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.

-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

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**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
We will show...
RESILIENCY
INTEGRITY
SELFLESSNESS
INTERDEPENDENCE
DO NOT QUIT
GRATITUDE

We will be...
TOUGH
INVESTED
DRIVEN
ENTHUSIASTIC

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.
<table>
<thead>
<tr>
<th>Current Structure</th>
<th>Funded</th>
<th>Self-Funded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tiered system creates</td>
<td>Boy runs XC and then Pole Vaults ($400.00)</td>
<td>Can count the 1st sport, then 2nd sport at a reduced rate</td>
</tr>
<tr>
<td>inherent inequities</td>
<td>Girl Pole Vaults ($250.00)</td>
<td>Depending on season structure, individuals will pay more</td>
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<tr>
<td>$250.00 (First Sport)</td>
<td>They practice the same, same time, energy, effort, one doesn’t play a</td>
<td>Example: Vball and Girls Lax = $250, $400</td>
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<tr>
<td>$150.00 (Second Sport)</td>
<td>fall sport</td>
<td>Water Polo and Baseball = $400, $150</td>
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<tr>
<td>$100.00 (Third Sport)</td>
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Mill Creek
- $150.00 (First Sport)
- $100.00 (Second Sport)
- $75.00 (Third Sport)
• 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.
Presented by DCS Athletics and Athletic Ad Hoc Committee.
How will we get there?

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

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

- **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.
New Pay to Participate Structure

DHS Single Tier
$250.00 per Sport

MS Single Tier
$150.00 per Sport

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.

- The Athletic Department will coordinate fundraisers for scholarships and ask ABCD for support.
Details of Proposal - committee working document
Athletic Restructuring Recommendation
November 2019

Recommendation:

1. 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.

2. Pay to Participate Fees will change to Participation Fees of:
   - DHS $250 per sport
   - MS $160 per sport
   - Families may request reimbursement for pay to participate fees exceeding a family maximum of $1,000
   - $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.

3. Scholarships/Waivers of Participation fees:
   - Requests for scholarships/waivers of participation fees will be made 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 whose applications are denied.
   - Scholarship Full Waiver (DHS) $250
   - Scholarship Half Waiver (DHS) $125
   - Scholarship Full Waiver (MS) $90
   - Scholarship Half Waiver (MS) $9
   - The Athletic Department will help coordinate fundraising activities to fund scholarships.
   - A booster group will be asked to fund scholarship/waivers for up to 10 HS athletes ($250) and 10 MS athletes ($150) per school year.
   - Additional scholarships/waivers will be funded by additional donations or the Athletic budget.

Uniforms/Equipment:
- For any self-funded team moving to school support, uniforms and equipment will become DCS assets.

Budgets/Funds:
- For any self-funded team coming in, all teams will become a fund generated by the team's activities (student activity fund).
- All funds collected by the team or on behalf of the Athletic Department for deposits/registration fees will be used for that purpose.
- The funds will be designated and accounted for by the athletic department, but the team will keep their funds separate.
- The athletic department will ensure that all teams' accounts comply with Title IX and to ensure that funds are used to benefit the student athletes and our community.

What if a team doesn't want to move to school support?
- If a team chooses not to move from self-funding, the exception of ice hockey, dance, and equestrian will be removed. Teams will need to be scheduled on a different DHS uniform or leave.

Coaching Pay:
- A new coaching pay schedule is recommended for each, where 1% = $5.00. Inexperience coaching may be recommended by 1% for the Head Varsity Coach in any HS sport.
- Any current coaches whose 2019-2020 contract is not renewed will be paid 4% of the previous pay for that position.
- The coaching pay schedule will be financial for the next year.
- The coaching pay schedule provides some for an additional assistant coach. The stipend is a team-funded. The team cost of paying the coach is $2,000. The coach must be paid $1,000.

Team Purchases:
- All team purchases must be approved by the Athletic Director in advance.
Restructuring Recommendation
November 2019

Team to School-Supported
- FSH, Boys/Water Polo, Girls/Water Polo, Softball, Girls Lacrosse, Competitive Cheerleading will be supported for
- Participation Fees will be charged for each sport.
- Costs of participation fee will be made directly to the Athletic Director.
- Scholarships are based on need and other considerations.
- All Information about scholarships/awards is available for families where applications can be reviewed.

Uniforms/Equipment:
For any self-funded team moving to school-supported, the current team uniforms/equipment will be purchased.

Budget:
For any self-funded team moving to school-supported, the current team uniforms/equipment will become PCU uniforms/equipment.

Financials:
- We currently have a $24,000 athletic subsidy for 2019-2020.
- Last year's (18-19) actual subsidy was $23,700.
- Due to the need to contract out bus transportation, in addition to the cost of $250 per DHS sport (assuming we can keep bus budget),
- This increase is an approximate net of $190,000 (assuming we can keep budgeted transportation costs). The increase is an approximate net of $190,000 (assuming we can keep budgeted transportation costs).
- Bringing in the self-funded sports raises $67,900 in general fund athletic subsidy. This includes a 3% increase in gasoline and transportation costs for the school year.
- Current coaching salaries are $240,000 (plus pay $179,000 at the HS level and $61,000 at RHS level). At the HS level, the athletic director and assistant coaches are paid.
- Varsity coaches for all sports are paid.
- In addition, the athletic director and assistant coaches are paid.
- We can accomplish all this by the recommendation to increase the athletic budget by $240,000.
d team moving to school-supported, the current team
s tament will become DCS uniforms and equipment

2 3.

ig to the new fund balance overview for that specific

s tament is turned over to

that the team may be turned in

ng by the team or on behalf of the team must be turned in

nting or by the team. All funds

ng standard DCS policies and procedures.

designated and accounted specifically for the team

age. Neither coaches nor parents may hold team

r in a separate bank account. This is essential for

Title IX and to ensure the money is used for the

f to benefit the student athletes. This is also to protect

nt a separate account transfer to a different parent after

nt to move to school-supported?

ot to move from self-funded to school-supported (with

a. Hockey, Dance, and Equestrian), no DHE variety

ted. Teams will need to rent field/grounds and will be

al. DHE uniforms or logo can be permitted.

ny schedule is recommended. The schedule outlines a

e where 1% = $500. In exceptional circumstances, an
I may be recommended by the Athletic Director up to

ally Coach in any HS sport or up to 1% for the Head

sport.

h 2019-2020 coach pay is higher than the level on

pay schedule or may be grandfathered at higher 2019-2020

schedule provides some teams discretion in how an

t coach. Spots of the stipend amount are accepta-

n funded. The team cost of each 1% is $750 (stipend

: 4% = $3,000). Only positions on the coaching pay

aid. Any other adult supporting teams are volunteer.

st must be approved by the coach and the Athletic

Financials:
- We currently have a $515,000 athletic subsidy from the general fund budgeted
  for 2019 (2020).
- Last year’s (18-19) actual subsidy was $494,000. The subsidy was primarily
  due to the need to contract out the equipment created by a shortage of staff bus drivers.
  The new restructuring department is estimated to require a $887,000 subsidy at a
  $250 per DHE sport (assuming we can keep budgeted transportation costs at
  budget).
- The increase is an approximate net of $140,000 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 CHS 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 $260,000 at the High School level and $72,000 at the Middle
  School level. Varsity Head Coaches and Middle School Head Coaches with 4
  years of head coaching experience may earn an additional stipend. That will add
  approximately $8,000 in year one. $10,000 in year two up to a total of $48,000 if
  all coaches were highly experienced, free. At no time in the last 25 years has
  the district had all coaches at the top of the proposed salary schedule. Currently,
  9 Varsity Head Coaches and 4 MS Head Coaches would be eligible to earn an
  additional stipend.
- We can accomplish all this with the recommended structure.

What the $250 Participation Covers?
- The number of practices and contests varies by
  plus playoffs).
- Typical seasons are at least 12 weeks in length;
  12 weeks times 5 days per week = 60 days for
  by games or practices
- Breakdown of a typical sport:
  Example: Volleyball
The athletic subsidy was $824,000. The excess cost was primarily due to the creation of a shortage of staff bus drivers needed to support the athletic programs. The need for a subsidy was due to a shortfall in budgeted transportation costs.

The athletic subsidy surges the shortfall in general fund athletic subsidies to $357,000. This includes a contribution of $41,000 from the fee of $250 DHS for 184 athletes.

The athletic subsidy is $320,000 (plus payroll taxes), approximately.

In the Middle School level, salaries would be $172,000 (plus payroll taxes), and at the High School level, $122,000. At the Middle School level, Head Coaches and Middle School Head Coaches with 5 years of experience may earn an additional stipend that will add $12,000 in year two, up to a total of $18,000 if experienced. Note: At no time in the last 25 years has this been added to the athletic budget.

What does the $250 Participation Cover?
- The number of practices and contests varies by sport (generally 14-25 practices and 1-5 contests or playoffs).
- Typical seasons are at least 12 weeks in length.
- 12 weeks times 5 days per week = 60 days for practices or games $4.77 per day for games or practices.
- Breakdown of a typical sport:
  - Example: Volleyball

- Spring season: Practices 2 hours per week.
- Contests: 8 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-season in spring/summer plus camps.
During season: Practices 2 hours every day for a total of 49 practices or 98 hours
Contests: 6 Saturday tournaments plus SEC Jamboree and 11 weekday games for a total of 113 hours
In season minimum total = 211 hours
$2300/211 hours = $1.10 per hour
Off Season: Workouts throughout off-season are at least 2 hours per week in spring/summer plus camps
We welcome a productive, community-based discussion.

What questions do you have?