

**SALISBURY TOWNSHIP SCHOOL DISTRICT
STUDENT ACTIVITIES SUBCOMMITTEE MEETING
ADMINISTRATION BUILDING
MONDAY, JUNE 12, 2006**

The Salisbury Township School District Student Activities Subcommittee met on Monday, June 12, 2006, at 7:10 p.m. in the Administration Building, 1140 Salisbury Road, Allentown, PA.

Board Members Present: Mrs. Feinberg, Mr. Gatani, Mr. Giordano, Mr. Mantz,
Mrs. Miller, Mr. Pauloski (arrived at 8:00 p.m.), Mrs. Ziegler

Board Members Absent: Mr. Reinsmith, Mr. Steidel

Administrators Present: Ms. Deeb, Mr. Hume, Mr. Shankweiler, Dr. Wright

I. CALL TO ORDER

The meeting was called to order by Mr. Giordano at 7:10 p.m.

II. ACTIVITIES SUMMARIES

Varsity & JV Girls' Soccer

Mr. Allinson said he had an extremely successful season. Mr. Allinson stated he had some students injured mid-way through the season so he had to move students around. He stated the team was a balanced team. The team is looking favorable for the years to come.

Ms. Deeb said Mr. Allinson did a tremendous job. The girls respect Mr. Allinson and speak highly of him.

Ms. Deeb asked Mr. Allinson to give a brief update on summer activities.

Mr. Allinson asked for permission to talk to people to try to get funds donated from the private sector. Mr. Babyak has been doing some informal talking to see if there is interest. Mr. Mantz asked what would be the end result? Mr. Allinson replied he would like a new artificial turf field where the existing grass is in the stadium. Mr. Giordano asked if the football team is interested in doing this and Mr. Allinson replied, "probably." Mrs. Feinberg said it can't hurt to investigate. Mr. Shankweiler asked if this could be added to the D'Huy facilities study. It was requested that Mr. Shankweiler should get an estimate, if there is no additional cost from D'Huy, to convert the field to artificial turf. Mrs. Feinberg asked if there were any safety studies done for natural turf vs. artificial turf. Mr. Allinson replied, no, but he said he knows there are injuries on both.

II. ACTIVITIES SUMMARIESVarsity Boys' Tennis

Ms. Deeb stated there is a scheduling request for more matches with bigger schools. They generally play 17-18 matches a year.

MS Softball

Ms. Deeb said Mr. Cerco did a nice job. Their request is to add an additional coach. She stated the team improved as the season went on.

Jazz Band

Mr. Steinbrecher is requesting to come up with a plan in order for students to be more consistent in attending practices. It was noted Mr. Steinbrecher needs to communicate with Mr. Marsico regarding play times. He should also meet with potential jazz band members to get their practice/activity/work schedules.

FBLA

Mr. Lane had another outstanding year. Ms. Deeb said more and more students are advancing to states.

Debate

Ms. Deeb said Mr. Barna did an excellent job. Dr. Wright stated she was at the finals for the first time. She said with the caliber of the students, she could not have chosen a winner. She was very proud to be there.

Spring Play

Mr. Marsico had no requests. Mr. Marsico and his students are to be commended for putting together a marvelous production.

Dr. Wright added that there will be discussion needed at the December Student Activities meeting regarding the spring play for next year because of having county band here. Because of having county band here, Mr. Marsico will need to do a different caliber of performance because of the stage setup, among other things, and we may have a need for some assistance from a musical person that we have not had in the past.

Mr. Marsico's goal is to modernize the sound system.

II. ACTIVITIES SUMMARIES

Scholastic Scrimmage

Ms. Deeb said they had a great year. Mr. Koba and Mr. Vecellio did a great job.

National Honor Society

Ms. Deeb said Ms. Stetzel did a nice job this year.

SHS Student Government

Ms. Deeb said Ms. Brinson did a real nice job this year. Ms. Brinson talked with Ms. Deeb about developing an "Intro to Leadership" course and an "Advanced Leadership" course. It was stated this will have to be addressed with the Curriculum Committee.

SHS Key Club

Ms. Deeb said Ms. Honochick does a wonderful job. Ms. Honochick has a lot of students involved and the students respond very well.

Dr. Wright said the students sent her a congratulations card and a picture frame when she received her doctor's degree. She said this is a nice example of modeling for the students to do things like this.

JV/Varsity Softball

Before beginning the JV/Varsity softball report, Ms. Check endorsed the addition of a turf field. She is the field hockey coach and would love to play her games on a turf field. Ms. Check is requesting a pitching coach or a paid assistant coach. Ms. Check stated there is a danger with the JV/Varsity field. She said she just had a player get injured. Ms. Check said she is embarrassed with the infield. She is afraid to hit ground balls during practice in fear of them hitting a player.

Dr. Wright said she would be happy to discuss this further in Executive Session but not here because it does involve personnel issues.

Mr. Giordano asked Ms. Check how long she was coaching for Salisbury. Ms. Check said 7-8 years. He asked "what is the pattern of the shape of the field?" Ms. Check replied "It was good for a while. If there is a little rain, the field gets bad."

II. ACTIVITIES SUMMARIES (continued):JV/Varsity Softball (continued):

Mr. Gatani asked if the district has any resources to take care of the fields the way they should be. Dr. Wright said this can't be answered at the present time. They are trying to develop ways to utilize the staff in the best possible ways. She noted that at Northwestern, there is a separate grounds crew from the inside grounds crew. They don't have people that share those responsibilities except during the winter for snow clearing. Dr. Wright further stated the folks are doing a master job of juggling balls and keeping them in the air.

The outfield fence was discussed. Mr. Shankweiler said this fence was donated. It was an 8-foot fence cut in half. It needs to be repaired or replaced. Mr. Shankweiler met with a representative from Anchor Fence and will obtain other quotes. Mr. Shankweiler said it will cost about the same, or more, to repair it as it would cost to replace it. This would be for only the fencing, not the poles because they are still okay. It will cost approximately \$2,000 to replace the fencing. Permission was given by the Board to replace the fence because of safety issues. This price does not include capping the fence.

Ms. Deeb stated it was a very good year. Ms. Check said the girls are great to coach. Ms. Check said they made it to districts. They ended the season 11-9 overall.

Varsity/JV Baseball

Mr. Pochron asked that the trees be trimmed that hang over the outfield fence. Mr. Shankweiler got one price of \$1,500 to trim the trees. He will obtain other quotes. Mr. Pauloski said since there are safety issues involved, direction was given to move forward after getting other quotes.

Mr. Shankweiler will look into getting additional infield mix in the fall.

Mr. Pochron also requested a block addition to the first base dugout to be used for storage. Mr. Shankweiler said this could cost approximately \$500. Dr. Wright asked how to prioritize this? "How do we want to react to these kinds of requests?" It is not a safety issue. Mr. Mantz stated it is a budgetary issue that wasn't planned. Ms. Deeb said it would be nice to have this, but will not affect the program in any way. Request was denied.

Mr. Gatani asked Mr. Shankweiler if the district has adequate equipment to take of the fields. Mr. Shankweiler responded yes.

II. ACTIVITIES SUMMARIES (continued):Track and Field

Ms. Deeb said the numbers are excellent and are continuing to grow.

Twirling

Ms. Deeb said it was another excellent year for the twirlers. She stated she was at the twirlers show at the high school. It was so well attended and so well run. Mrs. Ziegler stated there were 4 RNs on duty. There were a couple of injuries that the nurses had to attend to—one being a seizure and one child being injured during horseplay in a locker room. The Booster Club made approximately \$3,000-\$4,000 on this event and Mrs. Ziegler stated the money helps fund the group's trip to Wildwood. Ms. Deeb noted that Brian Covely did a great job at this event as well as the cafeteria staff and other custodians.

Ms. Deeb said they are asking for an assistant coach.

Mr. Gatanis stated this is a super program.

Ms. Deeb requested that the Board add Steve Hilaire's name to the extracurricular positions list as co-advisor for the Freshman Class. His salary will be split with Barry Frick who is the other co-advisor for this class.

Ms. Deeb read a thank you note from Rick Worman who left Salisbury as the **VARSIITY** girls' basketball coach.

III. Old BusinessCoaching/Salaries Survey

Ms. Deeb discussed the survey which she was requested to do on coaching structure and salaries. Ms. Deeb believes we should add 1 assistant football coach, 1 softball pitching coach, 1 pole vault coach, 1 junior high assistant wrestling coach, and 1 assistant varsity boys' basketball coach and 1 assistant girls' basketball coach. Mrs. Feinberg asked if Ms. Deeb had the number of student participants for all of these programs at the schools. Mrs. Feinberg said she did the analysis of all of our numbers during the budget process and she said our numbers seemed low. There were not a lot of students in some of our athletic programs.

III. Old Business (continued);

Coaching/Salaries Survey (continued):

She said if you look at the cost per student, it was high and we don't have a lot of students in our football program. Mr. Scisly said two years ago we had 29 varsity football players and this year there are 50. We had 20 middle school players 2 years ago and this year 40 signed up to play. We have doubled the number in 2 years. Mr. Pauloski stated Mr. Steidel told him that quite a few years ago there was an elimination of a number of assistant coaching positions across the board. Dr. Wright read an email sent to her from Mr. Steidel regarding coaches at Catty which stated that all of the Catty coaches, except for the boys' basketball coach, have resigned in protest of the board cutting 1 assistant coach per sport to the tune of \$43,000. Mr. Steidel further indicated that 16 years ago the Salisbury Board took the same stand and he believes our students have suffered because of it.

Mr. Pauloski asked Mr. Scisly if the Board approved an additional coaching position what would be done with the salary. Would it be given to 1 person or would it be split among a couple of people? Mr. Giordano said you cannot take an approved position and arbitrarily split it. It becomes part of the contract. Mr. Scisly said it is hard to find volunteers. He feels he needs to hire more bodies to supervise/coach the students because of safety issues. Mr. Giordano said he feels we are low on coaches in football. He just doesn't know where the limit needs to be between what we do for the football program and what we do for everything else. Mr. Pauloski said Ms. Deeb provided her recommendations in order of priority. Mrs. Miller asked what we are trying to accomplish by adding an additional coach. Is it a safety issue? Mr. Hume feels the more children we get in, it is more of a safety issue. Mr. Scisly said there are 39 students in the 7th and 8th grade program with 1 paid coach. There are 56 students in grades 9-12 with 5 coaches. Mrs. Feinberg asked how do you measure success? Mr. Scisly said you need more coaching in order to develop a better program. Mr. Giordano said that Mr. Scisly is measuring success not only by the winnings of the program, but by how the players are able to perform, what they're able to learn and how much instruction is able to be given to them and you expect to see improved performance whether or not it ends up in a win column. Mr. Hume said this is a high impact sports and feels you need more supervision because of safety. Mr. Pauloski asked how many months do the coaches work for

III. Old Business (continued);

Coaching/Salaries Survey (continued):

football. Mr. Scisly said 11 months. Dr. Wright said she asked for an objective comparison and that she is looking at this more from safety issues than quality of program. She stated she would like the best quality too, but understands we cannot afford what some of the other districts are doing. We want good programs but she feels it shouldn't rise to the fact that it takes over academics. She feels that football is the one sport that is objectively presented in terms of being short in coaching. Mrs. Feinberg asked Ms. Deeb what our dry cleaning bill is. Ms. Deeb said approximately \$2,000. Mrs. Feinberg suggested that if we need money for a coach, we should not dry clean the uniforms and use that money for a coach. Mr. Scisly stated they also repair the uniforms. Ms. Deeb said washing them would be hard on them. Dr. Wright said that when they were working on the budget, they took \$13,500+ and earmarked it for this discussion. It would actually be coming out of contingency. Mr. Giordano feels we should hire an additional coach. Dr. Wright asked for a general sentiment of the Board whether there should be a motion on Wednesday's Board meeting agenda to add an assistant coach position for football. Mr. Giordano said if we don't vote on this on Wednesday night, we won't be able to vote on it again until August, and football will have started. Mr. Giordano asked Mr. Scisly if there were enough uniforms. Mr. Scisly said he is working on a fundraiser to purchase more uniforms. Mr. Gatanis stated he is on the fence about hiring an additional coach. Mrs. Miller said she is not comfortable with how we are making this decision. If it is made because of the coaching survey, it could be a little dangerous because the next sport might come up with this again. Other sports will be asking for more coaches. She said it is a little too cloudy what precedent we are setting. Mr. Pauloski said he will be candid and say his reason for supporting the hiring of a softball pitching coach is completely different from the reason for his belief in favor of hiring another assistant football coach. Mrs. Miller said maybe we need to lower the numbers on the team. Mr. Hume said he doesn't agree with capping the numbers. Mr. Mantz said he is thinking of the safety issue, but the numbers are in the middle school and Mr. Scisly is not asking for a middle school coach. Mr. Scisly stated the coaches float around between programs.

Dr. Wright said she was under the impression we only had 6 coaches, but now she understands we have 8. She said she is not comfortable not having known that. She did not have all the information. We have 6 paid positions but a total of 8 individuals. She thought we were asking for 7 paid coaches and in reality we are asking for a 9th coach. Because she did not know this, she stated she is not comfortable moving forward with this. Ms. Deeb apologized if it came across as misleading but it certainly was not her intention. She based this study on the number of salaries. Dr. Wright said Mrs. Miller is correct in what floodgates will open up with this. We are not looking at actual data and actual numbers. We are not comparing apples to apples.

III. Old Business (continued);

Coaching/Salaries Survey (continued):

Mr. Giordano can only speak for himself, but he believes when the extra names were looked at, they were looked at as volunteers. He believes we have to have tighter management and say to every head coach in every program, here is your bucket of dollars, go hire as many bodies as you can get for it. Dr. Wright stated this list does not specify the stipend for each individual coach if there was a group of names listed under a position. Mrs. Miller stated we let our football coaches determine how they were going to pay their coaches. Dr. Wright said she is not saying that is right or wrong. That is not really the issue. Her issue is that when we get to this level of discussion, we have to know the reality. We have 6 paid positions but a total of 8 individuals. Ms. Deeb feels that maybe the football program is being punished because the program has a couple of people who are willing to split the salary. Safety has to be the main issue, but there is also competitive balance. She feels we are not competitively balanced against the other teams. Mrs. Feinberg said that if this survey is truly accurate, and if Saucon Valley only has 8 coaches and we are using this to demonstrate that we are not accurate, we do not have the right numbers because they may have done the same thing. We should really have 8. We should have 1 head coach and 7 assistants. Mr. Mantz said that we don't know if the other schools aren't doing the same thing. Ms. Deeb said she will go back, if the Board desires, and ask how many paid coaches rather than position numbers. Mrs. Feinberg said Mr. Scisly is saying he needs 9 people to do what he needs to do. Mr. Hume stated again that this is a high impact sport that can cause impact on the human body. He can't justify hiring another person for football over another sport, but it must be important because Mr. Scisly keeps coming to the meetings and asking for another coach. Mr. Hume asked Mr. Scisly if he had job descriptions for the 8 paid positions. Mr. Scisly said he could give that. Mr. Giordano said there are a couple of things that need to be cleaned up. We may end up in the same place and supporting the extra position, but the way this is done has to be cleaned up. Mr. Pauloski said when Mr. Giordano's daughter played basketball, the salary for the assistant basketball coach was split. Mr. Giordano said if we are going to do this, it has to be done conscientiously and with the appropriate approvals. Dr. Wright agreed. Mr. Giordano said that sometimes in appreciation of volunteer coaches, the parents or booster clubs would take up collections and at the end of the season hand money to some of these volunteers. He doesn't feel this is correct to do this. Mr. Giordano said the booster clubs in our district have been very unregulated for a long time. There is a policy now to set parameters. Mrs. Miller asked Mr. Scisly if this would be approved, for what position would he hire? Mr. Scisly said he would hire a coach for his wide receiver and defensive backs. Mr. Pauloski asked again for the Board members' feelings on hiring an additional coach. Mr. Giordano said we should support the additional coach, but in doing so, we have to know what each position is that we are supporting. Give these jobs titles and tell them what they are going to do and which position is going to be split.

III. Old Business (continued);

Coaching/Salaries Survey (continued):

Mrs. Feinberg asked if we are listing 9 positions. Mr. Giordano said he thinks we should list the number of positions that we would put in the contract so we are prepared to support and pay for them. He further stated that we will still have 6 positions but we may choose to staff with creatively, but be clear about what that staffing looks like. Dr. Wright said that if we add this 1, it will be 7. She said rather than this kind of list going to the Board members, in the future, it will look very different; it actually will be a chart that will list the stipends right next to it so Board members will know if it is 1 person or 2 people splitting the salary. Mr. Gatani agrees with the new concept as long as the coach is the one to originally set the names and responsibilities for our approval. Mrs. Miller supports it, but would like to see the chart more accurate. Mrs. Ziegler can support this because of safety. There are 90 students, 1 coach for every 10. She doesn't want to see the floodgates open with ratios. She would like to see a chart showing the number of participants and asked if we have a rule for ratios. Mr. Pauloski said he doubts there is one. She is in support of this but feels it needs more research. Dr. Wright asked Ms. Deeb and/or Mr. Hume to check what the guidelines are that PIAA puts out in regard to ratio. Ms. Deeb and Mr. Hume will check into this. Mr. Mantz agrees with everything said. Mr. Pauloski agrees as well. Dr. Wright said that there will be a motion on the agenda for Wednesday to approve an additional coaching position for football with a salary of \$4,217. Mr. Giordano said what he doesn't know about the other schools will not affect his decision to add another position. He knows that the other school districts are paying for "X" amount of positions according to their contract, whether the other schools are splitting positions or not. He knows that we are deficient by 1 coach at the very least. He is leaving it up to Ms. Deeb and Mr. Hume working with the coach to determine how we are going to spend that. Dr. Wright proposed that the approval process be unconditional but we still need more information and Mr. Scisly can hire another coach. Mrs. Feinberg is okay with that. Mr. Scisly then said it would be a head coach, offensive coordinator, defensive coordinator, line coach, JV coach, head MS coach and an assistant MS coach. Mr. Gatani said yes, Mrs. Miller-yes, Mr. Giordano-yes, Mr. Mantz-yes, and Mrs. Ziegler-yes, Mr. Pauloski-yes. A motion will be placed on Wednesday's Board meeting agenda.

III. Old Business (continued);

Coaching/Salaries Survey (continued):Softball

Ms. Deeb is recommending that we add a pitching coach. We are the only school district that does not have a pitching coach. Mr. Giordano said that the idea of us being deficient in this area has been around for quite a while. We just have to set priorities through our budget discussions and so things like a softball pitching coach just never made the cut over the years. Mrs. Miller said that if you want to have a serious softball team, we need a pitching coach. Mrs. Miller said we need fewer things but we need to do them better. The salary for this position is \$2,754. Mr. Pauloski asked the Board members whether or not they support this. Mr. Giordano-yes, Mrs. Feinberg-yes, Mrs. Ziegler, yes, Mr. Mantz-yes. Mr. Pauloski gave direction to add a motion on Wednesday's Board agenda to add a softball pitching coach.

Pole Vault

Ms. Deeb is recommending a pole vault coach. Mrs. Miller supports track and field. She feels it pulls a wide variety of students. A vote was taken. Mrs. Miller-yes, Mr. Mantz-yes, Mrs. Feinberg-yes, Mr. Giordano-yes. A motion for this position will be added on the agenda for Wednesday's Board meeting. If we do not have any pole-vaulters, this position will not be filled. The salary for this position is \$2,811.

Assistant MS Wrestling Coach

Ms. Deeb is recommending adding an assistant middle school coach. Mr. Pauloski said the wrestling numbers justify an additional coach. Mr. Giordano said there is greater participation now than there ever was. Mrs. Miller stated that she doesn't want to see volunteers just slide into paid positions. She feels we need to have an interview process and they need to be evaluated. Ms. Deeb said they are evaluated. A vote was taken. All were in favor. A motion will be added to the agenda for Wednesday's Board meeting. The cost for this position is \$2,327.

III. Old Business (continued);

Coaching/Salaries Survey (continued):Boys and Girls Basketball Coaches

Ms. Deeb is recommending adding an assistant varsity basketball coach to the girls' and boys' program (1 for each program).

Dr. Wright feels this is more of a quality issue rather than a safety issue. Ms. Deeb said that was correct. Because of Title IX, we can't add a coach to the boys' program without adding one to the girls' program. Mrs. Feinberg was not in favor of this. It was in agreement that these positions will not be added this year.

IV. **NEW BUSINESS:**Part-time Clerk Typist—Student Activities Office

Dr. Wright asked if there were any questions or concerns about hiring a part-time clerk typist for the Student Activities Office. She said Board members questioned her about getting help for Monica so she could concentrate on other things rather than clerical work. In speaking with Ms. Deeb, her first thought was getting some game management help for her so that if there are 2 events going on in one day, she could be at one and the game manager at the other. Upon Dr. Wright's request, Ms. Deeb developed a list of things she is not able to do which Ms. Deeb discussed. Dr. Wright said there is no athletic director in the Colonial League that does not have at least a 50% secretary and there are numerous ones that have a 7-hour/day or 8-hour/day secretary for at least 10 months of the year. Mrs. Ruth is assisting with some things now, but Mr. Hume said they need to tighten up on their attendance reporting, scheduling and state mandates and Mrs. Ruth will be needed to do these things. He said freeing up their personnel would streamline their operations upstairs. Mrs. Miller asked how will they know this is successful in a year. Ms. Deeb could give a report. There are a lot of things that don't get done now. Ms. Deeb will supervise this individual. The Board was in agreement for adding this position. This will be a part-time position without any benefits.

IV. **NEW BUSINESS** (continued):Addition to Athletic Training Code (under Old Business)

Mr. Mantz needed clarification about 1st and 2nd Offenses listed on pages 7 and 8 of the Code. Mr. Hume will review this and make some revisions. Mr. Giordano questioned the title of the code and it was changed to Extracurricular Activity Code of Conduct. He also noted that on page 1, 3rd paragraph, 2nd line, he thought it should be ethical development rather than well-being. This will be changed. Mr. Giordano said we are adopting this because we need to codify what behaviors will result in what results. He said there will always be something that is written in this that somebody will have an issue with so the verbiage and the wording should allow for some flexibility. Mr. Giordano also had a question regarding page 5. He said we are not treating an alcohol or drug offense on the part of a student involved in an extracurricular activity any different than a student that is not involved. Mr. Hume said no, this should be in accordance with the chart that is right with our policy. He is assuming the 3-day rule suspension is the whole window he said we would be going by. That's generic. Ms. Deeb said that it was strongly felt that anybody distributing alcohol/drugs is dismissed from the team. Ms. Deeb feels Attorney Freund should review this Code before it is adopted and Dr. Wright agreed. Mr. Pauloski had a question regarding a crime committed on school property. Mr. Hume said school rules apply then. Mr. Giordano said that under 2, page 6, means that we're only concerned about offenses committed relating to alcohol/drugs but if you commit a crime in your neighborhood (such as destroying mailboxes), we're not concerned with that. Mr. Hume said that drugs/alcohol is something that we are supposed to be teaching as the educational process of living wellness in accordance with our mission statement, so if they violate that, they jump on it. If they violate the normal law, the school gets a paper from the probation department once a month. No child on probation is stopped from free education, access to sports, library, etc. Dr. Wright said this code needs to be approved on Wednesday night, pending attorney review. Mr. Pauloski said that on page 8, under 3, number 1, and page 9, number 2 it should be Meeting with the Director of Student Activities... He also stated that on page 11, under number 3, take out the dates so it doesn't need to be edited every year. Ms. Deeb will distribute this at seasonal coaching meetings and to school advisors. She also plans to have it on the website. It was also noted that on page 9, V. Extracurricular Equipment, Return Policy should be capitalized.

Smoking

It was noted that there is to be no smoking on the grounds. The security deals with this now. If the individuals do not listen, security should call the police.

V. Citizens' Comments

None

VI. Adjournment

The meeting was adjourned at 11:25 p.m.

Kathryn N. Hoffman
Recording Secretary