

Q: But the district knew about the camp and approved the camp, so how can it be a violation for coaches to get paid for the camp?

A: The board does approve student participation in the camp and it also approves a budget for the camp. If boosters wanted to pay coaches for the camp, they would need to obtain board approval, per the policy that has been in effect since late 2007. The budget requests for the camp have not included requests to pay extra coaches' stipends.

Q: Other coaches have been told they can run summer camps. Why is Coach Goncharoff getting fired for a double standard?

A: It is permissible for coaches or booster clubs to run their own camps, but they have to be independent camps that are not part of a district program. Coaches can't organize camps solely to coach their specific athletes and be paid extra for it without board approval. If a Bellevue coach organized an independent camp that included players from Mercer Island, Skyline, Bothell, etc., he would not need to get board approval and there would not be any issue.

Q: A coach was told during an interview process that they could run a summer camp. Why were they told they could do the exact same thing Coach Goncharoff is getting fired for?

A: As just stated, it would be OK for coaches or booster clubs to run their own camps and get paid for them, provided they are truly non-district sponsored camps.

PRIOR BOARD ACTIONS

Q: Doesn't the email from Judy Bushnell show that board knew about payments to the coach and approved them?

A: The email from Judy Bushnell is dated August 2007, four months before the "\$500 maximum" policy was adopted [10]. Her email is responding to a specific question from the booster club president about whether it was OK to pay Coach Goncharoff for the Summer 2007 camp, i.e., whether it was OK to pay him before the policy took effect. That email does not have anything to do with what was allowable after the \$500 maximum policy went into effect four months later.

Q: Doesn't the October 2007 email from Mike Reilly say that "We all agree that the school district will not interfere with coaches' opportunities for employment outside of their regular school-assigned coaching duties."

A: The email from Mike Reilly describes several areas of agreement and several areas of disagreement [11]. That the email is a snapshot of work in progress, and it is clear that additional work was still needed before the policy would be finalized and brought to the board 6 weeks later.