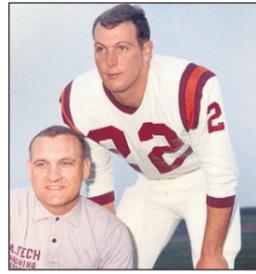
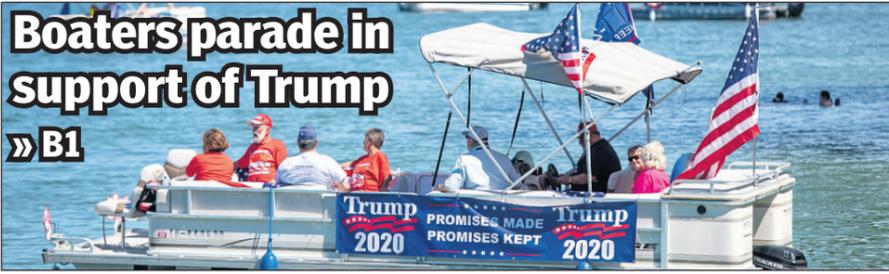


Boaters parade in support of Trump

» B1



THOSE WERE THE DAYS

SW Va. legend Francisco hosts yearly reunion of former Hokie teammates

History with Hayes » C1

BRISTOL HERALD COURIER

SUNDAY, September 6, 2020

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Racial tensions roiling US pose target for election meddling

BY MARY CLARE JALONICK
The Associated Press

WASHINGTON — The tensions coursing through the United States over racism and policing are likely targets for adversaries seeking to influence the November election, lawmakers and experts warn — and there are signs that Russia is again seeking to exploit the divide.

Earlier this year, Facebook, Instagram and Twitter pulled down dozens of accounts with names like “Blacks Facts Untold” that had been followed or liked by hundreds of thousands of people. The accounts were fake, created by an organization in Africa with links to Russia’s Internet Research Agency.

Similarly, this past week Facebook announced it had removed a network of accounts linked to that “troll factory” that had pushed out stories about race and other issues. The network had tricked unwitting American writers to post content to the pages.

It’s a troubling but familiar pattern from Russia, as the Internet Research Agency overwhelmingly focused on race and the Black Lives Matter Movement when targeting the U.S. in 2016. The goal, part of the Russian playbook for

See **ELECTION**, Page A6

COVID-19 PANDEMIC

LOCATION	#CASES	#DEATHS
Worldwide	26,739,000+	876,000+
United States	6,243,000+	188,000+
Virginia	125,727	2,677
Tennessee	162,362	1,862

SOURCES: Johns Hopkins, Virginia and Tennessee Departments of Health, AP

Thank you, **Robert Williams**, for subscribing to the Bristol Herald Courier.

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Weather » A10



COACHES SALARIES



DAVID CRIGGER/BRISTOL HERALD COURIER

As one of the highest paid coaches in the area, Tennessee High football coach Mike Mays figures he spends more time in the offseason with his Vikings.

‘Coaching ... a calling’

Stipends for area high school coaches totaled nearly \$1 million in 2019-20

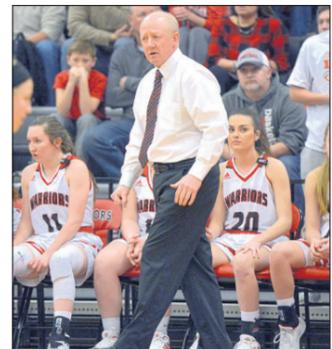
EDITOR’S NOTE

» This is the first story in a three-part series examining head coaching stipends. Monday’s story focuses on a few of those who coach multiple sports.



BY BRIAN WOODSON | BRISTOL HERALD COURIER

Head coaches from 20 area high schools were paid more than \$950,000 in stipends for the 2019-20 school year, according to the numbers obtained by the Bristol Herald Courier. ♦ Nearly 300 head coaches — including those who coach multiple sports — from nine school systems were involved in a study that began earlier this year. They included both Bristols — Virginia and Tennessee — and Norton, along with all high schools from Russell, Smyth, Washington and Wise counties. ♦ In addition, two of four Sullivan County schools, Sullivan Central and East, and two of three Tazewell County schools, Richlands and Tazewell, were included.



BHC FILE PHOTO

Wise Central girls basketball head coach Robin Dotson paces in front of his bench during a game.

See **COACHES**, Page A4

NOTE FROM THE PUBLISHER

The COVID-19 outbreak continues to impact most every business around the world, and the Herald Courier is no exception. As I’m sure you realize, the majority of our revenue in the media business comes from advertising. You also must know the majority of the businesses that normally advertise with us have been closed for an extended period of time recently and are just now beginning to get back on their feet, so to say we have been negatively impacted is a tremendous understatement. We know how important our role is in bringing information to the communities we serve, and we continue to be extremely proud of our team and the work they have produced over these difficult circumstances. We are equally thankful to our customers, who have been both understanding of the new challenges as well as engaged in the content we produce; our audience numbers have never been higher.

Things continue to be more than challenging on the financial side of the advertising landscape for all media companies, including our operations. That fact, coupled with the very positive response from our carrier force for the “day off” on the recent Memorial Day and July 4th holidays has led us to make a similar choice concerning a few more upcoming holiday publishing dates. We will not have a printed paper on Monday, Sept. 7 (Labor Day), Friday, Dec. 25 (Christmas) and Friday, Jan. 1 (New Year’s Day).

Of course, our newsroom still will cover the news as we always do, 365 days a year. We will produce our e-edition (the digital replica of the printed newspaper) for those days — as we do every day — and keep our website, heraldcourier.com, up to date. As a reminder, this would be a terrific opportunity for you to make sure you have registered on our website for full access to both, as it’s included in your print subscription price. If you need any help getting registered, please send us an email at customer@heraldcourier.com, and we would be happy to assist you.

I want to thank you for your understanding during these difficult circumstances.

As always, thanks for reading,
Jim Maxwell

INSIDE: CLASSIFIED E1-10 | COMICS INSERT | DEATHS B2-3, B5 | OPINION A10 | SCOREBOARD C2 | TELEVISION B6

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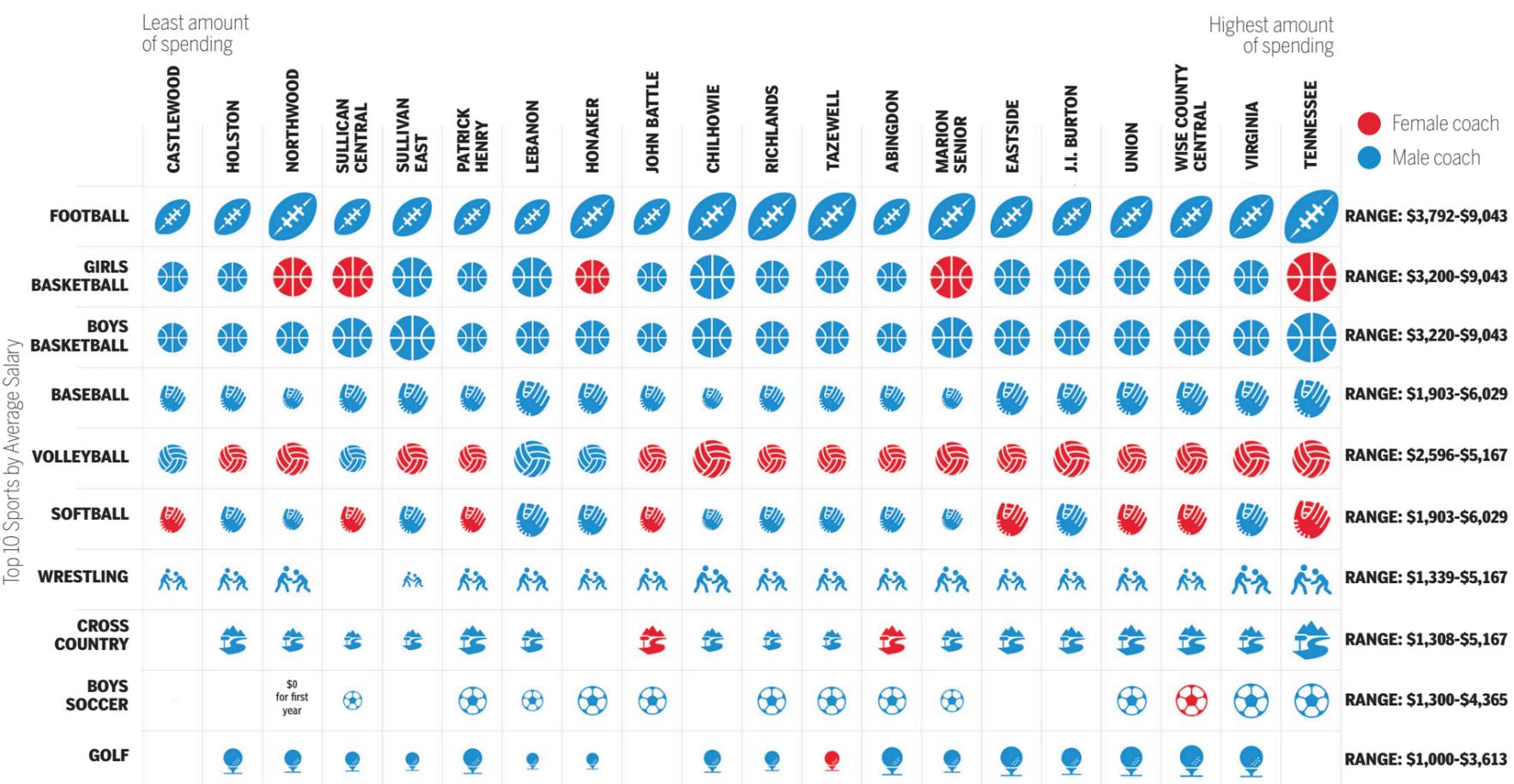
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Local Coaches' Salaries by Sport



ICONS FROM ICONS8.COM | GRAPHIC BY CHELSEA GILLENWATER/BRISTOL HERALD COURIER

This graph shows coaches' salaries across the region by the top 10 highest-paid sports positions at each school. Where there are gaps, those schools do not have a current program for the sport, unless otherwise noted.

Coaches

From Page A1
The records were obtained through Freedom of Information Act requests. The nearly \$1 million last year in stipends were for head coaches alone. That figure doesn't include compensation for athletic directors, assistant coaches and other athletic personnel.

Leading the way among the three city schools is Tennessee High, the largest school in the area, which paid nearly \$95,000 for head coaches. County schools were led by Wise, followed by Smyth, Russell and Washington.

The highest paid coaches are those involved with the more profitable sports, including football, followed by girls basketball, and then boys basketball.

Making a difference
Coaches get satisfaction from a job well done in many ways. For many college and professional coaches, a large salary helps make it well worth the effort. The pay at least compensates somewhat for the long hours and never-ending drama that comes with the position.

High school coaches put in the same effort, but the financial benefits are limited. They have other motivations. "What makes them tick is just the opportunity to make a difference," Virginia High Athletic Director Brad Harper said. "I think there is still some competitiveness there from being an athlete in the past or wanting to compete or making a difference, but I think when you really look at it what really determines the success of a lot of our coaches is the impact they make on kids."

According to Harper, stipends are calculated in different ways by various school districts, with much determined by coaching and teaching experience. Most coaches are also teachers, or have other jobs outside the school system and choose to serve as coaches on the side. "Nobody is coaching high school sports for the money," Harper said. "If that is their intent, then they are probably not going to be in it very long. ... We have people that they feel like they have something to offer and just want

Breakdown of Stipends

Here is a breakdown of how the stipends were distributed, ranked by average for each school and school system. At least 35 coaches in the region lead more than one program — and sometimes more than two — at their respective schools.

City schools	Sports	Total stipend	Avg.
Tennessee High	17	\$94,735	\$5,572
Virginia High	18	\$71,993	\$3,999
J.I. Burton	15	\$51,033	\$3,402
County schools	Head coaches	Total stipend	Avg.
Wise Co.	46	\$168,943	\$3,672
Wise Co. Central	16	\$60,874	\$3,804
Eastside	14	\$50,497	\$3,606
Union	16	\$57,570	\$3,598
Smyth	39	\$126,791	\$3,251
Chilhowie	13	\$44,869	\$3,451
Northwood	11	\$35,746	\$3,249
Marion	15	\$46,176	\$3,078
Russell	37	\$107,724	\$2,911
Lebanon	13	\$41,043	\$3,157
Honaker	14	\$41,630	\$2,973
Castlewood	10	\$25,051	\$2,505
Washington	58	\$162,245	\$2,797
John Battle	14	\$40,415	\$2,886
Abingdon	17	\$47,570	\$2,857
Patrick Henry	14	\$39,965	\$2,854
Holston	13	\$34,295	\$2,638
*Sullivan	27	\$77,043	\$2,853
Sullivan East	13	\$38,962	\$2,997
Sullivan Central	14	\$38,081	\$2,720
**Tazewell	34	\$89,641	\$2,636
Richlands	16	\$43,275	\$2,704
Tazewell	18	\$46,366	\$2,575

*Does not include Sullivan North or Sullivan South
**Does not include Graham

Stipends Divided by Sport

Not every school has all the same sports, but here is a breakdown of how those stipends are divided by sports.

Sport	Head coaches	Total stipend	Avg.
Football	20	\$110,653	\$5,532
Girls basketball	20	\$97,607	\$4,880
Boys basketball	20	\$93,611	\$4,680
Baseball	20	\$72,061	\$3,603
Volleyball	20	\$71,691	\$3,584
Softball	20	\$68,922	\$3,446
Wrestling	19	\$59,878	\$3,151
Soccer (boys/girls)	27	\$72,841	\$2,697
Swimming	9	\$24,251	\$2,694
Tennis (boys/girls)	22	\$54,921	\$2,496
Cross country	19	\$44,697	\$2,352
Track (indoor/outdoor)	36	\$84,030	\$2,334
Golf	20	\$44,231	\$2,211
Cheerleading	24	\$52,495	\$2,187

to have that opportunity to make a difference in young people and be role models and just have an impact."

Harper, a former coach who was influenced by his own coaches in the past, continues to see the impact that former Virginia High coach Barry Reed had on his wife, the former Carmen Jones, who played for Reed on the Bearcats' girls basketball team. "She would still try to run through a wall for him to this day," Harper said. "That is just the type of impact these people have had."

Commitment

As one of the highest paid coaches in the area, Tennessee High eighth-

year football coach Mike Mays figures he spends more time in the offseason with his Vikings than during the season in the fall.

"I feel like that is what it takes. You have to get commitment from the kids and I think that is where you build the commitment in the offseason is who is going to be in there when it hits the fan," Mays said. "Kids show up every day and they work and they understand the process."

Nothing brings more satisfaction for Mays than watching a freshman develop into a productive senior, such as current standout Jaden Keller. He was 6 feet tall and weighed 165 pounds when he arrived at the Stone Castle four years ago. He is now

6 feet, 5 inches tall, weighs 215 and is an NCAA Division I football prospect. "That is what I like," he said. "I like that process of taking kids like that and looking at what they look like in four years when they walk out of here."

Few coaches in Southwest Virginia have been more successful than Rob-in Dotson, the girls basketball coach at Wise County Central. Dotson has been in coaching for 36 years, 33 as a head coach, winning six state titles and finishing second three other times.

He certainly hasn't

stayed in it this long for a small stipend.

"Coaching has been a calling for me," Dotson said. "I love the kids and the interaction with them, and I love competition. It is very rewarding and keeps me motivated and goal-oriented."

Gender details

Out of nearly 300 coaches in a number of sports — counting the multi-sport coaches — among the 20 schools profiled in the analysis, 84 are women and many coach more than one sport at their respective schools.

Men make the overall highest stipends, comprising all 40 football and boys basketball coaching positions, and 15 of the 20 girls basketball slots in the region.

Volleyball and cheerleading are the only sports dominated by women's coaches in the area. Softball has 12 men and eight women's coaches, while tennis includes nearly an equal number of men and women coaches.

There are 211 men's coaches and 84 women's coaches. Stipends total

See SALARIES, Page A7

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URGENT NEED

Salaries

From Page A4

\$702,216 for men's coaches, with the average stipend as \$3,328. Stipends for women's coaches total \$247,931, with an average \$2,951 stipend.

No matter the gender, Harper said the reason coaches roam the sidelines at the high school level is about so much more than a few extra bucks.

"I think it is just trying to make a difference for young people ...," he said. "I think coaches have the ability to have a tremendous amount of influence on young people."

Sullivan East athletic director Kim Carrier can certainly relate. A three-sport participant with the Patriots, Carrier's career path was strongly influenced by longtime Sullivan East girls basketball coach Mickey Forrester.

"He was probably one of the most important people in my life," said Carrier, a former police officer who later switched to counselor and assistant coach. "I have always, always wanted to coach. Even through law enforcement, I wanted to coach."

"I just thought if I could ever have half the impact on some players like he had on mine than I would feel like I was a success."

Harper stresses that high school coaches strive to have a positive influence on the young men and women they help develop, not only as athletes, but as future leaders in their communities.

The extra pay helps, but that isn't the reason they coach. The payoff might come decades down the road, according to Harper, who stresses that a new Virginia High School

Top Salaries for Each Sport

Tennessee High leads the way in top salaries per school in 13 of the 15 individual sports listed below.

Here is a look at the top three [and ties] for each sport during the 2019-20 school year.

Football: Mike Mays (Tennessee High) \$9,043; Jeff Robinson (Chilhowie) \$7,304; (tie) J'me Harris (Tazewell), Greg Mance (Richlands) \$7,273.

Boys basketball: Roby Witcher (Tennessee High) \$9,043; John Dyer (Sullivan East) \$7,498; Adam Burchett (Marion) \$6,038.

Girls basketball: Kim Bright (Tennessee High) \$9,043; Mark Halsey (Chilhowie) \$7,229; Sallie Moss (Marion) \$6,538.

Baseball: Preston Roberts (Tennessee High) \$6,029; Charles "Doc" Adams (Lebanon) \$5,345; Mark Daniels (Virginia High) \$5,210.

Softball: Jennifer Testa (Tennessee High) \$6,029; Dennis Price (Lebanon) \$4,774; Andrew Belcher (Virginia High) \$4,658.

Volleyball: Mary C. Johnson (Tennessee High) \$5,167; Laura Robinson (Chilhowie) \$5,069; Ashley Johnson (Virginia High) \$4,781.

Boys soccer: Kevin Wright (Virginia High) \$4,365; Andrew Snyder (Tennessee High) \$4,306; (tie) Bryan Wharton (Union), Becky Strouth (Wise County Central) \$3,163.

Girls soccer: Kevin Mooney (Tennessee High) \$5,167; Justin Hayden (Virginia High) \$4,385; (tie) Matt Mullins (Wise County Central), Robin Tiller (Union) \$3,163.

Wrestling: Tim Marshall (Tennessee High) \$5,167; Josh Shuler (Virginia High) \$4,781; Hunter Trivette (Chilhowie) \$4,270.

Swimming: Mary M. Johnson (Tennessee High) \$5,167; Woody Van Nostrand (Virginia High) \$4,873; (tie) Allison Johnson (Patrick Henry), Jordan Lambert (Abingdon) \$2,855.

Track: Randy Irvin (Tennessee High) \$5,167; Ashley Johnson (Virginia High) \$3,198; five-way tie for third.

Cross country: Frankie Nunn (Tennessee High) \$5,167; (tie) Mark Castle (Union), Brian Mills (Wise County Central) \$3,182.

Golf: Richard Ensor (girls, Tennessee High) \$3,876; Carl Zeiger (boys, Tennessee High) \$3,876; three-way tie for third.

Tennis: Ellen Kitzmiller (Tennessee High) \$3,876; Chris Crabtree (J.I. Burton) \$3,235; three-way tie for third.

Cheerleading: Tammy Garlock (Virginia High) \$5,299; Kimberly King (Tennessee High) \$4,306; (tie) Amber Boggs (Wise County Central), Kristen McReynolds (Eastside) \$2,530.

League initiative preaches the hiring of transformational over transitional coaches, which leans toward having an influence on student-athletes that will last far into the future.

"The winning and losing is great, the competition is great, but one of the questions asked is, 'How does it feel to be coached by

me?'" Harper said. "What would you want them to say [about you] 20 years from now?"

"That is really going to be our focus moving forward is really being that transformational coach and making a difference well beyond the court or the field or whatever the case may be."



BHC FILE PHOTO

Virginia High football head coach Mike Crist watches a play.

Developing lifelong success

There is so much more to coaching than just showing up for games. The list of responsibilities, from practices to those games, is nearly endless. Most also have to prepare for and teach classes, and they still have to find time for their families.

"As a young coach, we spend a lot of time up here just trying to be a better coach," said Mays, who teaches weightlifting, and as he said, work ethic every day. "When I was a younger coach, I feel like I spent a lot more hours. I have learned to work smarter, and I think my wife has helped me with that."

Finding a mixture of family and sports can be difficult, but understanding spouses play a key role in success on and off the field.

"You look at every one of our wives on our coaching staff, they are great women that support us and if you don't have that you really can't do this job, unless you are not married,"

Mays said. "They all understand the commitment we have got to make and what we are trying to do. "As young wives for these

young guys when they understand what that coach is doing for that kid, it is a lot easier to let your husband go for 80 hours a week."

Especially when what comes out of those efforts are successful adults in life.

"We have got kids we never thought would graduate and through football we were able to graduate them and they are successful," Mays said. "We were talking about a kid that played for us in 2010 that has got his own business, he is remodeling houses. We were kind of nervous about what he was doing in life. I love when kids have success, and I feel like when we are part of that it is even more special."

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