

**Athletic Committee Meeting**  
**May 19, 2020 4:30 PM**  
Central Services Board Room

1. Call to Order - Mr. Jim Inman
2. Moment of Silence / Pledge of Allegiance - Mr. Jim Inman
3. Approval of Committee Minutes
4. Crossville Christian Co-op  
**Speaker(s): C**
5. Athletic Supplements
6. Other Discussion
7. Adjournment

## **Athletics Committee Meeting**

**February 26, 2020 4:30 PM**

Central Services Board Room

The Athletics Committee met on Wednesday, February 26, 2020, in the Central Services Board Room where Mr. Inman called the meeting to order at the approximate hour of 4:30 p.m. He welcomed everyone to the meeting.

### **PRESENT:**

Jim Inman, District 1

Janet Graham, Director of School

Dean Patton, Athletic Director

Cub Whitson, CCHS Head Soccer Coach

Tony Brock, District 5

Scott Maddox, CTE/9-12 Supervisor

Dave Prichard, CCHS Head Baseball Coach

- 1. Call to Order** – Mr. Jim Inman
- 2. Moment of Silence / Pledge of Allegiance** – Mr. Jim Inman
- 3. Approval of Committee Minutes**

**VOICE VOTE:** Inman (mover-yes)  
Brock (seconder-yes)  
All Ayes

**MOTION:** Carried unanimously

#### **4. Elect a Committee Chairman**

Tony Brock made a motion to elect Jim Inman.

**VOICE VOTE:** Brock (mover-yes)  
Inman (seconder-yes)  
All Ayes

**MOTION:** Carried unanimously

#### **5. Athletic By-Laws**

Inman introduced the agenda item stating Mr. Patton wanted us to take a look at this. Patton stated, "I try to review these every year and just make any corrections or additions based on anything that has come up in the past year. Also, to make sure you are aware of these changes and to get your approval. Most of the changes were just typos or something that needed to be moved. The only additions were on pages 17 & 18. On page 17 where it talks about the dead period rule, you will see I crossed out NFHS week 52 and NFHS week 1, which is a total of 14 days. I changed this to coincide with the TSAA yearly calendar. In other words, our dead period will always match up with their dead period. Whereas, I had it listed as it reads in the TSSAA by-laws then I noticed in practice it doesn't always fall that way. I would just change that wording with your permission. The only other major thing is on page 18, under cost, letter a, In the past it said a retired employee with a pass card, I added an employee which is what we do. Also, the tournament cost is \$5.00 not \$4.00. Those changes were to make the by-laws match what we are actually doing. The rest were just commas and apostrophes. Brock asked if we need to approve those? Inman said in the past, I assume you brought the changes to the committee and we approved the changes and sent it to the full board. Brock said, "I make a motion."

**VOICE VOTE:** Brock (mover-yes)  
Inman (seconder-yes)  
All Ayes

**MOTION:** Carried unanimously

## 6. Coaching Supplements

Inman said, “The main reason for this meeting is, we talked about coaching supplements briefly at the work session. I wanted to officially start looking at the supplements and see if there is a way we can improve them, increase them, whatever we want to try to do that I felt like we needed to get started today. Inman asked if anyone had the proposal Coach Prichard handed out. Looking at Mr. Prichard’s proposal, you can see he has put a lot of thought and effort into this. The biggest change, he has some tweaking on some different positions, but he also puts it on to a percentage basis. If we went in that direction, that would fix it from now on and we wouldn’t have to keep coming back and add more to it. From a financial standpoint, I know this was tried in the early 90’s, it was proposed. It was tried and that is when Jim Hall was the Director, the CCEA negotiated and it was approved. I think it only lasted 2 years. It was not financially feasible. We just couldn’t afford it.” Graham said, “Well when you do a percentage, what that does is it perpetuates every year and it ties us to a percentage that we can’t sustain. Inman said, “Like I said I like the idea of percentages, but I don’t know if we can afford it or not. That is something we need to look at. That is the whole purpose of this meeting today to get the ball rolling and see if anyone has any other ideas.” Patton stated, “In talking to the coaches, they are just looking for some mechanism to be built in so that it is revisited on some kind of regular basis. If the percentage becomes unobtainable then at least there is a mechanism that says every 2 years or every so many years it will be revisited and do a study and comparison. That was an alternative as far as the coaches go.” Brock said, “I saw this a couple of months ago and the thing that I do not like is exactly what Director Graham brought up, is that in budgeting you have to have solid numbers. If you go with percentages then that opens you up to some issues there. A difference between what happened in the past and what will happen in the future is we have an athletic director now and concerns, issues, and needs that coaches have, you would be aware of those. You certainly could pass it along to this committee and board. We could deal with those. I think that would take care of a large part of it.” Inman stated, “I understand the frustration. I think this is the exact same supplement schedule we have used for 20 years. Graham mentioned it had probably been about 25 years. There may have been some things added, soccer for instance was added. Inman said there may have been a few tweaks to it but the schedule itself, I don’t think it has been changed for at least 20 to 25 years. Patton said, “Of all the things that have been proposed and would like to be talked about, I think if we were going to put things in a priority order, it would be to address things like soccer and volleyball, at least move those up to the tier of baseball and softball. That would get some equity there. Those are the most pressing under supplemented two sports.” The committee discussed how many soccer fields and baseball/softball fields have been added, to the community, in the last few years. Patton mentioned, “If you are looking to where we get a starting place and get the ball rolling, if we identified some of those priorities that would be near the top. I know representing the coaches if there was a mechanism in place, whether it is a procedure somewhere or a policy somewhere that every X number of years there would be an evaluation. Whether that results in a supplement increase or not, but at least we would look at it. Every single year some sport or some coach is going to want it looked at that year. If we had that mechanism in place we would know it’s all going to be looked at across the board.” Inman asked, “Would that need to come through collaborative conferencing?” Graham responded that it would not. Inman asked, “Supplements are not part of collaborative conferencing?” Graham answered that they are not. Inman said, “Then we could do it anytime we want. That is the main reason we are here.” Prichard asked, “Can we speak?” Inman replied, “Yes, absolutely! That is the reason we are here.” Prichard said, “So my question would be, because I know what a lot of counties do, does that budget argument still hold water if it is frozen? If

this proposal was enacted as is and was frozen at the first-year salary scale, then it doesn't cost you a penny more. The only time it costs you something is when you change teacher salary. You know your concrete number, basically. If you change teacher salary you automatically change coach's supplement. It would be nice, but you don't have to link it to the salary schedule, just to entry level. Your supplement based off first-year master's degree, so whenever that number changes, your supplement changes." Patton questioned, "If we change our teaching salary scale, which I think there is one coming down the pike. If that changes, then the coaching supplement changes X percent? It is always based to the teaching scale, not the teacher. If the whole teaching scale goes up, then the supplement goes up the next percent with it. It makes it budgetable. Graham mentioned the cost over the next two years. Brock asked, "If the state gives 2%, if they throw that number out there, the coaches would anticipate 2% on their scale?" Patton responded, "It would be on the base and what that scale changed." Brock mentioned when the state does say they are going to increase teacher salaries, that does not mean that Cumberland County received that full amount of that increase? Patton said any hard number it could be tied to then makes it budgetable. That is one option that Dave (Prichard) is talking about. If there any hard number that as this number increases over time, then the supplement is tied to that. The committee had some discussion. Brock asked if they had talked to the band director? The committee discussed that they are under the same supplement umbrella. They also discussed the cheerleading supplements they are less than the band. The band is the same as baseball and softball. They also mentioned that every sport is year around. Brock stated, "I know several coaching positions definitely need any additional funds that we can put their way. It's like the entire teaching profession, they are not paid nearly what they are worth. Some of those do need to be adjusted upward. We will use soccer as an example because what a successful program at all levels that Cumberland County is experiencing, and we need to recognize that. Has a dollar figure been put on how much of an increase if we approved this percentage?" Prichard responded, "I think 250 grand is what we are looking at as a rough estimate." Patton said, "That would be if you did a blanket, across the board. It would be a Kacey (Harris) question and she and I could sit down and get that. I don't think it would be that high. If you went with a percentage, we could give you a good solid number for year one. Then depending on how you structured the percentage after that, unless you tied it to a real number somewhere like the base salary. Brock said, "Year one would at least give us a starting point to know just what kind of impact it would have. We would know if that is the base that for how every many years." Prichard responded, "The proposal is the same. The dollar in year one, is you base it on bachelor's degree. If you look at who is employed right now it would be different." Brock said, "Well I definitely don't want to hurt anybody, I don't want anybody's supplement to go down. That would be terrible." Prichard and Patton discussed how they figure \$250,000.00 is calculated. Graham said if you raised the soccer head coach, that would be \$1900.00 x 2 which is \$3800.00. That would make the soccer coaches commiserate with softball and baseball. You would have to do something about the soccer assistant coach. I don't know how far you go, the baseball assistant is \$1900.00, so if you do that it is a huge increase from \$750.00 to \$1900.00." Prichard said if you added the assistant positions that I added, you raise volleyball and you raise soccer, it would cost \$34,000.00. Graham asked if volleyball should be raised as much as soccer? Prichard responded, "They operate the same time that soccer does." Whitson added, "I think their district tournament is typically a week prior to ours. It would be one week shorter than the soccer." The committee discussed the track records and if supplements should be tied to incentives and the number of students who participate in the sport. Prichard stated, "I don't want to be out of line, but I'm a straight shooter. If you look at what you've got right now the major question is do you want it to be a recruitment tool or not? If you look at all 4 basketball programs, you look at his (Whitson's) program, you got a lot of people who are from here. I'm not saying that's a bad pool. I'm saying if you want your pool to be bigger than here, look at our football team as an example, you can't hire assistants. I've got people who want to come but then you show them the number and they say I can't come I'm not taking that pay cut. I think the question is do you want to be able to recruit, it's the same thing as teachers, do you want to recruit teachers? There is always the coach that wants to be the head coach so I will take the pay-cut. But especially assistants they are not taking a pay-cut." Brock said, "I don't think anybody in the county is going to disagree that we need we need to compensate our coaches. If we haven't increased supplements in 20 or 25 years,

significantly then we are certainly negligent there. That is sad that that has happened and that we have allowed it to happen. I think the question right now is how do we increase those supplements so that those positions are attractive. It's not a question right now if they deserve it or not it's how are we going to do it." Inman added, "And can we afford it. Coming from a budget standpoint, I know we need to do this, but from the budget standpoint, we are spending three and a half million dollars from our fund balance every year and that is not sustainable. At some point in time something is going to break." Patton stated, "The plan that I think the coaches would be happy with is adjust the soccer, maybe the volleyball, and add the assistants. That is next year adding just under \$40,000.00 and it would fix that. Supplements would not change other than that. Graham added that the cheerleading needs to be at least commiserate with band. That is \$400.00 which is nothing, but it's something. It says that you are acknowledging their hard work. I think we need to look at varsity cheer, soccer and volleyball. She also mentioned that the superintendents list serve had some discussion on supplements. This is not unique to Cumberland County. Brock asked how we compare with other districts. Inman said, "That's where I was going to go next. The one county I would like to see us compare to in Roane County. I would like to see what their schedule is. Prichard said he had the 2016 data from TSSAA. Patton said that is where the got those numbers and the comparison is from the districts we play in. Inman said," From the districts we play in we are not that far off." He went on to say he thought if we could get our pay schedule up higher, I think we would recruit more people with that than with the coaching supplements. Looking from a budget standpoint, if I'm going to try to increase the budget, I would rather do it on the salary scale than the supplement scale. This is broken and we've got to fix it." Brock asked, "When you looked at where Cumberland County would rank, you said we rank somewhere between 70 and 80. Did you happen to see teacher salaries? Did you look to see how teacher salaries rank? Patton responded, "It's on there. But I didn't look." Brock said, "That would be interesting to see teachers and our coaches are ranked and how they compare." Patton responded, "That study is on there." Inman said, "I love the idea of the percentages and that would give an incentive to stay. That is one of our problems, just like coach said. You have been here how many years? Prichard said 14. Inman stated, "He is an exception." Patton said, "That is a rarity." Inman continued, "I'd say the majority of our coaches average 5 years? If we can bump up the supplement and the salary maybe that will help us retain some people." Brock said, "If we do percentages and we didn't go ahead and give those coaches who have been here 5, 10, 15, whatever years. If we didn't start them off a level higher. I wouldn't want a veteran coach, a successful coach to start at zero." The committee had some discussion and talked about the way Maryville City does a percentage, they don't step it up every year, but they step it up. Once you hit the 5 years you get the jump. The committee continued to discuss the ways to budget for the supplements. Graham stated, "6 assistant coaches would be, at the current \$1900.00, \$11,400.00. That would be 2 baseball, 2 soccer, and 2 softball. I think is what you asked for? (directed to Prichard). The committee discussed other sports, cheer, wrestling and other sports. Also raising the soccer and assistants would come to around \$25,000.00. Graham said whatever we do it will have to be done in phases. If the priority is to bring soccer up and those assistants up. Is the second priority to add an assistant? Prichard said, "It is frustrating as a baseball coach when I have 3 assistants and one is not getting paid. Then you have the basketball program that has 4 supplements and 2 guys are getting all the money. They deserve that money because they are working multiple jobs. They've got less kids than I do, and I've got 3 coaches who are splitting \$1900.00." The committee discussed coaches getting paid for multiple supplements (head coach varsity, assistant varsity, head coach JV, and assistant coach JV) and how that has flipped back and forth over the years. Some directors have allowed coaches to get paid for varsity head coach and JV assistant coach supplements and some directors have not. The committee questioned Prichard and Whitson regarding the JV teams and how they are scheduled. They responded that they are normally played before a varsity game. There is not a supplement for the JV coaches for baseball and soccer. Brock stated, "It should be fair for all sports." Prichard said, "The way it operates now, which is the way I think it should operate is not with percentages. That gets too hairy! As a head coach I've got \$5300.00 and I can divvy it up however I want. The committee discussed how the head coach has the authority to do this. Graham mentioned that it is not how many supplements it is having the people to full the positions. That becomes the challenge. That is why they end up doubling up on supplements,

they don't have people to fill the positions. Brock asked who the money makers are? Graham responded it is football and basketball. Inman said, the sports that are generating money are using that money to pay for officials and transportation. The essentials. Graham pointed out that Prichard drives his own bus. So, they don't have to pay a driver. The committee discussed the revenue and expense of officials and some of the sports do not generate enough to cover these expenses. Patton mentioned, "If you want to look at it the way we have discussed this in the last 10 minutes. You would back up and look at instead of positions, you would look at dollars and say this sport gets X number of dollars to pay coaches. If they want to take that and divide it by 10 people and get less that's what they do. That would be the way we are approaching it from this discussion" The committee discussed using this process and the issues that could develop if the schools did not do it the same way? Inman asked if we could pay a non-faculty coach. Graham confirmed that we could. The committee continued to discuss the supplement per sport and how much is allocated for each sport. Patton asked, "What can I do to help you all?" Inman responded, "Right now we need to come up with a proposal that has all the increases in supplements and the additional coaching position that is needed. We need to start with that." Graham questioned, "You want us to increase the supplement in soccer and volleyball?" The committee added cheerleading. Graham continued, "And then a second assistant for baseball, soccer and softball? And another assistant for volleyball?" Brock asked how many assistants volleyball has now? They discussed how many games volleyball played. Inman said, "We are looking at different numbers, as far as kids that are participating. How many is on the varsity and JV volleyball?" Maddox said maybe 30, it all depends on the success. He also said he didn't think it was how many players, it was more about how much time the coach is putting in the season. The committee discussed the players to coach ratios. Patton said there is a number of other factors. There is a lot more equipment you have to be responsible for in some sports, where others may have a bag of balls. Some have a room full of equipment they have to manage and keep up. The work intensive is different in some sports, those are some things that I would be glad to bring back to you, if it helps. Brock said they totally agree the coaches should be compensated. Let's be fair and be realistic too. We're totally willing to listen to, work through, and crunch numbers together. Graham posed the question to the coaches present (Prichard and Whitson) Would you want to increase your supplement commiserate to head football or basketball, or would you rather have another assistant? Prichard answered, "Another assistant." Graham asked Whitson, "Cub, I know yours is way off, but would you rather do that or have an assistant?" Whitson answered, I would love to be equal to these other sports, but an additional assistant." Graham asked if he meant equal to baseball and softball? Whitson responded that he would like to be equal to baseball and softball. "That would make my day." Prichard said, I have been fortunate that all three of my assistants have been with me for 8 years. Brock asked Prichard and Whitson how long their season is? Prichard said January to May. Brock asked how many games they play? Prichard responded 30. Brock asked Whitson how many games they play? Whitson responded 18 to 20 games including post season tournaments. Start dates mid-February to mid-May. Maddox said spring sports normally begin in January. Patton said, Kacee and I will sit down and work on a proposal and the committee decided to meet again on March 17, 2020 at 4:30. Inman said we need to get this done so we can present it to the budget committee.

## 7. Adjournment

**VOICE VOTE:** Brock (mover-yes)  
Inman (seconder-yes)  
All Ayes

**MOTION:** Carried unanimously

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**Mrs. Janet Graham**  
**Director of Schools**

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**Mr. Jim Inman**  
**Chairman of Athletics Committee**

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**Jane Franklin**  
**Executive Assistant for the Director of Schools and BOE**



# CROSSVILLE CHRISTIAN SCHOOL

## A CLASSICAL EDUCATION

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CROSSVILLE, TN 38555  
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ASMITH@CROSSVILLECHRISTIAN.ORG

March 13, 2020

Dear Mr. Patton,

Crossville Christian School would like to request from the Board of Education, to continue our Co-op agreement with Stone Memorial High School and Cumberland County High School for 2020-2021 school year.

Our students have enjoyed the opportunity they have had to participate in the middle school sports and our desire is for that to continue.

Sincerely,

Barbara Williams  
Academic Dean



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)  
3/2/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

<b>PRODUCER</b> Bob Johnson Insurance, Inc. 7121 Afton Drive Knoxville TN 37918		<b>CONTACT NAME:</b> PHONE (A/C, No, Ext): (865) 922-3111 E-MAIL ADDRESS: ADDRESS:		<b>FAX (A/C, No):</b>
<b>INSURED</b> Crossville Christian School 28 Rock Quarry Road Crossville TN 38555		<b>INSURER(S) AFFORDING COVERAGE</b>		<b>NAIC#</b>
		<b>INSURER A:</b> Brotherhood Mutual		
		<b>INSURER B:</b>		
		<b>INSURER C:</b>		
		<b>INSURER D:</b>		
		<b>INSURER E:</b>		
		<b>INSURER F:</b>		

**COVERAGES**      **CERTIFICATE NUMBER:**      **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSD / WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GENL AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:	X	41MPA0400852	05/03/2019	05/03/2022	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 3,000,000 \$
	<b>AUTOMOBILE LIABILITY</b> <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY <input type="checkbox"/> AUTOS ONLY					COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	<input type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED    RETENTION \$					EACH OCCURRENCE \$ AGGREGATE \$ \$
	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N/A				PER STATUTE    OTH-ER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

**DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES** (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Cumberland County Schools is listed as additional insured for coop for athletics with schools for the school year

student athletic medical at \$5,000 limit

<b>CERTIFICATE HOLDER</b> Cumberland County Schools 368 4th Street Crossville, TN 38555	<b>CANCELLATION</b> SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE <i>[Signature]</i> <JTL>
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## Athletic Supplement Options

### Option 1: Sports Equalization with Additional Assistants

Keep current structure with the following adjustments:

Raise Men and Women’s Head Soccer, Head Volleyball Coach and Head Cheer Coach to \$3400 = Cost:  $\$11,800 + 2,157 = 13,957$

Raise Men and Women’s Soccer, Volleyball and Cheer Assistant Coach to \$1900 = Cost:  $\$8,300 + 1,517 = 9,817$

Add 2<sup>nd</sup> Assistant Coach to Baseball, Men and Women’s Soccer and Softball = Cost:  $\$15,200 + 2,779 = 17,979$

**Estimated Cost: \$41,753**

### Option 2: One time increase in supplement amounts

#### A. With Option 1 Implemented (\$ in addition to Option 1 dollars):

2%	3%	4%	5%	8%	10%
\$ 8,746	\$ 13,118	\$ 17,491	\$ 21,864	\$ 4,982	\$ 43,728

#### B. Without Option 1 Implemented:

2%	3%	4%	5%	8%	10%
\$ 7,911	\$ 11,866	\$ 15,821	\$ 19,776	\$ 31,642	\$ 39,553

### Option 3: Tie increase in supplement amount to district-wide raise amount

If district issues a district-wide raise, supplements go up by the same amount.