



Vermont State Athletic Directors' Association

Notice of Meeting – Sent Thursday November 3rd, 2022

Meeting Date: Tuesday November 15th 2022

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

Location: Virtual | Google Meet

Google Meet Information:

Video call link: <https://meet.google.com/kby-gvyz-otj>

Or dial: (US) +1 984-212-7554 PIN: 625 478 288#

AGENDA:

9:30 am Executive Committee Meeting

10:00 am **Call to Order** - Kim Maniery

10:05 am **In Attendance:**

Devin Wendel, Quaron Pinckney, Alan Ruggles, Bri Barnes, Buddy Hayford, Chris Langevin, Chris Sawyer, Chris Wentworth, Connor Bean, Dan Marlow, Dave Miceli, David Conover, David Marlow, Derek Dunning, Heidi Wright, Ian Fraunfelder, Jake Eaton, Jeff Moreno, Jeff Goodrich, Jim Hubbard, John Lumsden, Joe Harrington, Geri Witalec-Krupa, Kim Alexander, Kim Maniery, Lauren Thomas, Marcel Choquette, Mark Ellingson, Matt Link, Michael Wolfe, Mike Jabour, Mike Norman, Neil Brodeur, Nick Bent, Steven Keith, Pat Merriam, Patrick Rainville, Pete Maneen, Phil Joyal, Randy Rathburn, Rich Saypack, Ricky McCollum, Sam Jackson, Sean Farrell, Stacy Stokes, Tammy Claussen, TJ Powers, Tim Brown, Tim Albertson, Tim Perreault, Todd Powers.

10:15 am:

Secretary's Report

Devin Wendel

Devin Wendel - I hope everyone had time to review the minutes from our previous minutes along with many of the links and resources that were made available within the document. If anyone has questions or comments related to the minutes please let me know.

Dan Marlow - Motion to Approve the Secretary's Report. Neil Brodeur 2nd.

Motion passed unanimously.

Treasurer's Report

Sean Farrell

Sean - Spoke about the importance of getting dues in and providing assistance at VSADA championship events to benefit our student-athletes.

Motion to accept the minutes - John Lumsden, 2nd Ricky McCollum

Motion passed unanimously.

Executive Director's Report

Jeff Goodrich

An update for everyone; our State Delegates at the National Conference will be Geri Witalec, Devin Wendel, and Chris Langevin. Also, I strongly encourage everyone to explore the RAA, CAA CMAA program offered through the NIAAA, there are some great resources available to you through these certification programs.

NIAAA Liaison/Section 1 Report

Geri Witalec-Krupa

Geri Witalec-Krupa - If you're going to the conference, please send me an email letting me know when you'll be arriving at the conference. Arrival, cell phone #, I'll create a large group message.

Congratulations to everyone who had a recipient of the student-scholarship award. For scholarship applications, between AD turnover and other factors, we are talking about ways to try to streamline the process to allow applications to be more accessible as this is a time-consuming task and we want to make sure schools have the ability to submit applications.

NFHS Coaching ED Report

Dave Miceli

Dave Miceli - You've seen the November 1st email about where you stand, you'll get another one on December 1st. I'd love to have fewer emails to send. Oftentimes, I get emails saying the website isn't right, so please make sure you update the website to ensure it is accurate. A reminder that the fundamentals of coaching course can be replaced by the 3D Coaching Course (full version).

Activity Standards Report

Heidi Wright & Jake Eaton

Heidi Wright - The notes are detailed within the attachment. One request from the ASC is to get hardship waivers in a timely manner. We met several times this fall to go over various issues. All of this information is in the minutes. Lauren will be taking on the NIL issues at the national level and will report back to us. Our next meeting will be in March.

Announcement of Scholarship Winner

Kim Maniery

Kim Maniery - Thank you to those that applied for the scholarship, but we are happy to announce that Randy Rathburn will be our scholarship winner.

Randy Rathburn - I am very excited for the opportunity and I'll be taking the CAA exam while I am there!

Vermont State Conference Information

Chris Langevin/David Marlow

David Marlow - I'll be sending out a survey to get interest on what classes you'd like to see offered this spring. Guest speaker will be Jake von Scherrer from Florida.

Chris Langevin - Save the Date - March 26th-28th for the State Conference. 26th - classes in the evening on Sunday, Monday classes in the morning and during the day.

Kim Maniery - How are vendors looking?

David - We don't send that out until December usually. Have vendors contact David Marlow to get a spot at the conference.

Student Leadership Conference

Dave Miceli & Dan Marlow

We are thankful to have put the conference together this conference with everyone's help, especially Dan Marlow. We had 230 students attend this year. New this year we had Tabitha Moore kick us off, we also had student presentations from the VPA Student Athlete Advisory Council. We finished with Ed Gerrity who, as

usual, is a huge hit with the student-athletes. Would love to find sponsors to help fund the conference. The feedback survey was overall very positive.

DEI Committee

Quaron Pinckney & Mike Jabour

Mike Jabour - At times, with all the media coverage and all the reports it may feel like we are moving backward, but actually it is just the opposite. Students are feeling empowered to step up, stand up, and speak out. We now have a system in place to help students speak up and be heard. Keep doing the good work that you've been doing. We are going to continue to find ways to strengthen our official assignors with the knowledge that they need to share with their officials across the state. We are currently exploring an opportunity to assign an assignor to all of our sports assignors.

VPA Report

Lauren Thomas

Lauren Thomas - Thank you to everyone who was on the calls for our championship games and helping to organize those events. A big thank you to everyone who is a member of a committee.

One thing that I was asked to talk about today was to share information related to [Transgender policies](#). This policy has information about protecting both transgender students along with cis-gender students. This is the guidance that we are going with. Protecting the safety of the students involved. AoE guidance is from 2017 and will be in need of updating.

We have the weekly drop-in calls Wednesday at 9am, I encourage you to drop in and talk with us. Otherwise, things have been going great and I appreciate the collaboration that we have with everyone.

Kim Maniery - Are all of the winter guides up on the site?

Lauren - Almost all of them, we are still working on getting indoor track up on the site.

12:00 pm: New Business/Announcements

Middle School Football - Kim Maniery

Sean Farrell - The discussion about MS football. If a school has MS football as part of their school, they must participate in padded flag. This program has been paid little attention to. The question is has this program been effective. Because it is a MS program it is not part of the VPA football committee discussion. We can discuss it here, but you should talk with your coaches and get their opinions. Do we go with padded flag or go right back to tackle?

Mike Norman - Having been here a long time. A long time ago, when numbers were at their highest was when tackle football didn't happen until 9th grade. The numbers are such that if we threw our hands in the air and say 'do what we want' we might not have football in the future. If we didn't provide the 7v7 opportunity we would have lost even more football in the state. We don't have a school offering, 22 or 23 freshman this year, half of them played padded flag last year, and if they hadn't done that, we wouldn't have the numbers that we have this year. I agree with Sean, a committee should be put together and some checks and balances need to be put with it. I think we need to take a hard long look at this.

Marcel Choquette - Year 5 with our MS padded flag. Went from 11 kids to consistently around 30 in grades 6,7,8. In multiple years we had only been playing U-32, Missisquoi, and Bristol Rec. One of the difficulties is

that many of the larger Middle Schools are separated from their High Schools. It will be difficult to convince some schools to do something different than what we have. I fear that if we walked away from padded flag we could potentially lose FB at Milton.

Mike Jabour - At SB when it comes to this conversation, there is going to be one person from our community that feels as though they speak for SB but they don't. One program in our community was legendary they constantly fight with our school and our town. It will be a whole other battle between our school and our community. When you start to work on this, please know that what you hear from our community does not reflect the message from our school.

Geri Witalec-Krupa - I just want to clarify. BFA Fairfax/Lamoille - our community would be on board with that. Our problem is our youth program is an entirely separate entity. We are on board if there is any way that we can make this happen.

Sean Farrell - It is on the agenda for tomorrow's VFCA meeting as a topic of discussion amongst coaches. Of all the coaches, we aren't 100% on the same page either. We've had this program since the 70s, it works, the proof that it works is there.

Marcel Choquette - Just to put on your radar, one of the unique things with Chittenden county specifically, the majority of the grades are 6/7/8 padded flag. Which leaves our 5th graders with no place to go. That is just one more moving part to MS padded flag.

Kim Maniery - Right now we have the southern Vermont padded flag league combined of VPA sponsored schools and rec programs. If there are two schools that play each other but aren't overseen by the VPA, it is difficult because there is no one there to hold them accountable.

Sean Farrell - I think that we need to establish the bylaws of the league to hold these programs accountable. The league needs to set the rules and hold programs, whether school-based or rec accountable.

Kim Alexander - I would love to bring padded flag back to Fair Haven. Currently competing with a local tackle program, when I had a conversation with these coaches they don't plan to make a change.

AD of the Year Award Update - Mike Jabour, Quaron Pinckney

The DEI Committee still has some work to do. We are going to revisit and bring back the AD of the year award but it will be done differently. We are going to do an AD of the year for the SVL and an AD of the year for the NVAC. We will also create an awards committee, one person from DEI, one EC member, one member from the sportsmanship committee. We will all sit down and review nominations and ensure everything is equitable and that the process is being followed. We also want people to take this seriously. It will then be better to let our association know who has been nominated and help our association put a face to the name. Hope to have this information ready for our next meeting in January.

Athletic Training Retention/Coverage Concern - Marcel Choquette

Marcel Choquette - Just want to make sure that it is still on ADs radar, and other schools. I am really concerned that if our athletic trainer moves on we are going to struggle to fill these positions.

Dan Marlow - We had an uncomfortable situation with a team arriving with no adult supervising on the bus, but no coach with them. Had this happen on a Friday and then again on a Monday with two different schools. It created a buzz because the question became what will happen with the kids when they arrive? Couldn't believe that they were arriving to an away venue with no adult.

Additionally, in regard to the athletic training retention subject, we are currently working on renegotiating our athletic trainer's contract and could use some advice in doing so.

Sean Farrell - Middlebury for example started with a lowball salary in the low 40,000s we now pay in the Mid 50,000s for our athletic trainer.

Devin Wendel - One of the challenges that athletic trainers face is the fact that the profession now requires a masters degree to become certified. This extra cost of education, coupled with the low entry salary at many levels makes it difficult for a new athletic trainer to make a reasonable living in a secondary school position. Also, I see messages go out for per-diem requests from time to time from our VAAT secretary with unfortunately low rates. I'll be honest with this group, as an athletic trainer, unless the per-diem opportunity is at or close to \$50/hour plus travel reimbursement, it generally is not worth my time. This is obviously a different hourly rate if it were a salaried position as you'd have to weigh benefits into the equation. If schools want to see retention in their ATC positions, we need to do more to promote and bolster the position with higher salaries and better working conditions.

ESports - Dave Miceli

I brought it to my administration. They were less than enthusiastic about having this become a school-based group.

David Conover - We are not going to do it this winter due to technology. Two of the games are FPS games, we would do it but are not going all in. We felt as though it was poor form to have shooter games involved.

Sean Farrell - As long as I sit in this chair I am not going to promote ESports. I have athletes that are participating now and I have athletes that would leave their sport for this. I don't want to increase screen time.

Arbiter Sports Drop-In

Lauren Thomas - Arbiter Sports drop-in is tomorrow. Please Come join us

Motion to Adjourn - Tim Albertson Neil Brodeur 2nd

Motion Passed Unanimously

11:00 AM - Meeting Adjournment

Future Meeting Dates:

January 17th - Virtual - Google Meet

March 28th - Double Tree | South Burlington

May 9th - Chandler Arts Center | Randolph

Meeting Dates are in person, Except November/January Meetings Will be Via Google Meet

Meeting Times: 9:30 am Executive Committee | 10:00 am VSADA