

SOUTH BORDER SPORTS CO-OP JOINT BOARD MEETING  
Ashley Public School & Wishek Public School  
May 4, 2020  
Zoom Meeting

The Ashley and Wishek school boards held a co-op joint board meeting via Zoom on Monday, May 4, 2020 at 7:00pm. Present: Lyle Fey, Gwyn Schumacher, Trisha Schneider, \*Kevin Nitschke, (ASB), Curt Meidinger, Trina Schilling, Rocky Brown, Melissa Kaseman (WSB), Jason Schmidt, Chris Doane, Teresa Dockter, Shawn Kuntz, Mike vanGorkom, Jeremy St. Aubin, Tony Bender, Bruce Dalke, Keith Saylor, Wendy Bichler, Kara Salzer, Dean Christianson, Josh Hoffman, Melissa Dalke, Adam Bettenhausen, \*Mary Ann Weber. Ross Litsey (ASB) and Bruce Herr (WSB) were absent.

Motion by Schneider to approve the agenda. Second by Schilling, motion carried unanimously.

Coach evaluation process was discussed. Currently both ADs do all evaluations--they proposed to continue to evaluate head and junior high coaches but have the head coach evaluate the assistant coaches. \*Kevin Nitschke entered the meeting at 7:05pm. Reasoning is the assistants follow head coach's directions so they would be better suited to evaluate that position. ADs and head coaches can come up with an evaluation form during their summer coaches meeting. All agreed to the ADs should update the co-op guidelines with the change and include for approval at the fall co-op meeting.

\*Mary Ann Weber joined the meeting at 7:15pm.

Mr. Schmidt extended congratulations to Jeremy St. Aubin--he is one of 8 finalists for National Golf Coach of the Year. Comments that this is an honor for both schools and South Border sports. The awards event will be held in Lincoln, NE but has been postponed for next summer. Registration will be paid for however there would still be hotel and travel expenses. Motion by Nitschke to table the matter until the next meeting since the event is postponed. Following further discussion, motion by Brown that the co-op cover 100% of the travel expenses for St. Aubin to attend the awards event. Nitschke withdrew his original motion to table. Second to Brown's motion by Kaseman. Agreed on mileage reimbursement and to cover meals per receipts as well as hotel stay. Motion carried unanimously.

Mr. Schmidt and Mr. Kuntz proposed an increase in the AD salary from 12% to 15% of base. Current percentage is based on Ashley's \$40,200 so 15% is \$6,030. Points to consider--AD is a 10-12 month position as opposed to seasonal but pay isn't much more than a head coach. Involves scheduling, meetings, patron concerns, transportation, workers for events. Hard position to fill and high turnover rate in many schools. Nitschke said that as base goes up, the pay goes up also. Kaseman commented there should be more information provided for comparison. No motion was made on the matter so pay scale will remain as it is.

Mr. Kuntz asked what the board members' thoughts are on a coach with 15-20 years experience and a new coach getting paid the same amount of money. He suggested to pick a dollar amount (example \$25 or \$50) per year experience. Mr. Schmidt said it may be an incentive to keep coaches. Dean Christianson commented that people don't coach for the money and that probably wouldn't make a difference to them. Meidinger suggested possibly tack on 1%. Discussion on experience scale versus performance-based. Kaseman said there should be a proposal with the discussion. Others agreed they would need numbers to determine the cost of

a proposal, rather than going into it with no idea. ADs will work on a years of experience scale and provide more information at the fall meeting.

NDHSAA is looking into adding girls wrestling and has asked coaches to discuss the idea with their school boards. Josh Hoffman said there are currently 24 states that offer the program. NDHSAA would require a letter of support from 12 schools to pursue it. Josh said the South Border coaches are in favor and he thinks there would be some girls interested. Would not require additional coaches, would have to adjust practice schedule somewhat. Extra costs would be singlets and additional hotel rooms for tournaments. Initially they'd attend the same tournaments with a girls division and would likely be class A & B combined. Brown stated he thinks the board should support it and get in on the beginning stages--it'll either be now or 4 years from now but will come either way. Motion by Meidinger to have South Border participate in 7-12 girls wrestling through NDHSAA. Second by Nitschke, motion carried unanimously.

Mr. Schmidt reported that the money schools will receive through the CARES Act program will require that spring coaches be paid even though their seasons were cancelled.

Motion by Schumacher to adjourn, second by Schneider. Meeting adjourned at 8:21pm.

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Lyle Fey, Ashley School Board President

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Curt Meidinger, Wishek School Board President

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Teresa Dockter, Business Manager (Ashley School District)