

Board of Education
January 5, 2022 1:00 PM
Central Services Board Room

BOARD MEMBERS:

1. Call to Order - Mr. Tony Brock
2. Moment of Silence/Pledge - Mr. Tony Brock
3. Approval of Committee Minutes
4. Coaching Supplements
5. Other Discussion
6. Adjournment

**Athletic Committee Meeting August 12, 2021
SMHS Library**

PRESENT:

Mr. Tony Brock, 5th District
Mr. Robert Safdie, 2nd District
Mrs. Shirley Parris, 3rd District
Mr. Jim Inman, 1st District
Dr. Ina Maxwell, Director of Schools
Dean Patton, Athletic Director
Ms. Julia Timson, CCEA President
Ms. Kelly Smith, Principal SMHS.
Mr. Nathan Brock, Assistant Principal, SMHS

ABSENT:

- 1. Call to Order 4:52– Mr. Tony Brock**
- 2. Moment of Silence/Pledge of Allegiance – Mr. Jim Inman**
- 3. Approval of Committee Minutes**

Brock made a motion to approve minutes and accept as presented.

VOICE VOTE: Brock (mover-yes) Safdie (seconder-yes)

All Ayes

MOTION: Carried Unanimously

4. Spring 2022 Character Banquet

Mr. Brock asked that this item be moved to first on agenda with the blessing of those present. He then explained that this is a gift to our students. He then asked Patton to give further background. Mr. Patton explained that each coach from the high school teams would nominate an athlete that has exemplified good character, good sportsmanship. He told everyone that it may not be a student with the best athletic ability but would be someone who would be honored for their character. The banquet will have speakers and will also have funds allocated for a scholarship that one of the students will be awarded. Patton told the committee that before the group went any further, they wanted to make sure they had the board's blessing. Brock informed them that sponsors have already given thousands of dollars already. Patton said it's a no strings attached, gift to our students. Safdie said he didn't have a problem approving it conditionally. He said if the outbreak of COVID is unmanageable then the banquet has to demonstrate to the board that it's taking all necessary precautions to keep this from becoming a spreading event. Brock asked if the date had been set and Ms. Kelli Smith confirmed that it was April 30, 2022. Mr. Brock asked if this should be referred to the full board for approval with all recommendations and

conditions. Safdie again said that protecting the students is a vital importance. Brock said it will be moved on to full board for their consideration.

5. Extra Duties Pay

Brock opened this agenda item stating this issue first came up during negotiations with CCEA. He also stated that Mr. Mike DiBiccaro was present and could expound on this further. He stated that it has been discussed to pay teacher's for extra duty assignments. He said it's an issue that affect so many teachers and schools. He referred to the attachment on the agenda, which Mr. DiBiccaro had proposed. DiBiccaro brought up the fact that teachers have to work anywhere from 8-20 after school and sometimes on Saturday. He says that everyone is compensated except the teachers and this was never negotiated as part of the contract for teachers. He is using the scale of 15.00 per hour for certified as well as non-certified staff. He said he understand this would have to be a stipend and a sheet would have to be filled out to document hours and would have to go through Central Office so taxes and retirement would come out of pay. He says sometimes they can get someone to cover their duties, but they have to throw in a financial incentive. He's asking that they get paid for their time during extra-curricular activities that are not contracted hours. Safdie said he's all for compensating teachers. He brought up the fact that other states do this. He questioned if a teacher has to be paid time and a half/overtime for any activity outside on a voluntary basis if it exceeds forty (40) hours. Dr. Maxwell answered with they do not because those teachers are salary and that is the labor relations contracts. Safdie then asked about summing the numbers. What will this cost the school system? Brock said the proposal as presented would be funds coming from the gate receipts to pay the teacher. This would take care of the duties where there is a gate. Does not at all address those who are on duty for events that there is no charge. Safdie said he recalls reading that the gate monies would normally go to the school, the teams, PTO or PTA. Brock said the biggest flaw in his opinion is there are so many sports activities that has no gate charge or no surplus once the officials are paid. Certain athletic events will never produce a profit. Mr. Inman said that at CCHS this was done before and the money came out of the gate and ran through the finance department. He said that high schools can handle it but not the elementary schools-at least basketball and football events. He said we would need to come up with a fund in order to pay for the reimbursement. Brock then said his concern was for some elementary schools, teachers are having to pop popcorn and sell cokes. He said people with Master's degree and Doctorate's did not sign up to do those duties. He did not have a problem with them taking tickets but does have an issue with them having to perform duties such as sweeping up at the end of the night. Julia Timson who was present said she didn't want to argue but she believes the high school has to do several more game duties than elementary schools do. Patton then said that it is reduced in those levels. It's not zero, but certainly reduced in number. Timson then stated that at one time at SMHS, long before Kellie Smith became principal, their teachers could pay another teacher to take their duty. She then said they were told at the elementary level by the administration that doing so was absolutely illegal. She said she knew some teaching assistants that would probably appreciate the extra money, but they were told they could not do that due to being non-certified. She said she also looked at helping teachers out that had small children at home. Brock said the question still comes down to compensation. Safdie said he appreciated and agreed with everything that was said but he cannot see making a proposal for this without first creating a base line in each school and monitoring the number of volunteer hours. He said it would take a year to do that and then at

the end of that year, we would have a value on the numbers of hours. Take the sum and send it to board and to Kacee to see where that money would come from. Wants to see a baseline. Brock brought up that there are also duties besides ball games. There is prom, Jr or Sr. Sponsor and graduation. He recommended that the Budget Committee along with Kacee and the high school bookkeepers take a look at this. How much money is coming in and going out. DiBiccaro said he agrees that there does need to be a baseline. He asked a question regarding boosters taking tickets. He said that during spring break the boosters take tickets, but he was told all other times they are not allowed to do so. He asked why they couldn't. He said he personally spent 450.00 on fundraisers. He said the argument is that the funds will be taken away from kids, but they do enough for kids. He said he understands the kids are important but why can't boosters take tickets on Saturdays. Brock said boosters took over all the concessions at the high school level and have for years. Patton said elementary basketball is the teachers' but high school is booster club. Safdie said there's been a couple of cases over the years where booster club members embezzled monies but now rules are in place for how money is accounted for by a 2-person system. Brock said he always felt like teachers should be paid for extra duties, with Safdie agreeing. Brock said he is always concerned when the duties are surprise duties. Safdie asked about the coaches, stating they get a stipend anyway, so would they receive more money for extra duties? Brock said he would guess they are already being paid. Inman said coaches would not be participating in collecting money during their season, but football coaches might have to pull duty during basketball season, when they are not working with their sport. And he also stated he don't know why they wouldn't be paid. Brock made a reference to the administration in the room (Ms. Smith and Mr. Nathan Brown) that he understands they are there for those events whether they get paid or not. Ms. Smith wanted to clarify that the high school sports could not handle this. She said possibly football and basketball could, but not any other sports. She mentioned her time of working soccer games through the years and seeing the money and realizing it wasn't even enough to pay the referees for the game. She said most of the time it's breaking even for the ref fees and that's not every time. At that point, the athletic fund has to help offset and cover that cost. She also went on to state that for the auditorium, those people that work that are not getting paid by SMHS. It's in the rental agreement that whoever rents the auditorium also pays the SMHS worker. All those monies are funneled through Central Office and time sheets have to be turned in. The outside groups are paying for the workers. Inman also said he wanted to clarify that football and basketball teams paid before, he did not mean all high school sports teams. Brock said it greatly reduced the number of duties for teachers that were not compensated at all. Inman said that previously each had their own station and all understood what each other's duties were. Smith verified that as of now, SMHS teacher's only work 2-3 games per year. And this is also used as a time for the mentors/mentees to be together and learn. Brock asked many teachers are on duty for games. Smith told him that football has 6 at SMHS unless it's the game against CCHS at which time they throw in another teacher because it's such a large game. He asked how many hours and Smith told him approximately 2.5 hours. Brock asked if this was entirety and he was told that it was about an hour before the game until half time. Which totaled about 2.5-3 hours. Smith told him that for basketball games, they stagger the staff for JV and Varsity. Over the course of the evening it's 3 workers but only about 2 at a time. Brock said after sitting crunching numbers for just a football game, he feels the Budget Committee needs to look at. Mr. Nathan Brown said he truly believed that teachers needed to be compensated for their duty but he does not believe it can come out of the athletic gate. Brock asked him if his athletic department could function if they were paying teachers for duty. Brown

said he had not looked at the numbers but in general he did not think so. Brock said we're looking at 6 people paid at \$20.00/hour. Inman said you can't afford \$20.00/hour. Smith let everyone know that in the 12 years she's been at SMHS, the athletic fund is the lowest it's ever been due to COVID. Attendance was down. Brown told the committee that he did a proposal and the math about 3 years ago on this matter and he has some rough numbers. He was thinking that getting donations to get a grant to cover the cost was the best way to proceed when he had previously crunched numbers. Sponsored by 2-3 companies in the community should cover the cost. Brown said it's a significant amount of money needed to cover the gates and compensate people for their time appropriately. Safdie reminded everyone that VEC would give a \$2500.00 grant if they chose us. Smith reiterated that she fully supports compensating teachers. Brown said he was glad it was being discussed and he knew it was a need. Smith brought up the fact that TSSAA requires and schools pay everyone and the schools get a small percentage and then the rest of the money is sent to TSSAA during playoffs. Brock asked DiBiccaro how many duties they have to fulfill. He responded with if you're above 5 years then it's 4 duties and if you're below 5 years then it's 5 duties. Brock then said at that point you're hoping you can pick the duties that best suit your lifestyle? DiBiccaro answered sure. Timson told the members that it took a lot of pressure off the elementary school when the system created the middle school teams. DiBiccaro told them that in middle school a lot of teachers don't have duty, but also said if they were paid then there would be more teachers to offer to work. If you have to work Saturdays or work 8-20 hours over then you have to find a replacement if you can't work those days, but wanted to reiterate again that compensation would help in that matter. Brock asked if there were required fundraiser and DiBiccaro said yes, there are things that you do to raise money for specific classes and you don't have a choice. If you are in those classes, then you must sign up to do something for that particular fundraiser-falls under the clause "as duty assigned". A teacher can't refuse. He said again that he supports the fundraisers and the students but he thinks teachers should be compensated. Safdie said this has some legislative direction as well. If the school monitors the volunteer hours of teacher, then Cameron Sexton would like to have this info in his legislative session. What goes on in Cumberland County goes on across the state. Brock said again he believes so much of this is dollars and sense and feels it might be better served to send on the Budget Committee and Kacee Harris. He realizes that it would hurt the schools if money was being taken from that source to compensate the teachers. Safdie moved to forward this matter to the Budget Committee for further study. Brock told those there that they are ready willing and able to work on this. Inman said he was trying to figure out how they were able to do this before and it was before the schools were split and 2 high schools were formed. DiBiccaro said he knew that funds were made from different sources, namely soda machines, parking passes, candy machines, yearbook, pictures, and so the funds at each school could be looked at based on the legality of it. Brock said he knew the concessions made more money than gate money and that was an important source. Brock seconded the motion to send everything over to Budget Committee to look at.

Safdie made a motion to send to Budget Committee.

VOICE VOTE: Safdie (mover-yes) Brock (seconder-yes)

MOTION: Carried Unanimously

8. Other Discussion

Safdie brought up a consideration to make the minutes from all Committee Meetings more of a summative report rather a stenographer type report where all things are taken from the recorder and transcribed word for word. No names, but highlight the issues and then who made the motions. Asked to be put on the agenda under new business.

Adjournment

(The meeting was adjourned at the approximate hour of 5:45)

Dr. Ina Maxwell
Director of Schools

Tony Brock
Chairman of the Athletic Committee

Diane McCartney
Executive Assistant for the Director of Schools and BOE