

LIBERTY UNION HIGH SCHOOL DISTRICT

PRE - SEASON COACHES MEETING





INTRODUCTION



PLEASE WELCOME

Denise Rugani, Superintendent

Karen Cortez, Assistant Superintendent HR

Dina Stewart, Chief Business Officer

Efa Huckaby, Liberty Principal

Jon Heinz, Liberty Athletic Director

Steve Amaro, Freedom Principal

Glenn Briggs, Freedom Athletic Director

Casey Lewis, Heritage Principal

Nick Wisely, Heritage Athletic Director

***Michelle Snyder, Admin Asst HR**



KEY PRINCIPLES

Athletics play an important part in the Liberty Union High School District. Lessons in sportsmanship, teamwork, competition and how to win and lose gracefully are an integral part of each team in our athletic program.

The district's athletic program constitutes an integral component of the educational program and helps to build a positive school climate. In addition, it develops physical, social, and emotional well-being and character of our student athletes.

Coaches are an integral part of building trusting relationships with the athletes, parents, community, staff and administration.

It's crucial to follow through on your commitments. Communicate effectively with all stakeholders, including the athletic director, coaching staff, parents and players. Make sure your principal and athletic director are never surprised!

COACHING PHILOSOPHY



HEAD COACH



Varsity Head Coaches are responsible for all levels of sport offered at the school. They should give direction to lower-level and assistant coaches about:

- Philosophy and direction of the program
- Responsible for ensuring that subsidiary coaches use matching team rules and have similar expectations.
- Review rules and expectations with Athletic Director and/or site administration.

Varsity head coaches are responsible for working with the Athletic Directors to Purchase and maintain all material goods of the program including uniforms.

Making sure that teams in all levels of sport do not play more than the maximum number of allowed games

Personnel may face discipline if teams are disqualified from playoffs due to inaccuracies.

In addition, varsity coaches must complete all end-of-season obligations including evaluation meetings within a month after the conclusion of the season so that subsidiary coaches know their status for future seasons.

KNOW THE RULES



FOLLOW PROTOCOLS



Date of Determination

Fall – October 19, 2026

Winter – January 11, 2027

Spring – April 5, 2027



Coaches Handbook and Parent/Student Guide

- Head Coach Responsibilities
- Understand Eligibility Rules and Home Campus Clearance
- Be familiar with the Parent/Student Guide*
- Weekend events – especially Sunday's
- Additional Handouts must be approved by Athletic Director

*Located on the LUHSD Athletic website page

Student Athletes

- Identify New Student Athletes and report to AD
- Enrolled Students ONLY at summer practices
 - this includes incoming 8th graders
- Club -vs- Team

COMMUNICATION

COACH - ATHLETE - PARENT



NEW CA LAW and BOARD POLICY

SB848: Mandates a district to adopt policies that strictly prohibit school employees from communicating with students through personal accounts, private phone numbers, or any medium designed to eliminate or hide records of communication.

BP4119.24/4219.24/4319.24: Employees shall not communicate with students through any medium that is designed to eliminate records of the communications. The Superintendent or designee may monitor employee usage of district technology at any time without advance notice or consent.

LUHSD has adopted ParentSquare

Rolling out Winter 2026

- Liberty – Wrestling
- Freedom & Heritage – Boys Soccer



REQUIRED TRAINING COACHES TRAIN TOO!



NFHS Learn

(One time only)

- Foundations of Coaching

(every two years)

- Sudden Cardiac Arrest
- Heat Prevention
- Sudden Cardiac Arrest
- Concussion in Sports



Keenan Safe Schools

(Every year after July 1)

- Mandatory Reporter

(every two years)

- Sexual Harassment Prevention
- Youth Suicide



CPR/First Aid and AED

Must Include hands-on training

DATES – 11/18



[Link to LUHSD Coaches Info Mandatory Training](#)

COACH CLEARANCE CARD



Questions on Clearance

Michelle Snyder

snyderm@luhsd.net

925-634-2166 ext. 2047

EXPECTATION

Physical or picture of clearance card accessible at all times

Off Season Coaches must be cleared

COMMITMENT TO SAFETY



PLACE THE SAFETY AND WELFARE OF PLAYERS AS YOUR HIGHEST PRIORITY

- Review all safety procedures with athletes and parents.
- Be aware of visitors seeking information, questioning students and direct them to the Athletic Director.
- Inspect playing facility before practices and games for hazards.
- Fully participate in AED and Emergency Drills.
- Communicate with Athletic Director to address any concerns.



EMERGENCY ACTION PLAN

The CIF and North Coast section have Air Quality Guidelines to ensure that all students are safe and reduce the risk of developing unhealthy conditions due to air quality. An air quality index of less than 151 must be registered for all high school outdoor athletic events hosted by NCS member schools during preseason, league and section championship events. NCS member schools may not host outdoor contests when the AQI is equal to or greater than 151.

NOTE: Host school determines AQI using an app or website info. The NCS Executive Committee recommends the use of the website <https://fire.airnow.gov/>



NATA Guidelines

WBGT (°F)	Activity Guidelines and Rest Break Guidelines
<82.0	Normal activities: provide ≥3 separate rest breaks of minimum duration 3 min each during workout.
82.0-86.9	Use discretion for intense or prolonged exercise. Watch at-risk players carefully. Provide ≥3 separate rest breaks of minimum duration 4 min each.
87.0-89.9	Maximum practice time = 2 h. For football: players restricted to helmet, shoulder pads, and shorts during practice. All protective equipment must be removed for conditioning activities. For all sports: provide ≥4 separate rest breaks for minimum duration 4 min each.
90.0-92.0	Maximum length of practice = 1 h. No protective equipment may be worn during practice and there may be no conditioning activities. There must be 20 min of rest breaks provided during the hour of practice.
>92.1	No outdoor workouts, cancel exercise, delay practices until a cooler WBGT reading occurs.

Source: NATA Position Statement: Exertional Heat Illness, Journal of Athletic Training volume 50, number 9 2015, Table 5

WBGT – WET BULB GLOBE THERMOMETER

CODE OF CONDUCT

- Show respect for players, officials, and other coaches.
- Respect the integrity and judgment of game officials.
- Establish and model fair play, sportsmanship, and proper conduct.
- Establish player safety and welfare as your highest priority.
- Provide proper supervision of students at all times (COACHES - under 21 cannot be left alone with athletes).
- Use discretion when providing constructive criticism and when reprimanding players.
- Maintain consistency in requiring all players to adhere to the established rules and standards of the game.
- Secure facilities when not in use.
- Not exert undue influence on students to take lighter academic course(s) in order to be eligible to participate in athletics.
- Not exert undue influence on a student's decision to enroll in an athletic program at any public or private post-secondary educational institution.
- Do Not recruit athletes from other schools.
- Encourage students to use natural training techniques (no nonprescription drugs/steroids, etc.).
- Follow the rules of behavior and the procedures for crowd control as established by the Board and the league in which the district participates. (Title 5, 5596)



POSITIVE PARENT RELATIONSHIPS



- Partners in Education
- Resource to improvement
- Student Centered
- Prioritize Safety and Care
- Look for guidance and set high expectations



POSITIVE PARENT RELATIONSHIPS



- Scenario – What would you do?
 - Mid-Season after a contest loss
 - Emotionally charged game
 - Your Athletes are frustrated
 - The following email comes in...



Positive Parent Relationships

Send	To...	Efa Huckaby ; Casey Lewis ; Steve Amaro ;
	Cc...	Glenn Briggs ; Jon Heinz ; Nate Smith ; Denise Rugani ; Board Members; Coach
	Bcc...	
	Subject	Chaos at the game

Hello Superintendent Rugani and board members. I am sending you this email and demanding a response as one of your programs is out of control. My student came out for sports because they want to have fun and be prepared for collegiate competition but this season has been nothing but frustration.

- My student never gets to play and is better than all the players on the team
- The coaches don't know what they are doing and my student has already been recruited to college and been offered a scholarship
- The officials clearly don't know what they are doing as we clearly won the game last night and their tampering is another reason our team lost
- My student says he hates to play on the team; he says the coaches won't even talk to him
- We all know the athletic director is a position only title as they never listen or do anything
- Every time I try to talk to the coach after a game, and the coach is in the CC of this email, the coach never talks to me. For that matter, the coaches didn't show up to "the school preseason meeting"
- The coach never responds to my emails and in the rare occasion the coach does, the coach says they'll only talk to my student

These issues need to be addressed immediately or I will contact the local press, KTVU, and seek legal counsel.

Very Angry Parent

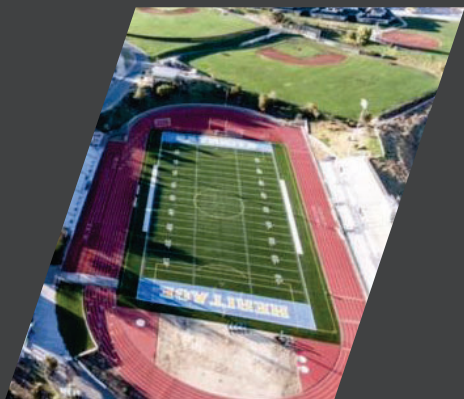
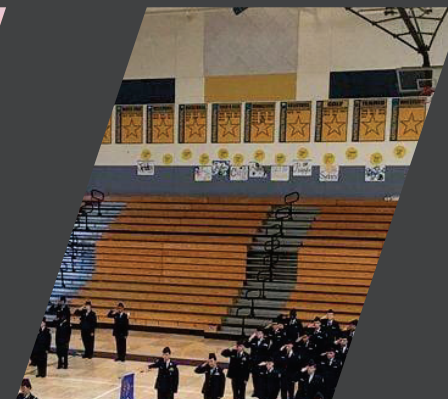
POSITIVE PARENT RELATIONSHIPS



- Contact the parent
 - Set a time to talk
- Set parameters to talk
- Share perspective
- Share values
- Utilize site resources (Athletic Director)
- Create an Office Hours time



MAINTENANCE



Step 1

Report any maintenance or ground related items directly to the Athletic Director

Step 2

The Athletic Director will submit a work order

Step 3

Reported items are repaired.

Step 4

If the reported item is not repaired - follow back up with the Athletic Director

TEAM FUNDRAISERS

LUHSD SUPPORTS YOUR EFFORTS OF FUNDRAISING



Must be approved by site and not mandatory

All Funds are Paid to LUHSD

Must Use Success Fund

Must be equity in distribution of funds (Title IX)

- ☆ You can mandate attendance not participation
- ☆ No fundraiser can be used as criteria for team selection or play time
- ☆ “Your Donation is Due” ...is inappropriate communication

TEAM TRANSPORTATION



NEW

The District may provide transportation for athletes to and from athletic events by contract with private transportation providers to the extent that funds are available for this purpose.

- Coaches should work with the ATHLETIC DIRECTOR as early as possible to make transportation arrangements events.
- SB848 Drivers must be fingerprinted and complete All volunteer clearance – effective July 1, 2026. Email your principal secretary with drivers name and email address to begin the clearance process. Once cleared the coach will need to ensure driver has proper insurance (form)
- SB 88 District Van and Rental
- Students may not drive themselves to away competitions. Students, with appropriate permission, may drive themselves to competitions within the district as they are allowed to drive themselves to school.

SB 848 - PUPIL TRANSPORTATION



- Share information on insurance, fingerprinting, and mandated reporting during parent meetings
 - Collect proof of insurance
- Meet students on site before transportation
- Take attendance and designate which driver takes which students
- Create a priority list and publicize before contest date
- Utilize Athletic Director and Admin to help





SB 88 - PUPIL TRANSPORTATION

REQUEST TO DRIVE VAN REQUIREMENTS

Only employees 25 years or older may drive students using Enterprise and/or LUHS District Vans. To drive a district van and/or rental through Enterprise, an employee must be physically fit to operate the vehicle, have a satisfactory driving record, meaning no serious violations within the past three years, such as DUI or suspended license and meet the required SB 88 regulations.

PAID COACHES that are interested can email snyder@luhsd.net to get approved and stroobrandt@luhsd.net to secure a van or rental car.

Pupil Driver (Under 40 hours a school year):

Employees that utilize a district vehicle or rental car to transport students but drive less than 40 hours a year. (Teachers, Office Staff, Para Professionals, Season Coaches, Etc.)

10 weeks in a Season

2 trips a week in van/rental

1.5 hour total drive time

(.45 min each way)

Less than 40 hours of drive time a school year

Pupil Driver (Over 40 Hours a school year):

Employees that utilize a district vehicle or rental car to transport students and drive more than 40 hours a year must meet additional SB requirements.



OVERNIGHT FIELD TRIPS

Students on school sponsored trips are under the jurisdiction of the district and shall be subject to district and school rules and regulations.
Administrative Regulation AR6153

Step 1

6 weeks prior to the trip - work with the Athletic Director to complete an Overnight Field trip request, provide all required documentation and chaperone names (1:15 ratio).

Step 2

Board Approval - if a new trip or a new head coach, representation is required at Board Meeting.

Step 3

Ensure all chaperones meet the district clearance procedures

Step 4

Adhere to the County Health orders of the area you are visiting.





PAY DATE



WHEN DO YOU GET PAID?

FALL - paid out in November

WINTER - paid out in February

SPRING - paid out in May

- Full time LUHSD Staff - stipend reflected on your pay warrant
- Off site Coach
 - Direct Deposit
 - Rapid Pay - issued debit card
 - Same card the next year



IDENTIFY & STOP HAZING

HAZING

Any humiliating or dangerous activity expected of a student to belong to a group, regardless of their willingness to participate.

-NFHS

IF A TEAM IS FOUND ENGAGING IN HAZING, THE LEGAL RAMIFICATIONS WILL NOT BE LIMITED, AND THE HEAD COACH OF THE PROGRAM WILL BE INCLUDED IN ANY LAWSUIT...THERE IS NO DEFENSE FOR NEGLIGENCE.



Common Hazing Activities

Physical Abuse/Assault: Paddling, slapping, "red-bellying," punching, kicking, or engaging in "fight club" scenarios.

Forced Consumption: Ingesting large amounts of alcohol, drugs, or disgusting mixtures of food and liquids (e.g., mixing urine, feces, or hot sauce into food).

Humiliation and Degradation: Forcing rookies to wear embarrassing, lewd, or feminine clothing in public, shaving heads or body parts, and forcing them to act as servants to veterans (e.g., carrying gear, running errands).

Mental and Emotional Abuse: Verbal abuse, shouting, name-calling, forced isolation, and sleep deprivation.

Dangerous "Initiations": "Kidnapping" new members, dumping them in remote locations, or leaving them in dangerous weather conditions without adequate clothing.

Vandalism or Illegal Acts: Coercing new members into stealing or vandalizing property.

**THANK
YOU**

You Make a Difference!
Thank you for coaching and giving
your time to our students.



GET IN TOUCH



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