

Board of Education
May 5, 2023 2:00 PM
Central Services Board Room

The Athletic Committee met on Friday, May 5, 2023 in the Central Services Board Room where Mr. Nicholas Davis called the meeting to order at the approximate hour of 2:00 p.m. He welcomed everyone to the meeting and appreciated everyone for attending.

BOARD MEMBERS:

Teresa Boston:	Absent
Mr. Nick Davis:	Present
Ms. Anita Hale:	Absent
Mrs. Rebecca Hamby:	Absent
Mr. Chris King:	Present
Ms. Sheri Nichols:	Absent
Robert Safdie:	Absent
Ms. Shannon Stout:	Absent
Ms. Elizabeth Stull:	Absent

OTHERS PRESENT:

William Stepp, DOS
Dean Patton, County AD
Kim Bray, COO
Nathan Brown, SMHS AD
Scott Calahan, CCHS Principal
Ivey Mayberry, District Coach
Chris Mosely, District Coach
Corey Wade, Director, New Colossus Academy
Stuart Sitton

1. Call to Order-Nick Davis - Mr. Nick DavisMr. Nick Davis called the Athletic Committee meeting to order at approximately 2:00 p.m.
2. Moment of Silence/Pledge-Nick Davis - Mr. Nick DavisDavis asked King to lead off on the Pledge after the moment of silence.
3. Approval of Committee Minutes-Nick DavisDavis asked for a motion to approve minutes from last meeting. King made the motion and Davis with the second.

Motion to approve committee minutes.

VOICE VOTE: (mover-yes) King

(seconder-yes) Davis

Yes: 2, No: 0
Davis: Yes,
King: Yes

MOTION: Motion Failed

4. TMSAA Schedules Davis introduced this agenda item. Stepp said that he and Patton had been working on this for a while. He turned it over to Patton for info on the particular sports. He said TMSAA breaks this down into 3 timeframes. Fall, Winter, and Spring seasons. He said basketball has a winter timeline so they would have to line their basketball teams up with their schedule. Patton said they would put JV there also, so JV and Varsity would be added to the TMSAA schedule. He said volleyball would be moved to the fall in TMSAA. Softball would have to move to spring. Cross Country would have to move to the Fall for varsity. He said the challenges would be getting the facilities usage but he didn't see that being a problem. Davis asked if they are prepared to take the next steps? Stepp said yes, they are waiting right now for the budget to be approved. Membership fees have been proposed to be put into the athletic budget. He said if it's passed by the board, he can move forward with the decision.

5. Current Athletic Facilities Assessment Process Davis moved into this agenda item and asked by what means do they access the athletic facilities and how often? Stepp said this would be a good time to create feasibility studies on infrastructure, gym schedules and upkeep of fields. Davis said they are trying to find new opportunities to support student athletes and administrators. Davis asked what recommendation could be made outside of the feasibility study? Internal or employ someone to conduct the study? Stepp said he would check with Kim Chamberlin of Uplands Design if he could recommend a person who would know exactly how to do that. Davis asked what should be the next time to check on that? Stepp said he would know after he talked to Chamberlin.
6. Athletic Subcommittee Developments for Strategic Plan Davis introduced this item. He said the subcommittee is allowing them to make recommendations to the steering committee for the strategic plan. Stepp said the BOE began the strategic plan in January and part of the vision includes athletics, so it's part of the core beliefs of the strategic plan. He said some of the opportunities within the plan are TMSAA, a measuring stick for the expectations and guidelines for the coaches, the ability to attract and retain high-level coaches. He said parental involvement is also huge and they would like to create parental engagements so they are aware of what their child is fully involved in.
7. 23/24 FY Budget Needs Davis introduced this agenda item and said they had initially asked what each team's financial obligations were. He said that number fell between \$350,000-\$600,000 of support being provided. Funded by booster clubs and outside school monies. He then asked what they were going to do with that information? What do they have for finances? Stepp told him that they had a budget for county AD and supplements for high school AD's. Bray told everyone the district would be paying out over \$500,000 for athletic supplements this year. Based on information given to her by Patton, she will budget \$561,000 for this year. Davis asked if there was any information on how to navigate that as they headed into budget season? Stepp said they want to allocate money for each sports team and they would make that recommendation to the budget committee. King said if information was to be provided to the committee and the board, they would need details.
8. Non Faculty Coaches Davis introduced this item and said it had come to his attention that all coaches are required to be faculty unless they had a CCBOE employee sponsor. He asked how to create a

pathway that causes people to leave when they can't get a sponsor, should they not be faculty. Stepp said they would recommend adding a line to the policy that if you are a level 3 then you don't have to have a faculty sponsor. He asked if that addressed Davis' concerns. Davis said yes. Patton said they do not have enough employees to coach particular sports, so they have to get outside sources, but then coaches are still required to stay with them and get no extra pay. King said if these are volunteers, are they not paid? Stepp said they would receive supplements. King said once they are paid, do they become our employees? Bray said no, they are 10-99 employees. Davis asked if anyone had anything else to say? Brown said even non-faculty coaches will be required to go through coaching ethics classes, even if they go through TMSAA or TSSAA, it will be equitable and in addition to our required background checks.

9. Other Discussion Davis asked if there was other discussion? Brown asked if there was a timeline where they would notify the community of the decision to go with TMSAA if they went that route. Davis said he would refer that to Stepp. Stepp said the coaches all agreed that the dead period in the summer would be the best time to transition. Davis asked if there was more information needed to make the decision to say the dead period IS the date? Stepp said the dead period would be the date, but he and Patton are still researching with coaches what seasons would be best. He said there are several variables that they will have to work through and they are doing that. Last week of June/first week of July would be the dead period and would be the goal. Mayberry asked if the district is going full-blown middle school? Stepp said it was 6-8. She said that is confusing because is basketball going to have middle school teams or will it be elementary JV and Varsity that will follow TMSAA rules or both? Stepp said you will still have an elementary JV season and a varsity season. He said the goal is that every sport is under the same governance. Mayberry said if she has a 6th grader is not varsity ready but could get a tremendous amount of courttime on her JV team. Under middle school rules, she can't put them on there. Patton said yes she could. As long as the 6th grader only plays on the JV team and doesn't play on variety, they are in no violation. Mayberry asked if a 5th grader is just as good as an 8th grader, what would happen. Patton said TMSAA won't let that happen. It's just 6-8. Keeping the 2 groups separate is a major bylaw.

Mosely said if they are waiting until July to make this switch they will be asking for kids to play if he has tryouts in the next 2 weeks. He said that if Pine View and Crab Orchard will be co-oping then he's sure others will run into that as well and he just wanted everyone to be aware of that. Davis said that trying to make that clean break will be complicated. Patton said they are developing safety nets and making every preparation to go with TMSAA. If they don't go this route during the dead period, they will revert back to normal and the coaches can have another tryout. He said he always encourages his coaches to always have more than one tryout (one spring and one fall) due to kids moving into the district in the middle of the year. Davis asked what hard day do we have that tells us we can't move forward with traditional co-op. Stepp said again there are a lot of different variables. Patton said they are preparing that it's a go and if something happens that it doesn't happen, they will go back to normal schedule and will have plenty of time to schedule and plan tryouts. King asked how co-oping would affect the community and also cheerleaders. Stepp said that Beaty and Spicer had both reached out to their parents and they were on board with this and what it would look like for their teams. Stepp and Patton also said that cheerleaders would be taken from both schools. Sitton asked if this goes through with TMSAA, what does the post-season eligibility look like? Patton said there's a state tournament played in the second week of February and they will most likely make us our own region. We will play the county tournament and then advance to the state competition. Wade asked if the co-op would exclude private Christian schools? Patton said once they become a member of TMSAA they would petition them to become a co-op with one of our schools. Under local governance, the Christian school students co-op'ed with the county and those students played with the school they would have been zoned for if they were in our district or homeschooled.

Davis asked if updates to the AD job description had been updated as previously discussed. Stepp said he needed to work on that and they could talk through that.

10. Adjournment King made a motion to adjourn the meeting. Davis with the second. The meeting was adjourned at approximately 3:21 p.m.

Motion to adjourn.

VOICE VOTE: (mover-yes) King

(seconder-yes) Davis

Yes: 2, No: 0 Davis: Yes,
King: Yes

MOTION: Motion Failed

William Stepp
Director of Schools

Mr. Nick Davis
Chairman of the Athletic Committee

Diane McCartney
Executive Assistant for the Director of Schools and BOE

(* Indicates Board Approval Required

Athletic Committee Meeting
January 23, 2023
Central Services Board Room

The Athletic Committee met on Monday, January 23, 2023, in the Central Services Board Room where Mr. Nick Davis called the meeting to order at the approximate hour of 4:30 p.m. He welcomed everyone to the meeting and appreciated everyone for attending.

PRESENT:

Nick Davis, District 5, Committee Chair
Robert Safdie, District 2
William Stepp, DOS
Anita Hale, District 4
Chris King, District 6
Dean Patton, County AD
Kim Cram, CCHS Head Basketball Coach
Nathan Brown, SMHS AD
Steve Miller, CCHS AD
Scott Maddox, 9-12 Supervisor
Joey Burnett, CCHS/CCMS Baseball/Softball Coach
Bryan Simmons, Martin Elem Coach
Christie VanWinkle, Martin Elem Principal
Scott VanWinkle
Mark Bemabei, former PHS Coach
Dr. Rebecca Farley, CAO
Mo Chamot, Media

Absent:

1. **Call to Order** – Mr. Nick Davis
2. **Moment of Silence/Pledge of Allegiance** – Mr. Nick Davis
3. **Approval of Minutes** – Mr. Nick Davis

VOICE VOTE: King moved to approve.
 Safdie (seconder-yes)

MOTION: Carried unanimously

4. FACILITIES USE AGREEMENT

DAVIS: The first item on our agenda today is the athletic facility use schedules and reports to date with appropriate approval documents. So just to create a little bit of a back story here from where we started on our quest to be an athletic committee. Obviously, I'm new on the board here and I have a major affinity for athletics. Being from Cumberland County and in the community, children that are being raised here, we think a lot of our community. We think a lot of the athletics, so the use of the facilities and the people that support all that have a large piece in how effective we are going to fill out that mission. The actual request for data was pretty large and if you look through this agenda itself, it's a lot of information that we asked for. And it helps us really play an active role in what a board or committee can do inside of the school system. So, this is the first time-I've been a part of different organizations-but this is first time I've been on school board. Mr. Safdie's long tenure, Mr. Stepp has been in school in systems for years, so I'm privileged to be part of that, so I just wanted to kind of preface this large request for all this data and say thank you to everybody that kind of put it together. That way we have what we need to kind of continue to curate opportunities for kids beyond where we are. And student athletes to create a baseline for what we're doing and how we're going to try to know to get the course moving forward. So, looking at our facility use agreements, a lot of the schools provided those. Mr. Stepp is there-in looking through all this, I know you've been pulling a lot of different duties-in looking through some of these facilities use agreements, are there any areas of improvement that you've identified?

STEPP: Of improvement of what? Feeling the forming agreements? What part are you...

DAVIS: I guess on how we either collect it or is all the information available to us?

STEPP: Yeah, so this is a new process for me up here. Learning all of this, collecting all this data. So, I'm still looking through all this stuff that we requested to see if there are areas of improvement or not. If this committee sees any, I'd be happy to take y'all's advice.

DAVIS: Yes, and thank you. I guess I'd like to open the floor for discussion. If you guys have had a chance to look through the agenda on any of these items and see any areas of improvement that that stood out to you, or anything that we should address as committee.

SAFDIE: Could you bring up the South Cumberland facilities use. And enlarge it just a little bit there. Notice that Cumberland United Middle School soccer is 2 days a week, usually Wednesdays and Fridays. I didn't quite catch or see the amount of time that that would occur in, and there's several other areas in the in the different schedules where it was kind of unclear how long that would last. Am I missing it? It says soccer two days a week, usually Wednesdays and Fridays. I guess what I'm saying is when does the soccer season begin?

DAVIS: I'll have to turn that question over to I guess any other board member or Mr. Patton

PATTON: We're in boys' soccer in the spring, girls is in the fall and boys' soccer will start at the end of the month and run through about the first week in May depending on how far they get in their playoffs.

SAFDIE: OK, thank you. Stone Memorial High School events. Boy, that has been a big schedule, isn't it? Are you responsible, Mr. Patton, for organizing these charts? Or does it come through the high school principal and the sports team?

PATTON: As far as the facility use, that's done at each individual school. The process is the people wanting to use it, if it's an outside group, starts with the principal, then sends it over here to the financial office. There's some paperwork that gets filled out; it gets sent back to the school. And then it's determined whether or not there is a fee that's required or who supplies the insurance and that sort of thing. The rest of what you see is school related facility use. Things that it's used for every year, just common use.

SAFDIE: I noticed that on this one, the Rotary Club, it meets approximately once a month at a certain time. Is this the regular meeting place now?

PATTON: Are you looking at SMHS?

SAFDIE: Yes.

PATTON: I'm going to have to defer to Nathan on that one.

BROWN: Yes, so we have several groups that utilize our facility. Generally speaking, I think we have over 90 requests that we process throughout the year. That's what I'm looking at right now, but to answer your direct question, Rotary utilizes our facilities somewhere between three to five times a year. It's more on a quarterly basis, not a monthly basis.

SAFDIE: So, it's not their monthly meeting that they're holding?

BROWN: No, Sir, it's usually their annual at the end of the year and then most of the time it's the Fairfield Glade Rotary, not the breakfast Rotary.

SAFDIE: Thank you, that's all the questions I have.

DAVIS: So, when we look at our facility use agreements in this quest, it was just to try to put together how many different organizations are utilizing the facilities. Really, to create a mindset of what opportunities are available to the athletes. What facilities are being over utilized, underutilized, and do we have a process in place that will be conducive to increase opportunities. I think at first glance without making a large assessment, that there's probably some room for improvement just from a continuity standpoint. There's a handful of schools on here that that don't have very much in the way of facility use, and I think there's some events that are being conducted that do not have facility use agreements. So, from a liability standpoint or a process of following the procedure conversation, we would probably look to streamline that process and see how we could help aid in creating language and policy or procedure within our manual to create a little a little cleaner pathway to that. Any further discussion on that? I don't think we really need to make a vote or anything per say, but just we're looking to help any way we can to help make that as simple as possible.

5. FUNDRAISER REQUESTS, PROCESS, REQUIREMENTS & LIST OF APPROVALS

DAVIS: Ok, fundraiser requests and processes and the requirements. Ms. Diane pulled policy 2.601. And it explains our general guidelines of how we can request fundraising activities. Or how we request to participate in fundraising activities. In reading it, it lends itself to be, in my opinion, that there is room for improvement there as well. I'd like to open the floor for discussion, if you guys have read through here and found any opportunities for us to improve our language within this particular policy?

HALE: Mr. Chair, wouldn't that have to go before the Policy Committee to make changes?

DAVIS: It probably would, and that's really what I was hoping to talk about today. Are there things that pertain to athletics in the way that we conduct fundraising activities that we would propose to the Policy Committee that's in place. Everybody's good, everybody thinks it's good, not good. Needs improvement?

HALE: If it's not broke...

KING: I think there were 151 pages. They weren't all for athletics, but trips and uniforms and things like that.

DAVIS: Sure, yeah, so there's a lot of fundraising activities, and I guess that would be one of the main points, or a point. We've got a lot of things that all kind of go in the junk drawer, right? Fundraising activities have landed, pertaining to athletics, in one in one bucket. Our request athletically is how many different fundraisers are there that are to be considered and are we conducting ourselves within the rules that we have set in place to allow fundraising activities to be to be facilitated? I didn't notice that there was a fundraiser listed here-somebody help me understand, what is our process for submitting fundraising activity requests?

STEPP: Starts at the school level, goes to the principal and then comes up through me.

DAVIS: So, they're all supposed to be submitted and approved just as needed, when needed?

STEPP: Well, I mean the principals do the vetting, most of the vetting of the fundraisers because they know in their building, who's doing what fundraisers, so it doesn't conflict, and seasonally and all that kind of stuff. Once they've approved it and it comes to me for review, of course, if Ms. Bray, If anybody sees any issues with it, Ms. Diane, they'll point that out to me. Or if I see issues then it could go back to the principal to correct or move around, but most of the time the principals do a great job of vetting them at the building level.

DAVIS: Do we feel like we have captured all the current fundraising activities that are happening on school property with this list? Or do we feel like there may be some that are not included?

STEPP: Some fundraisers that I haven't approved? Not that I know of. If there is I don't know about them. It hasn't been reported to me.

KING: I saw a wide variety all through there. And they vary for all sorts of reasons. Some are athletic. Some are trips, band, cheer, uniforms, helmets. I saw different things. PTO stuff in there too.

DAVIS: So, we're under the impression that everything, all fundraisers, is visible to us at this moment and time, through this list.

STEPP: That I'm aware of.

SAFDIE: I think that an important issue that has come up frequently, sometimes more than at other times, is parents and their concerns about being asked to raise money for the different projects that take place. Some parents get very angry that they have to keep on raising money or participate in those types of projects, while other parents seem to say this is wonderful, we'll work together as a team and a school and raise money for these projects. So just be aware that that there can be conflicts in the community if parents think that there's too much pressure being put on them to raise funds.

DAVIS: That's the reality I think, and that obviously is something we do rely heavily on with the community and the parents specifically and local business, and there's always an impetus on raising funds. You can't go three conversations without talking to somebody about a fundraiser, if you're talking about athletics, so it's a big place and there's a lot of dollar bills there, I don't know how we capture all of the efforts and how we measure whether or not that they are effective. My goal is not necessarily to overreach and say hey, we want to know every dollar that's there, but I'm assuming that we are in a position to assist with trying to make those dollars make sense. Because in looking at our overall guidelines like we talked about, I guess it's making sure that the purpose of supplementing the funds for established school programs, and not supplementing the funds. Which that's the board's responsibility, is to just to supplement. So, I guess the question I would raise is, at what point is the balance? What's the difference between supplementing and not supplementing? When does fundraising become the primary method of funding versus the board or the county's obligation, and for that matter, to support the athletic activity?

MILLER: Steve Miller on the athletic director and assistant principal at CCHS so that's an issue that's been around for a long. It's not just a Cumberland County issue. I've taught in four different states. I've coached in four different states as a head coach in multiple sports, so I mean I'm very familiar with fundraising a lot of places and it's no different here to be honest with you other than Texas. Texas football is a little crazy. I think fundraising is going to be your primary-it really has taken over the groups that we have. I think Nathan would probably agree that his boosters are the ones that are really raising the bulk of the funds that do allow the extra things for all his sports. I know we do here with basketball with coach Cram, football, baseball, there wouldn't be a sport that that I would say that hasn't raised their bulk of their money that they need to proceed through the season. It's raised through fundraising. That's what we're seeing, which kind of gets back to your point in terms of fatigue, fundraising fatigue of your community. That's what I would call it. You know it does happen. It's hard to continually go back to various businesses and various individuals and continue to ask them for funds on a continuing basis. I think it's

difficult. And we understand a lot of us as parents of the individuals that participate. I think you do run into that. I don't know a great answer for that, Sir. Obviously, unless you know, school districts have additional resources that they can put into athletics and that has not been something that's happened in most districts in a very, very long time. It's just not something-they just don't have those extra resources to do that piece typically. So, I think you end up being stuck in that kind of cycle of having to raise the bulk of your money, for whatever it is you need, depending upon your new sport. It is going to really be raised through the different fundraisers in a particular community.

SAFDIE: Ms. Bray, where would you suggest that I or Director Stepp-where would you suggest I look if I wanted to find a cumulative value of the monies raised through all of the clubs? For the entire school system?

STEPP: Well, each of the booster clubs and correct me if I'm wrong, have to turn in paperwork at the end of the year-it's required by the state-that records what their activity was and what the funds were spent for and raised for. Is that correct Ms. Bray?

BRAY: That is correct.

STEPP: So, we can go through those reports.

SAFDIE: Is there a place where there's just one figure saying this much was raised on a volunteer basis by not only boosters, but all of the other clubs? NO?

STEPP: We haven't collected that kind of information.

MADDOX: Mr. Safdie, the only time that we've ever done anything like that was back when we had a two-week delay in school a few years ago. If you recall that. And I think 3 three different directors ago. It's been quite some time. And we did a study at Stone Memorial High School of how much money was being raised by parents at that time. In one calendar year we raised over \$220,000 to support the athletic programs and it wasn't just the athletics but also the club. But we looked at the spending that that we had done and if we spent it, we had to raise it first. And it was over \$220,000 at 1 high school.

SAFDIE: That's a great amount of contribution from both boosters and other club supporters. I'm just mulling this over now and I apologize if I'm sticking to it, but it's it would seem like that would be something that our state auditors would ask, and they haven't OK, but it seems like it would be something the state auditors would ask for is the total amount of monies raised for the school system outside the BEP formula the TISA formula.

MADDOX: It's like what Mr. Stepp said, the booster clubs, they're required to turn in their financial statements at the end of each school year. Those can be reviewed.

SAFDIE: I know that each of the schools will sell candy or have little stores where they raise money for different projects. And some of those projects come directly from a student reaching into their pocket and saying I want a candy bar, and here's \$0.5 or a dollar or whatever. But that would be something that our public would shine if they knew how much our parents and our boosters are contributing for the events at the school and most of these are non-academic events

and that's what would be supplanting. You know if we raise money for academics, for books for computer programs, then that fundraising would be supplanting the obligations for the Board of Education and Cumberland County school system.

DAVIS: And that's really what we're trying to drill down to. I think just to gauge what is our obvious process. If we are conducting ourselves in a way that's going to provide the data required. Or asked that will allow us to formulate decisions creating a baseline for where we are, financially, operationally. Are we proficient? Are we deficient? Do we have the means to support ourselves year in, year out? Are we going to have a drop-off in resources? Can we look forward and say we've got this, this is our need, this is our baseline? We don't have a way to measure improvement if we don't know what we are currently doing mathematically. So, we don't know what that dollar is per county, what we're raising, we're asking our community for then we don't really know if we're going to be able to do that year in and year out. It just gets a little lopsided, so I think there's some room there that we can work on to help facilitate how we capture that, and we'd be glad to help with that. What is our obligation? All fundraisers are submitted at whatever date and time, and you just approve them as they come to you. Is there a deadline that they're required to be in by?

STEPP: Fundraiser forms have to be in and approved before they do the fundraising. That's the time. So, it could be any time during the year.

SAFDIE: And we'll see at the beginning of the school term, a listing from the principals and support teachers of the fundraising projects that they have that they're requesting. There may be others that come along, but in August we'll see that big, long list of approval for fundraisers.

DAVIS: I know when we originally asked for this, there was a lot of information Ms. Diane. I looked through here and I wasn't able to see the fundraiser for Martin.

MCCARTNEY: In the 151 pages that I scanned? So, when those fundraisers come to me, they go to Mr. Stepp and he signs off on them and I keep a copy of them unless chaos ensues, which it can, and I don't get a copy. If it's a school wide fundraiser, those have to go to the board, and you'll see some of those Thursday night. If there was not one listed, then they've not sent me that request or I failed to make a copy of it. But I can't tell you which one that is.

STEPP: We can check in on that

DAVIS: We will check it out at a later date.

6. FUNDRAISER REQUESTS, PROCESS, REQUIREMENTS & LIST OF APPROVALS

DAVIS: Moving on to countywide sports schedule. Looks like we have the August, September and October sports schedule. Available here in a couple of different formats, PDF's and a couple of screenshots I believe. If you'll click on one of those Ms. Diane. So, we're just reviewing this and to understand what our obligation is to the schools and the student athletes in the community of how positively or negatively having a visible sports schedule is. Do we feel like this is the best

way that we can keep up with our county wide sports schedule? Are we doing what we say we're supposed to be doing?

STEPP: So, do you have a suggestion on how to make it better?

DAVIS: Yes. Originally, I guess the suggestion would be to follow the procedure, which is in our procedure book, our athletic procedure book which says we'll have every single schedule, game and practice submitted by May 30th. So, my suggestive question was, I've not been in this role, so I don't know how we landed in this category. So just to just to know like it's January and we're looking at August, September and October schedule so help me understand why this is the platform we've used, or we are using. Whomever would like to field that question.

PATTON: The bylaws read that they should have everything turned in by May 30th. It's something that probably needs to be changed in the bylaws because it's not feasible to do. All those schedules can't be made by May 30th. They're calling around trying to fill their schedules all throughout the year, spring schedules will be made in November, December, the fall schedules be made over the summer and the winter schedules are made throughout the entire year. Those schedules are always being filled, and so it's impossible to do. It's probably something that does need to be changed as far as putting that date on there. The Athletic Committee, if they decided they wanted every single practice documented in some form, we can certainly do that it. It's difficult to do. Other than that, the format that you have there is two different formats. One is for fall sports; one is for winter sports. What you see the screenshot of our fall sports-that calendars been shared with all of the principals, so they have access to it. So, they know when the games come up and who has the administrative duty. And then the other format that you have, the three month one- the October, November, December one, that's the winter sport basketball schedule and that is shared with everybody as well. We just do it in a little bit different format because there's so much more information there that needs to be communicated. Are there improvements that need to be made? I would say absolutely. One, I would change the language of the bylaws. It's certainly a thing where it's in there, but it's not feasible to do so I've not asked them to do it. It's because they can't, they just can't do it. If this just needs improvement, if this needs to be made public outside of the school system, then we can certainly look at a forum for doing that. That would be perhaps something that would be an improvement. Right now, all the relevant stakeholders can meet and have it. That's how we've come to this.

DAVIS: That's exactly why we asked, because just trying to wrap our heads around all the reasons we've chatted about and just get ourselves in a position to where we've got a better understanding of what the schedules are for all the right reasons and how can we help make it more palatable for each sport to be in preparation for their sports, either in passing or entry. And then obviously, the facility use.

SAFDIE: Is it impossible or impractical because of weather conditions or number of kids that are on the team or lack of coaches and filling positions, what? What makes it difficult?

PATTON: To do a yearly schedule?

SAFDIE: Right for the, let's say for the August schedule and having it done by the end of May.

PATTON: What makes it impossible is that some of them set their league schedules at a league meeting and those league meetings oftentimes won't take place until a couple of months before the season starts. So, for example, Spring volleyball for middle school, just had their league meeting six weeks ago, so there was no way they could set that schedule way back in May if they just had the meeting in early December. So that's why it's impossible to set a calendar that far in advance for the next year.

SAFDIE: May I ask one more question? Explain to me the role of the league in determining the schedule.

PATTON: OK. Football has a league that they play in. They will meet over the summer. Those coaches will get together over the summer and set their competitive schedule. Not practice schedules, but who's going to play who, when's their championship game, when's their consolation game going to be? Volleyball will do the same thing. They actually play in a league and so that league meeting will take place in early December, and they'll set their schedule. Softball doesn't play in the league; they just try to fill their schedule as best they can. Trying to find teams that actually play a fall schedule. Some of our middle schools actually play in leagues, some of them don't, so it's impossible to set a yearly schedule because their leagues haven't met yet and formed that schedule.

SAFDIE: And their leagues can come from out of county, school facilities or within the county itself, or both?

PATTON: All middle school sports are out of county because we formed the co-ops within the county to go play out of county in middle school sports. Elementary sports, which are just basketball and cross country, participate in county. So, basketball and cross country participate in county. I make the basketball schedule, Ms. Mackzum makes the cross-country schedule. Everything else is an outside the county schedule because we are set up on that Co-op middle school format. If that makes any sense. yes.

HALE: And when I was the bowling coach, we had to get the other coaches from in our district and of course no high School has a bowling alley, so we had to work with the bowling alley. I know that's not as big as sport as what you're talking about, but it's getting bigger. I was really impressed to see...

PATTON: We have had a successful high school bowling season.

HALE: Yes, I'm impressed with the children.

PATTON: We are very proud.

HALE: Yes, and they're doing a great job.

DAVIS: Any other questions on schedules?

KING: Just one. Do we need a comprehensive schedule, is that what we're asking?

DAVIS: You know, I think at the end of the day, from my vantage point, just having more information as early as possible would be better. Obviously, all sports create different schedules during different times of the year. In blanket statement I can tell you what time rec baseball typically starts and when it typically ends, but having a comprehensive, either target, that way we know where we can move in and out of that, everybody can plan on what they're planning on. Fundraisers don't overlap, practice schedules don't overlap, athletes being in conflict of what sport they're supposed to be playing in doesn't overlap. I guess the shorter answer would have been yes.

KING: So, if we had each sport to submit their schedule 30 days ahead at the start of the season to be put online for people to see it.

DAVIS: That would be awesome for the Community. As to whether or not that window works...

PATTON: The window is fine; I get them that soon. I was suggesting if we need a public calendar or public forum. I'll be glad to work on that, but the time window was fine for most sports. I get them within 30 days of the season of the actual competitive season

KING: So, if you went right now online you have to go to the school and look at their site. Find that information. It's not consolidating one big chart?

PATTON: Yes. And I'm speaking of middle school and elementary schools. The high schools do already what you are suggesting. Those things are already.

KING: So, I might go to an elementary school, I might find it, I might not.

PATTON: Correct.

DAVIS: Any more discussion on sports schedule?

BROWN: Can I add something? I think one reason why it's easier, at the high school level, to handle the scheduling is because we're governed by TSSAA, which makes us be more accountable with when our schedules have to be set and what seasons we have to follow. So that's what makes our job easier in scheduling. At the elementary level, it's a little bit different because they're not part of that governing organization.

BURNETT: As far as the schedule, with this too we are experiencing this in middle school baseball right now. Where we can schedule all, we want out of town. Like we normally have, because we're not part of districts or anything like that, but we have been informed we will not have umpires because we're not part of the Middle School association. So, we either don't have teams for middle school baseball, which hurts me as a high school coach. Or we have to travel somewhere that is part of the association that will have umpires and it takes money out of the middle school accounts because the middle school has their own accounts for money. Whatever their gates are, they pay the umpires and whatever's left, you can keep. We need to adjust that for sure.

VANWINKLE: And on that note, I'm Christie Vanwinkle, I'm principal of Martin, so you will have that fundraiser if you don't already have it. I'm pretty sure it's submitted. On the Tennessee

Middle School Association, it's not like we are opposed as elementary teachers, but we run an elementary school, not a middle. With saying that, we want to provide every opportunity possible for as many children as we can have active. If we do the Tennessee Middle School route, it needs to be for the middle school programs, not for our elementary schools. Because if you look at the fees being paid, that's \$300.00 per school. That's \$2700 a year. I look at my building and I need lockers refurbished. We need a parent driveway paved. We are still sitting in desks when I went to Martin in 9th grade and that's been a few years ago. When you look at the need, what are we actually going to get from being a member of Tennessee Middle school? And how is this going to help our children instead of just being out money?

DAVIS: So, what do we get for \$300? That's a good question. I think we'll circle back to that. Thank you for your feedback and look forward to seeing the fundraiser request. The TMSAA is bullet point on here as well as the middle school baseball umpire requests. Have you read the book? That tells you what you get for \$300? Do you think that's not enough. Or do you think it's too much?

VANWINKLE: I don't do not think it's enough. I don't see how it's going to impact the students for what we're paying out. Right now, when you step on school grounds, you're covered by Tennessee Risk Management. Yes, we get that additional insurance through that, but we still are covered under Tennessee Risk Management. So exactly how does this benefit students? We have \$300.00 each year that we would pay, \$25 for coaches that are not employed by the board. Mandatory meetings. If you don't go, you're fined \$50 a meeting. I'm not catching the benefit of joining.

SAFDIE: As this topic has been reviewed in the past since August or even years before. And we talked about the \$300. I for one would support the Board of Education contributing that \$300.00 per year per school. So that \$2600, or whatever it is. Because this would be a new a new endeavor. I don't see, personally, I can't speak for the board, but my position would be to have the Board of Education pay for that rather than the elementary, and that should remove one of those major concerns that you have. If the board were to approve that.

CRAM: The other thing is what Joey just mentioned, as a middle school baseball coach, he can't even play games with umpires unless he is in the middle school association. The only way he can get those games is if he gets in a car and he drives to play schools that are in the Middle school association so that he can have proper umpires. And the problem that we're facing with that is that the teams that are in the Middle School association only get a limit of how many games they can play, and they're not going to schedule games with non-membership teams, so you know that's a problem and it's unfair to those kids. Currently in the basketball situation, it's only going to be a matter of time before that happens with the elementary school basketball that we're in. Because what we're seeing is more and more schools are going to the Middle School association. So, what baseball and softball are experiencing now, it's only a matter of time before basketball starts to run into that same situation.

SAFDIE: When Mr. Davis submitted the item on the agenda, and I read the difficulties of finding coaches, I was totally shocked. I think that is certainly an important reason to consider joining TMSAA.

SIMMONS: My name is Brian Simmons. I've spent many thousands of hours over the last 15 or 20 years in the gym. Started out with no gray hair. There's two pieces to this. One is as an athletics side, and the other is from a student side. So, your point earlier, I believe our job, our guiding principle should be to give better and more opportunities for as many kids as we possibly can. And that's one of the issues that I have personally with going to the TMSAA system. And I went through this and if you go back about 13 years ago, I was the one who actually presented us going to the middle school football program. At that time I actually suggested us doing what I call a hybrid program with basketball where we take our best kids when we run the middle school program connected to each of the high schools and then run the rest of the kids in the county in the existing elementary system. That would do two things; that would give our kids that are the better athletes and have the drive to really go to that next level and that would give them better coaching, better opportunities. And better coaching matters by a long shot. And then it would give the kids that are remaining a more equal playing field and more opportunity. So, we would be adding 24 positions basically to county basketball, and again those better kids would be getting better coaching and better competition. And after 16 years as an educator, I think that is the best solution. And it's not because I came up with it because it's not. The reason I presented it was because I've got a big mouth and I'm not afraid to shake things up. I think that's something that and I know there's some resistance to that, but there's other ways I think we could get around that. And the big reason I believe this-it goes back to after coaching for so many years both travel ball and at the elementary level. I've been competing against kids from Alcoa and Knoxville and Nashville and Chattanooga, and those kids have opportunities that we don't have here. And if we go to a straight TMSAA system, then a lot of the hours that I've been spending in the gym with these kids, I've been donating a lot my time, I'm not allowed to do that. And most of my kids can't afford it. Don't be wrong. I would love to spend 200 hours in the gym and send my kids off to travel program, pick them back up and go. But if you know my kids, the vast majority of my kids can't afford that. That the only way they get this extra time is if I, Daniel, Heather DeLorenzo-all the other folks around, they're putting in a ton of extra time to give our kids opportunities that if we go to this TMSAA system for the whole county, we don't have that, and I think that's doing a huge disservice. I just said the best kids are going to be great. They're going to have opportunities. They're going to roll in there with the high school and they're going to be fine. But these kids on these borders, these kids that right now if they're not in the gym with us, they're roaming the streets and that's not exaggeration. If we turn our backs on those kids, we're not doing what we're supposed to be doing as educators, much less as coaches and people.

DAVIS: Understand. That's a great point and that's why we wanted to park on the countywide sports schedule piece because this the scheduling of it is where the rub is. Because for all the right reasons I think that you would like to have those kids 400 days out of 365 a year for all the right reasons. That also presents an abundance of issues on the other side of the fence for the multi-sport athletes and the opportunities that are available. And the reason I'll say that is because if the schedule is available, we want to put a kid in a sport or you bring your kids to

town, you like to play a sport; How many opportunities are there to play a sport based on the availability to look into that may gauge and may help paint that picture. I think that having said that, we don't know what we don't know. We don't know what the schedules are because we've we kind of got them but we kind of don't have them. They're kind of available, but they're we kind of don't stick to them. So outside of that I think great point, kids need coaches, coaches need kids. We've got facilities. We've got opportunity. Finding the right structure for the large grouping of kids is really the intent here.

BERNABEI: Mark Bernabei, just wanted to add to what Brian said. I coached at Pleasant here years ago when my wife was Vice principal, and they took girls volleyball away and they took elementary girls' softball away and went to a middle school. OK, so you went from about 100 something girls playing softball, and a little less playing volleyball to maybe 30 at the middle school level. So, like Brian said, they still could have stayed with the elementary. And then the middle school coaches could have picked out their good players to put on the middle school team. That's what I'm getting at, and my wife fought for it too. You put a lot of kids that are never going to wear uniform again.

DAVIS: I hear what you're saying. I guess my argument that would be is if we can find ourselves with the ability to operate that sport only within the walls of the school system and we're limited in the box that we're willing to work with it. So, if we can only operate within our gyms for what the school system is allowed to provide, we're limiting the force. So, if we're not willing to go outside of what the school says we're going to do, then we've adopted a new reality. So, what did we do once we knew that? That's a challenge, that's an opportunity, did we say, OK, we're done? Or do we continue outside of that? Do we submit a facilities use request and get denied? I'm saying this is the reason that all these things matter because if we if we acknowledge that we have opportunity, we have kids that want to play, we get to the next point. Athletic participation data per school, per sport. We'll know who signed up to do what and why, and we're going to be able to know this from an early level. That way we can support it, right? That's the goal is to say, alright these are the kids that come and hit the ground running and are ready to rock'n'roll in whatever sport. And where do they migrate to and how do we best support that? Because our budget, the way we put our budget together and we ask either for a grant to be written or we ask for county funds. We can't just walk in there with a handout. Mom, I want a Mercedes What for? You don't even know how to drive. Why are we going to ask for things we don't have the need for? I guess this is all to help us go back and bring more resources available and address exactly what you're talking about. How can we create systems? And place things in place that will create more opportunity and instead of take it away.

BERNABEI: And it all falls back to money and for softball and elementary we practiced in town. A couple schools had fields, but we played everything in town and the same with volleyball. It was all just in school.

DAVIS: That's the tricky point. Because how many sports need to be played in a gym? We're not going to play basketball on the football field. But you can practice football inside the gym. Same thing with the baseball field. You're not going to play checkers on the diamond. You're not going to go bowling at the baseball field, so some things don't get overlapped and we got to

figure how to support that better. But this data will help us getting things identified and help the overall program itself. Any other discussion on sports schedule?

7. ATHLETIC DEPARTMENT PARTICIPATION DATA PER SCHOOL PER SPORT

DAVIS: Ok, athletic participation data for school. Again, this was just a data request to try to understand who's doing what where. So, this is something that we're going to try to drill into. And really spin out something that we can say alright, these are the number of athletes that we have now. Maybe we don't have data in the past to support where we are. We're a bowling town or we're a baseball town. How do we know? Based on number of state championship trophies we have? Or the lack of? Or how many students do we have that started playing a youth sport? That are still playing that sport. When they graduate high school, right? So those numbers, the funnel effect, obviously from youth sports to high school where that number gets less and less and less in certain categories. I would imagine. This number, this data is going to help us identify those things, so that's the reason for the request. Any discussion?

8. MIDDLE AND HIGH SCHOOL BASEBALL UMPIRE FULLFILLMENT/TMSAA MEMBERSHIP UPDATE FOR SPRING SPORT

DAVIS: All right, we're going to roll around into middle school and high school baseball umpire fulfillment. The attachment that is here pretty much outlines precisely what was alluded to earlier in discussion that we have not participated as a member organization of TMSAA. And because of that, I'm paraphrasing obviously here, we are not going to be granted umpires to fulfill our middle school program specifically. Obviously high school is directed, if I understand this correctly, via TSSAA. They assign those and the same group is responsible for TMSAA. His wording here is explaining that they just can't support us based on their obligations to the bulk of the participants in the region that are in TMSAA. I know we've chatted about trying to find out if there were any new developments outside of this. Have we come to where they will provide us with any better news?

PATTON: I'm supposed to contact him again the second week of February. He will know his numbers. And whether or not he'll be able to service us as middle school program. Your baseball programs, their first home games are the second week in March, so that would be cutting it awfully close. I talked with Mr. McWhirter this morning from TMSAA, and I want to make this as abundantly clear as I can publicly as the athletic director that I direct athletics out of whichever book is handed to me by the board. Whether it's the Cumberland County schools athletic manual or the TSSAA/TMSAA bylaws. Either one. So, I don't want anything that I say to get misconstrued as support or non-support. I have to be neutral to do my job. Talking to Mr. McWhirter this morning he did say that they would work with us to reduce that cost to get us in for the remainder of the year so that we could schedule officials. If you're asking me how much of a reduced cost, we didn't get into that. In talking to him. He said, "I understand your situation.

I know you're unique and we will definitely work with you to get you in and get you covered for the rest of the year".

DAVIS: So, they would make some concessions? That's nice to know.

PATTON: On cost and I don't think they're going to make other concessions. They can't make rules or eligibility concessions or things like that. Once we're in, we're in and it doesn't mean that we're just partly in. Once we're in, we're in. But because we're 9 schools and it would be a lot of cost for the service that we get and the time frame, they did say they would work with us.

SAFDIE: Mr. Davis, I'd like to direct a question to Mr. Stepp. What do you envision as-if we join TMSAA over the next, especially this period of funding. Do we have a method for, or have you considered a method for absorbing some of the cost, or all of the cost so that the individual schools don't have to pay? This first year or maybe even until the program gets settled down?

STEPP: So, that process I would go through the Budget committee, and we see where we have some operating cost or some cost that we could handle that. I obviously would sit with Ms. Bray and go through and see what our options are and then make a recommendation to the Budget Committee.

SAFDIE: Ok. Thank you.

DAVIS: I'm going to back up just a second, so I understand this. How many middle school games do you have scheduled currently? If you have them in concrete yet.

BURNETT: Roughly 12. 4 of them are against Stone Memorial, 4 against Monterey, just because they're close.

DAVIS: So, we've got 12 games scheduled, but of those games home wise, we don't have committed umpires, just so we're all aware of what we're up against.

BURNETT: As of right now we're practicing, but there's no guarantee of the season for either school.

PATTON: Home season.

BURNETT: Ok, home season.

PATTON: Well, the only reason I say that is because you want to make it abundantly clear.

BURNETT: I already made that clear to my middle school family.

PATTON: We're saying this is a public forum, I want to make sure this is understood.

DAVIS: Of course, yeah, thank you and that's what I'm trying to wrap my head around.

BURNETT: But we've also been turned down games because we weren't part of the middle school association and that happened last year.

DAVIS: Yeah, and that's what the e-mail tells us. He emailed a precursor letter regarding this last season to give schools a year to become certified. And what we did with that or how we

adjusted, I'm not sure. But you know there's a shortage. It doesn't matter the sport. Pick a sport, you're short umpires and officials. In any community that you want to go to that I'm aware of. So how we approach those things, I guess is what we can just hope to try to move forward. I know the question is what will we get for the \$300? We get appointed umpires. We don't have the conversation of do we have what we need? You have input there.

SCOTT VANWINKLE: So, when you join Tennessee Middle School Association, you're subjecting yourself to a lot of other rules. That affects all of the elementary schools in different sports and different things. Other than just not having umpires for baseball. So, would there be any way to set up something with with TMSAA that you could call as a club or a baseball team here in Cumberland County? And leave the schools out of it? Has anybody approached him about that?

PATTON: To answer his question, I asked him, and their answer is if your board sanctions the sport then you fall under TMSAA or TSSAA. So, the sanctioned sports and we have some club sports, but of course they're not sanctioned by TMSAA. To answer that question, Yeah, I tried to go that route When these discussions first came up and they said no. You're either in or you're out in all sports board sanctioned.

SCOTT VANWINKLE: And so, when you do that, you're going to start affecting the rules and regulations of all the schools for every sport. Cumberland County bylaws will no longer govern local community sports.

SAFDIE: It would take time to adjust. It would.

DAVIS: As far as high school athletics go, do we do we have an option to not be TSSAA affiliated?

STEPP: Not if you're going to participate in state.

SAFDIE: Are there reasons to delay a decision to affiliate ourselves with the TMSAA?

STEPP: The discussion at the coaches meeting was the dead period would be a good transition time.

SAFDIE: Is there any advantage of waiting till then

STEPP: It would be the same if we did it now or then I think, just depending. I'll have to talk with Mr. Patton about the effects on volleyball/baseball and the benefits of course. I would like to say on this TMSAA conversation, I never at any point brought this up to take away opportunities for children. I've said that in every meeting. I'm talking about governance. I feel Putnam County, Roane County, White County, I mean it's surrounding us that these counties are doing TMSAA now. That's one of the trends. So that's some of the benefits on top of being part of state tournaments and things like that.

SAFDIE: If there are several disadvantages to delay membership in the TMSAA-again, if there are some disadvantages, then there's no reason to wait until that dead period to join is there? What would happen? That means that there wouldn't be any referees if we delayed.

PATTON: There will be some eligibility issues that will come up in terms of if we did it. Again, being completely neutral, there's going to be advantages and disadvantages whether we do it now or we do it, then. There's just going to be both at either time.

SAFDIE: So, there's really no advantage in waiting if there's advantages and disadvantages.

PATTON: It depends on your point of view. There's no advantage or disadvantage in waiting if we didn't do it until summer. We're going to start everything off, every sport., everything's going to be started off on the same terms. Advantages of doing it now? Umpires. We need those-It's the season. The disadvantage is we'll fall under some eligibility issues with some players. I just want to make that clear. We've started under one system where they're eligible, then we go to another system and they're going to be ineligible.

CRAM: And by the way, I'm Kim Cram, head coach at CCHS. To go along with the advantages and disadvantages-we've talked about multiple times at the different meetings about OK, when would be the good starting point-if we did this? We've always said, well, summer. Because everyone starts in the same spot. Obviously, something has to give and I would hate it because obviously right now it affects baseball and softball with the umpire situation. But overall, if we're talking about eligibility of kids, we don't want to take that away from kids because we said, well, we got to have umpires. So, that's the thing you're weighing. If we're for the kids, if you say oh getting this great price but we're going to sacrifice four or five of you, is that really for the good? That's kind of the argument on that. Scott brought up leaving kids out. We don't want to affect kids. The good thing with taking on the middle school set of governing rules is that our elementary schools do continue to get to be intact. We don't exclude our 4th, 5th and 6th graders. Because those rules govern 7th and 8th. You can still have your 4th and 5th graders in the gym or on the fields. Which is exactly what Brian mentioned. Like hey, is there a way? Well, there is that way. But in regard to when's the best time, I still think the best time would be at the summertime because you can't sacrifice kids who up to this point have been doing everything, and then say well, sorry kids, we had this great price on this. You have to look at that, and if you're doing it for the kids, that's going to matter.

DAVIS: Thank you. That's the tricky part. Which amount of suffering are we willing to tolerate? Because at the end of the day we deserve what we tolerate. We knew last year that we needed officials, and we didn't do anything about it. And I don't know how else to put that. Meaning we don't have them, not meaning we didn't try, but our outcome was we don't have them still yet, 320 days later. So, are we going to continue to allow those kids to suffer? If you had to put a guesstimation on how many potentially ineligible children there would be, how many would that be?

PATTON: You're looking at 10 to 12.

DAVIS: Does our handbook tell us that the TMSAA eligibility is going to be different than what our handbook says? How to be eligible?

PATTON: Yes. We will have some exceptions. We allow teacher parents if that's at their school. If the team is at their school. We make allowances on the grade level eligibility,

especially, for example, girls' softball. They often have a hard time fielding a team if we don't let some 5th graders play on the team. Right now, our county wide boys' soccer, the middle school team, would be where we would lose most of our kids with eligibility. They have a number of trainer guys on their 4th and 5th graders that would be ineligible so we would lose one or two in the other categories, probably a half dozen in the soccer.

DAVIS: That's the burning question. There's never a good time. Any time there's friction, it means you're getting close to making something happen.

PATTON: Anytime you do anything there's always going to be an effect, good and bad.

S. VANKWINKLE: So, something that we should consider as a county, in my opinion, is that we want to be associated with middle school athletics, not middle school because not having a middle school is eliminating a lot of opportunities for a lot of children in this county. They're not able to travel to come to play middle school baseball. But if you have middle school that brought them to the school you'd have more participation, more students involved. That's the situation. That's us becoming the middle school athletics and not having a middle School is what's created this situation.

VANWINKLE: And the state sees us as elementary schools for PE. We have to plan, as an elementary school, not a middle school, even though they are middle schoolers, we are planning for elementary students. And that state mandated.

DAVIS: Can you elaborate on that a little bit?

FARLEY: So, they have to have 120 minutes of PE twice a week. Well, they have to have PE twice a week by a certified PE teacher and they have to have a total of 120 minutes. So much of it, and I don't have all of this verbatim, but I can get it to you when this meeting ends. It has to be in free play or recess, supervised play. Middle school, it's a little bit less amount of time but because we are K-8, they classify us as an elementary school, and we have to schedule that same amount for 6th, 7th and 8th grade.

DAVIS: And then the negative, if you don't mind, just elaborate on the negative impact and what that doesn't do for us that we would like it to do.

FARLEY: Well, it's kind of hard-most of our 6th, 7th and 8th grades are in 3 subjects. You have three teachers. You have an English Language Arts and Math and a Science and Social Studies and fitting the allotted time that they would need for instruction in there, plus giving them so much of supervised play is a little bit difficult when you add in their RTI time, lunch and their special area time.

DAVIS: So, the additional athletic requirement cuts into study focus. Interesting.

S. VANWINKLE: And that's because you have so many students. Pre-K through 8th grade.

DAVIS: It's because we're talking through this. A lot of good points. That's the reason we wanted to get together and have all of these bullet points come out. I've not been in this position and just looking through lenses of all the things that come to be, the governance piece to Mr.

Stepp's point and some of the successes that have been had through being associated to governing bodies has allowed some of the question marks and the footprints to be set to where we don't have to be subject to potential disruption of classes versus athletics and the balance. It's spelled out for. So that we don't have the autonomy to be skewed or biased or perceived as such. We're just following what is there and then we can help create opportunities outside of those guidelines. So, whether or not it's in school or it's club level to that point. So, I'm just trying to wrap our heads around all these things. I went to Glenn Martin Junior High School, so it was a junior high school experience. I take a lot away from that. I think there were a lot of great things that were learnt through that experience in itself. I think that's probably a much broader topic for a different, possibly meeting, but we can add to that discussion with our findings in the Athletic Committee. To bring those topics around and we'll be willing to take any info or input you guys have, obviously to aid in that discussion. So, thank you. Overall, any more questions?

BROWN: Can I just really quickly I want to add maybe from a different perspective at the high school level about the middle school stuff in regard to sports. A lot of people keep asking what are the benefits for the \$300.00. So, from Mr. Patton's perspective, I think it would make his job a lot easier. It spells out specifically what each coach's responsibilities are. There's no black and white. There's no interpretation. You said we make exceptions repeatedly for different things throughout the county. Based on this scenario or that scenario, it's very black and white with the association, they make it easier for us as athletic administrators. They do have an opportunity for you to file a hardship fill if there are unique situations so we can still address that with them, but they take the decision-making process off of us where we don't have to be the good guy or the bad guy. It allows them to do that. That's their job, so they support us in that. But more than anything, I think it really boils down to the safety and the health, and the well-being of our student body or our student athletes. If we have consistency in governance and those students follow a set schedule, then we are promoting multiple sport athletes. The time that they spend on one sport may be limited, but they're working on other sports and so their safety and their health increases. Their risk of injury lessens significantly, and there's multiple studies that show that, so it promotes multiple sport athletes. It promotes participation. It creates equity and fairness across the board. It allows Cumberland County to be on a level playing field with the surrounding schools in the Upper Cumberland. Every school in the Upper Cumberland that I'm aware of is part of the association, and we're behind all of them, typically in most athletic endeavors. And ultimately, I think we just have to answer the question. And this is something I heard from Coach Wattenbarger-he coached football here. He's the winningest coach in high school sports for Cumberland County. We really just have to answer the question-do we want to be a participatory county, or do we want to be a championship county? And I think the decision we make whether we join the TMSAA or not, really answers that question for us. But again, I really just want to focus on the aspect of health and safety of our students. Because it allows them to learn and grow and mature and develop socially and emotionally as well as they play and participate. They get coached differently. They hear different voices. And it allows them to grow and mature, and that's what we're trying to do as educators is let these kids grow. And to Mr. Simmons' point about wanting to coach them as much as possible. If you ask any high school coach that is part of the association, they don't stop coaching and they don't just coach for two months. That you have to be creative within the rules. There's a lot of gray area there still where you can be creative and

coach those kids. It's just a matter of how many you can coach at a time, and when you can have them. But it promotes them participating in other sports as well. That's all I have, sorry.

DAVIS: Thank you, that's a lot of information.

SCOTT VANWINKLE: Just one short sentence. The only thing about all those points he just made that would make it better is if we had a middle school.

BROWN: I agree 100%.

SAFDIE: Well, if it's any consolation we thought about years ago about building middle schools, and I think I think you all are aware of the cost that was involved and associated with that, and I don't think the board, or the county was sufficiently supportive of that conversion.

DAVIS: Thank you everybody. You can tell when people are passionate about what they are. A lot of the things that were said today and the thoughts of people that have been echoed from every end of the county. Parents, coaches. And this is why we're doing this, just to get the consensus of what issues we have, how we can move forward. As a community we hired Mr. Stepp to come in and make an impact in our community and not just to maintain the status quo of what is currently in place. Because that's the way we've always done it. I'll probably throw up walking out of here because I said that out loud because those words drive me nuts. So, to your point, middle school sports, middle school structures, if data suggests that those are intelligent moves then I don't know what boundaries we're going to put on ourselves in pursuit of perfection, but I'm not willing to say that we have them unless there are valid reasons to not pursue it. So, my ask, I guess today is do we need the TMSAA membership? Do we need it? Do we need a voice? Do we need to make a motion? To ask for a vote of confidence that Mr. Stepp and his group can work towards this?

SAFDIE: Well, I think what I'd like to do is, first of all, I appreciate all your feedback. We have been listening to the feedback from our school system, within our school system since before August. So, what I'm about to ask might be upsetting to you, because you might think that I've ignored your feedback. But it's a complicated situation. Mr. Davis, I understand that it doesn't have to be the board's decision to move that we join TMSAA. It is the Directors decision. We have authority and we can, but it's primarily the Directors decision and I would like to know where you're leaning.

STEPP: Well, I'd like to go this direction with TMSAA with the caveat that we have a very strong strategic plan in handling the obstacles that have been brought up. Because at no time have I ever said I want to take experiences away from children. I'd like to multiply it, and if you see my track record going into the last school I was at, we had few focus on athletics, just certain areas. And now they have everything just as the large high school in that county has. So, the goal is always to multiply experiences. At no time would I want to change tradition and change this and that. It's just more of getting everyone-like we've talked about in all these meetings-it's a governance thing, so that's my interest. So, if I want to move forward with this, but with the caveat that Mr. Patton and I and the principals will work through any obstacles that are going to take away from children. Because that is not my interest.

DAVIS: I think that's well said. Because it gets tricky.

SAFDIE: Mr. Davis, I'm sorry to interrupt, but let me be the opposite point of view and ask you so how long is it going to take you and Mr. Patton to get feedback to overcome these obstacles? I know it's not possible to say well I'm going to get this done in two weeks, but we've got some time deadlines. I mean, we either have referees or we don't have referees. We either delay until summer or we don't delay. If we don't delay until the summer, then we have the option of doing it now. So, what can I ask you? In terms of your vision of time.

STEPP: I would have to talk to Mr. Patton. My first priority would be the eligibility issue. So how can we work through TMSAA? I want to call and talk to them directly. If by becoming members with our hardship area, what can we do can't do, all that kind of stuff. I want to take care of those children first. Obviously, a lot of the concerns are for some fall sports going into the winter, so I'd want to talk to the principals. How can we still give all these same opportunities we're doing within that time frame and then the younger kids wouldn't be a part of the TMSAA, so they'd be able to train them up and and handle that.

SAFDIE: So, are we talking about within the next... Mr. Davis do we have to have another athletic committee meeting scheduled and how quickly? And Mr. Stepp, when would you suggest that we call another athletic committee to clarify your decisions. Would it be 2 weeks, three weeks?

STEPP: Well, I don't think it would be that long. But I definitely want to work with Mr. Patton and TMSAA with the kids who would be immediately affected. We need to work through that so we can see if we can still make things worse for them too. Because there are hardship ways, we can do that.

DAVIS: Are they pretty good at replying quickly?

STEPP: We can call them directly.

DAVIS: So, we can touch base next week and just see if there's an update to be provided. Then we can schedule a meeting, a committee meeting, based on the findings.

SAFDIE: Thank you, Mr. Davis, that's all I'm asking for is to is to have some sort of vision of when this-if it's delayed, then we lose the opportunity for referees. If you don't follow through with checking on eligibility issues, then students are hurt, so there are big decisions that you have to make.

DAVIS: Alright, thank you guys for that. Moving along to the procedure manual review

9. CCS ELEMENTARY/MIDDLE SCHOOL ATHLETICS PROCEDURE MANUAL REVIEW

DAVIS: Going through this I've spent quite a bit of time trying to wrap my head around it. I feel like this is. Who we are. This says that we are going to do XY and Z in understanding how we come to these terms, how we navigate within that. It may be a semi moot point in a sense of how we will operate large in part, 6th through 8th grade. If we are to become TMSAA affiliated. I

don't necessarily feel the need to park and dissect this for the purpose of doing that, knowing that we may have an opportunity to enter and add language or incorporate language that would be conducive to accommodating those younger athletes. But I will say that obviously within here that I think there is room for improvement for us to try to make sure that all the things that we are asking to be done, be done. At some point I would need to revisit that at some capacity. And if there's anybody that has any topics on the overall bylaws, handbook and bylaws?

STEPP: Well, I have here some of your suggestions and I'll speak with Mr. Patton, we'll work through it.

SAFDIE: Thank you Mr. Stepp.

DAVIS: So, we won't park there.

10. ATHLETIC DIRECTOR JOB DESCRIPTION REVIEW/IMPROVEMENTS

DAVIS: The athletic job description review/improvements. This area here, Athletic director-this position that we currently have had been fulfilled, I think, 6 years with Mr. Patton. So obviously there's been a lot of great things that have taken place in the last six years. Like anywhere else, I've done a lot of good things in six years. There are several things I wish I'd done differently in six years. That being said, in looking and talking through what is our athletic director's job title and description-we met not long ago to go over what our goals and our visions are as a board. We're culminating a lot of those thoughts and processes. So, topic here, just as it pertains to athletics is an extension of what our vision and our mission. How do we measure ourselves? And hold ourselves accountable for the direction we like to give the school system? To make sure that the Athletic department has the tools, resources available to them to go out and be as effective as we can be. Some of the language that's been proposed in here mimics areas of other athletics that have been operating at a high level, and we feel the need to make some adjustments in how we do that. and Mr. Stepp, you can talk about that if you like.

STEPP: I think it's like everything that we look at, we're just trying to get more effective in what we do and what our vision is and where we're going, especially with athletics. I know that's a huge focus that we want to build upon the success that's already here. So, on the job description this is from another county. And it gets more specific into what we're doing for our kids. So, I rewrote the policy and of course I can do that-you all have already approved the position, so I'm able to modify the job description without board approval. But this is for your awareness and comment and suggestions and which direction y'all would recommend me going.

DAVIS: You guys have the ability to read through here. Mr. Safdie, Mr. King, any thoughts or comments? Change is necessary, change is helpful. Make a motion to approve said changes to the full board for approval on Thursday?

STEPP: I think through board policy 5.103 I'm allowed, since you have approved this position and its overall function, I'm allowed to adjust the job description without board action needed, but obviously we'll change things and move things as you suggest and advise me to do.

DAVIS: OK. We'll be able to, I guess, to give everybody an opportunity to read through this, provide some input, possibly through-we can add this to our discussion next week. That way if there's thoughts-obviously the other point in not to excommunicate obviously Mr. Patton, who can provide a lot of input on the things he's seen over the last six years, that he strongly encouraged us to understand what is in place here and what things can be done or can't be done. That may or may not be applicable to Cumberland County and where we are. I know you all already work together, but just making sure we encourage that. Any other discussion or questions on athletics? Make a motion to adjourn?

SAFDIE: Exception please. I would like to clarify this board's support of the decision and the future decision that our Director of Schools will make regarding TMSAA. I would move that this committee makes a vote of confidence in that, the Director's decision regarding TMSAA is supported by this committee. Any discussion?

DAVIS: No, not on my end, no Sir. Awesome, fantastic thank you. Any other discussion? All right, we will adjourn this meeting thank you all. Second the motion.

SAFDIE: We need to vote on that. We're voting for a vote of confidence in the Directors' future decision regarding TMSAA.

DAVIS: Ok. Mr. Safdie?

SAFDIE: Yes.

DAVIS: Mr. King?

KING: Yes.

VOICE VOTE: Safdie (mover-yes)
Davis (seconder-yes)
All Ayes

MOTION: Carried unanimously.

11. Adjournment

KING: Mr. Chair, if there's no further business move to adjourn.

DAVIS: I'll second. We are adjourned. Thank you.

VOICE VOTE: King (mover-yes)

Davis (second-yes)

All Ayes

MOTION: **Carried unanimously.**

The meeting was adjourned at approximately 6:10 pm.

Mr. William Stepp, Director of Schools

Mr. Nicholas Davis, Chairman of the Athletic Committee

Diane McCartney, Executive Assistant for the Director of Schools and BOE
