

# Vermont State Athletic Directors' Association

## Meeting Minutes

Monday, September 20th, 2021

Zoom Meeting

[Recording](#)

### Call to Order @ 10:05AM

#### Attendance, AD Introduction

In Attendance: Randy Rathburn, Pat Merriam, Geri Witalec-Krupa, Ian Fraunfelder, Tammy Claussen, Rich Saypack, Tim Albertson, Phil Joyal, Hank Van Orman, Joe Harrington, John Lenzini, Dan Elliot, Devin Wendel, Gabriela Silva, John Sperry, Jack Boymer, Jim Hubbard, Marcel Choquette, T.J. Powers, Mike Jabour, Tim Messier, Dan Shepardson, Sean Farrell, Mark Ellingson, Kim Alexander, Dan Marlow, Carley Elkin, Sam Jackson, Kim Maniery, Blendon Salls, David Miceli, John Lumsden, Bob Johnson, Chris Wentworth, Ashley Hoyt, Tim Messier, Tom Conte.

#### Welcome of New ADs

**Kim Maniery**

Please help us welcome the following new ADS!

Carley Elkin - Cabot/Twinfield

Kim Alexander - Fair Haven Union

Tammy Claussen - Leland and Gray

Tim Albertson - Stowe

Sam Jackson - Winooski

#### Secretary's Report

**Devin Wendel**

Minutes were sent out to the membership with the agenda.

Motion to accept the Secretary's report by Hank Van Orman, seconded by David Marlow.

**Motion PASSED.**

#### Treasurer's Report

**Sean Farrell**

- We have not had too many expenses so far. We are missing a fair number of dues from our membership. As of today, we are missing 29 sets of dues from ADs. We still have 11 members who have not filled out our membership application. This is how we develop the invoices. Without this information, it is difficult for this system to function. Asking everyone to please step up so we can close our books and know how much money we have to work with.
- Motion to accept the Treasurer's report by Dave Miceli, Seconded by Jim Hubbard. **Motion PASSED.**

#### LeagueMinder Report

**Sean Farrell**

- We as an organization have either signed on for a 1,2, or 3 year contract. The EC decided to sign up for a one-year membership. We end up paying a little more per year for one year vs. three years, however with the uncertainty of the future of these programs and working in conjunction with SB live we decided this would be the best option. Unfortunately, LeagueMinder has not stepped forward to work well in good faith with SB Live. SB Live is connected with Schedule Star, so if that component is important to us we do have the option in the future to look into this program.
- Blendon Salls - Is SB something we are going to be doing for the next couple of years or is this a one year thing?

- Bob Johnson - this is a 3 year agreement with SB Live. We had assumed that there would be a way to get SB Live and LeagueMinder to work together however that is not the case. SB Live is also trying to get their systems up and running to be able to show the rankings for various sports. Some sports are not listed because there are no index points associated with certain sports such as cross country.
- Dan Shepardson - I don't remember ever having a conversation regarding SB Live. The process seems a bit flawed. I don't know how we came to be with SB Live for 3 years it seems redundant to jump from platform to platform.
- Blendon - I believe we are making a good step to getting calendars synced up to make sure that if we are utilizing it we can see all of that information on the VPA website. Any update with other sports such as cross country and other sports to have their schedule up there.
- Chris Langevin - To clarify, VSADA is an agreement with LeagueMinder, SB Live is an agreement with the VPA. Now the conversation has been changed to how do they work together.
- Ben Diller - Has there been any discussion to adjust to having a more efficient way of finding schools within SB Live?
- Matt Ehrenreich - It is difficult for us to use this as a state schedule because the system doesn't accommodate all sports. Is this something just for index points or a state-wide schedule as well? Coming from NY, things just seem to be a bit off on both platforms between LeagueMinder and SB Live.
- Sean Farrell - Right from the get-go SB Live said that they are not a scheduling software. This is a new process and a good step in the right direction, it will take time but it will get there.
- Dave Miceli - It should be remembered that it is on SB Live to add MS sports to the platform, this is not a LeagueMinder issue.

### **Executive Director's Report/Section 1 NIAAA**

**Geri Witalec-Krupa**

- A reminder that the National Conference is in Denver December 10th-15th. You can register for the national conference this year at a very cheap rate. This is one of the more cost-effective conference locations to attend. Register at <https://nfhs.org/> or <https://members.niaaa.org>.
- Geri shared with the group the NIAAA is expecting all state associations to create a mentor program. At the national level the turnover rate of ADs this past year was at its highest ever due to the pandemic and increasing demands being placed on ADs. I am pleased to announce that we have successfully got our VSADA mentorship program off the ground and we hope it pays off in the future through support and retention of ADs.
- For our spring conference we are hopeful to be in person. As a state organization, it is our turn to host the Section One Conference. We will be hosting Section One representatives and national leaders on Monday Morning March 28th.
- Our student scholarship that we give annually is happening, however, we don't need to determine our state winners until March. We won't be rushing that process this year. Stay tuned for more information.
- Currently, it looks like as a state percentage, our membership % is dropping. However, we believe that the numbers that the national level is using are off because of school consolidations etc. We are working with the VSADA and the VPA to get the correct reporting numbers to the NIAAA.
- Bruce White Head Service Award - This is a National-Level award that is given to the best of the best. We will be honoring Tom Conte for receiving this award this year at the National Conference. We are all very proud of Tom, a huge accomplishment for him, and recognition for our association!

### Gipper Media Sponsorship

**Chris Langevin**

- Chris shared this sponsorship with the association.
- Dave Miceli - I approach the one-year agreement with Gipper with support but we should put together a team to research further.
- Chris Langevin Motion to make Gipper our one-year sponsorship partner as per the terms of the agreement that were shared with the membership, seconded by Matt Ehrenreich - **Motion PASSED.**

### **NFHS Coaching ED Report**

**Dave Miceli**

- Today is the day that coaches' ed reports were due and were sent to the VPA.

### **VPA Coaching Education Report Dave Miceli**

- I am compiling the VPA coaching report for certifications. If you have not made changes to the website or need to let me know something, please email me with your concerns, otherwise whatever was in the report this morning is what will be submitted to the state.

### Student Leadership Conference

**Dave Miceli**

- We are working on turning this into a one-day conference, no overnight component. Potentially 120-150 attending. We are looking to host at the Double Tree in South Burlington. 9:00AM Arrival. Ed Gerety will be there in the morning followed by a three hour presentation by the Dineli Brothers, lunch, finished up by a social event. We have about \$6,500 in costs from the hotel including lunch, \$6,000 worth of speaker costs, \$1,200 in t-shirts. A greater proportion of the fees would now be going to speakers. 30-40 facilitators. Approximately \$100 per student. No charge to facilitators. To adjust for COVID - will require masking, fewer students per table. Feeling that we should encourage if not require vaccination and/or have students and staff fill out a COVID-19 attestation form. A survey [link](#) was shared and ADs were asked to fill the form out as soon as possible.
- Dan Marlow - We don't really want to put a cap on the number of kids any one school can send.
- Sean Farrell - Please remember that if you send kids you should really be sending a facilitator as well.
- Dan Shepardson - Who are the Denali Partners?
- David Miceli - They are out of the Syracuse area, they took a multimillion-dollar company and turned it into a multi-billion-dollar company. They mainly work with Fortune 500 Companies but they have a division that works with schools as well.
- Dan Marlow - Expressed the urgency in committing to the leadership conference and lock in attendance if you plan to send students and chaperones.

### **Tom Conte Receiving Bruce Whitehead Award - Kim Maniery**

- Now that Tom Conte is on the call, we want to congratulate him on the Bruce Whitehead Distinguished Service award. You have been a huge part of this membership, longer than I have been a part of it. Congratulations and thank you for still being part of this association.
- Tom Conte - I am both honored and embarrassed at the same time, thank you for nominating me for the award. I appreciate the support, thank you.

### **National Conference Scholarship Kim Maniery**

- Kim shared the information regarding the conference as well as the scholarship award recipient link and encouraged those who have not been before to tap into this opportunity. As a scholarship winner your trip is essentially paid for. As a previous winner the amount of knowledge gained and the networking available, this experience is invaluable. To apply you must have served at least one year as an AD in Vermont, and you can't have attended the conference before. The due date is Oct 1st for applications.

### **LTI Coordinator Report**

### **David Marlow**

- Congratulations to Sean Farrell and Chris Sawyer for receiving their CMAA certifications in August. Congratulations to Derek Cipriano on receiving his CAA. I spent last weekend in Indianapolis with all of the other state LTI coordinators. The NIAAA is doing a big push on certifications this year. The test can be taken any time through Proctor U. If anyone would like to do a review we can try to get a group of people together to study before you sit for the exam. Here is a [link](#) for more information on the CAA designation.
- Two new classes - Ethical Decision Making, Partnering with Parents course. The plan is for these to be available online via webinar.
- I will be sending a survey out to gauge interest in which courses we would like to offer at our state conference in March.
- Our state conference is March 27-29. Our hope is to offer four LTI courses. Encouraged members to take LTC 790 so they can teach classes to the organization.
- Tom Conte - we also get some money back for ADs taking continuing education courses which is great.
- Devin Wendel - encouraged those who are looking to continue their education/certifications to check out the shared [VSADA Shared Resource Folder](#) to help them think of ways they could structure their project.

### **Activity Standards Reports**

### **Sean Farrell**

- [May 14th Report](#)
- The reports are linked and have been available so I am not going to read all of it to you. However a few points of emphasis - there are many more requests for larger schools to have 8th graders participate on HS teams. This conversation is still ongoing. Sean Reviewed the rest of the May 14th report, no questions arose after sharing the contents of the report.
- [August 6th Report](#)
- Sean shared the contents of the August 6th report including mental health issues that school communities will be facing. Shared the goals of the ASC.
- Sean reviewed the remainder of the August 6th report and the results of certain topics.
- Bob Johnson shared a note from the report surrounding transgender athlete policy. The question is how do we treat non-binary students in a binary system?
- There was another meeting for a hardship request for PA that was not approved regarding a 5th year of eligibility.

## **DEI Committee**

## **Mike Jabour**

- Mike Jabour - Beyond Bias survey about a professional development course that will start in December. Diversity and Equity Committee are always looking for new members. The work is so important and needed. We are about having tough conversations and supporting all students. We are also here to support you as ADs. We are not experts, however, we can talk about our experiences and provide support to the membership. We are doing a self-equity audit that we hope to be able to present on at our spring conference in March. Some of the things we present will be tough to hear but it will be helpful to have these types of conversations. In the end, this work supports our students and makes our organization better and stronger.
- Blendon Salls - Waddington has offered a course titled 'Beyond Bias'. I know that many of you have done the NFHS course, this new course is a deeper dive. I sent everyone a [link](#) if everyone could please fill this survey out and get it back to me as soon as possible it would be great. It is a quick 2 question survey. The course will be offered in November.
- [Overcoming Bias Course](#)
- [Survey](#)
- [Statement on Critical Race Theory](#)

## **VPA Report**

## **Bob Johnson**

- **Update on SB Live**
  - \* Already done
- **Implicit Bias Course**
  - Based on the VSADA recommendation the ASC did agree to make this a requirement as part of the coaches education program. This will go into effect for the upcoming winter season. Available on the NFHS website and does not cost anything. Link [here](#).
- **Ball Adoption Committee**
  - Matt from Peoples, Eric Berry from Lyndon, Sean from Middlebury, Randy from Danville, Mike Norman from Rutland. Our contracts run out with Spalding and Select. We are putting together proposals right now and then this committee will make a recommendation to ASC for adoption.
- **Committee Assignments**

If there is a committee you are interested in serving on, please let me know.
- **COVID Update**
  - We do not know what is going to happen this winter. There are some issues that are coming up with COVID that could impact our fall programs. We have a general conversation happening this Friday including the member of the previously formed Governor's task force.
  - Fall championships may require different sites - will all spectators/players need to be vaccinated if participating at collegiate sites? Most likely yes. This may cause us to have to host championships at a different site.
  - Blendon - Having done this through Dartmouth the emphasis will be put on the school. The school will be responsible for keeping this information.
  - Geri Witalec-Krupa - I believe we should be looking into alternative sites as I don't see a realistic world where we get all students, athletes, coaches, and spectators to present COVID vaccination reports to a college host site.

- Dan Shepardson - This allows us to encourage kids who are eligible to be vaccinated to get vaccinated ahead of the playoffs/championship dates.
- Bob Johnson - The rest of Section One has already committed to not using college sites for this reason.

- **Use of 8th Graders in HS Sports**

- We are getting many requests to use 8th graders on HS teams. The ASC is looking for feedback from the VSADA. We are getting requests to open this up to sports such as volleyball and others. They are looking for feedback from the VSADA and others on these policies.

### **New Business/Announcements**

- Dan Marlow - Asked a question regarding the football start date and would like to get clarity on the fall start date and why that date was chosen. It seemed much more difficult this year than compared to previous years because there was no buffer between the start of the preseason and the beginning of professional development dates.
- Sean Farrell - Many districts choose the last Wednesday of August as their start date. I believe this is a calendar anomaly. It is up to us to ask our districts to see when they believe the first day of the school year will be next year.
  - Bob - We have sent out the proposed calendar for next year. This will be discussed during the next meeting in November or it could be pushed to the following ASC meeting in January.
  - Kim Maniery - If there are concerns with next year's calendar re. fall sports start date please email me. Will get a survey out about school start dates.
  - Dan Marlow - It may be difficult to get, but we need to do whatever we can do to avoid duplicating what we did this year.
- Dan Shepardson - It was in the ASC report, but in case people missed it. The National Federation approved by state association adoption the use of a HS shot clock in basketball. Will take effect during the 2022-2023 season. It would be prudent of us as ADs to start talking to our coaches and administration about if we implement shot clocks and how we plan to use them. \$3,000-\$4,000 for install of a shot clock plus an additional game staff member to run the shot clock.
- Hank - Sub Varsity Officials for soccer. Is anyone else running into issues with not being able to get officials for games? The general consensus is yes there is a state-wide shortage. There is a reason people don't want to officiate anymore - students and parents. We need to be sure as site administrators we are supporting the officials in a positive way.
- Sean Farrell - Varsity officials are unwilling to officiate JV games which is not helping us as an association.
- TJ Powers - Is it worth the VPA/VSADA putting an announcement or blanket statement out regarding what fan behavior should look like and why we are losing officials?
- Bob Johnson - 3 of the biggest bus companies in Vermont just notified schools that they won't be doing MS games.
- Blendon Salls - Payments for Woods Trail Run. We aren't turning people away, we do have another week and a half before payments are due.

Motion made to adjourn the meeting by Chris Langevin seconded by Anthony Sorrentino. **Motion PASSED.**

**Future Meeting Dates:**

Nov 16th, 2021 - Virtual

Jan 18th, 2022 -Virtual

March 29th, 2022 - Location TBD

May 10th, 2022 - Location TBD