

From: Turner, Andrew
To: [Richardson, M. Curt](#)
Cc: [Bollmann, David](#); [Temples, Wesley](#); [Lewis, Stanley](#)
Subject: Coaching Questions
Date: Tuesday, April 7, 2015 3:22:41 PM
Attachments: [Image001.png](#)

Curt,

Trying to think outside the box with some questions below.

Can a volunteer coach be responsible for an individual level? Ex: freshman football coached with only volunteer assistants.

If so, what happens if the volunteer comes to football in the middle of the season and reports that they are no longer going to want to coach for the rest of the year.

Can we use boosters to pay coaches? Assuming that they donate funds to the school football activity account.

When can the jobs be posted?

Coaches that are presently on staff. Do they need to reapply? Do they still maintain their longevity pay? Ex: 3 of the football coaches

Could the 5 assistant football coaches pool their pay together to create a another split position.
Ex: 15-16 assistant football pay \$3789 x 5 coaches / 6= \$3157.50 for 6 coaches.

Thoughts? Thank you.

Andy Turner
Athletic Director
Normal Community High School
Office Phone: 309-557-4571
Twitter @GAMEDAYIRON



From: Lewis, Stanley
To: [Turner, Andrew](#)
Subject: RE: Coaching Questions
Date: Tuesday, April 7, 2015 3:36:08 PM
Attachments: [image003.png](#)

Good questions. Let me know what/if you hear back.

Stan Lewis
Athletic Director – Normal West H.S.
Ph 309-557-4976
Fax 309-557-4594
Athletic website: <http://il.8to18.com/ncwhs>
Follow us on Twitter at <http://twitter.com/NCWHSATHLETICS>



From: Turner, Andrew
Sent: Tuesday, April 07, 2015 3:23 PM
To: Richardson, M. Curt
Cc: Bollmann, David; Temples, Wesley; Lewis, Stanley
Subject: Coaching Questions

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Can a volunteer coach be responsible for an individual level? Ex: freshman football coached with only volunteer assistants.

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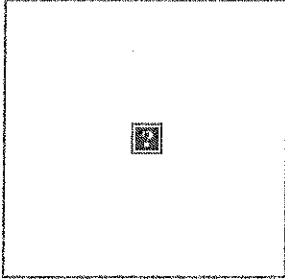
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Twitter @GAMEDAYIRON



From: Lewis, Stanley
To: [Hess, Darren](#)
Subject: FW: Coaching Questions
Date: Tuesday, April 7, 2015 3:37:03 PM
Attachments: [image001.png](#)

Darren,

See the note from Andy Turner below with some questions that he and I discussed and posed to Curt Richardson. I will let you know what I hear. Did you get in touch with all of your paid assistants today?

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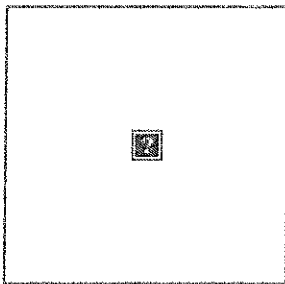
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From: Hess, Darren
To: [Kevin Braucht \(Kbraucht@driveappraisal.net\)](mailto:Kbraucht@driveappraisal.net); Porter, Jeffrey; Fincham, Nathan; Thoennes, Duane; Wiltz, Brian; Jennings, Michael
Subject: Coaching position cut
Date: Thursday, April 9, 2015 6:59:29 AM

Gentlemen,

Just wanted to give you the heads up that due to budget cuts we are going to have to cut one paid position. I am not sure what the next step is going to be: When talking to Stan – he and Andy Turner need some clarification from Curt Richardson. Here are some of the questions that need to be answered:

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If they are going to cut a coach then they need to allow us to utilize our GridIron club help supplement the cost.

It is my goal to keep all of you on staff – just need to be creative with the finances. Stan told me Normal coaches would like to pool their pay to help pay for the cut position. Is something you guys would be interested in doing? (Each paid coach would give up \$ 500)

I will keep you updated – Darren

From: Fincham, Nathan
To: [Thoennes, Duane](#); [Hess, Darren](#)
Cc: [Kevin Braucht \(Kbraucht@driveappraisal.net\)](#); [Porter, Jeffrey](#); [Wiltz, Brian](#); [Jennings, Michael](#)
Subject: RE: Coaching position cut
Date: Thursday, April 9, 2015 7:31:40 AM

I would be fine with taking less money but don't want to unless I absolutely have to as a last resort. I think pushing the gridiron club funding would be the best route to go and I wouldn't offer up the taking less money unless all else fails.

From: Thoennes, Duane
Sent: Thursday, April 09, 2015 7:27 AM
To: Hess, Darren
Cc: K. Braucht; Porter, Jeffrey; Fincham, Nathan; Wiltz, Brian; Jennings, Michael
Subject: Re: Coaching position cut

Here's another question, what exactly is the unit office cutting? We've lost positions all over the place teaching wise, what r they cutting? Why can't they answer their own phones for example?? Quit giving all the admin. Phones?

Duane
Romans 8:1

Sent from my iPhone

On Apr 9, 2015, at 6:59 AM, Hess, Darren <HESSDJ@unit5.org> wrote:

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From: Jennings, Michael
To: [Thoennes, Duane](#); [Fincham, Nathan](#)
Cc: [Hess, Darren](#); [Kevin Braucht \(Kbraucht@driveappraisal.net\)](mailto:Kbraucht@driveappraisal.net); [Porter, Jeffrey](#); [Wiltz, Brian](#)
Subject: RE: Coaching position cut
Date: Thursday, April 9, 2015 8:00:20 AM

I also agree with Duane and Nate. I think with all the cuts that are happening from teachers to schedule B, as soon as we mention taking less money they will jump all over it.

From: Thoennes, Duane
Sent: Thursday, April 09, 2015 7:53 AM
To: Fincham, Nathan
Cc: Hess, Darren; K. Braucht; Porter, Jeffrey; Wiltz, Brian; Jennings, Michael
Subject: Re: Coaching position cut

Is this across the board for athletics and other schedule b type stuff? Chess club?

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To: [Thoennes, Duane](#); [Porter, Jeffrey](#); [Fincham, Nathan](#); [Wiltz, Brian](#); [Jennings, Michael](#); [Kevin Braucht \(Kbraucht@driveappraisal.net\)](#)
Subject: FW: schedule B Cuts
Date: Thursday, April 9, 2015 11:27:25 AM

I asked Stan what other areas were cut and this is his response.

From: Lewis, Stanley
Sent: Thursday, April 09, 2015 9:07 AM
To: Hess, Darren
Subject: RE: schedule B Cuts

Darren,

I am only aware of the high school athletic side where assistant boys golf, assistant girls golf, assistant boys tennis, assistant girls tennis, and one assistant football coaching position were cut.

I do not know what if any cuts were made at the junior high level or in non-athletic areas. I did hear that some technology coaching positions are being cut.

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From: Hess, Darren
Sent: Thursday, April 09, 2015 9:00 AM
To: Lewis, Stanley
Subject: schedule B Cuts

Stan,

Can you tell me how they broke down the cuts for schedule B across the district? Just curious what other areas had to take a hit.

Thanks,

Darren

From: Wiltz, Brian
To: [Jennings, Michael](#); [Thoennes, Duane](#); [Fincham, Nathan](#)
Cc: [Hess, Darren](#); [Kevin Braucht \(Kbraucht@driveappraisal.net\)](mailto:Kbraucht@driveappraisal.net); [Porter, Jeffrey](#)
Subject: RE: Coaching position cut
Date: Thursday, April 9, 2015 1:55:33 PM

Sorry this is late but I think we want to avoid allowing them to cut individual stipends or they are going to see how low we will accept.

From: Jennings, Michael
Sent: Thursday, April 09, 2015 8:00 AM
To: Thoennes, Duane; Fincham, Nathan
Cc: Hess, Darren; K. Braucht; Porter, Jeffrey; Wiltz, Brian
Subject: RE: Coaching position cut

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I will keep you updated – Darren

From: Lewis, Stanley
To: [Hess, Darren](#)
Subject: Asst. Coaches
Date: Friday, April 10, 2015 9:18:39 AM

Darren,

Ran out of time this morning to ask – Did you get all of your assistant coaches notified? Do you have a feel for how we will fill the five spots?

Stan Lewis

Athletic Director – Normal West H.S.

Ph 309-557-4976

Fax 309-557-4594

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From: Lewis, Stanley
To: [Jim.galz68](#); [Jim Gallagher](#)
Subject: GIC
Date: Friday, April 10, 2015 9:19:48 AM

Jim,

A few months back, we had talked about having a meeting with the GIC board about the football budget. Is there still interest in doing that?

Let me know. Thanks.

Stan Lewis
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From: Hess, Darren
To: [Lewis, Stanley](#)
Subject: RE: Asst. Coaches
Date: Friday, April 10, 2015 11:41:09 AM

Stan,

I did notify the coaches – I told them I would like to wait to see how your conversation goes with curt as far as funding and responsibility of volunteers goes. Kevin Braucht told me he would give up his paid position if needed – but wants to make sure from a liability stand point he would be protected as a volunteer.

Darren

From: Lewis, Stanley
Sent: Friday, April 10, 2015 9:19 AM
To: Hess, Darren
Subject: Asst. Coaches

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From: Jeff L Bertrand
To: [Jim Gallagher](#); [Lewis, Stanley](#)
Subject: RE: GIC
Date: Friday, April 10, 2015 1:52:48 PM

Meeting before our GIC Meeting on the 21st is fine by me... I'm good 4:30 or later

Jeff Bertrand, (766-2804)
Assistant Vice President and Senior IT Architect – Systems

From: Jim Gallagher
Sent: Friday, April 10, 2015 1:46 PM
To: Lewis, Stanley
Cc: Jeff L Bertrand
Subject: RE: GIC

Hi Stan,

Our next GIC meeting is 4/21 at 6 pm. I would be fine meeting at 5 but I think there may be boys track meet that day.

I can make most times after 4:15 work if I can plan ahead. I've cc'd Jeff Bertrand since it I would like him to be involved as well if possible. We may want to see if we'll invite any others from the GIC but then it can get quite difficult to coordinate.

Thanks,

Jim

From: Lewis, Stanley [<mailto:LEWISS@unit5.org>]
Sent: Friday, April 10, 2015 9:38 AM
To: Jim Gallagher
Subject: RE: GIC

Sounds good. When would be a good time to do this – possibly before a GIC meeting? When is the next meeting? It will depend on what else I have going on that day.

Let me know. Thanks.

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From: Jim Gallagher [<mailto:jim.gallagher.ha6y@statefarm.com>]
Sent: Friday, April 10, 2015 9:26 AM
To: Lewis, Stanley
Subject: RE: GIC

Hi Stan,

Yes, I think that could help us both plan together on how best to support football.

Thanks,

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From: Lewis, Stanley
To: [Jim Gallagher](#)
Cc: [Jeff L Bertrand](#); [Hess, Darren](#)
Subject: RE: GIC
Date: Friday, April 10, 2015 3:15:59 PM

Why don't we meet in the IMC since that is where your GIC meeting will be? If you would prefer, we could meet in the principal's conference room in the main office.

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From: Jim Gallagher [<mailto:jim.gallagher.ha6y@statefarm.com>]
Sent: Friday, April 10, 2015 2:34 PM
To: Lewis, Stanley
Cc: [Jeff L Bertrand](#); [Hess, Darren](#); [Jim Gallagher](#)
Subject: RE: GIC

Sounds good. Let's plan to meet at 4:45 if that works. Will we meet in your office?

From: Lewis, Stanley [<mailto:LEWISS@unit5.org>]
Sent: Friday, April 10, 2015 2:04 PM
To: Jim Gallagher
Cc: [Jeff L Bertrand](#)
Subject: RE: GIC

I have a meeting at 5:30 PM that night with our booster club officers, but I could meet prior to that.

Let me know.

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From: Jeff L Bertrand
To: [Jim Gallagher](#); [Lewis, Stanley](#)
Cc: [Hess, Darren](#); [Jeff L Bertrand](#)
Subject: RE: GIC
Date: Friday, April 10, 2015 3:49:16 PM

See ya at 4:45 on the 21st. Jim you can buy me dinner after that before our GIC meeting ☺

Jeff Bertrand, (766-2804)
Assistant Vice President and Senior IT Architect – Systems

From: Jim Gallagher
Sent: Friday, April 10, 2015 2:34 PM
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From: Lewis, Stanley
To: [Thoennes, Duane](#)
Subject: RE: Assistant Football Coaching Positions
Date: Thursday, April 30, 2015 2:00:33 PM

Thanks. Form will come in school mail.

Stan Lewis
Athletic Director – Normal West H.S.
Ph 309-557-4976
Fax 309-557-4594
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From: Thoennes, Duane
Sent: Thursday, April 30, 2015 1:47 PM
To: Lewis, Stanley
Subject: Re: Assistant Football Coaching Positions

last 4 digits

Duane
Romans 8:1

Sent from my iPhone

On Apr 30, 2015, at 1:28 PM, Lewis, Stanley <LEWISS@unit5.org> wrote:

Coaches,

Thank you for your patience and understanding throughout the RIF'ing and hiring process with the Normal West assistant football coaching positions. I'm sure that it has been somewhat stressful and definitely confusing.

We are ready to move forward with hiring the five of you as assistant football coaches at Normal West H.S. for the 2015-16 school year. I will be sending each of you a pink Schedule B form to sign. I also need the last 4 digits of your social security number to put on the form. The pink Schedule B form can be returned to me. Longevity pay will remain in place for those of you who have been in the position long enough to qualify for it.

Let me know if you have any questions or concerns. Thanks.

Stan Lewis

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From: Lewis, Stanley
To: [Fincham, Nathan](#)
Subject: RE: Assistant Football Coaching Positions
Date: Thursday, April 30, 2015 6:00:27 PM

Payroll handles the longevity determinations. Give them a call.

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From: Fincham, Nathan
Sent: Thursday, April 30, 2015 2:16 PM
To: Lewis, Stanley
Subject: RE: Assistant Football Coaching Positions

Ok, as far as I know, I have been in the paid schedule B position for over 6 years now. Last four digits of social security is . Thanks.

From: Lewis, Stanley
Sent: Thursday, April 30, 2015 2:07 PM
To: Fincham, Nathan
Subject: RE: Assistant Football Coaching Positions

Nathan,

Five years is the amount of time that you need to earn longevity. It has to be five years in a paid Schedule B position.

Send me the last 4 digits of your social security number, and let me know if you have other questions. Thanks.

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From: Fincham, Nathan
Sent: Thursday, April 30, 2015 1:34 PM
To: Lewis, Stanley
Subject: RE: Assistant Football Coaching Positions

I am glad you brought up the longevity pay, I have been meaning to ask you about what the qualifications are for longevity pay and if I should have been receiving the longevity pay. I have had the stipend for going on 7 years this upcoming year, what other qualifications would I need to meet for longevity pay?

From: Lewis, Stanley
Sent: Thursday, April 30, 2015 1:28 PM
To: Thoennes, Duane; Porter, Jeffrey; Fincham, Nathan; Jennings, Michael; Wiltz, Brian
Cc: Hess, Darren
Subject: Assistant Football Coaching Positions

Coaches,

Thank you for your patience and understanding throughout the RIF'ing and hiring process with the Normal West assistant football coaching positions. I'm sure that it has been somewhat stressful and definitely confusing.

We are ready to move forward with hiring the five of you as assistant football coaches at Normal West H.S. for the 2015-16 school year. I will be sending each of you a pink Schedule B form to sign. I also need the last 4 digits of your social security number to put on the form. The pink Schedule B form can be returned to me. Longevity pay will remain in place for those of you who have been in the position long enough to qualify for it.

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