

# Vermont State Athletic Directors' Association

## Meeting Minutes

Monday, September 9th, 2019  
Chandler Art Center, Randolph, VT

### Call to Order @ 9:38am

#### Attendance, AD Introduction

In Attendance: Chris Langevin, Geri Witalec-Krupa, Blendan Salls, Dan Marlow, Dave Miceli, Pat Merriam, Jeff Moreno, TJ Powers, Mark Ellingson, Jeanne Hulsen, Matt Ehrenreich, Ian Fraunfelder, Buddy Hayford, Chris Sawyer, Heidi Wright, Dennis Barcomb, Derek Cipriano, Ashley Hoyt, Nikki Dexter, Mike Jabour, Evra Barnes, Quaron Pinckney, Nelson Mayhew, John Lumsden, Randy Rathburn, Dan Shepardson, Devin Wendel, Neil Brodeur, Joe Gurdak, Kevin Lipple, Natalie Soffen, Ali Morgan, Jake Eaton, Dave Capman, Andy Tufts, Rich Saypack, Chris Wentworth, James Ingalls, Daniel Elliott, Phil Joyal, Eric Berry, Mike Norman, Marcel Choquette, Chris Brigham, Kim Maniery, Sean Farrell, Steven Keith, Hank Van Orman, Bob Johnson

#### Secretary's Report

**Chris Langevin**

Minutes sent out to the membership with the agenda.

**Motion to accept the Secretary's Report by Pat Merriam seconded by Dave Miceli. Motion PASSED**

#### Treasurer's Report

**Bob Hingston / Sean Farrell**

Please make sure you submit and pay your League Dues through your business offices. When doing so, please make sure you note that it should be going to Bob Hingston at Bob's address. Sometimes business offices will keep one vendor address in forever.

Golf Tournament was a bit thin this year, presumably from the rain, wind, and cold weather for this year's tournament. The numbers for the tournament were pretty standard, but the money made in the 50/50 raffle and other course offerings caused for it to be a low return.

**Motion to accept the Treasurer's Report by Pat Merriam, seconded by Geri Witalec-Krupa. Motion PASSED.**

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

**Paul Wheeler/Geri Witalec-Krupa**

Thanks to all of those that attended the Summer Institute in the cape. This is a great way to get in some of your LTI classes, while at a beautiful location for a fraction of the cost.

National Conference will take place in National Harbor, Maryland. For travel, going through Reagan Airport is the best option, and Burlington has a number of flights daily. For new AD's, there is a [scholarship available through the VSADA](#), and they just need to apply and we will cover most of your costs to attend the conference. You can apply by completing the Google Form by October 1st, 2019.

Friday, October 11<sup>th</sup> is the deadline for the Scholar-Athlete scholarships, awarded at the Student-Leadership Conference in November. You can find the application at this link: [http://www.niaaa.org/assets/Scholarship-Application-2019\\_fillable.pdf](http://www.niaaa.org/assets/Scholarship-Application-2019_fillable.pdf).

## **Coaching Education Report**

Bob Johnson received notice from Amy Molina, that she is stepping down as our Coaching ED liaison.

Currently, we are looking for people to send an email to Bob Johnson to verify your coaches are all set. We do need to begin looking at the future options.

- Option 1: We have a stipend available and can look to fill it.
- Option 2: What we are doing in the interim basis. We have to go into the database, update the database, and email that we are all set. (Pros: You are responsible. Cons: You are responsible AND liable)
- Option 3: Thinking outside the box, and come up with a new option.

Sean Farrell: Note... if you send that email to Bob, you better be sure they have it done. If you don't, and you send that email... you're putting yourself at risk for lawsuits.

Dan Shepardson: I think \$1000/season needs to be increased, if we're looking to find someone for the amount of work that goes into this position.

Devin Wendel: Has anyone been held accountable because of the coaches not getting certified?

- Bob: Yes, we have fined schools -- \$2,700 in a year. We did \$100 per school, but the rules say we could do \$100 per coach. Had we done per coach, it would have been over \$10,000.

Bob Johnson: We need a solution by November. This is a HUGE job, but if we're going to increase the stipend, we're going to need help from the VSADA.

Dan Marlow: Have we ever thought about dividing it by division? So we have a Division 1, 2, 3, 4 rep that would take care of only their division?

- o Bob J.: By division would be tough because that changes via sport
- o Sean F.: you could go by league (NVAC / SVL)

## **VSADA - Conference**

### **David Marlow**

David Marlow will share more information at our upcoming meetings.

**Save the Date: March 29, 30, and 31.**

## **Leadership Conference Update**

### **Dave Miceli**

2019 marks the 26<sup>th</sup> year for the Student-Athlete Leadership Conference.

**Save the Date: Monday November 4<sup>th</sup> & November 5<sup>th</sup>**

This year's presenters include: UVM's SAAC, St. Michael's Hope Happens Here, Rose Bedard's Dance Group Program, Ed Gerety, and more.

Registration will be electronic this year. You will receive links to the registrations from Dave Miceli soon.

- There will be a link for Parents and a Link for Students to fill out paperwork

If you have to add or subtract people, let Kim Maniery know. If you would like to add people to your original estimation, she'll send an additional invoice (if needed). If you have to subtract, refunds are likely to come AFTER the conference.

### Activities Standard Report

**Kim Maniery/Dan Shepardson**

Possibility that Castleton is looking into the Chase Mall (Rutland) about adding an Indoor Track. UVM has agreed to host this year, Bob has been in discussions around dates.

VPA is putting together a committee to review Gender Identity in regards to some concerns about students transitioning, Gender Fluidity, as well as non-Binary students.

ASC reviewed the VPA's current Hardship Waiver Request, and feels that it's fair, flexible, and addressed the concerns that it was originally created for.

Mike Jabour: School Board has voted to accept a proposal in regards to a State of the Art indoor wellness facility with basketball courts and an indoor track. It will be going to the community next year.

### VPA Report

**Bob Johnson**

VPA report covered in other areas of the Agenda.

### Hope Happens Here Presentation

(Sean Farrell -- Middlebury; Dan Marlow -- BFA St. Albans)

#### **Middlebury**

- Sean brought materials on posters that he has put up around the school, as well as a smaller poster that are in bathrooms around the school as well.
- HHH started at St. Michael's College, but is now its own National Organization and has chapters around the country.
- They have a SAAC (MAC at Middlebury) that has a HHH chapter that puts the message out in regards to it is "Okay to Not Be Okay"
- They have HHH games, where they have flyers, handouts, etc., to provide resources to the students that may be struggling.
- They've been hosting trivia nights to help support HHH and have had about 70+ students showing up to events regularly.
- They put flyers in the stalls as well, because statistics have shown that if it's in a public place, people will generally blow right by. If it's in a stall, people are more apt to stop, read, and retain info.

#### **BFA St. Albans**

- BFA does roughly the same things, which all started with Dave Landers presentation here at the VSADA.
- "This is a National Crisis that no one wants to talk about" -- Dave Landers
- Dave Marlow started this initiative at MMU... he's looking to get money for 500 additional t-shirts. The easiest way to get the message out is shirts, hats, etc. Things people can wear and promote the message.
- The toughest part of this initiative is often times people struggling won't let you know because they don't want you to know.
- Instead of doing flyers/posters, BFA did Magnets for the lockers, which proved to be successful.
- BFA did a campaign where their students covered windows, lockers, walls in the school with positive messaging, similar to their campaign slogan of "You Are Important", to spread positivity and love.
- Try anything. It doesn't hurt, and can often help someone in need.

Dan Shepardson: ASC has Mental Health Awareness as a goal for this year, as well. ASC is looking to raise awareness, and wanting to create a workshop for student-athletes as well. At CVU, they had a student create a group called “Bring Change to Mind”, which is another national group working around the stigma in regards to Mental Health Awareness.

Mike Norman: 4-5 students have come to me as a coach, to explain they are not going to play sports due to anxiety. I want to utilize some of these resources, bring it to our groups back at school.

Hank Van Orman: I’m seeing the same thing at U-32 as well. I met with the “We Are Hope” group. I spoke to their founder specifically around the topic of anxiety. There were some really interesting conversations that came out of it, and may bring him to a future VSADA Meeting.

## **New Business / Announcements**

### **VPA – Student Athletic Advisory Council (Dave Miceli)**

- In August, the VPA’s SAAC had our first orientation meeting for the students in the VPA’s SAAC.
- They worked well getting to know each other, as well as creating their own committees.
- The disparity that happens between different schools was a popular topic
  - The students want to create a curriculum in regards to Captains Education.
  - A template for how to get your varsity teams to volunteer in your community
  - Working to help the group becoming a self-sustaining group that exists year after year, and not just after these students graduate, as well as trying to recruit students from more schools and more areas.

### **LeagueMinder Fees**

- There will be an additional invoice that will be going out for the \$80 price increase in LeagueMinder.
- Sean sent out a letter to the membership detailing the increase

### **Review of Out-of-Season Coaching**

We agreed to an out-of-season coaching policy, and now with the various newspaper articles, questions have been brought up. So, we’re opening it for discussion.

- Dan Marlow: What about clinics? The new baseball/softball place that opened up in Essex?
- Dan Shepardson: Any time you set a rule, there is an unintended consequence. I think the Clinics is an unintended consequence.
  - We determined that if you wanted to coach your sport *in your season*, you are fully allowed. For Mini-Metro, you’re not allowed to coach Mini-Metro until December 2<sup>nd</sup> ... No coaching AAU from 8<sup>th</sup> Grade +
  - Now, you’re not allowed to coach your own child’s team once they become 8<sup>th</sup> Graders (or include any 8<sup>th</sup> graders).
  - I believe, if you have clinics or things that are open to anyone and everyone... that is okay (personal opinion). We created this rule to stop the stigma of coaches “pressuring” student-athletes to play for them year-round.
- Devin Wendel: I feel like over the years, we’ve patched this rule and patched it again and again... and has made the rule confusing.
- Bob Johnson: The rule is pretty simple. The problem is when people read the rules, they *interpret* it in their own way.
  - The big question is... do we try to control it? Or do we just wipe our hands of it and walk away from the rule?

- Our policy is very liberal. In the summer... there are no limitations to coaching, provided it is **voluntary**
- All we ask, is in the 2 seasons you're not coaching, you don't coach students from 8<sup>th</sup> Grade and Above.
- Every policy you create will always be open to interpretation...
- Devin: Clarification in regards to the coaching their own Son or Daughter. Mt. Abe has a coach, that has asked in regards to their own son/daughter who plays on a different school's team.
  - Bob: The coach can work with the student-athlete individually, and he can work with another school's team, as long as the school that he works with does not specifically benefit.
  - Dan Shepardson: We took that loophole out, because it gives advantage to the coaches that have the personal decision to have kids.
- Bob J.: The policy is in place for this school year. If you want to make changes, it should be made in May, which allows the ASC to discuss at the August meeting OR You can make an amendment, but there needs to be a VSADA vote in regards to a policy change, it needs to include proof for why the change is needed, and then presented to the ASC.
  - Devin will prepare something for the November meeting, bring it to the VSADA group, and we'll vote on it at our next meeting.

### **Early College Students**

Hank Van Orman: Had a student that enrolled at Lyndon State College for early college. Turns out, she is "sort of" on the LSC women's soccer team. Hank called Bob to inform him of the situation.

Bob Johnson: When the Early College admissions program was implemented, the one thing they forgot to think about was athletics.

- For a student to participate, they have to unenroll from their school, then enroll in college. They allowed them to compete in HS Athletics, as long as they have not graduated from your school.
- Bob has reached out to the school and the NCAA to receive clarification. The school says she has completed all of her HS Requirements, but she doesn't have a HS Diploma. The school said they received a notice from the NCAA a few years ago, this is fine. Bob has asked for the notice from the NCAA. Bob's request to NCAA & College is simple: "I always thought you needed a HS Diploma to play a college sport." Bob hasn't heard back yet... but he will inform all of us once he hears back from them.
- Once they enter a college's team, they are immediately ineligible for all HS Sports.

### **Additional Notes**

- VSADA Directory -- Check for Accuracy
  - Please get all your changes to Chris, who will update the Directory for Accuracy
- If you have any information in regards to speakers/presentations on Vaping and Athletes, please email Joe Harrington or Jake Eaton.
- MVU is playing a JV Schedule and have Seniors on their team, please allow their students to play in the JV Schedule. Help them to build their program and allow these students to play as well.
- Operation Hat Trick -- If you're interested in taking part, please email Mike Norman at Rutland.

**Motion to Adjourn by Geri Witalec-Krupa, seconded by Pat Merriam. Motion PASSED.**

Meeting Adjourned @ 12:14pm

### **Future 2019-2020 Meeting Dates:**

Tuesday, November 12th - Chandler Art Center  
 Tuesday, January 21st - Chandler Art Center

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