

**September Athletic Council Meeting Minutes**  
**September 11, 2023**  
**Guidance Conference Room**  
**Keystone Jr.-Sr. High School**

**Members present:** Mr. Beary, Mr. Say, Mr. VanTassel, Mr. Hall, Mr. Willison, Mr. Irwin, Mr. Best, Mr. Bryan Mong, and Mrs. McNaughton.

1. It was recommended to hire Clint Yarger as the Assistant Varsity Girls' Soccer Coach recommended by Couch Eric Mount.
2. It was recommended to accept the resignation of Lee Weber as the 1<sup>st</sup> Assistant Varsity Football Coach.
3. It was recommended to appoint Lee Weber as a Varsity Football Volunteer Coach.
4. It was recommended to hire Colby Himes as an Assistant Varsity Football Coach recommended by Coach Todd Smith.
5. It was recommended to reconfigure the assistant football positions: Austin Ion – 1<sup>st</sup> Assistant Coach, Colby Himes – 2<sup>nd</sup> Assistant Coach, and John Beal – 3<sup>rd</sup> Assistant Coach.
6. It was recommended to accept the resignation of Tori Swartfager as Assistant Varsity Girls' Basketball Coach.
7. It was recommended to appoint Tori Swartfager as a volunteer Varsity Girls' Basketball Coach.
8. It was recommended to post for an Assistant Varsity Girls' Basketball Coach.
9. It was recommended to accept the resignation of Tom Bowser as fall/winter weight room coordinator.
10. It was recommended to post for a fall/winter weight room coordinator.
11. It was recommended to appoint Bailey Donaldson as a Volunteer Cheer Coach pending completion of all required paperwork. Recommended by Coach Rebekah Anderson.
12. It was recommended to adjust the Girls' Assistant Track Coach salary; the entire amount will be paid to Franki Sheatz.
13. Coach Bryan Mong came to advocate for an applicant for the Junior High Volleyball Position. The applicant has not been out of school for three years, which is a requirement established by the Athletic Council. It was agreed that the position will

remain posted until December. If there are no other applicants, the Council will discuss a possible waiver for this position regarding the three year criteria.

14. There was a discussion held regarding coach's vision for sports, coaching evaluation, and commitment to the next season. It was agreed upon that the coach's evaluation will be completed a month after the season has ended. At that time, the coach will present a bulleted list regarding his/her plans for the development of the program as well as share his/her intent to coaching for the next season.
15. A discussion was held regarding the distribution of coaches' salaries. A schedule will be developed considering the number of years of experience as a head coach, as well as the level of the sport (varsity or junior high). More information will be gathered for the next meeting and a draft of the salary schedule will be developed for the next meeting.
16. There was a discussion regarding dual sport athletes and the coaches' responsibilities regarding student commitment to the sport. It was determined that playing time is at the coach's discretion; he/she would take into consideration talent, knowledge of the position, knowledge of the playbook, etc. Coaches' will make determination of who is the best player for the position and grant playing time accordingly. As per the student handbook, playing time is at the coaches' discretion and not up for discussion. If the coach is contacted by parents to discuss playing time, the parents should be referred to the Athletic Director or Assistant Director.
17. There was a discussion regarding referee pay for sporting events. Keystone is very low in some junior high areas, which can lead to difficulty in obtaining needed officials. We will be looking to make adjustments at the next Athletic Council Meeting.