CENTRAL HIGH SCHOOL
ACTIVITIES HANDBOOK

2019-2020
This handbook and its contents were approved by the School Board at the July, 2019 meeting.

This handbook may be changed or amended during the school year. Changes will be posted in the office of the principal. If you have any questions about a provision, contact the principal.
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EDUCATION IS CENTRAL

MISSION AND VISION STATEMENT

Enter District 108 and you will discover an energized, enthusiastic and caring learning environment.

This will be a place where lifelong learners are actively engaged in understanding, exploring and creating the world of knowledge.

We will expand beyond the door of our buildings into the community and world around us and be connected through resources, relationships, technology, and innovation. High standards and quality will be the norm and success will be a reality for all.

Listen to the voices of our community and you will hear a sense of pride, affirmation, encouragement and support. There will be a strong spirit of collaboration and togetherness.

District 108 will be a community that is alive with the excitement of learning. People will be united in the memory of a rich history, and pride of present celebrations, and hopes and dreams of the future.

Revised Version May 20, 1998
CENRAL PUBLIC SCHOOLS #108
BOARD OF DIRECTORS
2019-2020

Elroy Latzig, Chairperson
780 Barnes Lake Drive
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        (Cell) 612-226-7618
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        (Cell) 612-269-8635
e-mail: superdadk@embarqmail.com

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Phone: (Home) 467-9490
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NYA, MN 55397
Phone: (Cell) 612-418-5890
e-mail: Richard.schug@ufcmn.com

Scott Knight, Treasurer
410 Benton Street East
Cologne, MN 55322
Phone: (Home) 466-5919
        (Cell) 612-554-2531
e-mail: skn1994@aol.com
# HIGH SCHOOL CO-CURRICULAR ACTIVITIES

Students are encouraged to participate in the many extra-curricular activities available at Central High School.

## SENIOR HIGH SPORTS GRADES 9TH - 12TH

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HEAD COACH/ADVISOR</th>
<th>PARTICIPATION FEE</th>
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<tbody>
<tr>
<td>Football</td>
<td>Gary Kosek</td>
<td>$110.00</td>
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<tr>
<td>Volleyball</td>
<td>Sarah Hammers</td>
<td>$110.00</td>
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<tr>
<td>Cross Country</td>
<td>Mark Lagergren</td>
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<tr>
<td>Wrestling</td>
<td>John Michels</td>
<td>$110.00</td>
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<tr>
<td>Boys' Basketball</td>
<td>Tom Doysecher</td>
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<tr>
<td>Girls' Basketball</td>
<td>Gary Lembcke</td>
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<tr>
<td>Softball</td>
<td>Joe Kley</td>
<td>$90.00</td>
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<tr>
<td>Baseball</td>
<td>Jon Wroge</td>
<td>$90.00</td>
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<tr>
<td>Boys' &amp; Girls' Track</td>
<td>Jake Schrupp</td>
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<td>Cheerleading</td>
<td>Kimberly Tibbs</td>
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<td>DanceLine</td>
<td>Pam Johnson</td>
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<td>Soccer</td>
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<tr>
<td>Gymnastics</td>
<td>GSL</td>
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### ATHLETIC ACTIVITY PASS (Non-Transferable)
- Students - $40.00
- Single Adult - $60.00
- Couple (Husband & Wife) - $100.00
- Family Pass - $150.00

### FINE ARTS AND ORGANIZATIONS
- **FFA**
  - Jim Mesik
  - $10.00
- **International Club**
  - Jen Schramm
  - $10.00
- **Knowledge Bowl**
  - Kelly Street
  - $30.00
- **One-Act Play**
  - Dylan O'Brien
  - $40.00
- **Play/Musical**
  - Adam Halpaus/Kyle Lippert
  - $40.00
- **Robotics**
  - Lynn Panning
  - $70.00
- **Speech**
  - Laura Hanson
  - $70.00
- **Stage Band**
  - Adam Halpaus
  - $40.00
- **Trap Team**
  - Josh Kroells
  - Community Ed.

Maximum of $400.00 Per Family.

All fees must be paid the first week of practice.

a. In order to practice.
b. Quit by end of first week to receive refund fee.
c. No refund fee after first week of practice.
# COACHES & ADVISORS DIRECTORY

## CROSS COUNTRY
- Head Coach: Mark Lagergren  
  Email: mlagergren@central.k12.mn.us  
  Phone: 467-7140
- Assistant Coach: Shawn Erickson  
  Email: serickson@central.k12.mn.us  
  Phone: 467-7208

## VOLLEYBALL
- Head Coach: Sarah Hammers  
  Email: shammers@central.k12.mn.us  
  Phone: 467-7127
- V-B Asst. Coach: Cara Voigt  
  Email:  
  Phone: 467-7100
- B-Squad. Coach: Rhea Schwalbach  
  Email: rschwalbach@central.k12.mn.us  
  Phone: 467-7343
- C-Team Coach: Brooke Raether  
  Email: breather@central.k12.mn.us  
  Phone: 467-7390

## FOOTBALL
- Head Coach: Gary Kosek  
  Email: gkosek@central.k12.mn.us  
  Phone: 467-7326
- Asst. Coach: Darrin Fox  
  Email: dfox@central.k12.mn.us  
  Phone: 467-7134
- Asst. Coach: Tom Doyscher  
  Email:  
  Phone: 467-7100

## BOYS BASKETBALL
- Head Coach: Tom Doyscher  
  Email:  
  Phone: 467-7100
- Coach: Wade Vanderlinde  
  Email:  
  Phone: 467-7100
- C-Team Coach: TBD  
  Email:  
  Phone: 467-7100

## GIRLS BASKETBALL
- Head Coach: Gary Lembcke  
  Email: glembcke@central.k12.mn.us  
  Phone: 467-7100
- Asst. Coach: Wade Degler  
  Email: wdegler@central.k12.mn.us  
  Phone: 467-7146
- C-Team Coach: TBD  
  Email:  
  Phone: 467-7100

## WRESTLING
- Head Coach: John Michels  
  Email:  
  Phone: 467-7100
- Asst. Coach: Brian Clark  
  Email:  
  Phone: 467-7100

## TRACK
- Head Coach: Jake Schrupp  
  Email: jschrupp@central.k12.mn.us  
  Phone: 467-7342
- Asst. Coach: Gary Kosek  
  Email: gkosek@central.k12.mn.us  
  Phone: 467-7326
- Asst. Coach: Tim Willems  
  Email:  
  Phone: 467-7100

## BASEBALL
- Head Coach: Jon Wroge  
  Email: jowroge@central.k12.mn.us  
  Phone: 467-7222
- Asst. Coach: Kyle Evenski  
  Email: kevenski@central.k12.mn.us  
  Phone: 467-7334
- C-Team Coach: Cole Castel  
  Email:  
  Phone: 467-7100
**SOFTBALL**  
Head Coach: Joe Kley  
Asst. Coach: Darrin Fox  
jkley@central.k12.mn.us  
dfox@central.k12.mn.us  
467-7217  
467-7134

**CHEERLEADER ADVISOR**  
Kimberly Tibbs  
Kimberly.Tibbs@ridgeviewmedical.org  
467-7100

**DANCELINE**  
Pam Johnson  
bjandpjjohnson@gmail.com  
467-7100

**BAND**  
Adam Halpaus  
ahalpaus@central.k12.mn.us  
467-7143

**FFA**  
Jim Mesik  
jmesik@central.k12.mn.us  
467-7145

**KNOWLEDGE BOWL ADVISOR**  
Kelly Street  
kstreet@central.k12.mn.us  
467-7113

**NATIONAL HONOR SOCIETY**  
Chris Ludford  
cludford@central.k12.mn.us  
467-7128

**1 ACT PLAY DIRECTOR**  
Dylan O’Brien  
dobrien@central.k12.mn.us  
467-7212

**PLAY MUSICAL**  
Adam Halpaus  
ahalpaus@central.k12.mn.us  
467-7143  
Kyle Lippert  
klippert@central.k12.mn.us  
467-7209

**PEERS**  
Caitlin Featherman  
cfeatherman@central.k12.mn.us  
467-7108  
Brittany Schmidt  
bschmidt@central.k12.mn.us  
467-7111

**ROBOTICS ADVISOR**  
Lynn Panning  
lpanning@central.k12.mn.us  
467-7129

**SPEECH ADVISORS**  
Laura Hanson  
lhanson@central.k12.mn.us  
467-7181  
Dylan O’Brien, Asst.  
dobrien@central.k12.mn.us  
467-7212
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TRAP TEAM
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VOCAL
Kyle Lippert  klippert@central.k12.mn.us  467-7209

9th GRADE ADVISORS
Mike Kray  mkray@central.k12.mn.us  467-7139
Nora Kronlokken  nkronlokken@central.k12.mn.is  467-7166

10th GRADE ADVISORS
Darrin Fox  dfox@central.k12.mn.us  467-7134
Laura Hanson  lhanson@central.k12.mn.us  467-7181

11th GRADE ADVISORS
Wade Degler  wdegler@central.k12.mn.us  467-7146
Sarah Hammers  shammers@central.k12.mn.us  467-7127

12th GRADE ADVISORS
Matthew Bakkum  mbakkum@central.k12.mn.us  467-7140
Caitlin Featherman  cfeatherman@central.k12.mn.us  467-7108

INTERNATIONAL CLUB
Jennifer Schramm  jschramm@central.k12.mn.us  467-7141

PROM ADVISORS
Kelly Street  kstreet@central.k12.mn.us  467-7113
Brenda Messner  bmessner@central.k12.mn.us  467-7117

CORONATION ADVISOR
Kelly Street  kstreet@central.k12.mn.us  467-7113

SCHOOL YEARBOOK ADVISOR
Brenda Messner  bmessner@central.k12.mn.us  467-7117
CENTRAL HIGH SCHOOL "C" CLUB CONSTITUTION

PREAMBLE:
We, the athletics of Central, in order to promote athletics within the limits of the school and to establish closer relationship and cooperation among its members do hereby draw up the said "C" Club Constitution.

ARTICLE I - NAME
The name of this organization shall be the Central High School "C" Club.

ARTICLE II - OFFICERS
The advisor will assume all administrative authority.

ARTICLE III - MEETING
The "C" Club shall meet at the administrative authority.

ARTICLE IV - MEMBERSHIP
Every student who has earned a letter or is recognized as a manager in a said sport is duly recognized as a member of the "C" Club.

ARTICLE V - VOTING
Every member may have one vote. A quorum shall consist of 2/3 of the total membership. No voting shall be conducted unless a quorum is present, and a majority of the quorum shall be necessary to pass any issue at hand except amendments.

ARTICLE VI - VETO POWER
The advisor, coaches and administration reserve the right of absolute power of veto over any and all of the activities of "C" Club.

ARTICLE VII - IMPEACHMENT
The "Club" shall have the sole power of impeachment of its member. (2/3 vote)

ARTICLE VIII - POWERS AND DUTIES OF THE "C" CLUB
The power and duties shall be for the betterment of Central High School Athletics.
ARTICLE IX - AWARDS

Section I - Outstanding Athlete Award.
An award for the outstanding athlete has been established. The said athlete must be a senior. Winners shall receive a plaque recognizing this award. Also, their name will be inscribed on the Outstanding Athlete Trophy which is to remain at school in the trophy case. Points for the Outstanding Athlete Award are earned as follows:

3 points for each letter earned in cross country boys and girls
3 points for each letter earned in football
3 points for each letter earned in soccer
3 points for each letter earned in volleyball
3 points for each letter earned in basketball boys and girls
3 points for each letter earned in dance line
3 points for each letter earned in gymnastics
3 points for each letter earned in wrestling
3 points for each letter earned in cheerleading
3 points for each letter earned in baseball
3 points for each letter earned in softball
3 points for each letter earned in track boys and girls
3 points for each letter earned as Captain (senior year only)
3 points for each letter earned as Manager
5 points for All Conference honor - Football All Section honor
1 point for Honorable Mention

a. Athlete must not have any violations of MSHSL Bylaws;
b. Tie Breaker: 1. Number of sports participated in;
   2. Head coaches vote to end tie.
c. Points cumulative from grades 9-12.
d. No student may earn points as manager and letter in another sport in the same season.
e. Standards of participation for eligibility determined by Athletic Director and High School Principal.

Section II - Awards for championships
Patches for jackets can be purchased for letter winners of teams who have completed championship or co-championship seasons in the conference or section tournament play.

Section III - All Conference Honors - by the conference
All conference awards given to each all conference selection. In track and wrestling, a like award will be given if the athlete takes first place in the conference meet or tournament meet.

Section IV - Award for Managers
Any award given to a championship team will also be given to the manager of said team. No more than two managers per sport are permitted. Lettering will be determined by coach.

Section V - Award for Coaches
An award given to a championship team will also be given to the head and assistant coaches of said team.
ARTICLE X - ADVISOR
The advisor shall be selected by the administration.

ARTICLE XI - STANDARDS FOR LETTERING
All decisions regarding lettering procedures are determined by the athletic director, coaches, and administration collectively. The lettering qualifications are:

Football - 1 1/2 quarters for each game played - exclusive of tournament.

Volleyball - played in 1/2 of the total games played during the regular season play.

Cross Country - A runner may earn a varsity letter by placing among the top twenty runners in
1/3 of all regularly scheduled meets, or a runner may earn a varsity letter by
competing at the varsity level in 70% of all of the regularly scheduled meets, or
a runner may earn a varsity letter if they are on the varsity team that competes
in the Section meet.

Basketball - Boys and Girls - one half for each game played - exclusive of section tournament.

Wrestling - must earn 22 points throughout the entire season, and or place in conference or
section tournament.

Baseball - one inning for each game played - exclusive of section tournament.

Danceline - A dancer will earn a letter if she competes in at least half of the seasons scheduled
competitions.

Softball - one inning for each game played - exclusive of section tournament.

Track - Boys and Girls - 1st, 2nd, or 3rd, in conference track meet or 1st, 2nd, 3rd, 4th, or 5th, in
district meet or place in 5 meets during the year.

Cheerleading - completes one year of successful cheerleading as determined by coach.

Injury Clause - A letter may be awarded if up to the time of injury the athlete had met the
lettering requirements.

Coaches have the following prerogatives:

- They may letter a senior if they have participated for two years and would not otherwise
  letter.
- They may letter an athlete on the basis of tournament play.
- They may also letter athletes who they believe have contributed significantly to the success
  of their program.

ARTICLE XII - LETTERING INELIGIBILITY
No Athlete may letter if they violate any MSHSL bylaw during their current season of participation
or if not currently participating, the consequence will be applied to their next season of participation.

ARTICLE XIII - AMENDMENTS
Amendments shall be passed by 2/3 of total membership of said organization.
ACADEMIC/FINE ARTS LETTER

The Board of Education wishes to encourage high academic performance and participation in fine arts activities by students in School District 108. To recognize the commitment, talent, and skills exhibited in academic achievement and fine arts participation, the school district shall award a school letter based on established performance criteria.

Senior High students, grades 9-12 shall be eligible for a school letter and for the Presidential Academic Fitness Award for exceptional academic performance.

Senior High students may earn a school letter for fine arts performance in the areas of Drama (one act play and/or three act play), Speech, Band, Choir, Student Council, National Honor Society, Yearbook, Knowledge Bowl and PEERS.

No Fine Art participant may letter if they violate any MSHSL rule on alcohol, tobacco, or drugs during their current season of participation or if not currently participating, the consequence will be applied to their next season of participation.

BAND - ADAM HALPAUS, DIRECTOR Season begins/ends: School Year
Lettering criteria: Students must earn 300 points for first letter. 250 points for additional bars. Students earn points by performing in concerts, jazz band, pep band, band lessons, summer band lessons, solo & ensemble contest, all-state band, or as an elected officer.

Central High School Band (curricular)
* Stage Band  * Honor Band  * Pep Band

Must be enrolled in CHS Band to be eligible to participate in special performances and contests (Solo & Ensemble contests and Large Group Contest) throughout the school year. Students may be chosen to be part of honor bands (Gustavus, Winona, Luther). Students may also audition to play in Minnesota All State Groups, All State Band, Jazz Ensemble or Orchestra.

Practice for Stage Band on Monday and Wednesday mornings from 7:30 - 8:00.

Several fundraisers each year to raise money for biannual band tour.

"C" CLUB -
* Currently Inactive

CHOIR - KYLE LIPPERT, DIRECTOR Season begins/ends: School Year
Lettering criteria: Students must earn 200 points for first letter. 100 points each letter thereafter. Students earn points by performing in concerts, major ensembles, solo and ensemble contests, all-state choir, musicals, accompanists, attending concerts, church or community choirs, set-up and take-down at concerts and lessons.

Central High School (curricular)
* Honor Choir  * Solo & Ensemble  * All State Choir  * Dorian Festival  * Gustavus Festival

Must be enrolled in CHS Choir to be eligible to participate in special performances and contest throughout the school year. Students may also audition to participate in contests.

Practices for contest before or after school.

Three fundraisers per year for choir trip, tour, and choir activities.
DRAMA - ADVISOR, TBD  Season begins/ends: September - November

Lettering criteria: Students must accumulate a total of 25 points in Drama to achieve their first letter. Points are awarded based on participation in one of the yearly school-sponsored productions. The number of points given per student depends on the role they performed in the show. Points can be accumulated from year to year.

Awards: Bronze Pin = 9 points
Silver Pin = 15 points
Gold Pin AND First Letter = 25 points
Each additional letter = 15 points

1. Major Acting Role - 10 points
2. Supporting Role - 8 points
3. Minor Role/Chorus - 5 points
4. Stage Manager - 10 points
5. Assistant Stage Manager - 7 points
6. Crew (Includes set, lights, costume etc.) - 6 points
7. Light/Sound Board Op. - 4 points
8. Musician - 6 points
9. Refreshments/Tickets/Ushers - 2 point
10. Parents help with production - 2 bonus points to the student

Auditions for parts; sign-up for crew, etc.

Practices after school and/or evenings, some Saturdays.

All points awarded are dependent upon attendance at all scheduled rehearsals. Students who miss more than two rehearsals will lose points.

Cross Reference: Points for Drama letter are cumulative between Drama/Musical and the One Act Play.

FUTURE FARMERS OF AMERICA (FFA) - JIM MESIK, ADVISOR

Mr. Mesik has more information on different categories with explanations and lettering requirements.

FFA lettering criteria:
FFA members who meet the established active membership criteria relating to meeting attendance, event participation, and service hours will earn an FFA letter. A point system is clearly outlined, including information on the minimum requirements of each category relating to lettering.

Clarification of the FFA Calendar Year:
For lettering purposes, the FFA year starts two weeks prior to the end of a given school year and continues until that same time of the next year. This allows time for points to be totaled and letters to be awarded before the end of a school year. It also means that summer event participation counts for the school year that comes after a given summer.
FUTURE FARMERS OF AMERICA (FFA) cont.

Purpose of FFA Lettering System:
This system is developed and designed to encourage and award active participation for all FFA members. Ideally, this system will motivate members to be a part of a variety of events and strive to find success in what they do in FFA. This will further help students build skills, experiences, and knowledge for a successful future during and after high school.

Point system requirement summary:

<table>
<thead>
<tr>
<th>Category</th>
<th>Points Required</th>
<th>Points Earned</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>6</td>
<td></td>
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<td>2</td>
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INTERNATIONAL CLUB - JEN SCHRAMM, ADVISOR
Season begins/ends: School Year

No letters awarded

* Group meets on a need basis after school hours to plan projects and activities.
* Fall and spring fundraisers for trips to Europe and language camps.

Do not have to be enrolled in a language class to participate.

KNOWLEDGE BOWL - KELLY STREET, ADVISOR
Season begins/ends: December - April

Lettering criteria: The requirements to earn a letter for high school knowledge bowl are based on participation, cooperation and achievement. 600 points are needed to letter, with points accumulating from year to year.
1. 10 points earned for each complete practice attended.
2. 50 points earned for each meet at which a student serves as a reader, judge or computer operator.
3. 1 point earned for each point scored by the student's team at a high school knowledge bowl meet.

The advisor shall also have the discretion of awarding a letter to any student on a team that advances to state competition. Additional service bars will accumulate on a 600-point basis. No more than 1 letter will be awarded per student per year.

* 5 meets per year  * Compete with area schools  * Sub-regional meet in April.

Practice during lunch in Mr. Willhite's room on Monday, Wednesday, and Friday (working lunch). Requires students to miss up to 5 days of classroom instruction.
NATIONAL HONOR SOCIETY - CHRIS LUDFORD, ADVISOR
Season begins/ends: School Year and Summer

Lettering criteria: Points are earned by attending meetings, working football concessions, first grade Halloween party, teacher conferences, holiday toy drive, clothing drive, state convention, fund raisers, Halloween trick-or-treating, Stiftungsfest, service hours, Kindergarten, snow week, and other projects during the year.

* GPA 3.5 (sophomore or junior to apply)  
* 30 service hours
* Club activities  
* Community service projects
* No MSHSL Violations one year prior to application.
* See advisor for a more detailed lettering policy.

If invited, students apply by supplying an activity form, teacher recommendations, community recommendations and paragraph on chosen topic. Voted on by a faculty council.

Various fundraisers are chosen each year.

Meet two Friday mornings a month at 7:35, otherwise, as needed.

ONE ACT PLAY - ADVISOR, Dylan O'Brien
Season begins/end: December - February

Lettering criteria: Students must accumulate a total of 25 points in Drama to achieve their first letter. Points are awarded based on participation in one of the yearly school sponsored productions. The number of points given per student depends on the role they performed in the show. Points can be accumulated from year to year.

Awards:  
Bronze Pin = 9 points  
Silver Pin = 15 points  
Gold Pin AND First Letter = 25 points  
Each additional letter = 15 points

1. Major Acting Role - 10 points
2. Supporting Role - 8 points
3. Minor Role/Chorus - 5 points
4. Stage Manager - 10 points
5. Assistant Stage Manager - 7 points
6. Crew (Includes set, lights, costume etc.) - 6 points
7. Light/Sound Board Op. - 4 points
8. Musician - 6 points
9. Refreshments/Tickets/Ushers - 2 points
10. Parent's help with production - 2 bonus points to the student
11. One Act Play best Actor/Actress and/or starred performance - 3 bonus points
12. 2nd place at either Subs or Sections - 2 bonus points per student
13. 1st place at either Subs or Sections - 3 bonus points per student
14. Starred performance at State - 4 bonus points per student

Auditions for parts, sign up for crew etc.

Practices after school and/or evenings, some Saturdays, evening during Christmas Break
*Delano Drama Festival  *Sub-Section Contest  *Section Contest  *State Contest
ONE ACT PLAY cont.

All points awarded are dependent upon attendance at all scheduled rehearsals. Students who miss more than two rehearsals will lose points.

Cross Reference: Points for Drama Letter are cumulative between Drama/Musical and the One-Act play.

PEERS - CAITLIN FEATHERMAN, BRITTANY SCHMIDT, ADVISORS
10th - 12th Graders

Nine student representatives elected at onset of sophomore year. Participation in PEERS is a 3-year commitment.

Lettering criteria: will remain flexible each year due to changes in activity level and focus of the group. Points are earned by:
1. PEERS must attend 80% of mods.
2. Attend both 7th grade courage retreat and the 9th grade respect retreat.
3. Participate in at least 80% of classroom activities and retreat follow up activities.
4. Involvement in at least two chemical health week activities and one national smoke-out activity.

PEERS are a diverse student elected group with the direct purpose in mind to serve the student body. PEERS were founded to help foster a positive non-judgmental and safe environment for Central Students. Each year PEERS sponsors Chemical Health Week. Seventh Grade Courage Retreat, Ninth Grade Respect Retreat, as well as educating students about seat belt use, non-violence, and positive decision making.

PEERS must agree on a higher standards of behavior than that stated in the Minnesota State High School League rules. All PEERS sign an agreement to abstain from chemical use and other illegal activities and forfeit involvement and lettering possibilities if they admit wrongdoing.

Two mod meetings/month, plus activities.

ROBOTICS - Team number 5626 - LYNN PANNING, ADVISOR

The mission of our FIRST Robotics program is to inspire young people to be science and technology leaders, by engaging them in exciting mentor-based programs that build science, engineering and technology skills, that inspire innovation, and that foster well-rounded life capabilities including self-confidence, communication, and leadership. The purpose of this lettering system is to encourage and award active participation the robotics program while helping students collaborate with their peers to work towards a common goal.

Lettering Criteria
1. Attend all mandatory team meetings.
2. Attend the FIRST Robotics Kickoff Event.
3. Participate in a minimum of 80 percent of team practices/builds.
4. Full attendance at all regional and/or state competitions is required.
5. Students are expected to maintain passing grades in all classes and are subject to the Central Public School Academic Eligibility Policy.
ROBOTICS cont.

6. Excused absences must be communicated with the FIRST Robotics advisor prior to a student missing the scheduled event.
7. Student behavior must exhibit a positive character, with students receiving no MSHSL or code of conduct violations.

An Override of any requirement may be made at the advisor's discretion in emergency situations, including but not limited to, severe illness, death in a family or extreme financial hardship or other absences deemed "excused."

SPEECH - LAURA HANSON, ADVISOR, DYAN O'BRIEN ASST>

In order to letter in Speech, a student must have done the following:
1. Attend and perform at the Team Dress Rehearsal, the Section Meet, and the Speech Friends and Family Night.
2. Attend and perform at 80% of the scheduled High School Speech Meets.
3. Earn 175 lettering points.
   a. Lettering points may be earned in the following ways:
      i. Practicing with Mrs. Hanson or Mr. Isles (5 points each time).
      ii. Practicing at a Captains practice (5 points each time).
      iii. Competing at Meets (5 points each time).
      iv. Being the "Speechie of the Meet" (5 points each time).
      v. Leading Team Warm Ups (3 points each time).
      vi. Bringing a friend to the Speech Category Mash up (5 points for each friend).
         1. If the friend becomes a competing speech member, an extra 10 points will be added.
      vii. Being voted and performing the duties of captain (25 points).
   viii. Placing at meets
         1. 1st place = 10 points
         2. 2nd place = 9 points
         3. 3rd place = 8 points
         4. 4th place = 7 points
         5. 5th place = 6 points
         6. 6th place = 5 points
         7. Honorable mention = 3 points

STUDENT COUNCIL - SARAH HAMMERS, ADVISOR
Season begins/ends: School Year

Lettering criteria:
- Attend Meetings (7:45 a.m.) or talk to advisor
- Co-Chair two events and help with other projects throughout the year such as:
  Summer Bloodmobile
  Homecoming
  Food Drive
  Raider Time Events
  Pledge of Allegiance
  Pictures with Santa
  Valentine's Day Sales
  Winter Bloodmobile
  Snow Week
  Pennies for Patients
  Dodge Ball
  Trash Pickup
  We Day Event
  Spring Bloodmobile
  Student Family Acknowledgement
- New Student Orientation
- Monthly Assignments (Bulletin Boards, Appreciation, School Board, School Spirit)
TRAP TEAM - JOSH KROELLS, ADVISOR

Qualifications and Requirements Lettering criteria
1. Athlete must be a student in grades 7-12. If you are in the program for three years you will receive a letter after the 9th grade season as long as you were in it your 7th, 8th, and 9th grade seasons.
2. Athlete must abide by ISD #108 and the Minnesota State High School Clay Target League activity requirements. Athlete must also adhere to all school district rules, policies and requirements concerning student activities including but not limited to attendance, conduct, scholastic standing and other eligibility requirements.
3. Athlete must average 19 or more points per round in competition play at the end of the season.
4. Athlete must not miss any competition weeks during the season.
5. Athletes that shoot 25 straight at any conference or state meet.
6. Athlete that is a member of a team that wins a State Championship at any level.
7. Athletes that participate in the club for three or more years.
8. Athletes that letter through trapshooting will not be eligible for the athlete of the year award.

If a student athlete fails to adhere to the qualifications and requirement for lettering, the athlete forfeits the right to letter for that season.

YEARBOOK - BRENDA MESSNER, ADVISOR

Season begins/ends: School Year

Produces hardbound 100+ page book of photos and stories from the school year.

Lettering criteria: 250 points needed to letter. Points earned by:
1. Editor - 200 points
2. Underclassman Editor - 50 points
3. Summer Camp - 50 points
4. Attend Staff Mods - 5 points
5. Attend Deadline Nights - 15 points
6. Sell Ads - 10 points
7. Distribute Books - 5 points
8. Story in Publishable form on Deadline - 10 points
9. Pictures in Publishable form on Deadline - 10 points
10. Participate in Fundraisers and/or working at Concessions - 10 points
11. Turn Assignments in early - 3 points

Points are carried over from year to year. Once member has lettered, they go back to zero.

No experience needed. Photography or writing ability a plus. Meet deadlines.

Summer writing camp for editor and two other positions in the club.

Mods as needed.
DISTRICT POLICY FOR ACADEMIC LETTER

Purpose
In order to promote academic excellence and to recognize those students, who have demonstrated superior academic achievement, District 108 has developed the following Academic Lettering Policy.

Criteria
1. Grades 9 - 12 eligible.
2. Students in grades 9, 10, & 11 must maintain a cumulative grade point average of 3.67 or above for 3 of 4 quarters.
   Seniors must maintain a cumulative grade point average of 3.67 for the first three quarters.
3. Students will receive a chenille letter and gold bar for their first award; students will receive gold bars for additional awards.
4. Students in grades 9 - 11 must be enrolled in a minimum of six (6) classes. Seniors must earn a minimum of 5.5 credits.
5. Students will not have any “D” or “F” grades for any quarter.

SELECTION POLICY FOR VARSITY AND B TEAMS

A. RESPONSIBILITY:
1. Choosing the members of athletic squads is the responsibility of the coaches of those squads.
2. Prior to trying out, the coach shall provide the following information to all candidates to the team:
   a. extent of try-out
   b. criteria used to select the team
   c. number to be selected
   d. practice commitment if they make the team
   e. game commitments

B. PROCEDURE:
1. When a squad number is limited, the process will include three important elements. Each candidate shall:
   a. Have an opportunity to participate in a minimum of (5) practices.
   b. Have performed in at least one intrasquad scrimmage/game/session.
   c. Be personally informed of the reason why the candidate was not chosen by the coach.
2. Candidates not chosen for the squad will NOT BE POSTED.
   a. Participation fees collected from athletes will be fully refunded to those not selected for the squad.
   b. Athletes not selected to the squads will not be allowed to practice due to space.
   c. Athletes not selected will be encouraged to be a part of the team through team management positions.
3. Coaches will discuss alternative possibilities for participation in the sport, or other areas in the activities program.
PLAYER/PLAYING PRIVILEGES

PLAYING TIME
1. Game/activity participation is a privilege not a right.
2. The amount of playing time is at the discretion of the coach/advisor. Playing time is earned and determined based on performance and attitude in practice.
3. Paying your activity fee merely secures your opportunity to practice. It does not ensure that you will play.

CAPTAINS/OFFICERS/AWARDS ELIGIBILITY

CAPTAINS AND OFFICERS
1. If a current captain or officer gets a MSHSL infraction/violation or becomes academically ineligible that student will be relieved of his/her duties and position as a captain or officer.
2. If a student gets his/her second MSHSL infraction/violation, the student is no longer eligible to serve as a captain or officer of any organization.
3. Coaches may impose stiffer consequences for their individual programs.

AWARDS
1. If a student has a MSHSL infraction/violation for alcohol, tobacco, or drugs, he/she is not eligible to receive an all-conference award during the season of participation in which the infraction/violation occurred or if not currently participating, this consequence will apply to the next season of participation.
   Exception: A student who wins a Conference Cross Country Meet, Conference Wrestling Meet, or Conference Track Meet
2. If a student has a MSHSL infraction/violation for alcohol, tobacco, or drugs, he/she is not eligible to receive any local team awards during the season of participation in which the infraction/violation occurred or if not currently participating, this consequence will apply to the next season of participation.
3. Lettering policies are listed in the C-Club Constitution (for students who have a MSHSL infraction/violation).
4. Activity seasons end at the conclusion of the individual Activity Award program/banquet or at the conclusion of the MSHSL Tournament (whichever is later).
PARENT'S RESPONSIBILITIES

Parents are expected to encourage their sons/daughters to perform to the best of their abilities both athletically and academically. They should be a source of support for the student athlete and the program in which they are participating.

We would like all of our parents to be role models for our student athletes and set a good example for all of our students at Central Middle/High School. As such, they will exemplify good attitudes by treating all players, coaches, fans, officials and other parents with respect and dignity. Parents must insist that athletes abide by rules established by the coach, the school district, Section 2A and the Minnesota State High School League.

Parents should be positive in support of their own team and recognize the achievements of the opposing team. Vulgar, racial, derogatory or disparaging remarks are never appropriate. Parents should allow their athletes to enjoy the benefits of competition, remembering that not everyone can be the star, be on the first team, or have equal playing time.

Any acts of misconduct may result in disciplinary action whether or not this misconduct is directly involved with a school event or activity. The Minnesota State High School League's Code of Responsibility allows school authorities to discipline spectators for violation of MSHSL, Section 2A, and/or local school rules. Disciplinary action may include removal from a contest and/or permanent removal from MSHSL or Central School sponsored events.
STUDENT RECORDS

PROTECTION AND PRIVACY OF PUPIL RECORDS
The school district recognizes its responsibility in regard to the collection, maintenance and dissemination of pupil records and the protection of the privacy rights of students as provided in federal law and state statutes.

DIRECTORY INFORMATION
"Directory information" includes the following information relating to a student: the student's name; address; telephone number; date and place of birth; major field of study; participation in officially recognized activities and sports; weight and height of members of athletic teams; dates of attendance; degrees and awards received; the most recent educational agency or institution attended by the student; and other similar information. "Directory information" does not include identifying information on a student's religion, race, color, social position or nationality.

a. The information listed above shall be public information which the school district may disclose from the education records of a student.
b. Should the parent of a student or the student so desire, any or all of the listed information will not be disclosed without the parent's or eligible student's prior written consent except to school officials as provided under federal law.
c. In order to make any or all of the directory information listed above "private" (i.e. subject to consent prior to disclosure), the parent or eligible student must make a written request to the building principal by October 1 of the current school year. Call the high school office for a "Right of Refusal" form. This written request must include the following information:
   1. Name of student;
   2. Home address;
   3. School presently attended by student;
   4. Parent legal relationship to student, if applicable;
   5. Specific category or categories of directory information which is not to be made public without the parent or eligible student's prior written consent.

MILITARY RECRUITER ACCESS TO STUDENT DATA
Minnesota law now requires school to release to military recruiting officers the names, addresses, and home telephone numbers of students in grades 11 and 12 within 60 days after the date requested, UNLESS the parents have refused to release this data to military recruiting offices after receiving this notice.

Parents of 11th and 12th grade students have the right to refuse to release this information. In order to deny release of information, parents must make a written request of refusal to the principal by October 1 of the current school year. Call the high school office for a "Right of Refusal" form.
COMMUNICATIONS

PARENT MEETINGS
1. Each season (fall, winter, spring), coaches may have a parents' meeting with recommended attendance by the parent(s)/guardian(s) and the participant(s) will be held - one for the season's athletic events and one for the season's fine arts events.
2. If parent(s)/guardian(s) are unable to attend the scheduled meeting, it will be the responsibility of the parent(s)/guardian(s) to contact the coaches to receive any necessary handouts/information.

EXPECTATIONS OF COACHES, PARENTS, OFFICIALS, AND PARTICIPANTS
Roles:
   a. Coaches coach
   b. Participants play
   c. Officials officiate
   d. Parents support a., b., and c.

GUIDELINES FOR CONCERNS REGARDING SPORTS/FINE ARTS ACTIVITY PROGRAMS

GENERAL INFORMATION:
1. As coaches/advisors we are professionals and are expected to conduct ourselves in a professional manner. We cannot promise that all of your concerns can be resolved to your liking, but we can promise that we will listen to your concerns and respond to the best of our ability.
2. In order for our programs to be successful we must all work together - parent, coach, and participant. We all want to do what is best for each individual student-athlete whenever possible. As coaches/advisors we care a great deal about your son or daughter and want to contribute to their individual development in a positive way.

HOW TO HANDLE A PROBLEM OR CONCERN:
If a conflict does arise, these are the proper channels to follow to resolve the question or area of concern:
   1. Player talk to coach
   2. Parent talk to coach
   3. Contact Mr. Erpenbach (952) 467-7201,
   4. Parents are not to approach a coach with a complaint after an activity. If you want to speak with school personnel, call the next school day.
GUIDELINES FOR CONTACTING COACHES:
1. When participants need to talk to their coach or advisor, after practice is best, or set up a time to talk with the coach (maybe during school the following day).
2. Other than to request a meeting or to ask that the coach call you, do not approach the coach in a public setting. This can put both of you in a difficult position.
3. It is best to first call (or write) the coach. If a personal meeting is desired this can be requested. Calling first will allow such a meeting to be scheduled in a private setting and at an appropriate time.
4. If possible call the coach at school during the day. If the coach cannot be reached leave a message for him/her - through the office at the high school. The coach will then return the call.
5. At the coach's request, the Athletic Director's involvement may be needed before any personal meeting will be set up with a parent.

BEHAVIOR

DETENTION
1. If a student is assigned detention, he/she will serve assigned detention before going to practice.
2. Students will be expected to go to practice following detention.
3. Coach and/or High School Principal will determine consequences if a student fails to serve detention, up to and including missing events.
4. Any student athlete or fine arts participant who does not make up detention when assigned, will be in violation of the "Student Code of Responsibilities" and subject to additional consequences.

ATTENDANCE
1. A student must be in school for the entire day to be eligible for that day's event or practice unless a student receives a one-day prior approval by the principal for a medical, dental, or legal appointment or a college visit. This rule includes the lunch period. Exception: if student notifies office on day of appointment, the student must bring back written documentation from the place of the appointment. (Example: Appointment card with time, date, and signature of office personnel).
2. An unexcused absence is defined as missing 15 minutes or more of a class without a valid excuse.
3. No student athletes will be excused from school to run home and get any items needed for practice or event that same evening without permission of the principal or principal's designee.
ACADEMICS
Academic achievement and extra-curricular activity participation go hand in hand to promote the educational growth of each student. Whenever there is a question of priority, however, we at Central High School believe that academics should take precedence. For this reason and to encourage student achievement in both curricular and extra-curricular areas, the following academic standards and eligibility guidelines have been established:

In order to be academically eligible for extra-curricular events sponsored by the Minnesota State High School League; in addition FFA, Knowledge Bowl and the Fall Play/Musical:

1. As it relates to quarter grades: a student must have no failing grades in any class at the end of each quarter grading period in order to be eligible to participate. Following confirmation of an academic violation, the student shall lose eligibility for the next two (2) consecutive interscholastic contests or two (2) weeks of a season in the next grading period, for which the student is a participant, whichever is greater. Students with Individual Education Plans (IEP's) who are meeting goals and objectives of their program will be eligible to participate in any and all activities.
   Exceptions: 
   a. Due to shortened length of Football, Knowledge Bowl, Speech, and FFA seasons and the number of games/events, the academic violation consequence will be one week or one event whichever is greater.
   b. Wrestling triangular or tournament will serve as 2 events.

2. As it relates to mid-term grades: a student must maintain passing grades (D- or above) in all his/her courses.
   a. After mid-quarter time, a student must have no failing grades in any class.
   b. If the grades are not raised to a passing level, within one school week, students will lose eligibility in all events until grade is raised to a passing level.

3. Students must participate and be in good standings the entire season to fulfill academic and MSHSL violations.

4. Any student that has an academic or MSHSL violation is not eligible to leave early with their team.

MSHSL RULES
1. All MSHSL rules are the minimum standards of behavior to be abided by CHS students.
2. Additions to the MSHSL rules have been adopted by the I.S.D. #108 Board of Education.

GUILT BY ASSOCIATION
Guilt By Association means a student remains in the presence of another high school student who is using, consuming, or has possession of a beverage containing alcohol or who is using, consuming, has possession of, is buying, selling, or giving away any controlled substance. The Guilt By Association Policy is in effect for all students in grades 7-12 during the entire calendar year.
GUILT BY ASSOCIATION POLICY

a. After confirmation of first violation the student and parent will be contacted and receive a letter documenting the incident (warning clause).
b. After confirmation of the second violation and no violation under the MSHSL Policy, the penalty is step one under MSHSL penalties.

ATHLETIC/FINE ARTS ELIGIBILITY

STUDENT CODE OF RESPONSIBILITIES

Some years ago principals were given significant authority to discipline students involved in High School League activities. League rules create minimum penalties for violations of the rules established by its board. A general catch-all provision was drafted giving principal's additional authority. Students are governed by six responsibilities. These are:

- I will respect the rights and beliefs of others and will treat others with courtesy and consideration.
- I will be fully responsible for my own actions and the consequences of my actions.
- I will respect the rights and property of others.
- I will respect and obey the rules of my school and the laws of my community, state and country.
- Assault on any person will not be condoned by the League and will be dealt with by the school administration and the local authorities.

"Any allegation of sexual, racial, religious harassment violence and/or hazing may also constitute a violation of the Student Code of Responsibilities."

The section contains a significant penalty, more severe than those contained in League rules. The penalty provision states: "A student who is dismissed or who violates the Student Code of Responsibilities is not in good standing and is ineligible for a period of time as determined by the school principal, acting on the authority of the local board of education. The League specifically recognizes by this policy that certain conduct requires penalties that may exceed those penalties typically imposed for first violations." All Code of Responsibilities violations are appealable to the Superintendent of the school.

Note that the penalty creates two classes of student. One who is "dismissed" and "one who violates the Student Code of Responsibilities." Dismissal refers to suspension or expulsion as those terms are used in the Pupil Fair Dismissal Act. The second category refers to violations of the "responsibilities" in the code. Under this provision principals can remove students from athletic and fine arts participation for any appropriate length of time for misbehavior. CENTRAL HIGH SCHOOL HAS ADOPTED THESE STUDENT RESPONSIBILITIES FOR ALL MSHSL AND NON-MSHSL ACTIVITIES.
The following local rules have priority over MSHSL rules that cover the same area. When local rules do not exist to cover an area, the MSHSL rules apply. The consequences for rules are those of the MSHSL, except where specifically noted.

**BYLAW 205.00 CHEMICAL ELIGIBILITY** Cross Reference: Bylaw 304.2 ("Denial Penalty")

1. At any time during the calendar year, a student shall not, regardless of the quantity:
   a. use or consume, have in possession a beverage containing alcohol;
   b. use or consume, have in possession tobacco; or,
   c. use or consume, have in possession, buy, sell or give away any other controlled substance or drug paraphernalia.
   d. use or consume, have in possession, buy, sell or give away products containing or products used to deliver nicotine, tobacco products and other chemicals.
   
   "Tobacco products" means: any product containing, made, or derived from tobacco that is intended for human consumption, whether chewed, smoked, absorbed, dissolved, inhaled, snorted, sniffed, or ingested by any other means, or any component, part or accessory of a tobacco product.
   e. Use or consume, have in possession, buy sell or give way any substance or product where the intent of such use of the substance or product is to induce intoxication, excitement, or stupefaction of the central nervous system, except under the direction and supervision of a medical doctor. Such substance or products shall include, but are not limited to, synthetic drugs, gasoline, glue, aerosol devices, bath salts, and any substance addressed by Minnesota or Federal Law.

2. If a student/athlete finds themselves in a setting where alcohol or other controlled substance are being used he/she is expected to leave the setting in a safe and timely manner.

The following circumstances are specific exceptions to the above rules:
   a. Attendance at a home gathering with parents/guardian present where alcohol is being used but the student is not using or possessing.
   b. Attendance at a celebration (wedding dance, graduation, etc.) where alcohol is being used but the student and other minors are not using or possessing.
   c. Attendance at an eating or recreational establishment where alcohol is served, but the student or any other minors in attendance are not using or possessing (except as a part of lawful employment).
   d. Attendance at a county fair, city, county, or state celebration in which alcohol is being served, but the student is not using or possessing.
   e. Public and private dances other than those that are in conjunction with b and d above are not exceptions to the rule at any time during the calendar year unless parents/guardians are present and the student is not using or possessing.

3. These rules are in effect the entire calendar year. There is no summer time off.

**CATEGORY I ACTIVITIES INCLUDE ALL MSHSL SPONSORED ACTIVITIES**

Consequences
   a. 1st offense (if in attendance but not using) warning with parental notification
   
   1st offense (if possessing or using or 2nd offense if in attendance) 2 weeks or 2 events, whichever is greater.

   b. 2nd offense 3 weeks or 6 events, whichever is greater.
c. 3rd and any subsequent offenses, 4 weeks or 12 events, whichever is greater and referral for assessment for possible chemical abuse or misuse.

d. After the 3rd and subsequent offenses, the student must complete a drug/alcohol treatment program before becoming eligible to participate in any school activities.

CATEGORY II ACTIVITIES APPLY TO FALL PLAY/MUSICAL

a. Each member school shall develop penalties that it will apply to the participants in these activities.

b. Penalties shall be cumulative beginning with and throughout the student’s participation in a high school activity.

A. 1st Offense: After confirmation of the violation, the parent or guardian will be notified, and the student will participate in a formalized counseling program. In order to regain eligibility, the counseling program must be successfully in progress or completed. The student will lose one-fourth of the required letter points in each Fine Arts activity. Refusal to serve a Category II penalty would invoke a Category I penalty.

B. 2nd and 3rd Offense: After confirmation of the 2nd and 3rd violations, the student will be removed from the contest event which least affects the other students in the performance. The penalty should affect only the student involved if at all possible. The Drama Director in consultation with the High School Principal will determine appropriate consequence. If no consensus is reached, the student will be removed from the next MSHSL activity. The student will reenter a counseling program. The student will lose one-fourth of the required letter points.

C. 4th and Subsequent Offenses: After confirmation of the fourth or subsequent violations, the student shall lose eligibility for the next two MSHSL events in which he/she is currently involved. The penalty should affect only the student involved if at all possible. The Drama Director in consultation with the High School Principal will make this decision. The student will reenter a counseling program. The student will lose one-fourth of the required letter points.

3. Some squads, teams, or organizations may have rules and regulations specific to their activity that may exceed those identified in this handbook.
HAZING POLICY

I. PURPOSE
The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times.

II. GENERAL STATEMENT OF POLICY
A. No student, teacher, administrator, volunteer, contractor or other employee of the school district shall plan, direct, encourage, aid or engage in hazing.
B. No teacher, administrator, volunteer, contractor or other employee of the school district shall permit, condone or tolerate hazing.
C. Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.
D. This policy applies to behavior that occurs on or off school property and during and after school hours.
E. A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization shall be subject to discipline for that act.
F. The school district will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of the school district who is found to have violated this policy.
G. Engaging in any behavior which constitutes "hazing" is a violation of this school discipline policy and may subject the student to discipline including suspension and expulsion. Regardless of any provision in this policy to the contrary, a student may be subject to a suspension of up to 10 days or expulsion for violation of any provision in the policy.

III. DEFINITIONS
A. "Hazing" means doing something or making another student do something that creates a risk of harm to a student in order for the student to be initiated into or affiliated with a student organization. Hazing is a violation of school policy regardless of time or place it occurs.
   1. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking or placing a harmful substance on the body.
   2. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
   3. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
   4. Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
   5. Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of school district policies or regulations.
B. "Student organization" means a group, club or organization having students as its primary members or participants. It includes grade levels, classes, teams, activities or particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.
IV. REPORTING PROCEDURES

A. Any person who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to an appropriate school district official designated by this policy.

B. The building principal is the person responsible for receiving reports of hazing at the building level. Any person may report hazing directly to a school district human rights officer or to the superintendent.

C. Teachers, administrators, volunteers, contractors and other employees of the school district shall be particularly alert to possible situations, circumstances or events which might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct which may constitute hazing shall inform the building principal immediately.

D. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades or work assignments.

V. SCHOOL DISTRICT ACTION

A. Upon receipt of a complaint or report of hazing, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district.

B. The school district may take immediate steps, as its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of hazing.

C. Upon completion of the investigation, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, transfer, remediation, termination or discharge. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements, applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act, school district policies and regulations.

VI. REPRISAL

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of the school district who retaliates against any person who makes a good faith report of alleged hazing or against any person who testifies, assists, or participates in an investigation, or against any person who testifies, assists or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

VII. DISSEMINATION OF POLICY

(NOTE: Proper reference should be made to the appropriate handbooks in each school district).

This policy shall appear in each school's student handbook and in each school's Building and Staff Handbooks.

Legal References: Minn. Stat. 127.465 (Hazing Policy)
Minn. Stat. 127.26 to 127.39 (Pupil Fair Dismissal Act)
Cross Reference: MSBA/MSA Model Policy 403 (Discipline, Suspension and Dismissal of School Dismissal of School District Employees)
MSBA/MSA Model Policy 413 (Harassment and Violence)
MSBA/MSA Model Policy 505 (Student Discipline)
HARASSMENT AND VIOLENCE POLICY

I. PURPOSE
The purpose of this policy is to maintain learning and working environment that is free from religious, racial or sexual harassment and violence. The school district prohibits any form of religious, racial or sexual harassment and violence.

II. GENERAL STATEMENT OF POLICY
A. It is the policy of the school district to maintain a learning and working environment that is free from religious, racial or sexual harassment and violence. The school district prohibits any form of religious, racial or sexual harassment and violence.
B. It shall be a violation of this policy for any pupil, teacher, administrator or other school personnel of the school district to harass a pupil, teacher, administrator or other school personnel through conduct or communication of a sexual nature or regarding religion and race as defined by this policy. (For purposes of this policy, school personnel include school board members, school employees, agents, volunteers, contractors or persons subject to the supervision and control of the district).
C. It shall be a violation of this policy for any pupil, teacher, administrator or other school personnel of the school district to inflict, threaten to inflict, or attempt to inflict religious, racial or sexual violence upon any pupil, teacher, administrator or other school personnel.
D. The school district will act to investigate all complaints, either formal or informal, verbal or written, of religious, racial or sexual harassment or violence, and to discipline or take appropriate action against any pupil, teacher, administrator or other school personnel who is found to have violated this policy.

III. RELIGIOUS, RACIAL AND SEXUAL HARASSMENT AND VIOLENCE DEFINED
A. Sexual Harassment: Definition
1. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature when:
   a. submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining or retaining employment, or of obtaining an education; or
   b. submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual’s employment or education; or
   c. that conduct or communication that has the purpose or effect of substantially or unreasonably interfering with an individual’s employment or education, or creating an intimidating, hostile or offensive employment or educational environment.
2. Sexual harassment may include but is not limited to:
   a. Sexting: (See definition on page 40).
   b. unwelcome verbal harassment or abuse;
   c. unwelcome pressure for sexual activity;
   d. unwelcome, sexually motivated or inappropriate patting, pinching or physical contact, other than necessary restraint of pupil(s) by teachers, administrators or other school personnel to avoid physical harm to persons or property;
e. unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt threats concerning an individual’s employment or educational status;
f. unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt promises of preferential treatment with regard to an individual’s employment or educational status; or
g. unwelcome behavior or words directed at an individual because of gender.

B. Racial Harassment; Definition
Racial harassment consists of physical or verbal conduct relating to an individual’s race when the conduct:
1. has the purpose or effect of creating an intimidating, hostile or offensive working or academic environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual’s work or academic performance; or
3. otherwise adversely affects an individual’s employment or academic opportunities.

C. Religious Harassment; Definition
Religious harassment consists of physical or verbal conduct which is related to an individual’s religion when the conduct:
1. has the purpose or effect of creating an intimidating, hostile or offensive working or academic environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual’s work or academic performance; or
3. otherwise adversely affects an individual’s employment or academic opportunities.

D. Sexual Violence; Definition
1. Sexual violence is a physical act of aggression or force or the threat thereof which involves the touching of another’s intimate parts, or forcing a person to touch any person’s intimate parts. Intimate parts, as defined in Minn. Stat. 609.341, includes the primary genital area, groin, inner thigh, buttocks or breast, as well as the clothing covering these areas.
2. Sexual violence may include, but is not limited to:
   a. touching, patting, grabbing, or pinching another person’s intimate parts, whether that person is of the same sex or the opposite sex;
   b. coercing, forcing or attempting to coerce or force the touching of anyone’s intimate parts;
   c. coercing, forcing or attempting to coerce or force sexual intercourse or a sexual act on another; or threatening to force or coerce sexual acts, including the touching of intimate parts or intercourse, on another.

E. Racial Violence; Definition
Racial violence is a physical act of aggression or assault upon another because of, or in a manner reasonably related to, race.

F. Religious Violence; Definition
Religious violence is a physical act of affection or assault upon another because of, or in a manner reasonably related to, religion.
G. **Assault; Definition.** Assault is:
   1. an act done with intent to cause fear in another of immediate bodily harm or death;
   2. the intentional infliction of or attempt to inflict bodily harm upon another; or
   3. the threat to do bodily harm to another with present ability to carry out the threat.

IV. **REPORTING PROCEDURES**
   A. Any person who believes he or she has been the victim of religious, racial or sexual harassment or violence by a pupil, teacher, administrator or other school personnel of the school district, or any person with knowledge or belief of conduct which may constitute religious, racial or sexual harassment or violence toward a pupil, teacher, administrator or other school personnel should report the alleged act immediately to an appropriate school district official designated by this policy. The school district encourages the reporting party or complainant to use the report form available from the principal of each building or available from the school district office, but oral reports shall be considered complaints as well. Nothing in this policy shall prevent any person from reporting harassment or violence directly to a school district human rights officer or to the superintendent.
   
   B. **In Each School Building** - The building principal is the person responsible for receiving oral or written reports of religious, racial or sexual harassment or violence at the building level. Any adult school district personnel who receives a report of religious, racial or sexual harassment or violence shall inform the building principal immediately.

   C. Upon receipt of a report, the principal must notify the school district human rights officer immediately, without screening or investigating the report. The principal may request, but may not insist upon a written complaint. A written statement of the facts alleged will be forwarded as soon as practicable by the principal to the human rights officer. If the report was given verbally, the principal shall personally reduce it to written form within 24 hours and forward it to the human rights officer. Failure to forward any harassment or violence report or complaint as provided herein will result in disciplinary action against the principal. If the complaint involves the building principal, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.

   D. **In the District** - The school board hereby designates the superintendent as the school district human rights officer(s) to receive reports or complaints of religious, racial or sexual harassment or violence. If the complaint involves a human rights officer, the complaint shall be filed directly with the superintendent.

   E. The school district shall conspicuously post the name of the human rights officer(s), including mailing addresses and telephone numbers.

   F. Submission of a good faith complaint or report of religious, racial or sexual harassment or violence will not affect the complainant or reporter's future employment, grades or work assignments.

   G. Use of formal reporting forms is not mandatory.

   H. The school district will respect the privacy of the complainant, the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligations.
V. INVESTIGATION
A. By authority of the school district, the human rights officer, upon receipt of a report or complaint alleging religious, racial or sexual harassment or violence, shall immediately undertake or authorize an investigation. The investigation may be conducted by school district officials or by a third party designated by the school district.
B. The investigation may consist of personal interviews with the complainant, the individual(s) against whom the complaint is filed, and other who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator.
C. In determining whether alleged conduct constitutes a violation of this policy, the school district should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.
D. In addition, the school district may take immediate steps, at its discretion, to protect the complainant, pupils, teachers, administrators or other school personnel pending completion of an investigation of alleged religious, racial or sexual harassment or violence.
E. The investigation will be completed as soon as practicable. The school district human rights officer shall make a written report to the superintendent upon completion of the investigation. If the complaint involves the superintendent, the report shall include a determination of whether the allegations have been substantiated as factual and whether they appear to be violations of this policy.

VI. SCHOOL DISTRICT ACTION
A. Upon receipt of a report, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination or discharge. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law and school district policies.
B. The result of the school district’s investigation of each complaint filed under these procedures will be reported in writing to the complainant by the school district in accordance with state and federal law regarding data or records privacy.

VII. REPRISAL
The school district will discipline or take appropriate action against any pupil, teacher, administrator or other school personnel who retaliates against any person who reports alleged religious, racial or sexual harassment or violence or any person who testifies, assists or participates in an investigation, or who testifies, assists or participates in a proceeding or hearing relating to such harassment or violence. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

VIII. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES
These procedures do not deny the right of any individual to pursue other avenues of recourse, which may include filing charges with the Minnesota Department of Human Rights, initiating civil action or seek redress under state criminal statutes and/or federal law.
IX. **HARASSMENT OR VIOLENCE AS ABUSE**

A. Under certain circumstances, alleged harassment or violence may also be possible abuse under Minnesota law. If so, the duties of mandatory reporting under Minn. Stat. 626.556 may be applicable.

B. Nothing in this policy will prohibit the school district from taking immediate action to protect victims of alleged harassment, violence or abuse.

X. **DISSEMINATION OF POLICY AND TRAINING**

A. This policy shall be conspicuously posted throughout each school building in areas accessible to pupils and staff members.

B. This policy shall appear in the student handbook.

C. The school district will develop a method of discussing this policy with students and employees.

D. This policy shall be reviewed at least annually for compliance with state and federal law.

**Legal References:**

Minn. Stat. 127.46 (Sexual, Religious and Racial Harassment & Violence Policy)

Minn. Stat. Ch. 363 (Minnesota Human Rights Act)

Minn. Stat. 626.556 et seq. (Reporting of Maltreatment of Minors)

**Cross References:**

MSBA Model Policy 102 (Equal Educational Opportunity)

MSBA Model Policy 403 (Discipline, Suspension and Dismissal of School District Employees)

MSBA Model Policy 406 (Public and Private Personnel Data)

MSBA Model Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)

**HARASSMENT AND VIOLENCE CONSEQUENCES**

Norwood Young America School District #108 will impose the following consequences for violations of the Harassment and Violence Policy. These consequences may include but are not limited to the following:

**First Offense:**

A. Verbal and/or written warning with parent notification

B. Student/Parent/Administration Conference

C. 1-3 day out of school suspension

**Second Offense:**

A. Student/Parent/Administration Conference

B. 2-5 day out of school suspension

C. Counseling with school personnel or outside resources

D. Will be reported to Sheriff's Department or Social Services

E. Harassment education through School Support Services Department

**Third Offense:**

A. Student/Parent/Administration Conference

B. 5-10 day out of school suspension

C. Counseling by School Support Services Personnel

**Fourth Offense:**

A. Recommendation for Expulsion
HOMECOMING ELIGIBILITY POLICY

Section 1: Any student, who receives a MSHSL violation during their sophomore, junior, or senior year will not be eligible to serve as a member of the Homecoming Royalty or to participate as a "Master of Ceremonies" during their sophomore, junior, or senior year.

Section 2: Any student, who receives a MSHSL violation during their freshman year, will not be eligible to serve as a member of the Homecoming Royalty during their freshman, sophomore, or junior year but would be eligible to participate during their senior year.

Section 3: Any student, who receives a MSHSL violation during their 8th grade year, will not be eligible to serve as a member of the Homecoming Royalty during their freshman and sophomore year but would be eligible to participate during their junior and senior year.

Section 4: Any student with two or more MSHSL violations will not be allowed to serve as a member of the Homecoming Royalty or "Master of Ceremonies" speaker.

PHILOSOPHY AND CODE OF SPORTSMANSHIP

PHILOSOPHY
1. We believe that students will learn important lessons from making the effort to be successful in extra-curricular programs, which cannot be learned in a classroom setting.
2. Participating in extra-curricular activities at CHS is a privilege not a right.

CODE OF SPORTSMANSHIP
All CHS extra-curricular participants will:
1. Show respect for all home and visiting coaches, officials, fans, and players.
2. Respect the property of others.
3. Respect and obey the rules of CHS, the MSHSL, and host schools.
4. Show respect to those who are responsible for enforcing the rules of CHS, the MSHSL, and host schools.
5. Display a thorough knowledge of the rules of his/her event.
6. Will be fully responsible for his/her own actions and the consequences of his/her actions.
7. Remember that an extra-curricular game/event is only a game/event - not a matter of life or death for player, coach, school, fan, or community
2019-2020 ACTIVITIES REGISTRATION FORM

This form must be completed and returned to the Activities Office or Main Office before the student will be permitted to practice or play.

Student Name__________________________ Grade_________ Gender_________  
Address __________________________________ City __________________ Zip_________  
Birth Date ___________ Home Phone ______________ Parent Email: ___________________________  
Mother's Name _________________________ Phone_____________ Work Phone ____________________  
Father's Name __________________________ Phone_____________ Work Phone ____________________  
Medical History: Diabetes ___________ Epilepsy ___________ Asthma ________________  
Allergies (list) _________________________________________________________________  

List any other health concerns: ____________________________________________________  

Permission is hereby granted to the attending physician to proceed with any medical or surgical treatment, x-ray examinations, and immunizations for the above named student. In the event of serious illness, the need for major surgery, or significant accidental injury, I understand that an attempt will be made by the attending physician to contact me in the most expeditious means possible. If said physician is not able to communicate with me, the treatment necessary for the best interest of the student may be given. In the event that an emergency arises during a practice session, an effort will be made to contact parents or guardians as soon as possible. Permission is also granted to the athletic trainer or coach to provide emergency treatment to this student prior to his admission to a medical facility.

Parent/Guardian Signature __________________________ Date______________  
Non-parent to notify in case of emergency ___________________________ Phone______________________________  
Family Physician Name ___________________________ Phone ____________________________  

I understand that as a participant, all MSHSL and Central Schools participation and eligibility policies will be followed.

Parent/Guardian Signature __________________________ Date______________  
Student Signature __________________________ Date______________  

OFFICE USE ONLY

Physical Date: ___________ Signed MSHSL Form Date: ___________  

The student has turned in all eligibility forms and paid his/her fee and is cleared to participate in practices, contests, and performance.

Fall  
Activity: ___________  
Fees Paid: ___________  
Authorization: ___________  
Refund Date (if dropped): ___________  

Winter  
Activity: ___________  
Fees Paid: ___________  
Authorization: ___________  
Refund Date (if dropped): ___________  

Spring  
Activity: ___________  
Fees Paid: ___________  
Authorization: ___________  
Refund Date (if dropped): ___________
TRANSPORTATION AND SCHOOL ACTIVITIES POLICY

"School activities begin and end at school."

The Norwood Young America Schools is aware of its responsibility to provide safe transportation for student groups that represent the school at activities in other communities. In this regard, the principle "school activities begin and end at school" will be followed. Participating students shall be required to ride both to and from out of town activities using school provided transportation. This policy also applies to activities at the Norwood Sports Complex.

An exception to this policy may be permitted providing a Release Form is completed and signed by the parent. On the form below, the parent may request that they be permitted to drive their son/daughter to and/or from the activity.

Another exception to this policy may be made if the parent, in person, appears before the coach or advisor and requests they be permitted to drive their son/daughter to and/or from the activity. In this case a Release Form must still be completed and given to the coach or advisor, however, the Principal’s/Designee’s signature is not required.

Students who do not adhere to this policy will be subjected to the following consequence:

Ineligible for the next scheduled event. If infraction takes place at the last event, student will be suspended for one day. In addition, if the driver is one of our students, the driver will also be suspended for one day.

ADDITIONAL FORMS ARE AVAILABLE AT THE H.S. & M.S. OFFICES

Release Form

I hereby request that my student (name) ________________________________

be permitted to ride with me to and/or from (location) ________________________________

on (dates) ________________________________

for the ________________________________ sport season.

I hereby warrant and covenant that I will defend, identify, and save the school district and its employees harmless from any or all actions, suits, claims, damages, judgement, and executions or other forms of liability, liquidated, or unliquidated, which any person may have or claims to have, now or in the future, arising out of or by reason of my transporting my student to and/or from this activity.

Date: ____________________ Parent’s or Legal Guardian’s Signature: ______________________

Date: ____________________ Principal’s/Designee’s Signature: ______________________
MINNESOTA RIVER CONFERENCE ATHLETIC AND FINE ARTS SPORTSMANSHIP POLICY

I. PROGRAM GOALS/EXPECTATIONS:
It is the vision of the Minnesota River Conference Schools to call upon the school community of: teachers, coaches, students, parents and directors of music, speech, debate and drama; to strive for sportsmanship in everything they do by teaching the values, long thought inherent in interscholastic activities. The Minnesota River Conference views this policy as an effort to instill values, personal responsibility, good sportsmanship and good citizenship in our students, coaches, and fans. It is the belief of the Minnesota River Conference Schools that students can believe in and live by the values of: dignity, respect, equity, fairness, scholarship and sportsmanship.

The expectations of the Minnesota River Conference is to provide an environment where:
- Coaches lead by example through respect of officials and acceptance of the outcome of the event, without criticism.
- Spectators support the efforts of their team through attendance at events and avoid abusive sideline coaching and criticism of game officials.
- Students demonstrate the model of sportsmanship whether completing or being a spectator.

II. TARGET AUDIENCE:
The Sportsmanship Policy of the Minnesota River Conference Schools is aimed at our students, coaches, parents, and fans. Through on-going sportsmanship programs and activities, the Minnesota River Conference will present its policy throughout the communities of the M.R.C.

III. SPORTSMANSHIP COMMITTEE MEMBERSHIP:
The Minnesota River Conference Schools will form a MRC Advisor Sportsmanship Committee consisting of the MRC athletic directors.

It shall be the duty of the committee to revise the Sportsmanship Policy and promote school sponsored programs that encourage sportsmanship at the Minnesota River Conference Schools.

IV. THE MINNESOTA RIVER CONFERENCE SPORTSMANSHIP RESOLUTION
Recognizing that participation in interscholastic activities is a privilege, the Minnesota River Conference requires that conduct of student participants be exemplary at all times. Participants are representatives of the Minnesota River Conference and their school and must conduct themselves appropriately both while in school and out of school. Student participants who violates this policy are subject to being removed from the activity at the discretion of the coach, athletic director, or building principal.
The building principal, with input from coaches, parents, teachers and students shall develop rules or conduct codes for all participants consistent with this policy and the rules adopted by the Minnesota State High School League. These rules should contain a notice to participants that failure to abide by them could result in removal from the activity. The rules and conduct codes shall be reviewed by the building principal and the athletic director periodically and presented to the school board.

V. CODE OF CONDUCT

SCHOOL BOARD -
- Adopt policies/resolutions that promote the ideals of good sportsmanship, ethics, and integrity.
- Serve as positive role models and expect the same from parents, fans, participants, coaches, and other school personnel.
- Support and reward participants, coaches, school administrators and fans that display good sportsmanship.
- Recognize the value of school activities as a vital part of education.
- Attend and enjoy school activities.

SCHOOL ADMINISTRATORS -
- Develop a program for teaching and promoting sportsmanship.
- Provide appropriate supervisory personnel for each interscholastic event.
- Support participants, coaches and fans that teach and display good sportsmanship.
- Recognize exemplary behavior and actively discourage undesirable conduct by participants, coaches and fans.
- Attend events whenever possible and function as model of good sportsmanship.

COACHES -
- Follow the rules of the sport during the progress of the contest.
- Accept the decisions of contest officials and show respect for those decisions.
- Avoid unsports-like gestures or language.
- Display modesty in victory and graciousness in defeat.
- Avoid excessive public display of criticism in front of participants or spectators.
- Teach sportsmanship and reward players that are good sports.
- Avoid any contact with officials immediately following games.

STUDENT ATHLETES -
- Show respect for opponents by shaking hands with them.
- Accept the decisions of the contest officials.
- Avoid unsports-like gestures or language.
- Display modesty in victory and graciousness in defeat.
- Learn the rules of the games.
- Show respect for opposing coaches, players and fans.
SPECTATORS -
- Take part in cheers with the cheerleaders and applaud good performances.
- Work cooperatively with contest officials and supervisors in keeping order.
- Refrain from crowd booing, foot stomping or making negative comments about officials or participants.
- Stay off the playing floor or contest area at all times.
- Show respect for public property.
- Show respect for coach's decisions during and after games.
- Be positive and refrain from negative comments.

CHEERLEADERS -
- Use discretion in selecting the time to cheer.
- Encourage support for any injured participant.
- Show respect for opposing cheerleaders.
- Learn the rules of the game.
- Lead positive cheers, which praise your team without antagonizing the opponent.
- Encourage a positive crowd alternative when booing or inappropriate chants begin by starting a popular cheer.

BANDS -
- Choose appropriate music and time for performing.
- Show respect at all times for officials, opponents and spectators.
- Stay off the playing floor or contest area at all times.

OFFICIALS -
- Accept your role in an unassuming manner.
- Maintain confidence and poise, controlling the contest from start to finish.
- Know the rules of the game thoroughly and abide by the established Code of Ethics.
- Publicly shake hand with coaches or both teams before the contest.
- Never exhibit emotions or argue with participants and coaches when enforcing rules.
- When watching a game as a spectator, give the officials the same respect you expect to receive when working a contest.
- Be prompt for all coaches.

MEDIA -
- Report act of sports-like behavior without giving undue publicity to unsports-like conduct.
- Refrain from making negative comments toward participants, coaches or contest officials.
- Recognize efforts of all whom participate in the contest.
- Report facts without demonstrating partiality to either team.
- Film and report from school designated areas.
VI. CODE OF ETHICS:

COACH -
A coach will be in violation of the standards or good sports established by the Minnesota State High School League by:

- Making degrading or critical remarks about officials during or after a contest either on the field of play from the bench or through any public news media.
- Arguing with officials or goes through motions indicating dislike/despair for a decision.
- Detaining the officials following the contest to request a ruling or explanation of actions taken by the official.
- Being ejected from any contest.

PLAYERS -
As a student participant of the Minnesota River Conference interscholastic activities, I understand and accept the following responsibilities:

- I will respect the rights and beliefs of others and will treat others with courtesy and consideration.
- I will be fully responsible for my own actions and the consequences of my actions.
- I will respect the property of others.
- I will respect and obey the rules of the Minnesota River Conference and the laws of my community, state and country.
- I will show respect of those who are responsible for enforcing the rules of my school and the laws of my community, state, and country.
- I will show respect for the calls of the officials and refrain from any actions or comments, which are disrespectful.

VII. PROMOTION STRATEGIES

IDEAS FOR PROMOTING THE "GOOD SPORT PROGRAM" -
Throughout the school year, the Sportsmanship Committee will establish ideas for promoting the "Good Sport Program" at the Minnesota River Conference. The "Good Sport Program" at the Minnesota River Conference will include, but not limited to the following:

- Creation of a "warning ticket" to hand to those who exhibit poor sportsmanship in the stands.
- Development of a speaker's bureau: Administrators and coaches and selected student athletes could talk with local adult civic organizations about the "Be a Good Sport" campaign. Student athletes could deliver talks to students in the junior high and elementary schools to stress good sportsmanship.
- Have the school board develop a policy that stresses that attendance at an athletic event is a privilege, and that inappropriate behavior by any party will be dealt with appropriately.
- Send local media press releases stating that the Minnesota River Conference has joined the "Be A Good Sport" campaign to promote good sportsmanship.
- Use the "Be A Good Sport" logo and ads in the Minnesota River Conference publications.
- Create banners and posters that convey the messages of good sportsmanship and welcome opponents to the Minnesota River Conference.
If the Minnesota River Conference and its spectators and athletes receive good sportsmanship from opponents, write letters to the principal or athletic director of that school. The end result is that both parties are encouraged to practice good sportsmanship.

Have the Minnesota River Conference public address announcer read a pregame statement encouraging sportsmanship and proper respect for the opponents and game officials.

**REWARDS FOR GOOD SPORTS BEHAVIOR -**
Throughout the school year, the Sportsmanship Committee will establish ideas for rewarding sportsmanship at the Minnesota River Conference. The “Good Sport Program” at the Minnesota River Conference will include, but not limited to the following:

- Have administrators, coaches and cheerleaders note examples of good sportsmanship. Those individuals will be recognized in a “Good Sport Recognition” program.
- Handout sportsmanship rewards at home events.

**CONSEQUENCES FOR ACTS OF MISCONDUCT -**
Acts of misconduct will be dealt with on an individual basis. Depending on the severity of the misconduct, players, coaches, and spectators could:

- Receive oral reprimands.
- Be asked to leave the event.
- Be removed from the playing event.
- Serve a one game suspension or more.
- Further legal ramifications could apply to personal behavior deemed inappropriate.

**VIII. EVALUATION PROCEDURES:**
During the course of the school year, the Minnesota River Conference will evaluate the effectiveness of our sportsmanship program. Things to evaluate will include:

- Promotional activities.
- Team and fan behavior.
- School procedures to handle conflicts.
- Recognition programs to reward good sports behavior.
- Crowd control plans.