

-----Original Message-----

From: Pat Jones [mailto: ]  
Sent: Wednesday, November 01, 2006 2:15 AM  
To: Adkisson, Elizabeth; alex mc kay; alisha kelley; Allen,Ronnie; amber thomas; Andy Gramley; Angela Kunkel; annie vanderpol; auriemma anthony;BAHNER, MOLLIE; BARRICK, EMILY; Bartleson,eric; Bartleson,eric; Becher, fred; Benda, Jason M; Bendix,Brad; bill kelley; Blazer,Leon; Brad Barquist; Brad Files; Brenda Conrad; Brian Fischer; Brown, Jeremy J; BROWN, RICK; BUCKMASTER, NEIL; Bui, Tara D; BURMEISTER, BOB; CAHILL, BRAD; Casey Stoflet; charles shugart; Chris O'Connor; Chris O'Connor; christie bonn; CLIFF NIXON; condiotty rob; cory hilderbrand; Craig Parthemer; dale lowery; Dan Peterson; Dave Davis; Dave Sherbrooke; Dave Unwin; David An; david carter; DAVIDSON,BLAINE; Davis,Colleen; Dawn kruhak; desi polejewski; Diles,jocelyn; Doug Waugh; DRAGLAND, MIKE; Driver,tim; Eckhart,Michael; Ed Rubio; Edward Norman; Elizabeth Adkisson; Ellis, Clifford G; ELLIS, TOM; Eric Bones; Eric Champoux; Eric Mc Dowell; Eric Weber; Francis,Laura; fred locke; Frederick,Rachel; FULLER, TIFFANI; fyllin,lindsey; Crowder, George; George Foster; gerry jones; GERVAIS,RICK; Gibbs,Jim; GIL, JUAN; Golden, Suzi (Susan J); GONCHAROFF, BUTCH; Grandstrand, Sara L; griffin farah; Hannah Holt; hannah owings; Hay, Ron (Ronald L); Tracy, Heather; Hefferman,Caryn M; Hinton, Jerry (Lewis G); hsu,Zeke; Huang,Cindy; Hudson,fergus; Imus, Ann M; Jacobs,Ashleigh; James,Sheree; jamie porter; JAMMERMAN, TROY; Jeff Altchech; jeff bright; jeff hudson; Jennifer Genoway; Jennifer taylor;jeremy hudson; Jerry Penney; jesse havens; jessica papell; jim gentleman; jim white; Joe DeRobbio; John Bourassa; John Fullerton; John Hill; Johnson, Nicolas; Jon Anderson; JONES, HUGH; JONES, PAT; Joseph Taiwo; Josh Goldberg; JUSTIN PETERSEN; Kari Gravrock; Karl Westby; KELLEY, BILL; Kendall, Angela C; Kristine Scholl; LAW, ELISA; linsey watanabe; Lisa Fanning; Luke Huard; Majacque Gregory; Marcum, Tori R;MARK TYLER; MAROLT, SHANNON; Marty Johnson; matthews bob; McDowell, Eric T; McKenzie, Kate E; Meagan Albrecht; Michael Chenoweth; Michael Stuart; Mickelson, Jamie E; Mike Laracuenta; MIKE MILLER; Mike Oliveira; Mike Robb; Mike Smith; Mitch Leffler; NAKAMICHI, MARK; NICOLOPULOS, JAMIE; Nimmo, Frank E; O'CONNOR, CHRIS; O'Shea,Kevin R; O'Shea,Kevin; Oliver, Andrew T; Oliver, Bob; Oliver,Drew; Olzendam, David E; Pack, Ryan M; Patrick Pehl; Patterson, Hamish M; Paul Manjarrez; Paul Von Destinon;Penney, Jerry (Jerrold B); peter orgill; PRICE, JENNIFER; Procopio, Samuel G; ray roberts; RAZORE, JEFF; Rebecca Valdivia; rebecca valdivia; reiss, John; rich toal; Richardson,Bob; Richter,matt; RIVERA,ARDELLE; Rob Cesternino; Robert Hopkins jr; ROBISON, PATANN; ROUBINET, DAVE; Rpbinson,jim; Rudolf Kischel; Ruebel,Carson; Scott Marcum; Scott Southard; shannon rounds; Shauna L Backus; Sheffield,Matthew A; sheldonCross; Sheree james; Shy Schelert; skorupa kim; Smith Michael; steve anderson; Steve Anderson; Steve Gillis; Steve Haizlip; Supple, Stephen; Stovin,Kelly; suzanne craft; Thorpe,Mark; Thorpe,Mark; Tim Tang; TINNIN, RON; tom radley; Trachy, Steven L; Tracy, Heather; Turner,Paul; Wade Becher; Wade Becher; walt hickey; Walters, Wilson; WARREN, WES; Wasson, Diana L; Wasson,Diana; WEBBER, DAN; Wendy Oakely; Whitaker,Kris; Whitaker,Travis; Whitaker,Travis; white calvin; YANTIS, PENNY  
Subject: Re: Bellevue Coaches Association Newsletter

Jerry:

A number of questions/concerns/comments regarding your email below:

1: You say below, "there has been a lot of concern over the Bellevue Football program. Some legitimate, and some just rumor." I strongly take exception to that statement as it is both misleading and incorrect. Please be advised that there was a TWELVE year investigation done by the district, with the results the size of a large encyclopedia, and the district spent thousand upon thousands of dollars doing the investigation. The results of the investigation were that there were no violations---zero---not just because they couldn't prove anything, but because there were not any violations--not a single one. We do not recruit, have not recruited,and the spreading of rumors and innuendos (some of which was done by persons copied on this email) was not only inappropriate, in some cases it crossed the "slander" barrier. Sad to see that some fellow coaches of an association would stoop to even encouraging such a thing, let alone participating in it. I for one am very disappointed with Luke Huard and what he did and said, but at least he had the courage to stand up behind the things he was saying--even though what he was saying was not factually correct. The

others that tried to throw the Bellevue Football program under the proverbial bus "behind the scenes", and they know who they are (and so do we)--shame on you. In any event Jerry, there is no "legitimate" concern over the Bellevue Football program--there may be illegitimate concern, but we'll have to completely disagree on your choice of words there.

2: Pursuant to your comment below, I agree that we do all want "clear skies" when it comes to issues involving recruiting. In the interest of clearing some clouds and for the record, the Bellevue High School athletic director (Chris Hoffman) does an incredible job of making sure all student athletes are eligible, checking into (incredibly thoroughly) any and all transfer cases, open enrollment students, etc. I have seen quite a few athletic directors over the years, and Chris does an incredible job and is as knowledgeable and thorough as they come. The proportion of "open enrollment" students or "transfer" students on the BHS football team is almost exactly identical to the proportion of "open enrollment or transfer students" who are at the school. In other words, statistically, we have the same percentage of non transfer/non open enrollment students playing football (and not playing football) as we do the other way. There are many, many reasons to want to go to Bellevue High--it is a hell of a good school. None were recruited to come here to play football. None--and anyone who says otherwise is either ignorant of the facts, or is attempting to be self-serving in their argument. Had we not won four state titles in a row, it would be a non-issue as nothing wrong was done, and no one would have cared about how many people open enrolled into BHS. There is a perception going on out there and in the papers that what our players and staff did in 2001,2002,2003 and 2004, could not have been done unless cheating was somehow involved. That is a slap in the face to our staff, to our administration and especially to our players and parents--both past and present. It needs to end--now.

3: From the tone of your email below, you may be surprised to know that there are actually quite a few coaches who are paid by their respective booster clubs--at many schools and in many sports--it is not (as many seem to think) a "Bellevue High thing". What is shocking to learn is that at some schools, some are paid "under the table" (just ask sideline Smitty of the Seattle Times who only just recently became aware of that fact)---i.e. no taxes, no paperwork---Butch pays his taxes and our booster club documents everything in writing. People might have been surprised to hear that Butch made \$55,000 the last two years---but Butch does it all legally, above the table, no secrets---which after 15.3% Social Security taxes (double for him) and 30% in income tax, takes away \$25,000 of that stipend. May sound like a lot to some, but to someone like myself or Butch who forego 2 to 3 times that amount in order to even just be able to coach, it isn't. In any event, we would appreciate it if it did not appear in future emails as if this was somehow just a Bellevue High Football thing. It is not.

4: Regarding Booster Clubs paying coaches, you say below, "I will need direction as to either do nothing about it or pursue a course of action to get the district to stop the clubs from paying coaches." First, shouldn't there be a third direction/option you should ask about in addition to the above two---i.e. perhaps we should pursue a course of action to get the district to NOT stop the clubs from paying coaches? Doing nothing, or asking the district to stop the paying of coaches are not the only two alternatives. In any event, I'm curious why a coaches union would want coaches to stop being paid more? If it is simply for some perceived sense of inequity, then I would be curious to see what private schools (i.e. Odeia, Seattle Prep, Eastside Catholic, Kennedy, etc) pay their coaches--these are schools that we all compete with in every sport and these are schools that can essentially pay whatever they want for their coaches (and do). Unless all schools in the state have the exact same rules for paying coaches to follow, the inequity argument does not fly. Is one of the goals of our association to keep down coaching salaries or to increase them? What you would create over time is a lower paid public school coaching group, and a much higher paid private school group.

Furthermore, when the Bellevue School District elected in the early 1980's to discontinue middle school athletics, it (perhaps unknowingly) removed the primary feeder program for high school coaches--i.e. the middle school coaches--many of whom later became high school coaches). There are far fewer teacher/coaches now than there was back in the 70's and early 80's. In many cases, today's coach no longer gets off of work @ 2:45 from school. Many of them do not teach in the building they coach, and many more are not even teachers. Today's reality is that contractors, retail clerks, attorneys, firefighters, policemen, brokers, college students, painters, plumbers, and business owners are coaching our student athletes. We need them--there are no longer enough teachers either able or willing to coach and the demands (and expectations) of coaching (and on the teachers) are not getting smaller--they are getting larger. Not to mention that our district has elected not to train middle level coaches at the middle level/junior highs--thereby forcing us to go "outside" to fill our coaching needs. If we try to limit what our district's coaches can make (something I would see as a very odd thing for a coaches association to try to do), we will, over time, lose many (not all, but many) of our best coaches to private schools. Is that in the best interest of our member coaches? I for one want to regularly compete against the best. I love it that Skyline came back to 3A as they have an incredible football coach and football program. They also are quite successful in many other sports and have very high student athlete participation. Sure it is an additional "tough" game on the schedule--but that is what competition is all about--and more importantly, these are the best ways to teach our students--competing against the best.

5: Going "legal" for a moment, coaches in Bellevue are specifically excluded from the teacher's union. While you, as the head of the coaches association, may argue otherwise, the fact of the matter is that we are all essentially independent contractors when it comes to coaching. The district (and teacher's union) cannot have its cake and eat it too regarding this. It is therefore unconstitutional (and a federal court issue) to limit pay for this type of a person. You are correct that the district can make rules restricting the pay, however, your note below did not mention that we are also free to dispute such a restriction, and seek remedy in the Federal court system as such a restriction would, in the end, be deemed to be unconstitutional. It would be, in the court's eyes, no different than having a law that limited how much money the milk man could make as an independent milk man.

6: As an association (and with all due respect), instead of spending time talking about 25 cent per hour pay raises and an annual \$35 refund on coaching dues, let's talk about bringing back middle school athletics to the Bellevue School District--and thereby opening up more jobs for coaches--and more training for coaches at the lower level--and bring back a piece of the education process that our school district and our community has allowed to slip away for the last 25 years. Let's talk about paying our coaches for the time they are actually being asked to put in (and expected to put in--all of it including film time, "spring practices", off season conditioning and weight room time, clinics, camps, etc.--why are we paid as if the only time we are "working" is when we are actually on the field or in the gym?). Let's talk about putting in year-round playing surfaces into our middle schools as part of bringing back middle school athletics. These are the issues I think we should be focusing on as an association. We should all want to excel at what we do and strive to do our very best--whatever that "best" is--and be teaching (and giving) our student athletes the same thing. Our goal should be to give our student athletes--including those at the middle school level---the best coaching in the state. I think Marianne Williamson says it best in something she wrote that is often incorrectly attributed to Nelson Mandela, " There is nothing enlightened about shrinking so that other people won't feel insecure around you. As we let our own light shine, we unconsciously give other people permission to do the same." It is well written, and makes me ask each and every one of us to not try to bring down others so that we feel more adequate and more secure; rather---raise the bar, test our limits, and see what an incredible coach one can be---and see what an incredible program we each can build for our student athletes, our fellow coaches, and our community. These are goals worth striving for and spending our time on.

Yours truly,

Pat Jones  
Asst Head Football Coach Bellevue High School  
Owner PMC General Contractors  
Owner Jones Engineers, Inc.  
Owner Executel, Inc.  
Law Clerk, Jones Law Group PLLC  
Boy's & Girl's Club Junior Football Coach  
Boy's & Girl's Club Junior Basketball Coach  
Boy's & Girl's Club Junior Baseball Coach  
Father of 6  
Husband of 1 :)  
Coach of Many

**Subject:** RE: Bellevue Coaches Association Newsletter

**From:** "Crowder, George" <[REDACTED]>

**Date:** Wed, November 1, 2006 10:01 am

**To:** "Pat Jones" <[REDACTED]> (more)

**Priority:** Normal

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Dear Mr. Jones,

Please do not insult us coaches by trying to justify a high school coach receiving fundraising monies as if Mr. Goncharoff sacrifices more...gives more...deserves more. Under no circumstances should a coach directly benefit from monies raised through activities sponsored by booster clubs.

In addition, you specifically name Luke Huard as somehow solely responsible for any investigation of the Bellevue High School football program. If you have an issue with an individual please have the professional courtesy and courage to address him personally. Do not hide behind the e-mail.

You can certainly talk to me directly if you choose. I would love to have the chance.

As a coach with thirty-five years of experience it is embarrassing to have what appears to be an elitist attitude coming from some of the faithful minions who support Bellevue High School football.

I say that the WIAA should set very specific guidelines surrounding booster club fundraising.

George Crowder  
Varsity Fastpitch Coach/Eastlake High School  
Assistant Football Coach/Interlake High School

**Subject:** RE: Bellevue Coaches Association Newsletter  
**From:** "Pat Jones" <[REDACTED]>  
**Date:** Wed, November 1, 2006 11:45 am  
**To:** "Crowder, George" <[REDACTED]> ([more](#))  
**Priority:** Normal  
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Mr Crowder

Sadly, you do not get it and I'm sure you feel the same about me. I believe you have misread my email and you obviously have not read the 12 year investigation report which was done by the district. Not sure where you read that Luke was "solely responsible" for anything--my email was quite the contrary.

In any event, I completely disagree with your tone, and your comments. I have already received back a rather large number of emails in support of my position. I have coached a few years myself Mr Crowder and at a number of schools. While I respect the 35 years of coaching you have done, from the tone of your email below, I do not think you are looking at things objectively.

I find your comments rather ironic given that my main point is that a few of our fellow area coaches attempted to throw us under the bus--to use your own words you use below, these people should have, "had the professional courtesy and courage to address him personally". No one addressed Butch personally regarding these matters and that was probably the saddest thing with all of it. Coaches should stick together and if something seems amiss, bring it up, out in the open--not behind closed doors with investigators and reporters. That did not happen in this case, and some were quick to get in line.

In any event, my phone numbers and contact numbers are listed at the end of the email. I'd be more than happy to meet and discuss with you or anyone else. I will add that your "faithful minions" and "elitist attitude" comments you make below were inappropriate and show the type of mindset of the sender, and detracted greatly from the message you were intending to send.

Pat

**Subject:** RE: Bellevue Coaches Association Newsletter  
**From:** "Crowder, George" <[REDACTED]>  
**Date:** Wed, November 1, 2006 11:57 am  
**To:** "Pat Jones" <[REDACTED]>  
**Priority:** Normal  
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Bottom line is you should have never sent the e-mail.

**Subject:** RE: Bellevue Coaches Association Newsletter

**From:** "Pat Jones" <[REDACTED]>

**Date:** Wed, November 1, 2006 2:26 pm

**To:** "Crowder, George" <[REDACTED]>

**Priority:** Normal

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Mr Crowder:

Bottom line is that we'll need to completely disagree on that one. I have been listening to people (like yourself in your comments) attack us for far too long and we have said nothing. We are easy targets right now and comments like yours only fuel the inaccurate sentiment that keeps showing up in the newspapers. I can address the association any time I want, and if you do not want to hear what I have to say, you have the option to delete the email and not even open it. In simple terms, the more people mind there own business and quit pointing their fingers at others, the better off we will all be. Jerry should have used a great deal more care with such a sensitive issue, and as a member, I have every right to disagree with him and point out another view. As offered below, I'd be glad to talk with you to discuss and my contact info is provided below.

Pat