

## History:

2000 - Butch arrives

2003 - Bell, Wolverine Foot, Ball Club

2006 - Karen Catherer hired to investigate; players - living outside attendance area + payments to coaches - no formal report because no real violations

9/11/06 - Sharon Howard asks WIAA to provide guidance.

Apr. 07 - any payments to coaches \$500 must come to SB

2008

2009

2010

2011

2012 - Tim

- Gary Plano makes warning

- Tim asks John to investigate

- John says all OK

Aug '12 - 4 students arrive from Tacoma - what do we do?

what's our policy? Did they look suspicious to Scott? Butch?

Dec '12 - What happened to the list of 20 players?

2015 - Why do they think there's 9. Adm. of Shawn Flood's invest.?

John/Tim

①

1. Did we ever ask Booster Club or J. Connors @ \$ rumors?

Did we tell them not to talk to WIAA?

Did we know @ the \$ for the camp? On Consent Agenda?

Did we assume that it didn't violate WIAA rules if coaches got paid for camp?

Did we turn a blind eye or did we not think the \$ for salaries + free camp was WIAA violation?

Did any of this \$ appear on ASB books?

Do we think anything else on in any other school is like this?

Do we have a district policy that says students can't line alone?

- p. 24 says WIAA has rule exists + p. 33

p. 24 - Who gets athlete addresses?

Why did we Δ Jan. 25, 2016 + Jeff + June what?

- What @ destruction of records? - is that standard in college?  
p. 26

BHS Admin:

- What can trigger transfer inquiry?

- how often do we have A-I type addition to transcripts + what % are athletes?

- Who's responsible for addresses and can this be a trigger for recruiting?

July 1, 2014

Tim - When did you suggest we needed oversight in cabinet? + what triggered that decision?

- Do we agree @ the conclusions + recommendations?

1. What was watchlist for improper admissions + appearance of <sup>managers</sup> recruiting?

2. Did we think the \$ for camp + salaries was OK?

John - Did \$80,000/yr. come thru <sup>consent</sup> agents?

3. Did we never question # of players going to A-I?  
- How many students go to A-I?

4. There seems to be discrepancies betw. what Tim says John investigated + what John says he did.

5. What @ 4 Tacoma boys? what @ list of 20?

6. What should change?

### Board Notes prep:

In the Riley and post-Riley Era of BSD, it's fair to say that Athletics & activities took an <sup>unfair</sup> back-seat to academics, as the overwhelming focus of the sup. Ofc. & the Board from the evolution growth to greater rigor, differentiation, development & support — all in the service of academics.

As a new board member in 2004, there was virtually no board orientation & expectation for oversight of Athletics & Activities. Time passes, incidents occur, but we move on & repairs are made & changing an admin. structure. Resources are always precious & none of us recognized the need systemic need.

- Along comes Tim Mills
  - first sup & vast experience
  - spends his first year getting to know district well
  - soon suggests many things, including need for Cabinet Central Ofc. Auth. over A+A
- I believe we were on our way, & the remarkable experience & efforts of John H coupled with the development of the Ofc. of \_\_\_\_\_ by Jeff Lowell, to solving problems & correcting

misconceptions & thereby <sup>preventing</sup> the appearance of wrongdoing.

Jeff Lowell was in place & the board & sup. mandate to build a better district system of A+A support & oversight before the unfortunate incident in the PHS locker room in Dec. 2014.

Our actions have been open & reflect our ongoing efforts to provide good governance & best practice for the entire school district of public school life.

Our goal under Mr. Mills has been to develop working relationships with parent communities & booster clubs in order to support kids within the

to that end, we should address violations & strengthen systems to avoid future problems. We must publicize the headlines & continue our <sup>open</sup> <sup>and</sup> <sup>keep</sup> our communities informed along this road.

My personal opinion is that the WIAA ~~has~~ went on a hunt to find evidence to support ~~per~~ conclusions they believe would be applauded by the public. The WIAA knew we were making progress but they chose to make BSD the enemy.

Time call: Tues 5/10/16

What is the Sharon Howard accusation made last Tues? Any sign of something we need up on?

Did we get our response in on time?

What's next?

Mike Hoge from Perkins Coue. of MA allegation - hold onto in case they file

Kings hearing <sup>Not public meeting</sup> moved to Wed. (Lauran, Jeff & John) - will make the will respect to 6 of 10 <sup>Allegation</sup> and ask for extension for (4)

- 1. False addresses
- 2. AI directions
- 3. P.C. paying football <sup>D for violator</sup>
- 4. perception of recruiting on FB 2011
- a. Another AI 5 findings
- b. claim @ reported by Lowell

Rec'd 100 pages from BC Monday @ payments + Butch

PK + Jean - 28 We. Houston Ho 31.99  
Item # ~~FC 895-80530~~

- 1. coach payments
- 2. Ft. Worth payments
- 3. stu tuition @ AI
- 4. booster club payments

Ext. to original deadline of May 16. Further a way we back track on our resolution because Larren's defense of the last 4 + our resolution is greater than the portion she requests.

1. Did we get the extension to 5/16 for the above 4 accusations?

2. Email board to respond to Pat Jones mail

3. Policy 2-1511 coach cannot be paid for services performed for the district from any outside entity. →

In accordance to WIAA Rule 23.0.0  
no coach may receive a gift  
in any form of compensation from  
outside individ. or org. for  
the performance of their district -  
paid & assigned coaching  
responsibilities in excess of \$500  
in a season unless expressly  
approved by board.

What is "the season"?

Isn't <sup>essentially</sup> camp @ Ft. Worden, the  
performance of district paid and  
assigned coaching responsibilities?

procedure 2151 - Apr. 2015

policy 2151 - adopted 2/5/13

<sup>or Jeff</sup>  
Has he seen any of  
this stuff? at Jones was  
produced.

May 16 - Monday  
May 17 - Tues board mtg.  
Tim:

1. What happened @ Kingco  
hearing Tim's? did we get  
extension for last 4 of May 16?

2. Can my statement be read?

To reiterate:  
1. I don't believe the  
WIAA report is all  
absolute truth on the whole thing.

2. I don't believe we  
were obstructing. I am  
convinced of the books being  
done by our team:

- Jeff Lovell
- John Harrison
- Jeff Thomas
- Lawrence Daniels
- Scott Powers

3) Have we got minutes from  
the board mtg in 2007?  
I imagine I was there, but don't  
remember specifics & policy. Did  
we look for this for investigations?

Why didn't any of the BC or Patch  
reference this 2007 approval?

Call to Tim Sat. 5/14:

1. King's hearing done - recorded - no commentary.  
Next hearing pushed to May 26 because of King's conflict

2. Document from Riley not seen before - now email from Judy.  
? Why didn't they produce this paperwork as their "proof" that they did nothing wrong?  
- BSD/Eliz: searching for doc. + email + board minutes that might reference policy changes in Oct. '07.

3. Tim concerns:

A. DHS football team likely won't have a 2016 season.

B. If we get ramp up our address oversight, we  
A our culture to presumed distrust.

Will call Monday after mtg + other board members.

Submits anything will be resolved in spec. session on Tues  
But thinks I could write my thoughts for the record.  
To cchen + memo to Tim

10 Christmas  
to Tim  
4. My concerns:

6

A. I believe the investigative process should be allowed to play out.

B. I think we I don't believe Tim's team has been obstructive  
quote: Jeff Lowell "they got all they needed"

C. In light of the documents produced by the BC and after 5/3 mtg, we I believe we can only move forward with the evaluation of policies 2151 for clarification of intent + spirit + the intent and the <sup>and this is provided</sup> ~~which~~ which with the goal of providing our with + A. ~~cept~~ <sup>cept</sup> the guidelines + original procedures for enforcement.

Since I am not able to be present at the May 17 meeting, I would like to express my thoughts + would ask that they be read into the <sup>recording</sup> ~~minutes~~ <sup>minutes</sup> at whatever point you deem appropriate.

I believe that the responses to the

The information produced by the B.C. Club + the resulting communication since the 5/13 meeting, only serve to re-inforce my

Tim's ~~state of affairs~~ <sup>involvement</sup> between ~~club~~ <sup>club</sup> members and

- Concerns a communication between Steve + Pat Jones?
- Given to next hearing in 5/23, can we get past tonight's Mtg. 5 incident?

- Will send statement

1. investigative process should be allowed to proceed. Details being discussed in emails should be the ~~point~~ <sup>point</sup> head clarifying words of our admin. team.
2. I do not believe we have obstructed the WIAA process, we have followed our own

3. I do not believe there is any value to us or our community

The documents that have been circulated and the ~~emails~~ <sup>resulting</sup> exchanges since the 5/13 mtg. re-inforce only serve to re-enforce the need to complete this investigative process, now in the hands of the admin. team, which must

I believe the Superintendent's team who have been charged with response to WIAA charges should be allowed the time + space to complete their work.

\* Are the Emails from Pat Jones and responses from Steve going to be included in the report tonight? or in exec. session?

Kings asked for 5/11, earlier + past on 5/23. Asked for Confidential

Following Kings + WIAA

Nov. 2015 - Carolyn election  
 Nov. 2011 - Mike's last election  
 Nov. 2007 - Mike's first  
 + Riley learner  
 Oct. 2007 - document

- ✓ 100 cord
- ✓ Cranberry juice, diet
- ✓ Lemonade, diet
- ✓ Milk
- ✓ Cool whip
- ✓ Healthy Choice; 4 meals
- ✓ Bananas
- ✓ mango - fat free
- ✓ Fruit loops
- ✓ dressing - French
- ✓ Lettuce bag
- ✓ blueberries
- ✓ Honey Nuts and O's cereal
- ✓ mac salad
- ✓ brown bits
- ✓ garbage bag - blue ties

John - hype, ignore latte - sorry  
 at mission dinner  
 Susan - wants to go to  
 after country food

Tim eval.  
 Fall 2014 + 15  
 coaches

Legal issues

- Kevin <sup>(joined)</sup> <sub>(John for BC)</sub>  
 3 areas where  
 there might be stuff
1. Butch legal option
  2. BC "
  3. A1 could pursue " "
  - 4.
  - 5.

Mila Houl (got in a Jeff  
 w/ a Butch)



Lauren presented findings to King  
Mon. 5/23. Then the team made plan

1. Stu. c false address that we didn't know @ during 16 season
2. one stu. had tuition paid for A1
3. old F Book connection
4. will not accept money from B.C. until we have worked out clear policies
5. will take approp. coach action if violations discovered

Plan to inform Dutch that we would ask him back clean has been paid for Ft. W. Under ~~that~~ ~~the~~ ~~comp~~ NW (publish for Jones overseas)  
camps are exclusively for HS students

It's violation of board pol. + state law.

told Lauren, Scott, John H + Tim (9)

He has continued to say he doesn't get paid for Ft W

Only very recently he got told Jeff Thomas that he did

(WIAA, Reg. that there is a procedure when coaches have to declare to their AD what they're coaching in summer time.

Invitation only to Ft. W

(40 kids only) for camp payment 2607; email + doc. where it says as ok but us deception since 2011 — by 2011 1st time consent agenda that approved — that's board approval for work done for us.  
2014 + 15 — Training on policies

The conflicts were evident + there was ample opportunity to question compliance c policies

Ft. W. form says:

this is practice + team building

Scott + Lauren — talked thru it + want this result because they've been lied to by Dutch and the structure requires that the head coach be in compliance.

he has till 5/31

Prudich has a grievance process that he can take + we'll encourage him to go to arbitration director (skip lawsuit + settlement)

Jeff Thomas will tell him he has a few days to rebut the charges + then begin arbitration.

We will not be offering him a contract

Not Non-renew but termination

Since Tue, new developments

- Mon. reported to King
- King will consider + determine its conclusions @ accepting report or make own findings @ sanctions
- Admin is recommending actions

of the Sup.   
 → : outpress. Absorbed authority   
 7620 Personnel Issues than Sup.

sent Sup. suggestions @ referring resolutions legal - needs clarity (maybe in litigation)   
 without Jeff T. thinks there are other choices

Thurs. 2pm conversation c Kevin O'Neil

What do the 2007 mail + Filandoc. mean?

Where does the board resolution fit into the course of events?   
 Did we force the hands of admin?

What @ the claim that we couldn't talk @ B.G. in Exe. Session without notifying him?   
 Why would we talk @ him since the report had just emerged?

Coach   
 B Club   
 A1

Demand for public records request   
 Last June where claim id that we didn't respond to.

OPMA - May 3 outg.   
 allegations: discussion   
 limited to purpose - to discuss an employee.   
 Claims raised v. resolution   
 - must be applied through district

Tim

- talked to Kevin & Christy on resolution. He feels the board may be in favor of looking back.
- Would Tim like clarification (going forward) if possible before his team makes final determination of Butch's termination

Grounds are:

- lying
- policy breach (2151)

He believes it would look like we forced the issue & he feels we did not. They have terminated Butch because of dishonesty with colleagues & supervisors in the BSD. He had many opportunities to know that they were violating policy and denied it instead of turning to BSD for cooperation & collaboration @ policy & practice & changes since 2007.

Jeff:

Panel went to newspaper or went to review No comm. they passed it along

1. Is there violation, Butch going public?  
Went from Huges
2. What does he think those 5.1 consequences will be?  
thus Mike Baker piece in
3. What does he expect of arbitration?
4. Butch on TV = says he quit taking salary payments from outside for coaching in 2014. What does he think of that? Could that have been his follow up?  
Told J. Thomas that he didn't know till May of 2016

2014 contract included + no indication that there were changes in policy.  
\*Facts on Bell, FB - Butch's response

Mike Baker on front page today @ 11am ST - online now  
b/b - Lauren + Jeff will attend  
Beavenworth retreat T+W  
Seeking district mtg following week

Tue + Wed 5/31 - 6/1: Jeff L.  
attends WIAA retreat in Leavenworth  
- Hopes to hear their intentions  
As to that Kings final mtgs  
Mon. 6/6 will make determination  
@ our report + our own self  
sanction. Lauren + Jeff will  
attend.

If Kings decide to up the  
sanctions - thinks we're not  
being hard enough on ourselves -  
they will add  
Then we will either accept  
+ proceed or Appeal.

Thoughts from Jeff:

1. Butch has deceived us all  
along + continues in the press.  
(to our faces + 2014 contracts don't support)

2. WIAA has made 4 big  
investigations in recent past - all  
in district 2 - Kings should  
be concerned about the politics  
of making Dist. 2 - head is raising  
concerns

(black)  
Gov. AD very concerned @ the  
approach WIAA investigators took  
- also asking? @ gov. of Calbrese

Fit. Worden - pay BHS on paper (12)

July B. 6/3

1. Are we sure we can prove he  
knew that Fit. Worden would  
be interpreted as "in person"  
work?

2. Are we concerned @ any  
other employees?

Revised Youth Camp - you + your ins.  
Loren + ego candidate not distinct name

3. How much trouble is Steve  
making?

2011 - became a BSD-level camp

2012 - Fall

2013

2014

John of  
Jeff training

2015 - Spring (Pat gets in  
thoroughly) - Butch  
present. Aug. 15

Oct. 15 - printing licenses  
conflict - had  
amusement @ school

2014 - stopped taking \$ he pays

Contract rolls over so we know  
got paid in 2014 + no paperwork  
to say he didn't in 2015. (they've not produced)

Conflict of Interest & Punishment <sup>stuffs:</sup>

- only if <sup>stuffs</sup> currently enrolled, then they can request from Tim to rule on it.

20 contract days can be used in summer (WIAA rules) - can't go over 5 penalties.

John: Why would Steve be bringing up 2007 to judge?

Why did SHS Coach get mentioned in press - Todd Craig

(Jeff T. says he's in touch with Higgins who's trying to be sure he's OK)

B.G.

Admin. Leave - District Decision based on less than 60th anniversary + 2 district pol. violations

Non-discipline + i: The foundation

P.T.

Admin. Leave + pres. of Coach Assn?

filed a grievance

pay him out

PERC - pub emp. (ingov labor) <sup>regulation</sup> <sub>commission practice</sub>  
not likely to accept.