



## Vermont State Athletic Directors' Association

Notice of Meeting -- Sent Wednesday, May 3rd, 2023

**Meeting Date: Tuesday, May 9th**

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

Location: Chandler Arts Center | Randolph VT

### **AGENDA:**

10:15 AM **Call to Order** - Kim Maniery

- **Kim Maniery** - Thank you to the executive committee for holding down the fort while I was away on maternity leave. It is great to be back here with you all and I hope everyone is having a great spring season so far.

10:15 AM

10:17 AM **Attendance, AD Introduction**

- In Attendance: Devin Wendel, Kim Maniery, Sean Farrell, Dave Marlow, Nick Bent, John Lumsden, Anthony Spencer, Heidi Wright, Randy Rathburn, Mike Norman, Buddy Hayford, Jake Eaton, Connor Bean, Derek Cipriano, Mike Jabour, Quaron Pinckney, Ricky McCollum, Derek Dunning, Dan Marlow, Pat Merriam, Jeff Moreno, Kim Alexander, Tammy Claussen, Olu Sowunmi, Gabriela Silva, Steven Keith, Ian Fraunfelder, Tim Brown, Lauren Thomas, Tim Albertson, Jack Boymer, Jim Hubbard.

10:20 AM:

#### **Secretary's Report**

Devin Wendel

- **Devin Wendel** - Linked within the agenda are the notes from our last meeting. There are numerous links within the report. I hope everyone has had time to review the report, if anyone has any questions or concerns with the minutes, now would be the time to address them.
- **Kim Maniery** - We need a motion to accept the minutes from our last meeting. David Marlow - Motion to accept the minutes 1st, John Lumsden 2nd. *None opposed, motion passed unanimously.*

#### **Treasurer's Report**

Sean Farrell

- Linked within the agenda, just over \$19,000 in the account right now. We are not going to renew our subscription to League Minder next year. We have decided to keep our dues the same for next year. The reason for this is due to my report earlier this spring, we ran into a negative fund balance. We would like to find ways to use these extra dues to work on officials recruitment, work with Arbiter, and allow a seamless transition to get new officials into the system. We need to help the VPA out with this. They saved us this

winter, they gave us over \$7,000 to ensure that we were able to move forward. Although our account balance is healthy right now, we have many upcoming expenses including sending Geri and Jeff to various conferences related to their positions within the EC.

- Kim Maniery - We need a motion to Approve the treasurer's report:  
Tim Albertson 1st, Ian Fraunfelder 2nd. *The motion passed unanimously.*

### **Secretary and VP Positions**

Kim Maniery

- Kim Maniery - For the 2023-2025 the new Vice President will be David Marlow and the new Secretary will be Derek Cipriano. Congratulations to these two on their new positions!

### **Executive Director's Report**

Jeff Goodrich (By Committee)

- No Report

### **NIAAA Liaison/Section 1 Report**

Geri Witalec-Krupa (Kim Maniery)

- Kim Maniery - Our female Vermont Student Scholarship winner, Lauren Solimano of Rutland HS, was just announced as the Section 1 winner! She is now 1 of 8 in contention for the National Award!
- No Summer Institute this summer, but likely coming back in a new location (hopefully still on the Cape) in 2024
- NADC 2023- Orlando, Florida - December 15-19, 2023 - Conference Information [Here](#).
- Rooms at the Marriott World Center open up on July 12th for NADC, and will be \$170 per night. Book early to ensure your spot!
- Another plug for Vermont representation on National Committees. Application forms can be found on [NIAAA website](#).
- [Mentor Newsletter](#)

### **LTI/State Coordinator Report**

David Marlow

- [VPA Leadership Academy](#)
  - This is a great opportunity for continuing education for members. Charlie Ward will be speaking at the event. Registration can be found within the link.
- [Conference Course Offerings Survey](#)
  - We are looking for more responses on this survey. So far we have had very few responses. Please let us know what courses you would like to see offered.
- [Role of the AD](#)
  - We hope this will be a valuable resource to school districts and ADs to help further the great work that athletic directors do on a daily basis. The information in this document will help administrators understand the day-to-day roles and responsibilities that ADs take on.

## Leadership Conference

Dave Miceli (Kim Maniery)

- The VT Athletic Leadership Conference will take place on November 13 & 14. This is a week later than usual. We will be asking schools to commit to the number of spots they would like in August and we will be asking for names of attendees by the end of September. With no volunteers yet to help get sponsorships, we are likely looking at a \$10-15 increase in cost per person. If you are interested in recruiting sponsors, please reach out.

### The following are the newest members of the VPASAAC

- Aiden Brody St. Johnsbury
- Addison Cadwell Thetford Academy
- Kelli Cieplicki Rice
- Kaelin Downey Burr and Burton Academy
- Sarah Hailey Stowe
- Benjamin Perry Bellows Falls
- Ava Schneider Middlebury
- Molly Smith Lyndon Institute
- Amani Suter Montpelier
- Kate Tilgner Stowe

The following students have been chosen as Student Ambassadors to the NFHS National Student Leadership Summit in July. Applicants who were not selected have been notified. The NFHS is also offering a virtual summit. Here's the information for that.

<https://www.nfhs.org/resources/conferences-meetings/national-student-leadership-summit/>

Evelyn McAdoo Lamoille Union  
Peyton Metruk B.F.A Fairfax  
Molly Renaudette Lyndon Institute  
Kate Tilgner Stowe  
Brianna Barton Windsor  
Mikayla Chagnon Richford

**Lauren Thomas** - We do not have an adult chaperone yet. Without an adult chaperone, we can't have a kid go.

**Kim Maniery** - I took a group out 5 years ago, it was amazing and we need an adult chaperone to make this happen.

**David Marlow** - Next Year's state conference is scheduled from March 10th-12th. This was to avoid holidays and other conflicts.

## NFHS Coaching ED Report

Dave Miceli (Kim Maniery)

- **Kim Maniery** - Coaches Education Report - Thank you for all of the ADs who are making sure to have their coaches properly certified. The number of schools in violation of the VPA rules are down 47% from this time last year.

### Activity Standards Report

Heidi Wright & Jake Eaton

- **Heidi Wright** - End of July is the next meeting. We can't share any notes from our most recent meetings because it could be called into litigation.
- **Sean Farrell** - We should have a new representative on the ASC for the next rotation. We will get an interest form/application form sent out soon and get a new nominee sent out. If interested in applying for the open ASC position, please complete [this form](#).

### DEI Committee Update

Quaron Pinckney & Mike Jabour

- **Quaron Pinckney** - Going into the next school year and beyond, we want to foster the theme of collaboration. Inviting other committees into our meetings. Making sure that we are continuing to push the work forward. Increasing restorative information, trainings, resources and otherwise to help ADs be successful. Proactive research and visibility. Allow ADs to showcase themselves within their own communities. Empowering student voices. We would love to have more students involved in all committees, but especially our DEI committee. We are always accepting new members. Linked below is the action plan for DEI
  - [Action Plan for DEI](#)
- Our next meeting is on June 1st at 10:00 AM. We meet the first Thursday of every month, virtually.

### **AD of the Year Award**

Kim Maniery

- **Devin Wendel** - Before we announce the winners it is important to know that our biggest goal when bringing the awards back this year was to improve inclusivity and equity. Unfortunately, we only received 38 responses out of the 75 emails the nomination form was sent to. This drastically reduced the pool of nominations we could have received. With that said, 13 ADs were nominated in the north, and 11 different ADs in the south.
- Kim Maniery - Congratulations to our VSADA ADs of the Year! Northern AD of the Year - David Marlow, Southern AD of the Year - Dave Miceli. Congratulations!

### 2024-2025 VPA Sports Calendar

Lauren Thomas/Pat Merriam

- Pat Merriam - Linked within the agenda is the proposed 2024-2025 VPA sports calendar. There are some slight changes with where the calendar falls at certain points in the year, but nothing drastic.
- Kim Maniery - We need a motion to accept the 2024-2025 Sean Farrell 1st, John Lumsden 2nd. *The motion passed unanimously.*

- Lauren Thomas - All of the fall groups have met besides golf and bass fishing. Removing the requirement for soccer from needing athletic trainers/trained medical personnel.
- Mid Vermont Christian is still out as a member school. They are appealing the decision
- Last year we had 90 new principals and 19 new superintendents along with a very large number of new ADs, we will keep working together and sharing things to make us successful.
  
- I was at the NFHS legal meeting a couple of weeks ago. Thank you for raising me up and making this such a successful year.

### 12:15 PM: New Business/Announcements

- Arbiter Sports Information
  - **Lauren Thomas** - We are going through with Arbiter as the officials assigning platform for the state. Arbiter Pay is an optional service that you can use with Arbiter. I instructed Arbiter to reclassify schools into three groups based on school size. I do know that Arbiter is going to be doing a webinar with business managers as there is a different thread going on with them as well. The setup fee would be once, the annual fee would be for Arbiter Pay.
    - We just signed a contract with the background check company. I am the only person that will see this information if something were to pop up on their background check.
  - **Sean Farrell** - Will there be a list sent out with what schools are categorized as small, medium and large?
    - Lauren - Yes.
  - **Mike Norman** - Is there any way we could get a letter from the VPA with a hard number and a straight answer with how much money we owe them?
    - Lauren - Yes.
  - **Tim Brown** - Can you link the calendar to your website?
    - Sean Farrell - It is called Arbiter Live, you can link this to your website. It is nothing fancy, but it works.
  - **Devin Wendel** - How are the school sizes chosen? It has Mt. Abraham listed as Large, and Middlebury as Medium. Knowing the size of these schools this does not seem to be accurate.
  - **Sean Farrell** - As someone who brought LeagueMinder to Vermont, I am thoroughly excited about Arbiter.
  - [Arbiter Information for Business Offices](#)
  - [Arbiter W9](#)
- [8th Graders on HS Teams Survey](#) - Derek Dunning
  - **Derek Dunning** - 32 responses so far, thank you to everyone that has responded. Of the 32 responses, 75% are using this as an option. There were three great instances where I feel we could have applied this as an option at U-32. It was met with a strong 'no' about why we couldn't do that.
  - **Kim Maniery** - We use 8th graders for almost all teams when there is a need. I always contact the VPA and let them know which students we are looking to implement this rule for.
  - **Sean Farrell** - To do something like this, it needs to be set across the board. If we need to tighten or reset the language we need to do that. People saw 8th graders across the state playing hockey this winter and many of them were unaware of what the actual policy was.

- **Jake Eaton** - I've had to do it in the past, I don't like doing it but the whole program suffers when you move them up. Leadership is about making people around you better, not scoring goals or supplementing teams. I feel like all the other teams suffer.
  - **Sean Farrell** - Two years ago we had a very young team and very small numbers. Our team grew because we kept that core group of players at the same level. When we made the decision to play JV we had 10 freshman, two sophomores and a junior. Rather than taking younger kids up
  - **Jim Hubbard** - Having local control is important. Deciding what you think is best is important.
  - **Devin Wendel** - I would echo what Jim said, it is important for schools to advocate for what's best for their school community. There are pros and cons to using the system, it should be up to individual schools to implement the use of the rule in relation to the needs of their own program. We have had success with using 8th graders on JV teams in the past.
  - **Lauren Thomas** - For any sports not on the list these decisions are made by committee.
- **Dual enrollment and early college enrollment** - Marcel Choquette (Lauren Thomas)
    - **Lauren Thomas** - Marcel had a dual enrolled student, taking one class and early college classes. What their school did, was they unenrolled the student and then re-enrolled them in June so they can walk and graduate within their class. Marcel saw a can of worms, what are some of the systems that we use for students who are going for early college.
    - **Nick Bent** - If a student is enrolled in early college they still need to be enrolled as a student taking their senior project at Randolph.
    - **Sean Farrell** - We do similar to Milton. Our goal is to keep kids involved in the daily connection. If they are going to get a diploma from our school, then it is okay. It has always been more of a logistical issue. What we had worked out with Bob was that if they had already graduated, they can continue whatever season they started.
    - **Devin Wendel** - Full-time status mark must be ensured to continue athletic participation. We require 6/8 classes for a student to be full-time. We look at any unique cases with our guidance department and administration to classify 'full-time'.
  - [2023-2024 VPA Sports Calendar](#) - Devin Wendel
  - **Devin Wendel** - This calendar is linked solely for the purpose of visibility. This was shared with everyone some time ago, but it is important for everyone to have it going into next school year.

**2023-2024 Meeting Dates:**

**Tuesday, September 12th | Chandler Arts Center Randolph VT**

**Wednesday, November 8th | Virtual**

**Tuesday, January 16th | Virtual**

**Tuesday, March 12th | Double Tree South Burlington VT**

**Tuesday, May 14th | Chandler Arts Center Randolph VT**

**Sean Farrell** - We need to have a discussion on in-person vs. Virtual. I much prefer to be in person, however, I see the convenience of not having to leave your school building. Looking around the room, we have very low attendance at today's meeting which is unfortunate. There is an expense tied to buying breakfast and renting this space out.

**Quaron Pinckney** - Can we have a hybrid option?

**Kim Maniery** - The first September meeting is important to be in person to meet and recognize new ADs.

**Mike Norman** - I think its important to get back in person. The more of this that we can do, the better.

**Sean Farrell** - Adding something to these meetings to 'add meat to the bones' is important. We can send a survey out to the association to gather theme proposals from the membership.

**Devin Wendel** - It seems fitting that we are ending our last meeting of the year the same way we started the conversation. One of the major topics of discussion at our EC meeting last summer was regarding AD retention and involvement in our association as well as our meetings. We will continue to work to find ways together to ensure that these meetings are worth coming to (Devin proceeded to share responses from the survey sent out during the summer of 2022 which gathered feedback from ADs about how we could increase meeting attendance.)

**Kim Maniery** - I will make a motion that our November meeting becomes virtual the January meeting remains virtual, and we will meet in person for our September, March, and May meetings. The November meeting this year will also be moved to Wednesday November 8th to avoid conflict with the leadership conference the following Tuesday. Jim Hubbard 1st, Sean Farrell - 2nd. *The motion passed unanimously.*

**Motion to Adjourn**, Mike Norman 1st, 2nd Pat Merriam. *The motion passed unanimously, meeting adjourned at 12:30 PM.*