

Athletic Budget Question/Response

Jeff Thoreck Athletic Director

Question 1

You identify that the athletic participation over the last 10 years has remained steady. What has changed that presents the need for an assistant at this time? Have the things you described doing always been your responsibility? Some of the items seem like they could fall under the work of facilities or public works?

Intro/Background:

Cape Elizabeth's One Town Concept Philosophy is unique from other Communities. Especially when looking at comparable communities (Scarborough, Falmouth, Yarmouth, Cumberland). Most School Districts have a designated Facility & Grounds Department (Full Time & Well Staffed). In addition to the traditional school & grounds work their responsibilities also include athletic equipment & field maintenance.

- Under the current model - Facilities & Maintenance Department is responsible for all of the town and school buildings (PC/MS/HS, Fire & Police Stations, Town Hall, Thomas Memorial Library, Public Works, Fort Williams).
- Public Works (Parks Department) is responsible for the PC/MS/HS Grounds & Athletic Fields, Fort Williams, Spurwink Cemetery, Gull Crest, Lions Field, Plaistead, Neighborhood walkways, Gardens town entrance & Islands in the center of town.

I have the pleasure of working closely with the Facilities & Maintenance + Parks Department crews. They do a fantastic job, take great pride in their work and do as much as possible to support the Athletic Department.

The Town facilities and recreational space has steadily expanded over the past 10+ years. All positive improvements benefiting our community and the residents in many ways.

- While the facilities and space (workloads) have increased the staffing has remained fairly static. Thus, leaving the crews stretched very thin (if not beyond maximum capacity). They are at a point where some of the standard day to day duties result in drawing time & resources from other areas (especially when they are short-handed).

How does this impact Athletic Department?

- Significant increase in the amount of time required for Preseason/Postseason equipment & field maintenance
 - Some examples include - Repairing, maintaining, painting goals, attaching nets, filling sandbags (weights for goals), trash & recycle bins, installing protective screens
- Hannaford Field Stadium – A majority of the upkeep falls on the Athletic Department (including the summer months).
 - Some examples include – Turf grooming, fence repair, blowing off the bleachers, walkways, weed whacking and cutting brush on the south end of the field so players can retrieve balls, porta potties

Daily equipment maintenance impact:

- Athletic equipment gets moved frequently. Bolts need to be checked/tightened regularly, nets refastened. There are times when the Facility & Maintenance Department may be working on the other side of town and challenging to stop what they are doing to assist with an issue or if something happens after 3:00/4:00pm (end of the work day)

- Increase in Saturday Athletic Events (Shortage of Bus Drivers and more make-up games). The field prep, event set-up and coverage – Athletic Department. In the past I could address some of the “additional duties” on a Saturday. Now these things usually happen on a Sunday.

Circling back to the question:

- What has changed?
 - Increase in the work load and a stretched Facilities & Maintenance + Parks Department.
- Can Facilities & Maintenance + Parks Department pick-up some of these things?
 - Additional work would most likely require some significant changes/restructuring in their respective departments.

The time required to address the “additional duties” has had a direct impact on the amount of time physically available to work on new programs/projects in the Athletic office. I work very hard at doing my job to the absolute best of my abilities and take great pride in our facilities and programs. It has become increasingly challenging for me personally over the past couple of years trying to achieve my personal expectations and the expectations/standards of this community.

Question 2

Would the assistant/groundskeeper be a part of Perry’s crew or in the administrative assistant group? What is the proposed pay scale? In which collective bargaining unit would the person be?

Defer to Marcy/Donna – It would make sense that the Groundskeeper/Athletic Assistant would be part of Bus Drivers, Custodians & Maintenance Mechanic Collective Bargaining Unit and the Athletic Director would be the Supervisor.

Question 3

How will the success of the proposed Middle School Track Coach be evaluated?

The addition of a third Middle School Indoor Track coach will provide the necessary supervision, safety and instruction for practices and meets. The success of the proposed position will be evaluated by the Athletic Director with feedback from the Middle School Athletic Liaison and Middle school Indoor Track Coaches.