent out to the membership with the agenda. Last year, we approved a \$5 donation from each school towards the Wounded Warrior Project, a NIAAA Initiative.

Motion to accept the Treasurer's Report by Neil Brodeur, seconded by Dan Shepardson. Motion PASSED.

Executive Director's Report

Tom Conte/Geri Witalec-Krupa

Due to unforeseen circumstances, Paul Wheeler will be unable to take on the responsibilities of this position this year, so Tom Conte will be returning to his role. He was unable to make this meeting, but will be at the National Conference reprising his role.

Coaching Education Report

Bob Johnson

We received a lot of responses from the membership that people would like to stick with a database, and we should proceed like we did before. Bob will be resending out the job description for the Coaching Education Coordinator. Many have suggested that the database could be changed, and we could find something that is less cumbersome, and easier to manage. Bob has been discussing with Jay Nichols about the stipend, as it has been suggested that it should be raised.

Dave Miceli: I think there is value for a place for us to list exactly, these are our coaches, and this is their updated certification information.

Bob Johnson: FamilyID has been persistent with their pursuit of being the new database, and they think they can talk to different databases to make the transition easy. Without the oversight, it went pretty smoothly. A majority of the schools provided the documentation necessary, but the part we're missing is the secondary check of making sure the coaches ARE certified.

Here is a link to the [Job Description](#) for this position.

VSADA - Conference

David Marlow

David Marlow shared a document through Google Docs, which is linked above.

Save the Date: March 29, 30, and 31 – VSADA Spring Conference

Leadership Conference Update Dave Miceli

The conference was terrific, as we had 289 student-athletes, over 50 facilitators, and thank you to Jake Orr and Sean Farrell for jumping up and filing in on a session when a speaker fell through at the last minute.

It took a lot of us to come together to make this conference happen, and I thank the members of the committee that stepped up and helped take pieces of the conference. This really made it much easier to manage, and made it a really positive and successful experience.

The student feedback we received was overly positive. We received the general feedback that we usually receive in terms of "they stayed up too late" or "they didn't have time to socialize in the evening." There was some feedback about the Monday sessions that we will consider and fix for the future.

We had 177 student-athletes registered by the October 1st deadline. This means we had roughly 112 register late, including some student-athletes that were registered around November 1st. In the future, please stick to that October 1st deadline, because that makes the behind-the-scenes work much easier.

Dan Shepardson: Maybe we should have a drop-dead deadline. It would be tough to make kids "suffer" from the result, but ultimately, we should have the deadline. If it was October 1st as a normal deadline, we could make October 15th as a drop-dead deadline. If they don't meet the deadline, they don't go. It's a leadership conference, they should be held accountable.

Activities Standard Report

Kim Maniery/Dan Shepardson

Report sent out to the membership with the agenda. A couple of highlighted items that we want to point out to the membership...

Official Who is Hearing Impaired

There is an official who is hearing impaired that has requested an interpreter for his games. The general consensus is that officials are independent contractors, there is no requirement to provide this service.

Early College Admission & NCAA Eligibility

There is currently no real resolution on this yet. We are waiting for guidance from the NCAA on whether a student-athlete who does NOT have a HS diploma is eligible for NCAA Athletics. If a student-athlete of yours DOES play for a college team through early college admission, they are ineligible for any HS sports.

Gender Identity

Minimal changes were made to the original policy. The main change is “with attention to gender fluidity, students and parents/guardians may petition for a change in determination as frequently as needed.” Used to be that once a decision was made, the change was made for the duration of their HS Career.

Sean Farrell: I think it should say something along the lines of “by season”. With it currently saying “as frequently as needed,” we have some people in our school that have their gender fluid by the day. I think it should be clear that it’s “per season” so they are not locked in for the year, but can’t fluctuate teams through the season.

Dave Miceli: This was the intent when the committee discussed it anyways. Another note I have from the meeting was that gender fluidity used to require medical personnel, and we have dropped that, so we could minimize the hurdles an athlete would need to go through.

M2M Agreements

Do we want to keep it as saying 5 total or change it to 5 PER school. This came up as Hartford has requested to have 8 girls (from 2 different schools) on their hockey team in 2 different M2M agreements. ASC requested VSADA discuss whether this needs to be changed.

Bob Johnson: We have only really dealt with 3-4 requests over the years to go over the M2M agreements. ASC has always accepted these. In my opinion, the part of the discussion that went about going over, that would change the idea behind M2M, as we originally allowed 20%.

Sean Farrell: I think that would be the case in its original iteration of the rule, but the new rule is around giving kids a place to play. I still think there should be an appeal process, because some places have 3-4 M2M agreements, and if they were allowed 5 from each, they’re going WAY over that 20%.

Dan Shepardson: There are 3 options for us to vote on in January.

1. Do nothing, leave the appeal process in place
2. Change it to 5 PER school
3. Raise the number from 5 to something higher.

We will discuss this topic again at the January Meeting, to provide our final thoughts to Dan and Kim to bring back to the ASC Meeting at the end of January.

VPA Report

Bob Johnson

No VPA Report, Bob just wanted to thank everyone that hosted the championship games this fall (Burlington, South Burlington, Rutland, Hartford, Thetford, etc.)

We R H.O.P.E

Sean Perry

The name stands for “We R Helping Other People Everyday (H.O.P.E)”

We R H.O.P.E goes into the public schools, partners with them, and works on a coaching method that will help their students every single day through Cognitive Behavioral Therapy, and helping students with their anxiety. If we can’t get past our fears, everything else is gone.

Thoughts create Emotions which Impact Behavior. Anxiety is the overestimation of fear through our environment. All children have uncertainty, doubt, and fear. They are always coming with specific levels of anxiety that we will not understand.

10,661 students in the state of Vermont have received mental health services from state agencies. Of the problems the students were dealing with, the most prevalent were Problems in Daily Living (67%), Social/Interpersonal (61%), and Martial/Family (50%).

We R H.O.P.E provided anxiety education for students and faculty, individualized mental health coaching supports and plans, emotional Connect-Power-Revitalize (CPR) training for Faculty, as well as Juniors, and Seniors (for peer support), Growth Mindset Training, and Family Support/Education.

Sean Farrell: What would be the next steps if I were a school that would be interested in your services?

- We would schedule a meeting and see what your needs are throughout your district. We are in some districts, and we spend time in each school depending on what they need.

Sean Farrell: What would a normal 5-hour day look like?

- We would meet with the students that have needs, and meet with the people in the school that work with those students, so we can provide them the knowledge that they have ownership over their lives and help them overcome the anxiety. In 5-hours, we would help roughly 10 students.

Ben Diller: How would you work with the students that internalize it?

- I identify with the admins who are the people in their building that are people they could reach out to. Then I come to an assembly, explain to the students how they can communicate their needs and who to reach out to. We are looking to break that stigma, and show the students how they can have the conversations within schools.

If you're interested in more information about We R H.O.P.E, please reach out to Sean at info@werhope.org or 802-440-1428.

Review/Updates

National Conference

This is coming up on December 13th – December 17th in National Harbor, Maryland. Here is a [promo](#) from NIAAA about the conference.

Out-of-Season Coaching

Devin Wendel: Geri reached out to a bunch of other states in regards to the out-of-season coaching, and our policy is in tune with the other states that she reached out to. They mostly mentioned that they did it due to overzealous coaches and protecting the student-athletes. The thing that I really wanted to loop back around on is parents coaching their child outside of a season. It is my personal opinion that our association shouldn't tell parents how they can spend time with their son/daughter. I think we brought up as a loophole, they could coach their child and other athletes from their team because of their child.

Hank Van Orman: I think Maine was the state that had a similar policy for parents and coaches.

Dan Shepardson: I was astounded that the interpretation was that you could coach your own kid and ONLY your own kid. In a team sport aspect, that's rarely going to be the case... I coached my own son, and he has friends that he also plays with. To think you are going to have your child on a team and play with no other friends or teammates from your school is crazy. I think now, we've made the policy very clear and very fair. There is no interpretation anymore, it's not allowed.

Jeff Moreno: Speaking for our community, we scrape together the very best people that we can to support our student-athletes and teach them. I need those people in contact with our student-athletes all year. They are mentors for them... I think the policy is telling us how to do our jobs. If we have an overzealous coach that is going to abuse it, it's my job to stop that.

Matt Ehrenreich: I was AD in NY for 2 years, and we did not have a policy. I think by having a policy, it looks like it is creating more headaches than not. As Jeff said, it was on us as the AD to put an end to coaches trying to abuse the "out-of-season coaching."

Dave Miceli: I have concerns about the coaches that could impress upon the kids that they need to try out for their out-of-season teams and give them the impression they need to make their school team.

Bob Johnson: I recommended we should do 1 of 2 things... we need to either get rid of the policy, or we need to have a policy the membership can live with. I will go with whatever this group decides, and interpret the rule.

Motion to modify the rule to: *"a paid coach may coach their own child throughout the year, provided there is no other student-athlete who could potentially be on that coach's team. If there is, they cannot coach that team during the school year."*

Motion by Dan Shepardson, seconded by Devin Wendel. Motion PASSED (1 opposed)

New Business / Announcements

Championship Game-Time Clarification

Peter Maneen: I thought it was by the school's travel and team that was furthest away. Over the last two years, we have had our girls' soccer team leaving around 6:15am to make the 10:00am championship game. The 1:00pm championship was from teams that were from within an hour away... I found out from Bob that it was determined by the Monday before for schools to be able to determine bussing.

Bob Johnson: The VSADA voted years ago saying they wanted that information by Tuesday to be able to provide the information. If we want to wait until the Thursday conference call, we can, but note that the problem is going to be on your side by telling your community, coaches, bussing companies, etc.

Dan Shepardson: It sounds like the decision was mostly made due to bussing. If we did move that, would anyone have a difficult time getting buses? It seems like we already do that with the playoff pairings being released on Monday and having games on Tuesdays.

Motion to change the Championship Game-Time Determination to the Thursday Conference Call

Motion by Dan Shepardson, seconded by Mike Norman. Motion PASSED

Motion to Adjourn by John Lumsden, seconded by Dave Miceli. Motion PASSED.

Meeting Adjourned @ 12:13pm

Future 2019-2020 Meeting Dates:

Tuesday, January 21st - Chandler Art Center
Tuesday, March 31st - DoubleTree - Burlington
Monday, May 11 - Chandler Art Center