

Salem-Keizer Public Schools
HIGH SCHOOL STUDENT ATHLETE AGREEMENT
STATEMENT

School District 24J is proud of its athletes and athletic programs. Our coaches, administrators, teachers, students, and community expect athletes to make consistent application to the athletic program.

The guidelines set forth in this administrative policy have been established as a minimum code for athletes. This policy will be administered by the coach in conjunction with the building administration.

The following guidelines have been established for athlete and parent approval before any student can represent School District 24J in athletics:

1. **Salem Keizer School District's athletic programs focus on excellence in academics, leadership, character development, and competition as a vital part of the education experience. The District has high expectations for the behavior and performance of the students participating in athletics.**
2. **Participation in District sponsored extra-curricular athletic programs is a privilege, not a right, and is contingent upon the student's academic standing, attendance, and ability to abide by the behavior standards set forth in this policy and Oregon School Activities Association (OSAA).**
3. **Participants and their parents/legal guardian will acknowledge their understanding and agreement with this policy by reading and signing the High School Student Athlete's Expectations Agreement.**
4. **Participation:**
 - 4.1. Prior to participating in a sport for the first time, the student athlete and their parents or legal guardian are required to sign the High School Student Athlete Agreement Statement. By their signatures, the student athlete and parent agree that the student athlete shall comply with and abide by the terms and conditions of the policy.
 - 4.2. The signed agreement remains in effect for all subsequent years that the student participates in a District sponsored athletic program.
 - 4.3. Student-athletes will adhere to the expectations for participation, as outlined in this policy, from the first day the agreement is signed until the final day of their high school athletic career, twenty-four (24) hours per day, both while at, and away from, school.
 - 4.4. The expectation set forth in this code of conduct are a minimum set of standards for athletes participating in a District sponsored athletic program and do not supersede the District's student discipline policy and procedure.
 - 4.5. Students participating in athletics should expect discipline consequences to be applied from both the student discipline policy and this policy. Additionally, the policy does not necessarily reflect OSAA policies, which may have additional consequences.
5. **Academic Standing:**
 - 5.1. To be eligible to participate in a sport, the student athlete must meet OSAA's academic eligibility which require that the student athlete:
 - 5.1.1. Has passed a minimum five (5) classes the semester immediately prior to participation.
 - 5.1.2. Is making satisfactory progress toward graduation.
 - 5.1.3. Is enrolled in and passing minimum of five (5) classes during the semester in which they are participating.

*Individual programs may implement academic requirements that exceed the minimum district/OSAA expectations.
 - 5.2. Any athlete not maintaining the standards outlined in Section 5 of this policy, may be assigned by the coach or school administrator to a supervised study program and required to submit a weekly grade check demonstrating improvement.
 - 5.2.1. Any athlete submitting a weekly grade check indicating worsening grades may be deemed ineligible to participate by a school administrator until the student athlete can demonstrate they are meeting the academic requirements as outlined in section 5.1.
 - 5.2.2. Unexcused absences from the supervised study program may result in a school administrator suspending the

student athlete from participation in contests and/or remove the student athlete from athletic program(s).

- 5.2.3. Student athletes who fail to abide and comply with the criteria outlined in Sections 5.2 of this policy may be deemed ineligible to participate in athletic program(s) by the school administrator.

6. Attendance:

- 6.1. Student athletes are expected to be on time and attend all classes during the school day in order to participate in any athletic function occurring on the same day.
- 6.2. Student athletes absent during the school day may not participate in athletics that day with the exception of absences proactively excused by school administration.
- 6.3. Chronic unexcused absences and/or tardiness may result in suspension from contests, practices, and/or removal from athletic programs.
- 6.4. If an attendance infraction is reported after the student athlete participated in an athletic function, a suspension may occur at a date to be determined by school officials.

7. Behavior Standards:

- 7.1. Student athletes must represent their school in a manner worthy of school and community pride. Behavior that results in dishonor to the student, team, coach/ leaders, school, or district will not be tolerated and consequences will be administered.
- 7.2. A student athlete's discipline record stays with them throughout their high school career and consequences will be administered as outlined in Section 8 of this policy, regardless if the student transfers between Salem-Keizer high schools or transfer into a Salem-Keizer high school from out of the district.
- 7.3. Student athletes are expected to comply with district policies and procedures, school rules, and expectations both at and away from school and at all school sponsored activities. Offenses and their consequences are defined in the District's student discipline policy and procedure and include:
 - 7.3.1. Possession, selling, distribution, buying, use of, or being under the influence of an alcoholic beverage; inhalants, including solvents, and other dangerous substances; or any other drug as defined by but not necessarily limited to the Uniform Controlled Substance Act, ORS 475.005; possession of paraphernalia, possession of look-alikes being represented as being a controlled substance(s), and/or misuse of prescription or non-prescription drugs; smoking, possessing, selling, buying, transmitting, distributing, or otherwise using tobacco products; physical assault of another person; aggressive behavior; threats (written, verbal, or conduct); harassment; intimidation; bullying; sexual harassment; racism; possessing, transmitting, selling, or displaying a weapon or look-alike weapon; unauthorized absences; any act or attempted act of fire-setting; misuse of computer networks and internet; property damage; theft; and nonpayment of fees, fines, and/or restitution for damaged or lost property.
- 7.4. Student athletes found in violation of District's student discipline policy and procedure and/or school rules will be held accountable for their actions as per the consequences outlined in the student discipline policy and procedure. In addition, the coach or school administrator may determine that the student athlete will have additional consequences as outlined in this policy.
- 7.5. Student athletes who initiate a complaint or otherwise report sexual harassment or sexual assault covered by Administrative Policy HUM-A029 or who participate in an investigation may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported sexual harassment or sexual assault and that were discovered because of the report or investigation unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the prohibited conduct.
- 7.6. Student athletes who, either in school or away from school, have acted in a manner that constitutes a criminal offense, (excluding minor traffic violations), may be suspended from participation and/or removed from athletic program(s).
- 7.7. Student athletes who find themselves in the presence of persons who are illegally using, possessing, selling, buying, transmitting, distributing, or otherwise using or under the influence of alcohol, inhalants, or any other drug as defined by District's student discipline policy and procedure shall as safely and immediately remove themselves from the presence of all persons and places involved and immediately contact their parents and notify their head coach, assistant coach, or other school official within 24 hours.

8. Consequences:

- 8.1. School administrators will work with coaches to investigate alleged violations of this policy and when warranted, the coach or administrator will use the consequences set forth in this policy as the minimum set of consequences for student athletes who violate the behavior standards delineated in this policy.
- 8.2. Student athletes who are dishonest or withhold information regarding violations and or investigations of any part of this policy may be suspended or removed from athletic programs. Student athletes who are found to be dishonest at any point in the related investigatory process are also not eligible for the minimum consequences delineated in this policy.
- 8.3. Athletic fees will not be reimbursed for athletes suspended/removed from programs.

8.4. School Consequences:

- 8.4.1. Student athletes who are suspended from school or serve an in-school suspension, for any reason, shall not participate in athletics during their suspension.
- 8.4.2. The accumulation of two suspensions from school during one sport season may result in suspension and/or removal from the program for the duration of the season at the discretion of the school administration.

8.5. Athletic Consequences:

- 8.5.1. Student athletes who violate the behavior standards for: Possession, selling, distribution, buying, use of, or being under the influence of an alcoholic beverage; inhalants, including solvents, and other dangerous substances; or any other drug as defined by but not necessarily limited to the Uniform Controlled Substance Act, ORS 475.005; possession of paraphernalia, possession of look-alikes being represented as being a controlled substance(s), and/or misuse of prescription or non-prescription drugs; smoking, possessing, selling, buying, transmitting, distributing, or otherwise using tobacco products; physical assault of another person; aggressive behavior; threats (written, verbal, or conduct); harassment; intimidation; bullying; sexual harassment; racism; possessing, transmitting, selling, or displaying a weapon or look-alike weapon; any act or attempted act of fire-setting; property damage; theft; and tobacco, alcohol, and drugs as outlined in Section 7 of this policy are subject to the following athletic consequences, in addition to school disciplinary consequences:
 - 8.5.1.1. The first offense during the student athlete's high school career will result in a 21 calendar day suspension from participation in athletics. However, if the student athlete was honest throughout the investigatory process and took ownership for their behavior, they may be eligible for a 14 calendar day suspension from participation in athletics, provided they also successfully complete the 3rd Millennium coursework related to their offense.
 - 8.5.1.2. The second offense during the student athlete's high school career will result in a 42 calendar day suspension from participation in athletics.
 - 8.5.1.3. The third offense during the student athlete's high school career shall result in a suspension for a calendar year.
 - 8.5.1.4. The fourth offense during the school athlete's high school career will result in a suspension for the remainder of high school.
 - 8.5.1.5. In coordination with the Secondary Director and/or District AD, students may be placed on probation. Probation can only be assigned one time during a high school career.
- 8.5.2. Reinstatement to the athletic program for a student athlete who violates the behavior standards for tobacco, alcohol, and drugs as outlined in Section 7 of this policy is contingent upon:
 - 8.5.2.1. Completion of a current drug/alcohol assessment at a licensed agency offering assessments;
 - 8.5.2.2. Compliance with all written recommendations made by a substance abuse counselor or other appropriate person;
 - 8.5.2.3. Ability to provide appropriate written documentation from the licensed agency who conducted the assessment;
 - 8.5.2.4. Completion of the athletic participation suspension;
 - 8.5.2.5. Completion of all requirements of school diversion consequences; and the athletic director's approval.

8.6. **Serving Suspensions:**

- 8.6.1. In Season: A student athlete suspended while currently participating in a sport will begin their suspension upon notification of the violation or upon the first playable date of the sport season, whichever comes later.
- 8.6.2. Out of Season: A student athlete suspended while out of season will begin their suspension upon the first playable date of the athlete's next season of participation in a sport.
- 8.6.3. Suspensions from athletic participation must be served in their entirety and the student athlete must complete the current season.
- 8.6.4. The suspended student athlete must stay in good standing behaviorally with the athletic program for the remainder of the season in order to successfully complete their suspension. This means that the student athlete continues to attend and participate in practices and team events and contribute positively to the team while not participating in sanctioned events/games.
- 8.6.5. Student athletes who are suspended and/or removed from an athletic program shall not participate in another athletic program for the remainder of the season in which they were suspended and/or removed.

9. **Due Process:**

- 9.1. If a student athlete faces disciplinary action, which may result in suspension or dismissal from an athletic team, the following due process will occur:
 - 9.1.1. The administrator will meet with the student and inform him/her of the reasons for the disciplinary action. The student athlete will have the opportunity to present their version of the facts as they pertain to the situation.
 - 9.1.2. The administrator will notify the student athlete's parents of the situation and any disciplinary action(s) to be administered.
- 9.2. If the parent wishes to appeal the disciplinary consequence(s), the following process applies:
 - 9.2.1. The parents shall first meet directly with the athletic director in an attempt to resolve the situation.
 - 9.2.2. If unable to resolve the issue, the parent may request the principal review the decision. This request must be submitted in writing to the principal within two (2) school days from the date the parent is notified of the athletic director's decision.
 - 9.2.3. Upon receipt of the written appeal the principal, or their designee, will investigate the situation, provide the athlete with an opportunity to present their version of the facts, and shall respond to the appeal
 - 9.2.4. If unable to resolve the issue with the principal or their designee, the parent may request the Superintendent review the decision. This request must be submitted in writing to the Superintendent within two (2) school days from the date the parent is notified of the principal's decision.
 - 9.2.5. The Superintendent or their designee shall designate a hearings officer to hear the case. The hearings officer shall hold a hearing and render a decision.
 - 9.2.6. The hearings officer's decision shall be final.
- 9.3. With local school administrative approval, the student athlete may be allowed to continue to attend practices/team functions but shall not participate in athletic contests during the appeal process.