

DW Athletic Combine Minutes
Regular Combine Meeting- 6:45 p.m.
November 26, 2018- Dayton HS Library

Committee Members Present

	Superintendent Dayton- Doug Johnson	X	Superintendent Waitsburg- Jon Mishra
	Principal Dayton- Kristina Brown	X	Principal/AD Waitsburg- Stephanie Wooderchak
X	Dayton AD- Nicki Luper		
X	Board Member Dayton-Katie Leid		Board Member Waitsburg-Christy House
X	Dayton Alumni- Jason Mings	X	Waitsburg Alumni-Michelle Paul
X	Dayton Community- Steve Martin	X	Waitsburg Community- Charlie Barron
X	Dayton Student- Will Add Later		Waitsburg Student - Will Add Later
X	Fiscal Agent-Paula Moisio		

Non- Committee Members Present:

Wendy Richards

Jason Kaehler (Subbing for Committee Member Christy House)

The meeting was called to order at 6:45 p.m. Mrs. Wooderchak introduced Nicki Luper and welcomed all in attendance.

Items for discussion:

Establish Meeting Norms- at the previous meeting, Katie Leid suggested that we consider establishing meeting norms. The following examples were submitted to the committee:

1. We will treat each other with respect.
2. We will be present at all meetings (if possible)
3. We will be present both physically and mentally
4. We will use our time wisely, starting and ending our meetings on time
5. We will be on time and allow no interruptions to make or take phone calls, etc.
6. We will distribute tasks equally amongst members
7. Topics outside the agenda will be documented and tabled for a later time
8. When members miss a meeting, we will share the responsibility of bringing them up to date.
9. We will each notify the team in advance of any absences
10. We will leave titles at the door. All team members are equals
11. We will address conflict by dealing with the issue not the person
12. We will ask questions when in doubt
13. We will complete our assigned tasks by our assigned deadlines

The committee discussed the examples and came up with two primary changes. For item #7, conversation ensued regarding the need to allow time for public comment to occur and for the need to be able to address items that arise that are not on the agenda. It was determined that we should have a public comment period but that as an advisory committee we needed to be clear in our defined role. Stephanie will create a public comment “disclaimer” to identify certain protocol for submitting and addressing public comments. She will prepare the verbiage and send it out to the board for review. The committee agreed it is important to be clear in our mission and in conveying how issues will be addressed.

The committee opted to remove item #10 from the list.

Update on coach hiring and open positions:

The hiring committees made the following recommendations for coaches:

Kayla Lewis – HS Assistant Cheer Coach

Karen Huwe – MS Assistant Basketball Coach

Jim Su’euga – MS Head Basketball Coach

The recommendations have been sent to the board of directors for approval.

Ms. Wooderchak outlined the interview teams that were determined in prior meetings:

The interview teams consist of the following:

Position	Interview Team			
HS Head Coach	Athletic Directors	Superintendents	Principals	Community Member
HS Assistant Coach	Athletic Directors	Principals	Head Coach	
MS Head Coach	Athletic Directors	Principals		
MS Assistant Coach	Any 2 Admin or Athletic Directors	MS Head Coach		

It was noted there will be an Athlete/Parent meeting for MS Girls Basketball on Thursday, November 29, 2018 at 6:30 at Preston Hall. The meeting is for students from Dayton and Waitsburg.

Discussion ensued on finding ways to make sure that the expectations are clearly conveyed to all coaches regarding transportation, social media, etc. The current procedure covers the protocol initially and it was agreed that on-going communications need to occur to make sure that coaches are aware of the expectations and that the procedures are clearly defined to avoid disparity.

Ms. Wooderchak noted that the softball and baseball schedules are complete.

Current spring coach openings:

- HS Head Track and Field
- HS Assistant Track and Field
- HS Assistant Track and Field
- MS Head Track and Field
- MS Assistant Track and Field

- MS Assistant Track and Field
- MS Assistant Softball
- MS Assistant Baseball
- MS Head Baseball

The positions were posted previously and there are a few applications on file. The positions will be posted again as a group. The posting will be done internally at both schools and then will go out to both local newspapers for two weeks starting the week of December 3, 2018. Applications will be taken until the positions are filled.

Committee Member Katie Leid presented her research on the differences and similarities of the Dayton and Waitsburg Code of Conduct:

REVIEW OF DAYTON & WAITSBURG ATHLETIC CODE OF CONDUCT
2018-2019

SIMILARITIES

WAITSBURG	DAYTON
Code of Ethics—Numbers rather than bullets	Code of Ethics—Bullets with two additional codes (would be numbers 2 & 3 if Dayton had numbered their codes)
Uniform & Equipment—Similar expectations and consequences. Equipment for another sport won't be issued until the previous sports equipment is returned or paid for.	Uniform & Equipment—Similar expectations and consequences. Grades can be withheld if equipment is not returned. A student cannot begin participation in another sport IF equipment is not turned in.
Participation—first sentence “Participation in Waitsburg athletics and extracurricular activities is a privilege, not a right. The coaches of the respective sports, along with the approval of the Athletic Directors, will determine minimum and maximum team membership limits. . .	Participation—lists six (6) specific things (including signed forms, fees paid, proof of insurance or waiver, current ASB card. An additional goal of the interscholastic athletic program is to have competitive high school varsity teams. To accomplish this goal, there will be no cutting of athletes on the middle school teams.
Spells out the “Legend Drugs and Controlled Substances (to include Marijuana) 25% rule, 50% rule, very similar as far as the RCW goes. Several differences are spelled out below. Carrying over to the next sport in which the athlete plays.	Procedures for Athletic Code Violations (RCW’s 69.41.020-050 and RCW 69.50) 25% rule, 50% rule, vary similar as far as the RCW goes. Several differences are spelled out below. Carrying over to the next sport in which the athlete plays.
Appeals—similar process at both districts	Appeals—similar process at both districts. Dayton’s get into more specifics with number of days for each part.
Transportation—Similar, however wording is different--“players and participants” . . .must travel to and from the event in school provided transportation.	Transportation—Similar, however wording is different—All students must travel to and from the activity with the school group and transportation provided for this purpose.

Parents may pick their student athletes up, but they must notify the coach in person and sign the athlete out.	Only on request by the parent/guardian in writing and in person to the principal or designee prior to the event with this be waived.
Each head coach sets his/her own team rules and expectations and can discipline players if they violate the rules and expectations.	Each head coach sets his/her own team rules and expectations and can discipline players if they violate the rules and expectations. Dayton has an on going teaching of these rules, expectations, and consequences throughout each season.
Riding the Bus—similar expectations for behaviors and making sure the busses are free of any trash before students leave the bus. Parents get a 5-minute window to pick up their athlete before the bus driver continues on to his/her last stop with the child remaining on the bus.	Riding the Bus—similar expectations for behaviors and making sure the busses are free of any trash before students leave the bus. The expectation is that a coach will remain with any student waiting to be picked up until all parents have picked up their athletes, or the athlete drives his/her car home from the gym.

DIFFERENCES

WAITSBURG	DAYTON
Dress Code—Coach spells out in team handbook and very specific in the Code of Conduct	Dress Code—Two sentences-emphasis on student responsibility. Separate Rule (#4) includes “and curfew hours.”
Participation-Rules of Conduct—12-month period of time (which includes team camps, summer leagues, and clinics over the summer).	Participation-Rules of Conduct—includes the first day of fall practice until the last day of school has been completed <u>or</u> when representing the school district
Attendance for Participation in same day activity or game—spelled out in student handbook, not in the Athletic Code of Conduct	Attendance for Participation in same day activity or game—Rule #5 under Participation
Does not address appropriate diet	Rule #8—Each student athlete will strive to maintain an appropriate diet.
Athletic Eligibility—Academic Grade Checks—Maintain no less than a 2.0 with no “F’s (failing grade). Grade Checks conducted weekly every Friday. A student who is failing is put on probation for a week. A student who is failing more than one class is ineligible for a minimum of one week. Running Start grades are included. Special Education is not addressed in the Code.	Rule #9—Grade Checks—made weekly—If a student is receiving a “D” in any class, one week probation. If a student’s grade drops below 60% (F), (weekly grade check OR upon notification by a teacher) ineligible to participate in next athletic contest. Suspension from athletic contests will continue until the grade is above 60%. If one or more grades remain below 60% for a period of three weeks (21 days) then the student athlete will only be allowed to participate in a manager’s capacity with the team for the remainder of the season. Special Education students, achieving IEP goals, are not subject to the eligibility requirements.

<p>Tobacco, Alcohol or Illegal Presence of Drugs—at 25%, student suspended for the sport until receive an assessment form a prevention intervention specialist; 50%--Step Two—the student athlete must participate in the selected sport the entire season of the suspension while attending all practices and not playing in any games.</p> <p>Self Referral & Self Reporting—defined on page 4, and needs to be done in a timely manner, usually within the first school day after the violation and/or prior to discovery by district personnel. The student that self refers or self reports will be on a 4-step discipline plan depending on the severity. The penalty for violation range from reduction by half the penalties identified by the suspension BUT portions of B, C, and D remain the same up to the step 4—student will begin suspension period of up to 365 days, and not practice or play in any athletic events.</p> <p>The student athlete will forfeit all athletic awards, including team awards, all league and state nominations, lettering and scholar athlete recognition (current sport season only)</p>	<p>Tobacco, Alcohol or Illegal Presence of Drugs—at 25%, & 50%, law enforcement will be notified; a student may serve their consequence in a co-curricular activity in which they were not involved with at the time of their violation IF the student turns out for the activity <u>the first day of practice and remains as an active participant in the activity for the duration of the co-curricular season</u>. Complete a minimum of a 3-page research paper relative to the topic of their violation. At the 50% (or second violation of the same rule) a student will be required to participate in a 20-hour community or school service program.</p> <p>Violations of rules #4-#9 will be dealt with directly by the coach, activity advisor, and/or the athletic director. If a student violates Rule #1, he/she will be placed on probation for one calendar year.</p> <p>Self Referral & Self Reporting—If a student self-reports within 24 hours of violation, he/she may be granted a lesser consequence if Rule #1 or #2 applies.</p> <p>Dayton’s Code does not address any awards.</p>
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Mrs. Leid reported on the similarities and differences as noted in the chart she provided (above). The group agreed that the item that needs the most focus is the section on Athletic Eligibility. Each board representative will take the topic back to their respective board to determine how they would like to proceed with addressing the disparity between the two Athletic Codes of Conduct. Suggestions included:

- Appointing a small committee to combine the two codes of conduct into one.
- Adopting one of the current codes of conduct for both schools so that the disparities are addressed immediately.
- Addressing the primary topic of eligibility right away and then addressing the other items later.

The initial plan for the D-W Combine was to merge the coaches’ code of conducts but leave the student athlete codes of conduct specific to each school. As disparities have presented, there is perceived value in merging the athlete code of conduct as well if that is the direction that the board of directors would like to go.

The meeting adjourned at 6:30p.m. The next DW Combine Meeting is scheduled for Monday, January 7, 2019 at 6:30 p.m. and will be held at the Elementary Library in Waitsburg.