

**NOW**

**Challenge**

**GOAL**



*Presented by DCS Athletics and  
Athletic Ad Hoc Committee*

# Where are we now?

## **The Vision of Dexter Athletics**

Dexter athletics seeks to connect athletic programs, coaches, and student-athletes with the community of Dexter with an unwavering focus on team, student athlete experience, character development and collective greatness.



**Rising Tide**

**Helm Yeah**

**Champions**



"Consistency breeds excellence. Excellence breeds trust. Trust breeds loyalty. Loyalty builds strong programs." -Unknown

**2018-2019**

**Girls Swim and Dive:** SEC White Division Champions  
**Volleyball:** SEC White Division Champions  
**Ice Hockey:** SEC White Division Champions  
**Boys Lacrosse:** SEC White Division Champions  
**Football:** MHSAA Playoff Appearance  
**Boys Golf:** MHSAA State Tournament Qualifier  
**Girls Tennis:** MHSAA State Tournament Qualifier  
**Equestrian:** Reserve Regional Champion  
**Boys Soccer:** MHSAA District Champion  
**Baseball:** MHSAA District Champion  
**Girls Soccer:** MHSAA District Champion  
**Field Hockey:** MHSFHA Regional Champion  
**Boys Cross Country:** MHSAA 3rd Place  
**Boys Swim and Dive:** SEC White Division Champions  
MHSAA State Champions

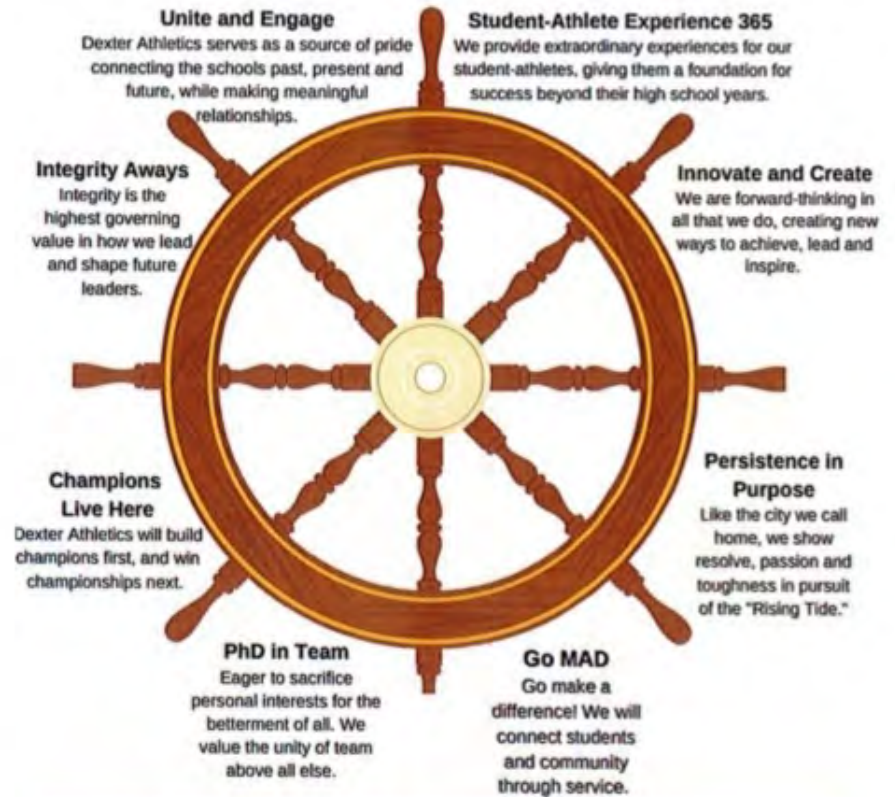
**2019-2020**

**Fall**  
**Girls Swim and Dive:** SEC White Division Champions, 4th in State  
**Volleyball:** SEC White Division Champions  
**Boys Soccer:** SEC White Division Champions  
**Football:** MHSAA Playoff Appearance  
**Boys Tennis:** MHSAA State Tournament Qualifier (11th)  
**Water Polo:** MWPA State Runner-Up  
**Boys Cross Country:** MHSAA State Runner-Up  
**Field Hockey:** MHSFHA State Champions



**Dexter Athletics  
Core Values**

# Dexter Athletics Core Values



## Hold Fast, Stay True

To bear down, stay the course, to continue to believe in or adhere to an idea when times get tough one needs to hold fast and stay true to ride it out.

We will show...

**R**ESILIENCY  
**I**NTEGRITY  
**S**ELFLESSNESS  
**I**NTERDEPENDENCE  
**N**O QUIT  
**G**RATITUDE



We will be...

**T**OUGH  
**I**NVESTED  
**D**RIVEN  
**E**NTHUSIASTIC

USS DREADNAUGHT



# The Charge

- Review and make recommendations to the BOE regarding offerings and structure of funded and self-funded sports.
- Review and make recommendation to the BOE regarding a financially sustainable and Title IX compliant district-wide athletic program.

**Tiered  
System**

**Self-Created  
Inequities**



## Current Structure

- Tiered system creates inherent inequities
- \$250.00 (First Sport)
- \$150.00 (Second Sport)
- \$100.00 (Third Sport)

### Mill Creek

- \$150.00 (First Sport)
- \$100.00 (Second Sport)
- \$75.00 (Third Sport)



## Funded

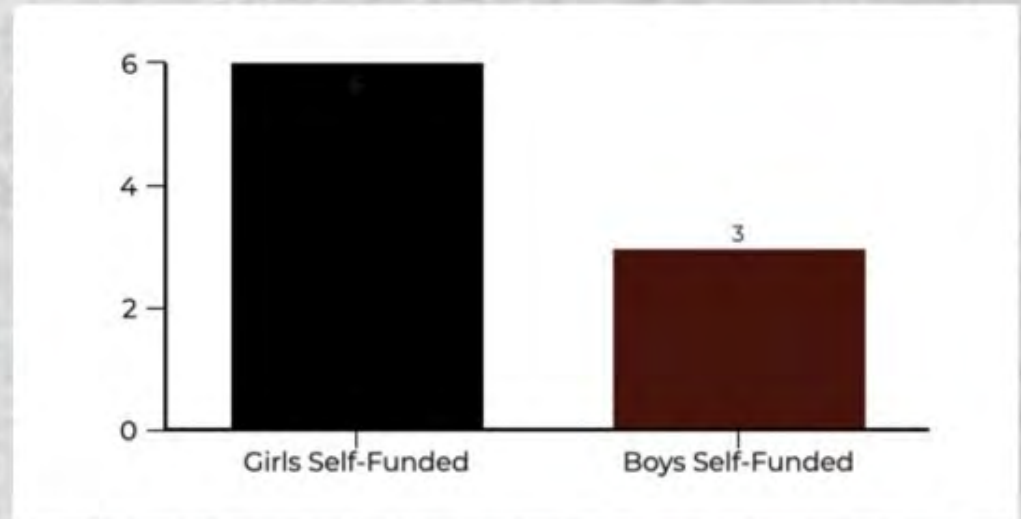
- Boy runs XC and then Pole Vaults (\$400.00)
- Girl Pole Vaults (\$250.00)
- They practice the same, same time, energy, effort, one doesn't play a fall sport



## Self-Funded

- Can count the 1st sport, then 2nd sport at a reduced rate
- Depending on season structure, individuals will pay more
- Example:  
Vball and Girls Lax = \$250, \$400  
Water Polo and Baseball = \$400, \$150

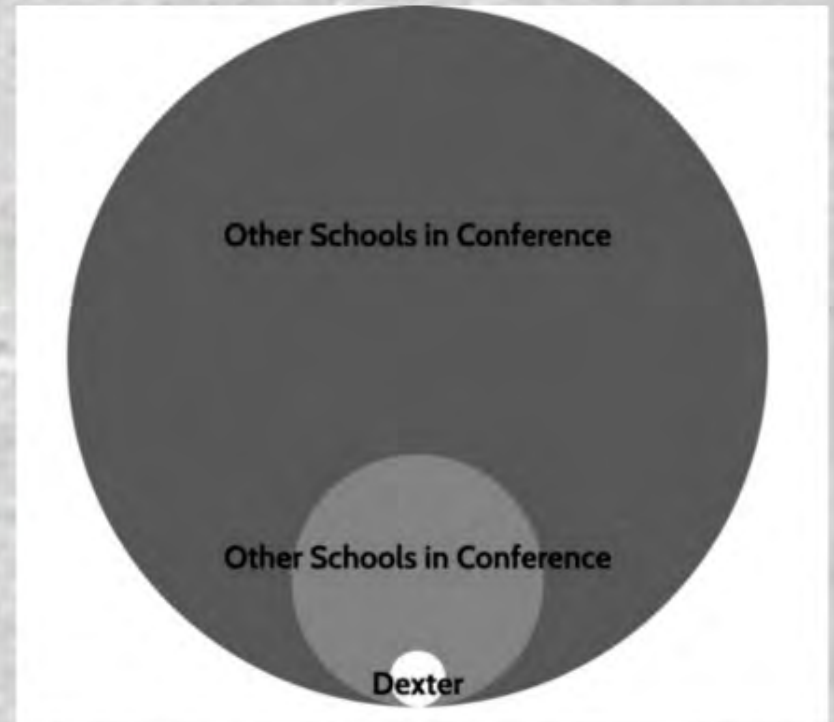
- The current system creates significant management challenges in regards to budget, scheduling, transportation, logistics and inequities.



- Over 15 years ago, self-funded sports began at Dexter. Most were in their infancy creating uncertainty in their longevity.

## Coaching Salary Inequity

- **Every** district in our conference pays between 30% and 125% more than we pay our current coaches.
- A decade ago, salaries were cut 20%. 10% was added back 8 years ago.





# How will we get there?

- Move Self-Funded Teams to School-Supported
- Move Pay to Participate to Single Tier
  - Restructure Coaches Pay

**A New Wave**

**Pay to Participate**

**Discussion**

# Self-Funded to School Supported

- Current self-funded teams will become school-supported teams, with the exception of Ice Hockey, Dance and Equestrian

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- **Uniforms/Equipment-** All uniforms and equipment will become DCS uniforms and property.
  - **Budget/Funds-** All team funds/accounts will be turned over to DCS and will become a fund balance available for that specific teams activities.
  - **Team Purchases-** All team purchases will go through the Athletic Office and approved by the Athletic Director.
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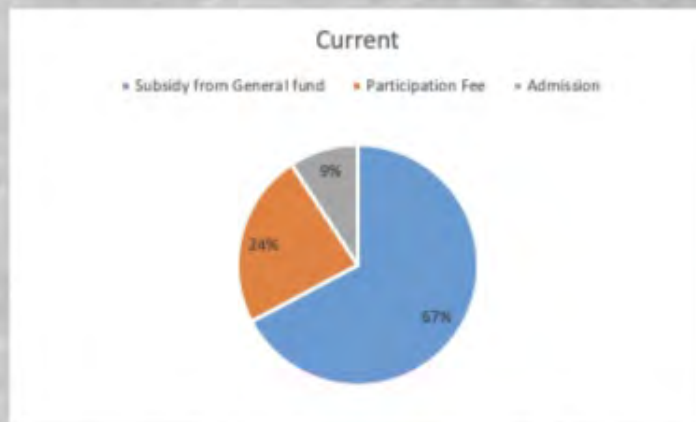
# New Pay to Participate Structure



Families may request reimbursement for pay to participate fees exceeding a family maximum of \$1000.000

## What the \$250 pay to participate fee covers?

\$250 per sport for Pay to Participate equates to approximately **\$1 per hour** for practices and competitions/games.



# Scholarships

**Requests for scholarships/waivers of pay to participate fee will be made confidentially directly to the Athletic Director and are granted on the basis of financial need or other considerations.**



**DHS Waivers**



**Full \$250.00**  
**Half \$125.00**

**MS Waivers**



**Full \$150.00**  
**Half \$75.00**

- The Athletic Department will coordinate fundraisers for scholarships and ask ABCD for support.





**Athletic Restructuring Recommendation  
November 2019**

**Recommendation:**

• **Move Self-funded Teams to School-Supported**

- Current self-funded teams (Field Hockey, Boys Water Polo, Girls Water Polo, Boys Lacrosse, Girls Lacrosse, Competitive Cheerleading) will become school-supported teams. Ice Hockey, Dance, and Equestrian will remain self-funded.

• **Pay to Participate Fees will change to Participation Fees of:**

- DHS \$250 per sport
- MS \$150 per sport
- Families may request reimbursement for pay to participate fees exceeding a family maximum of \$1000
- **\$250 per sport equates to a cost for parents of approximately \$1 per hour for practices and games**
- Participation fees began around 1992 and were last changed in 2011-2012.

• **Scholarships/Waivers of Participation fee:**

- Requests for scholarships/waivers of participation fee will be made confidentially directly to the Athletic Director. Scholarships/waivers are granted on the basis of financial need or other considerations. Information supplied on an application for scholarships/waivers may be verified at any time. An appeal procedure is available for families where applications are denied.
- Scholarship Full Waiver (DHS) \$250
- Scholarship Half Waiver (DHS) \$125
- Scholarship Full Waiver (MC) \$150
- Scholarship Half Waiver (MC) \$75
- **The Athletic Department will help coordinate fundraising activities to fund scholarships.**
- ABCD booster group will be asked to fund scholarship/waivers for up to 10 HS athletes (\$2500) and 10 MS athletes (\$1500) per school year
- Additional Scholarship/Waivers will be funded by additional donations or the Athletic budget.

• **Uniforms/Equipment:**

- For any self-funded team moving to school-supported uniforms and equipment will become DCS uniforms.

• **Budgets/Funds:**

- For any self-funded team coming in, all team funds from the District and will become a fund balance on the team's activities (student activity fund).
- All funds collected by the team or on behalf of the Athletic Department for deposit records/expended by the team must follow standard DCS procedures. **The funds will be designated and accounts that raised the money.** Neither coaches nor parents' funds separately or in a separate bank account district compliance with Title IX and to ensure intended purposes to benefit the student athletes our parents as the separate accounts transfer children graduate.

• **What if a team doesn't want to move to school-supported?**

- If a team chooses not to move from self-funded, the exception of Ice Hockey, Dance, and Equestrian letters will be awarded. Teams will need to be scheduled as a rental. DHS uniforms or logo will be provided.

• **Coaching pay:**

- A new coaching pay schedule is recommended percentage for each, where 1% = \$500. In six experience stipend may be recommended by 1-3% for the Head Varsity Coach in any HS sport Coach in any MS sport.
- Any current coach whose 2019-2020 coach pay the new coaching pay schedule will be grandfathered pay for that position.
- The coaching pay schedule provides some for additional assistant coach. Splits of the stipend. The stipend is team funded. The team cost of plus payroll taxes; 4% = \$3000. Only position schedule may be paid. Any other adults support.

• **Team purchases:**

- All team purchases must be approved by the Athletic Director, in advance.

**Ice Restructuring Recommendation  
November 2019**

**Teams to School-Supported:**

Self-funded teams (Field Hockey, Boys Water Polo, Girls Water Polo, Girls Lacrosse, Competitive Cheerleading) will be school-supported teams. Ice Hockey, Dance, and Equestrian will remain self-funded.

**Participation Fees will change to Participation Fees of:**

• District fee for sport participation  
• District fee for sport equipment  
• District fee for sport equipment reimbursement for pay to participate fees exceeding amount of \$1000

**Participation fees equate to a cost for parents of approximately \$1 per student per sport and games**

Participation fees began around 1992 and were last changed in 2011.

**Scholarships of Participation fee:**

Scholarships/waivers of participation fee will be made available directly to the Athletic Director. Scholarships/waivers are based on basis of financial need or other considerations. Information and application for scholarships/waivers may be verified at any time. District procedures is available for families where applications are not approved.

• \$250 Waiver (DHS)

• \$125 Waiver (DHS)

• \$150 Waiver (MC)

• \$75 Waiver (MC)

**Department will help coordinate fundraising activities to help offset costs.**

• District group will be asked to fund scholarship/waivers for up to 10 JV athletes (\$500) and 10 MS athletes (\$1500) per school year.  
• Scholarship/Waivers will be funded by additional donations or fundraisers.

**Uniforms/Equipment:**

• For any self-funded team moving to school-supported, the current team uniforms and equipment will become DCS uniforms and equipment.

**Budgets/Funds:**

• For any self-funded team coming in, all team funds will be turned over to the District and will become a fund balance available for that specific team's activities (student activity fund).

• All funds collected by the team or on behalf of the team must be turned to the Athletic Department for deposit/recordkeeping by team. All funds expended by the team must follow standard DCS policies and procedures. **The funds will be designated and accounted specifically for the team that raised the money.** Neither coaches nor parents may hold team funds separately or in a separate bank account. This is essential for district compliance with Title IX and to ensure the money is used for the intended purposes to benefit the student athletes. This is also to protect our parents as the separate accounts transfer to a different parent after children graduate.

**What if a team doesn't want to move to school-supported?**

• If a team chooses not to move from self-funded to school-supported (with the exception of Ice Hockey, Dance, and Equestrian), no DHS varsity letters will be awarded. Teams will need to rent fields/pools and will be scheduled as a rental. DHS uniforms or logo will not be permitted.

**Coaching pay:**

• A new coaching pay schedule is recommended. The schedule outlines a percentage for each, where 1% = \$500. In exceptional circumstances, an experience stipend may be recommended by the Athletic Director up to 3% for the Head Varsity Coach in any HS sport or up to 1% for the Head Coach in any MS sport.

• Any current coach whose 2019-2020 coach pay is higher than the level on the new coaching pay schedule will be grandfathered at his/her 2019-2020 pay for that position.

• The coaching pay schedule provides some teams discretion to hire an additional assistant coach. Splits of the stipend amount are acceptable. The stipend is team funded. The team cost of each 1% is \$750 (stipend plus payroll taxes); 4% = \$3000. Only positions on the coaching pay schedule may be paid. Any other adults supporting teams are volunteers.

**Team purchases:**

• All team purchases must be approved by the coach and the Athletic Director in advance.

• Team funds are used for supplies and other expenses.

**Financials:**

- We currently have a \$516,000 athletic subsidy for 2019-2020.
- Last year's (18-19) actual subsidy was \$624,000, due to the need to contract out busing created by the new structure.
- The new restructured department is estimated to be \$250 per DHS sport (assuming we can keep budget).
- The increase is an approximate net of \$180,000 (assuming we can keep budgeted transportation costs).
- Bringing in the self-funded sports creates a net general fund athletic subsidy. This includes a proposed pay to participate fee of \$250 DHS for 1500 students.
- Current coaching salaries are \$240,000 (plus pay \$179,000 at the High School level and \$61,000 at the Middle School level). Recommended coaching salaries would be \$372,000, approximately \$300,000 at the High School level and \$72,000 at the Middle School level. Varsity Head Coaches and Middle School Head Coaches with 5-10 years of head coaching experience may earn an additional \$5,000 in year one, \$16,000 in year two, and \$27,000 in year three. *Note: At no time has the district had all coaches at the top of the province. Varsity Head Coaches and Middle School Head Coaches are highly experienced.*
- We can accomplish all of this with the recommended structure.

If team moving to school-supported, the current team equipment will become DCS uniforms and equipment.

If team coming in, all team funds will be turned over to become a fund balance available for that specific student activity fund).

by the team or on behalf of the team must be turned to a parent for deposit recordkeeping by team. All funds earned must follow standard DCS policies and procedures, **designated and accounted specifically for the team only.** Neither coaches nor parents may hold team funds in a separate bank account. This is essential for compliance with Title IX and to ensure the money is used for the benefit of the student athletes. This is also to protect separate accounts transfer to a different parent after season.

#### Want to move to school-supported?

not to move from self-funded to school-supported (with Hockey, Dance, and Equestrian), no DHS varsity level. Teams will need to rent fields/pools and will be responsible for DHS uniforms or logo will not be permitted.

pay schedule is recommended. The schedule outlines a pay scale where 1% = \$500. In exceptional circumstances, an increase may be recommended by the Athletic Director up to 1% for a Varsity Coach in any HS sport or up to 1% for the Head Coach in any sport.

whose 2019-2020 coach pay is higher than the level on the pay schedule will be grandfathered at his/her 2019-2020 pay level.

The pay schedule provides some teams discretion to hire an assistant coach. Splits of the stipend amount are acceptable. The team cost of each 1% is \$750 (stipend is \$3000). Only positions on the coaching pay scale. Any other adults supporting teams are volunteers.

Increases must be approved by the coach and the Athletic Director.

- Team funds are used for supplies and other discretionary purchases.

#### Financials:

- We currently have a \$516,000 athletic subsidy from the general fund budgeted for 2019-2020.
- Last year's (18-19) actual subsidy was \$624,000. The excess cost was primarily due to the need to contract out busing created by a shortage of staff bus drivers.
- The new restructured department is estimated to require a \$687,000 subsidy at a \$250 per DHS sport (assuming we can keep budgeted transportation costs at budget).
- The increase is an approximate net of \$180,000 in general fund athletic subsidy (assuming we can keep budgeted transportation costs at budget).
- Bringing in the self-funded sports creates \$67,000 of the needed increase in general fund athletic subsidy. This includes a contribution of \$41,000 from the proposed pay to participate fee of \$250 DHS for 164 athletes.
- Current coaching salaries are \$240,000 (plus payroll taxes), approximately \$179,000 at the High School level and \$61,000 at the Middle School level. Recommended coaching salaries would be \$372,000 (plus payroll taxes), approximately \$300,000 at the High School level and \$72,000 at the Middle School level. Varsity Head Coaches and Middle School Head Coaches with 8+ years of head coaching experience may earn an additional stipend, that will add approximately \$8,000 in year one, \$16,000 in year two, up to a total of \$48,000 if all coaches were highly experienced. *Note: At no time in the last 25 years has the district had all coaches at the top of the previous salary schedule. Currently, 8 Varsity Head Coaches and 8 MS Head Coaches would be eligible to earn an additional stipend.*
- We can accomplish all of this with the recommended structure.



#### What the \$250 Participation Covers?

- The number of practices and contests varies by sport (plus playoffs)
- Typical seasons are at least 12 weeks in length
- 12 weeks times 5 days per week = 60 days for practices
- Breakdown of a typical sport:
  - Example: Volleyball**

ied for supplies and other discretionary purchases

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and 8 MS Head Coaches would be eligible to earn an*

this with the recommended structure

Current

Legend: Transportation (Blue), Personnel (Orange), Supplies (Grey)



Proposed

Legend: Transportation (Blue), Personnel (Orange), Supplies (Grey)



#### What the \$250 Participation Covers?

- The number of practices and contests varies by sport (generally 14-25 contests plus playoffs).
- Typical seasons are at least 12 weeks in length
- 12 weeks times 5 days per week = 60 days for practices or games = \$4.17 per day for games or practices
- Breakdown of a typical sport:
  - **Example: Volleyball**

- During season: Practices 2 hours eve practices or 98 hours
- Contests: 5 Saturday tournaments plus weekday games for a total of 113 hours
- In season minimum total = 211 hours
- **\$250/211 hours = \$1.18 per hour**
- Off-Season: Workouts throughout off-week in spring/summer plus camps

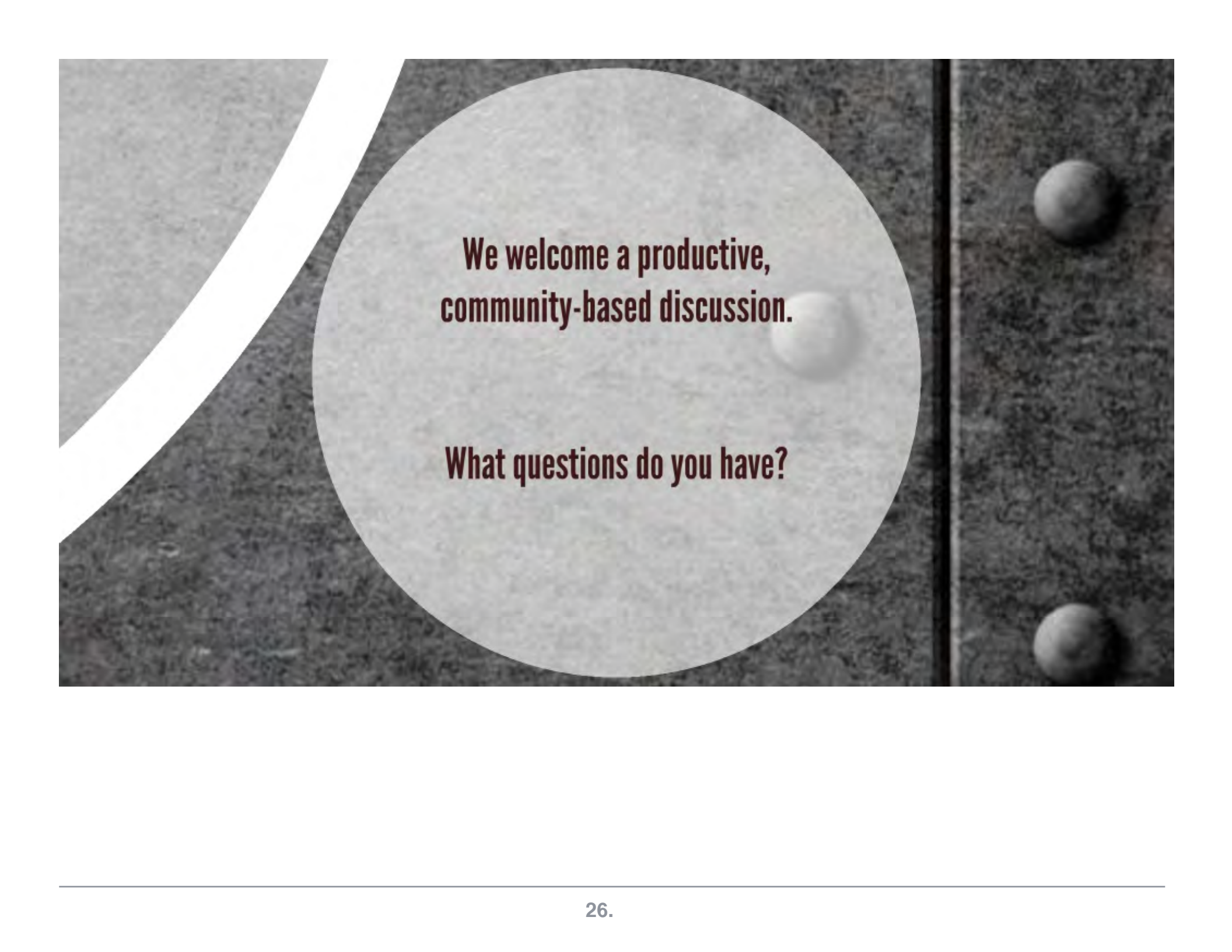


lovers?  
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least 12 weeks in length  
 per week = 60 days for practices or games = \$4.17 per  
 ces  
 sport:  
 yball

- During season: Practices 2 hours every day for a total of 49 practices or 98 hours
- Contests: 5 Saturday tournaments plus SEC Jamboree and 11 weekday games for a total of 113 hours
- In season minimum total = 211 hours
- **\$250/211 hours = \$1.18 per hour**
- Off-Season: Workouts throughout off-season are at least 2 x per week in spring/summer plus camps





**We welcome a productive,  
community-based discussion.**

**What questions do you have?**

**NOW**

**Challenge**

**GOAL**



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