

Fairbanks Local Schools Athletic Department

**Coaching Handbook
2023-2024**



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TABLE OF CONTENTS

Free Online Parent Course	3
Required Before Participation	3
Academic Eligibility	4
Attendance Requirements for Participation	5
Drug, Alcohol, and Tobacco Policy	5
Random Drug, Alcohol, and Tobacco Policy	6
Tobacco Free Campus	12
Social Media & Guidelines for Student-Athletes	13
Sportsmanship	15
Ejection from Athletic Contests	15
Student-Athletic Code of Ethics	18
Coaches Code of Conduct	20
Spectator Code of Ethics	21
Athletic Budget and Fundraising	22
Weight Room Policy	22
Individual Coach Rules	22
Training and Locker Room Policy	22
Lockers	23
Equipment	23
Bus Trips	23
Risk of Participation	23
Denial of Participation	23
Frank Spurlock Memorial and Victory Bell	24
Hazing	24
Injuries	24
Insurance Verification	24
Multi-Sport Participation	25
Home-Educated Student Participation	25
Athlete Quitting A Team	26
Parent/Athlete/Coach Communication	26
Participation Fee	26
Physicals and Emergency Medical Forms	26
Playing Time	26
Practices and Open Gyms	27
Uniforms	27

Wall of Honor (All Ohio Honors)	27
Award System	27
Varsity Awards	28
Special Sport Award	31
Sport Teams and Club Teams	35
Coaching Hiring Policy	36
Coach Evaluation Policy	38
Brand Guide	45

Introduction

The Fairbanks Local Schools Athletic Department is pleased that your son or daughter has chosen to participate in interscholastic athletics in the Fairbanks Local School District. Athletics is an important component in the overall education of our students. We feel that informed and supportive parents can greatly enhance the student athlete's athletic experience. It is the intent of this handbook to introduce athletes and parents to the policies and procedures of the Fairbanks Local Schools Athletic Department.

The Fairbanks Local Schools Athletic Department believes that participation is a "privilege" and not a "right". Therefore, we reserve the right to deny participation for the student who fails to abide by the rules and policies set forth in this handbook. It is also our belief that student athletes should be held to a standard of behavior greater than that of the general student body.

The Fairbanks Local Schools Athletic Department believes the purpose of athletics is to develop sportsmanship, character, leadership, and the desire to excel on the athletic field, the classroom, and ultimately in life. Coaches, parents, and athletes must work together with these goals in mind.

If you have any questions about the materials presented in this handbook, please feel free to contact the athletic director or principal.

Free Online Parent Course

The athletic department would like to encourage parents to go online at www.nfhslearn.com and take the free course, *The Parent Seat*. In this course, the NFHS has provided information and resources to help educate parents on the importance of proper behavior in school sports and the role they must play to ensure their child has a positive sports experience.

Required Before Participation

In order to begin participation, the student athlete is required to have a current physical on file with the athletic department. The Ohio High School Athletic Association (OHSAA) physical form can be accessed at <https://ohsaa.org/medicine/physicalexamform>

The following forms must also be completed prior to the start of the season.

1. Ohio Department of Health Concussion Acknowledgement
2. Informed Consent Drug Testing Agreement
3. Athletic Code of Conduct
4. Insurance Verification
5. Athletic Travel Release
6. Emergency Medical Authorization
7. Weight Room Rules
8. Sudden Cardiac Arrest (Lindsay's Law)

To complete forms, go to <https://fairbanks-oh.finalforms.com/>

Academic Eligibility

The Fairbanks Athletic Department adheres to the standards set forth by the OHSAA and the Ohio Department of Education. At Fairbanks we believe that athletics is a part of the entire educational process and that high levels of scholarship should be encouraged. The eligibility requirements at Fairbanks Local Schools satisfy the state requirements and set a high standard of academic excellence.

Middle School: A student entering the seventh grade for the first time is eligible for athletics for the first nine weeks grading period. In order to remain eligible, seventh and eighth grade students must have received passing grades in a minimum of five subject areas in the previous grading period.

- In addition to the OHSAA policy, middle school students will have grades checked every two weeks. If a student athlete has two failing grades they will immediately be ineligible. Once the next grade check occurs, they can regain eligibility. Practice during the time of ineligibility is at the discretion of the coach and parent. Athletes may not dress for any contests during that time.
- For fall eligibility during their ninth grade year, incoming freshmen must have passed a minimum of five subjects and must meet the Fairbanks GPA standard of a 1.0 during the fourth nine weeks of their eighth grade year.

High School: To be eligible for participation, students must be enrolled in a minimum of five credit classes and must have passed a minimum of five classes in the previous grading period as required by the OHSAA. (Students enrolled in a course worth .25 credit (i.e., phys ed, office worker) will need a minimum of six credit classes to be eligible.)

In addition, students must meet the minimum nine weeks grade point average during the previous grading period to remain eligible as listed below:

- First year students (includes incoming freshmen) must have received a 1.0 or higher in the previous grading period (Fourth Nine Weeks of their eighth grade year determines the fall eligibility).
- Second year students (includes incoming sophomores) must have received a 1.5 or higher in the previous grading period (Fourth Nine Weeks of their ninth grade year determines the fall eligibility).
- Third year students (includes incoming juniors) must have received a 1.75 or higher in the previous grading period (Fourth Nine Weeks of their tenth grade year determines the fall eligibility).
- Fourth year students (includes incoming seniors) must have received a 2.00 or higher in the previous grading period (Fourth Nine Weeks of their eleventh grade year determines the fall eligibility).

Additional Notes:

- The grade point averages are not the cumulative GPA, but the nine weeks GPA.
- The eligibility or ineligibility of a student continues until the start of the fifth school day of the next grading period, at which time the grades from the preceding grading period become effective. The exception is the first grading period where grades from the preceding grading period commence with the start of the fall season.
- The fourth nine weeks determines eligibility for the first nine weeks of the following school year. For fall eligibility during the ninth grade year, incoming freshmen must have passed a minimum of

five subjects and must meet the Fairbanks GPA standard of a 1.0 during the fourth nine weeks of their eighth grade year.

- Classes taken during the summer do not affect a student's eligibility for the fall season.
- Home School students must meet the participation policy established by the OHSAA and the Fairbanks Board of Education guidelines for participation in athletics.
- The OHSAA distributes an Athletic Eligibility Bulletin every spring. This bulletin outlines all OHSAA regulations and can be viewed at www.ohsaa.org. The Athletic Department encourages parents and athletes to read the bulletin prior to the start of the season.

Attendance

Participation in any school sponsored activity is directly related to daily attendance. The following procedures are to be followed:

- Students must be in class by 9:00 a.m. and complete the remainder of their scheduled school day in order to participate in athletics. (Second period late arrival students must arrive by 9:00 a.m. Third period late arrival students must be on time.)
- On weather delay days students must report to school on time.
- A student who is absent on Friday may not participate in a school activity over the weekend unless a parent/legal guardian has made an attendance call and the absence is verified.
- A student who leaves school early must provide a doctor's note or obtain approval from the principal/athletic director to be cleared for participation.
- Attendance exceptions will be made with a note from a doctor or approved by administration. Extenuating circumstances need to be cleared with the principal in advance.

Drug, Alcohol and Tobacco Policy

Research has shown that the use of tobacco, drugs and alcohol have harmful effects on social and intellectual development of children and on their mental, physical and emotional health. Therefore, regulations concerning tobacco, drugs and alcohol will be in effect for all athletes year round (365 days), 24 hours a day, while the student is enrolled at Fairbanks grades seven through twelve. Consequences follow the random drug policy.

1. A student shall not possess, use or transmit any alcoholic beverages, dangerous or controlled drugs, counterfeit drugs, narcotics, vapes/electronic cigarettes, inhalants, or volatile liquids. The students shall not possess any paraphernalia (this includes T-shirts) that relate to or advertise the use of alcoholic beverages, dangerous or controlled drugs, counterfeit drugs, narcotics, inhalants or volatile liquids, tobacco and vapes/electronic cigarettes. This rule applies in school buildings, school grounds, school buses, and/or during school activities.
2. The purchasing, possession, or use of tobacco products in any form is prohibited.
3. Selling or distributing tobacco, drugs and/or alcohol is prohibited.

THESE RULES APPLY 365 DAYS A YEAR, 24 HOURS A DAY

Random Drug, Alcohol, and Tobacco Policy

1. TESTING TIMELINE

The testing period will begin August 1st and continue until sports at Fairbanks have concluded for the school year. The athletic director will communicate this timeline to the vendor.

2. LIST OF ELIGIBLE STUDENT ATHLETES

The athletic director will supply the vendor with a list of all student athletes participating in interscholastic athletics. The list will include athletes from fall, winter and spring seasons.

3. SELECTION OF STUDENT ATHLETES FOR TESTING

Throughout each athletic season all athletes are subject to testing. This will include student athletes who are not currently in season. A number up to 10% will be selected. The vendor will use a computer system to select student athletes for testing. The administration reserves the right to select student athletes who present a reasonable suspicion for use of banned substances.

4. INFORMED CONSENT

All student athletes and their parent/guardian/custodian must properly sign the *Informed Consent Agreement* prior to testing. Failure to have a signed consent form on file is considered to be a refusal to test and will carry the consequences of a positive result.

5. SCHEDULING OF DRUG TESTING

Urine drug testing is unannounced. The dates are selected by the vendor and confirmed with the building principal or his/her designee.

6. FORM COMPLETION

The vendor is responsible for administering the proper drug testing *Custody and Control* forms. These forms will satisfy the needs of the *Fairbanks Local Schools Student Athlete Drug, Alcohol and Tobacco Prevention Program Policy* and the testing laboratory.

7. SAMPLE COLLECTION

Split samples will be collected following federal and state guidelines to ensure accuracy and confidentiality. The procedures for the collection of urine samples are listed below under COLLECTION PROCESS.

8. COLLECTION PROCESS

Selected student athletes report from class to the collection site. A specimen of urine is collected following this process:

- a. Student first is asked to wash his/her hands with soap and water and dry them.
- b. No purses, bags, or containers may be taken into the collection area with the student. All extra coats, vests, jackets, sweaters, etc. are to be removed before entering the collection area.
- c. The drug testing *Custody and Control* form is completed by the student and the collector.
- d. The student is told to urinate directly into the provided container and should provide a sufficient amount of urine in one attempt. The student is also told he/she is to hand the

container to the collector.

- e. The student steps up to the urinal or enters the stall to collect the specimen, then hands the container to the collector. The student may then rewash his/her hands.
- f. With the student watching, the collector will recap the specimen bottle tightly.
- g. The collector checks the volume, reads and records the temperature within four minutes of the collection and looks for evidence of tampering. If tampering is suspected, a second specimen will be requested. A second suspected tampered specimen will be considered refusal to test and the athletic director notified.
- h. The collector takes the properly signed and initialed bottle seal and places it over the cap and sides of the bottle.
- i. The sealed bottle is placed inside the transport bag and the top sealed as directed.
- j. The top lab copies of the drug testing *Custody and Control* form are folded with the top portion visible to the outside and placed in the requisition pouch. This pouch is then sealed as indicated. The student is given the donor copy of the form.
- k. The student is then sent back to class.
- l. The collector distributes the remaining copies of the form as required, being responsible for getting the appropriate copy of the form to the MRO in a timely manner.
- m. The athletic director will be notified immediately of any student who refused to give a urine sample.
- n. The student may flush the toilet after the specimen has been provided to the collector.
- o. If a student is unable to provide a specimen, they will be permitted to drink no more than 40 ounces of liquid and will be given the opportunity to try again. They will not be permitted to leave the collection/waiting area. If a student is unable to provide a specimen it will be considered a refusal to test and the athletic director will be notified.

MEDICAL REVIEW OFFICER (MRO) RESPONSIBILITIES

The MRO will review all results of urine drug testing. Any urine specimen testing positive for illicit or banned substances will be handled in the following manner:

- a. The MRO determines if any discrepancies have occurred in the *Chain of Custody*.
- b. Depending on the substances found in the urine, if necessary the MRO will contact the parent/guardian/custodian to determine if the student is on any prescribed medication from a physician.

- c. If the student is on medication, the parent/guardian/custodian will be asked to obtain a letter from the prescribing physician, within five working days, to document what medications the student is currently taking. Failure to provide such requested information will be considered a positive result.
- d. The MRO will then determine if any of the prescribed medications resulted in the positive drug screen.
- e. Specimens reported, by the MRO, as adulterated will be considered as positive and the consequences are the same as positive test results.
- f. Finally, the MRO, based on the information given, will certify the drug test results as positive or negative and report this to the building principal or personnel designated by the building principal, initially reporting positive results by phone.
 - (1) For example, a drug screen positive for codeine may be ruled negative by the MRO when he receives a letter from the treating physician that the student has been prescribed Tylenol with codeine as a pain medication following a tooth extraction.
 - (2) Or, if a student has a positive drug screen for codeine and has no documented physician order for the medication (maybe a parent gave the student one of the pills), this would likely be ruled a positive drug test by the MRO.
 - (3) Drug screens positive for illicit drugs (marijuana, heroin, cocaine, alcohol, etc.) would automatically be considered positive by the MRO.
- g. The MRO will complete the final review on the drug testing *Custody and Control* form and return the appropriate copy to the building principal in a confidential manner.

10. **PICK-UP PROCESS**

The vendor is responsible for seeing that specimens are delivered to or picked up by the testing laboratory and the *Chain of Command* form properly annotated.

11. **NATURE OF POLICY**

No student athlete will be academically punished for testing positive for illegal drugs or banned substances. Provisions of the Student Handbook will remain in effect and other penalties authorized by the Board may be imposed if a student is found to be in possession of drugs, drug paraphernalia, etc. as outlined in the Student Handbook on school property, while attending school sponsored activities, or any other time a student is subject to the authority of school personnel. All drug results are considered confidential and will be handled accordingly. Information regarding the results of drug tests will not be disclosed to criminal or juvenile authorities. However, if a binding subpoena is presented for such results, the parent/guardian will be notified to the extent authorized and required under law and the District shall comply with all legal requirements regarding these confidential records.

12. **ILLICIT OR BANNED SUBSTANCES**

For the purposes of this policy, the following drug classes, substances or their metabolites can be tested for and are considered illicit or banned for the Fairbanks Local School District.

Alcohol	Cocaine Metabolite	Nicotine
Amphetamines	LSD	Opiates
Anabolic Steroids	Marijuana Metabolites	Phencyclidine
Barbiturates	Methadone	Propoxyphene
Benzodiazepines	Methaqualone	MDMA (ecstasy)
Codeine	Morphine	Hydrocodone
Oxycodone	Methamphetamine	MDA

The building principal and his/her designee may specify specific classes for substances to be tested each testing date.

13. REFUSAL TO TEST

Any athlete who refuses to submit to drug screening will face the same consequences as if a positive test result were obtained. Failure to have a signed *Informed Consent Form* on file and inability to submit a sample are both considered to be a refusal to test and carry the consequences of a positive result.

(a). Not providing a specimen on the day of testing will be considered a refusal to test unless the student athlete is on vacation or an excused absence. No other reasons shall be valid or accepted. In order to provide a specimen, if the vendor is no longer at the school site, the student athlete will have to go to the vendor location during their hours of operation to provide the specimen within 24 hours. The student athlete will have to pay the cost of the test if they do not give a specimen at the time and location provided by the school. The vendor shall not wait longer than 10 minutes from the time that they have completed all other athletes for a specimen to be provided.

In the event a student is not able to provide an adequate sample, the student athlete must complete the screen within 24 hours at the vendor's location.

(b). If the sample result comes back as “negative diluted”, upon notification by a Fairbanks administrator, the student athlete must go to the vendor site for a re-test within 24 hours. According to the vendor, “diluted samples may be consistent with consuming large quantities of water and/or an attempt to “mask” a prohibited substance”. The student athlete shall not be permitted to participate until another specimen has been given and verification paper work has been provided to the principal or athletic director. **The school shall cover the first re-test, after that, the student will cover the cost.**

(c). If the second sample comes back “diluted”, a re-test must occur within 24 hours and the student athlete will be ineligible to participate until the test results have been given to the principal or athlete director.

1. PROCEDURES IN THE EVENT OF A POSITIVE RESULT

1. All positives are automatically confirmed using gas chromatograph/mass spectrometry (GM/MS). These results are reported by the MRO to the principal or designee who will notify the parent/guardian/custodian. The parent/guardian/custodian has the option to request that the vendor have the split portion of the specimen tested at a different testing laboratory approved by the principal or his/her designee. The parent/guardian/custodian must pay for all costs associated with the testing of the second

(split) sample. This request must be made within 3 days and if not requested, the first sample will be accepted.

2. If the second test is also reported as positive by the MRO or if the parent/guardian/custodian did not request the split test to be performed, a positive result will be declared. A written notification from the building principal or his/her designee will be sent to the parent/guardian/custodian outlining the results of the testing and the consequences of the positive result.
3. The student will be required to submit to weekly urine specimens, via the vendor, for five weeks. The parent/guardian/custodian will be responsible for paying for all costs of these weekly urine tests. If the student refuses to submit to weekly tests, the student will be denied participation for the remainder of the school year.
4. The MRO may use quantitative results to determine if positive results on repeat tests indicate recent use of illicit or banned substances or the natural decline of levels of the illicit or banned substance from the body. If the MRO feels the quantitative levels determined to be above the established cutoffs do not reflect current use but natural decay, then negative results may be reported.

15. CONSEQUENCES

Middle School First Violation

1. The athlete will be given the option of going through an onsite SBIRT (Screening Brief Intervention, and Referral to Treatment) screening by SBIRT trained staff for a referral on the use of drug, alcohol, or tobacco or any mental health concern. If the athlete follows up with proof of referral and recommendations within five working days, the athlete will be denied participation for the equivalent of 10% of contests in a sport (current and/or upcoming).
2. If the athlete refuses to do the SBIRT screening or follow the recommendations from the screening in the time frame dictated, the denial will be for the equivalent of 25% of contests in a sport (current and/or upcoming).

High School First Violation

1. The athlete will be given the option of going through an onsite SBIRT (Screening Brief Intervention, and Referral to Treatment) screening by SBIRT trained staff for a referral on the use of drug, alcohol, or tobacco or any mental health concern. If the athlete follows up with proof of referral and recommendations within five working days, the athlete will be denied participation for the equivalent of 10% of contests in a sport (current and/or upcoming).
2. If the athlete refuses to do the SBIRT screening or follow the recommendations from the screening in the time frame dictated, the denial will be for the equivalent of 25% of contests in a sport (current and/or upcoming).

3. An athlete in violation of the Drug, Alcohol, and Tobacco Policy is required to submit weekly urine tests for five consecutive weeks. The cost of the weekly urine tests and any other expenses incurred are the responsibility of the parent/guardian/custodian.

Middle School/High School Second Violation

1. A second violation within two consecutive calendar years, will result in the athlete being given the option of going through an onsite SBIRT screening. If the athlete follows up with the proof of referral and recommendations within five working days, the athlete will be denied participation for the equivalent of 50% of contests in a sport (current and/or upcoming).
2. If the athlete refuses to do the SBIRT screening or follow the recommendations from the screening in the time frame dictated, the denial will be for the remainder of the season and the next athletic season.
3. An athlete in violation of the Drug, Alcohol, and Tobacco Policy is required to submit weekly urine tests for five consecutive weeks. The cost of the weekly urine tests and any other expenses incurred are the responsibility of the parent/guardian/custodian.

Middle School/High School Third Violation

1. A third violation within two consecutive calendar years will result in the denial of participation in Interscholastic Athletics at Fairbanks Local Schools for the remainder of the student's school years. After one (1) calendar year, the student may apply for reinstatement.

Additional Notes

- While serving the suspension, the athlete may participate in practices but forfeits the right to participate in scrimmages and contests. This includes team travel to contests, dressing for contests and sitting on the team bench.
- The 10%, 25%, or 50% denial of participation shall be rounded up to the next whole game. No fractions of games shall be permitted. Example: if 22 regular season games are played and the 10% denial is in effect, 2.2 games shall be rounded up to the next whole game or 3 games.
- For more information on SBIRT Screening, see the form on following page.

Self Referrals

A student may self-refer once per year, not to exceed twice in four years. Self-referrals will only be taken before testing is announced. Counseling and additional testing are required and no other punitive action is taken.



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Helping People Restore Their Lives®

SBIRT: Screening Brief Intervention, and Referral to Treatment

Screening, Brief Intervention, and Referral to Treatment (SBIRT) is an evidence-based practice used to identify, reduce, and prevent problematic use, abuse, and dependence on alcohol and illicit drugs. The SBIRT model was incited by an Institute of Medicine recommendation that called for community-based screening for health-risk behaviors, including substance use.

SBIRT CONSISTS OF THREE MAJOR COMPONENTS:

Screening: Maryhaven staff assess a youth's risk for substance use behaviors or other behavioral health issues using standardized screening tools. Screening can occur at the school with parent consent and typically takes less than 1 hour.

Brief Intervention: Maryhaven staff engage the youth that demonstrates from the screening tools risky substance use behaviors or other behavioral health concerns in a short conversation, providing feedback, advice, education, and recommendations regarding any concerns. These concerns and recommendations will be shared with parents/guardians post intervention.

Referral to Treatment: Maryhaven staff provide facilitation of referral to therapy or additional education and/or treatment for the youth whose screen indicates a need for this level of care.

Consent to Participate in SBIRT

I, _____ parent of _____

born on _____ consent to allow Maryhaven to see my child. During this time, Maryhaven may use screening tools to evaluate if my child has a mental health or drug and alcohol concern. My child will be interviewed by Maryhaven staff and asked questions to determine the need to be referred to treatment. I will be advised of the results of screening. I can decide at any time that I no longer wish Maryhaven to be involved with my child. Maryhaven will ask me to sign a release to the school or agency that referred my child so that the staff can tell them that my child was seen and the recommendations that were made by Maryhaven. If a recommendation for education or treatment is made, the screener will assist me in connecting to services.

Additionally, I consent to allow Maryhaven to bill the Mental Health and Recovery Board of Union County for these services on my child's behalf. I understand there will be no cost to my child or my family. This is a service funded by the Mental Health and Recovery Board of Union County to provide quality care to children.

Parent/Guardian Signature: _____ Date: _____

Staff Signature: _____ Date: _____

Maryhaven at the Mills Center

715 South Plum Street
Marysville, Ohio 43040

Phone: (937) 644-9192
Fax: (937) 644-3426
24 Hr. Crisis Hotline: 1-800-731-5577

Tobacco Free Campus

The Fairbanks Board of Education has designated Fairbanks Local Schools as a smoke free and tobacco free campus. The use of tobacco products and smoking of any kind on school grounds is prohibited.

Fairbanks Athletic Department

Social Media & Guidelines for Student-Athletes

The use of email messages, text messages, blogs, websites, or other electronic communications to make inflammatory or derogatory comments, and/or inappropriate descriptions or pictures regarding another team member, another student, a coach, another school or team, or other staff member is strictly prohibited.

Examples of inappropriate and offensive behaviors concerning participation in online communities may include or presentations of the following:

- Photos, videos, or comments showing personal use of alcohol, drugs and tobacco e.g., no holding cups, cans, shot glasses etc.
- Photos, videos, and comments that are of a sexual nature. This includes links to websites of a pornographic nature and other inappropriate material.
- Pictures, videos, or comments that condone drug-related activity. This includes but is not limited to images that portray the personal use of marijuana and drug paraphernalia.
- Content online that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual or entity (examples: derogatory comments regarding another institution; taunting comments aimed at a student-athlete, coach, or team at another institution and derogatory comments against race and/or gender). No post should depict or encourage unacceptable, violent or illegal activities (examples: hazing, sexual harassment/assault, gambling, discrimination, fighting, vandalism, academic dishonesty, underage drinking, and illegal drug use).
- Content online that would constitute a violation of NFHS, OHSAA, or OHC rules
- Information that is sensitive or personal in nature or is proprietary to the Fairbanks Athletic Department, which is not public information (examples: tentative or future team schedules, student-athlete injuries, and eligibility status).

If a student-athlete's profile and its contents are found to be inappropriate in accordance with the above behaviors, he/she will be subject to the following penalties:

1. Written warning by the Fairbanks athletic director and or principal
2. A meeting with student-athlete, parents, and head coach
3. Penalties as determined by the athletic department, including but not limited to possible suspension from his/her athletic team.

Sportsmanship

The Fairbanks Athletic Department believes that interscholastic competition involving member schools of the Ohio High School Athletic Association should be governed by the basic principles of good sportsmanship. This document has been prepared to insure that all participants have a common understanding of those basic principles.

We believe that participation is more important than winning. The promotion of sportsmanship is the obligation of all school personnel (principals, athletic directors and coaches) and is directed to the behavior of spectators, coaches, and players.

We believe the development of good sportsmanship through the practice of ethical behavior and moral reasoning is one of the acknowledged objectives of interscholastic athletics. We therefore expect school administrators, coaches, athletes, cheerleaders, and spectators to know and embrace the following fundamentals of sportsmanship.

1. Respect should be demonstrated for an athletic opponent and for their school at all times. Fairbanks should treat visiting teams and their supporters as guests and accord them the consideration all human beings deserve. Visiting schools should respect the property and dignity of their host school and its athletic teams.
2. Respect should be demonstrated for the officials at all times. Officials must be assumed to be and accepted as impartial arbiters who are trained to do their job and can be expected to do the job to the best of their ability.
3. Knowledge of and a proper respect for the current rules of the contest should guide the behavior of all participants. Rules are essential for a fair contest. Good sportsmanship suggests the importance of conforming to the spirit as well as the “letter” of the rules.
4. All participants should strive to maintain self-control at all times. The desire to win should not be accepted as a reason for abandoning rational behavior. A proper perspective must be maintained by all if the potential educational values of athletic competition are to be realized.
5. All participants should learn to recognize and appreciate skill in performance regardless of affiliation. Recognition of the good performance of an opponent is a demonstration of generosity and goodwill that is encouraged in all member schools. In order for good sportsmanship to prevail, it is essential that all participants understand their individual responsibilities and expected modes of behavior before, during, and after contests.

Ejection From Athletic Contests

PLAYERS/CHEERLEADERS/STUDENT MANAGERS

By adoption of the OHSAA, any player ejected or disqualified for unsporting conduct or flagrant foul shall be ineligible for all contests for the remainder of that day. In addition, the player shall be ineligible for all contests at all levels in that sport until two regular season/tournament contests (one in football) are played at the same level as the ejection or disqualification.

In the sport of wrestling, any player ejected or disqualified for unsporting conduct or flagrant foul shall be ineligible for all wrestling contests for the remainder of that day and event. In addition, he/she shall be ineligible for all contests at all levels in wrestling until two regular season/tournament contest points or two event days at the same level as the ejection or disqualification have been completed.

A student who has been declared ineligible for two games (one in football; see wrestling policy above) may be on the sidelines/team bench, accompany and/or travel with the team but may not participate in pregame warmups and may not wear a team warmup or game uniform while on the sidelines/team bench, accompanying and/or traveling with the team. When ejection or disqualification of a player results from illegal substitution in baseball, softball or basketball, the two contest ineligibility does not apply.

Any player ejected or disqualified for unsporting conduct during a scrimmage or preview shall be ineligible for all scrimmages or previews for the remainder of that day. If a scrimmage occurs prior to the season, the player shall also be ineligible for the first regular season contest (previews are only permitted prior to the first regular season contest). If a scrimmage occurs after the first regular season contest, the player shall be ineligible for the next regular season or OHSAA tournament contest.

If the ejection or disqualification occurs in the last contest of the season, the student shall be ineligible for the same period of time as stated above in the next sport in which the student participates.

A student who is ejected or disqualified a second time in a scrimmage, preview, regular season contest or OHSAA tournament contest shall be suspended for the remainder of the season in that sport. A student who has been ejected or disqualified for unsporting conduct for the second time in the season during the last contest shall be ineligible for a period of time/number of contests subject to the discretion of the Executive Director. The period of ineligibility shall commence during the next sport in which the student participates.

It is the responsibility of the local school authorities to ensure this regulation is enforced. When an ineligible student is allowed to participate, forfeiture of the contest is mandatory. This regulation shall apply to all regular season and tournament contests and shall in no way limit the discretionary authority of the Executive Director as specified in the OHSAA tournament regulations. In accordance with Bylaw 8-3-1, the decisions of contest officials are final.

Fairbanks Local Schools believe that each participant should be committed to upholding the ideals of good sportsmanship put forth in this document.

COACHES

By adoption of the OHSAA, any coach ejected from an interscholastic contest for unsportsmanlike conduct shall be suspended from coaching in contests for the remainder of that day as for all contests in that sport until two (2) regular season/tournament contests are played (one contest in football). If the ejection occurs in the last contest of the season, the coach shall be ineligible for the same period of time as stated above in the same sport during the following season in the next school year.

A coach who has been suspended from coaching may attend the contest, but must be seated in the spectator area and may not give instructions to players or to the individual who has been assigned to coach the team any time prior to or during the contest, including half-time or any intermission. A suspended coach shall not travel with the squad to an away contest.

A coach who has been ejected for unsportsmanlike conduct for the second time shall be suspended indefinitely and required to attend a mandatory conference with the commissioner at the OHSAA headquarters. The principal of the school shall be required to attend the conference as well. Any penalty shall be determined in accordance with OHSAA Bylaw 12.

This regulation shall apply to all regular season and tournament contests in no way limit the discretionary authority of the commissioner as specified in the OHSAA Tournament Regulations. In accordance with OHSAA Bylaw 8-3-1, the decisions on contest officials are final.

SPECTATORS

Unsportsmanlike behavior can lead to removal from a contest. A pattern of unsportsmanlike behavior will result in the denial of athletic attendance at Fairbanks Local Schools. A letter of notice will be mailed to an individual following a spectator ejection. If a second incident of unsportsmanlike behavior occurs, the spectator will lose the right to attend any athletic events at Fairbanks for a calendar week (as permitted by Board Policy 9160). A third incident will result in a one year ban (as permitted by Board Policy 9160).

Fairbank's Athletic Department

Student-Athlete Code of Ethics

The Fairbanks Local School District provides a number of extracurricular athletic opportunities for all our students. Athletics are an important aspect of the educational system. All school activities, curricular and extracurricular, in the classroom and on the playing field, must be congruent with Fairbanks's mission statement and philosophy. Through athletics, favorable habits and attitudes that are essential to the total personality can be developed which can prepare the student-athlete for their adult life in society.

Participation in athletics at Fairbanks is a privilege and must be comprehended as such. Therefore, the major objective for our student-athletes is to develop good sportsmanship, self-discipline, pride, unity, dedication, and positive mental health. At all times, athletics at Fairbanks provide an educational atmosphere where students learn the importance of hard work, sacrifice, and loyalty to a team. Foremost, a student-athlete has a responsibility to adhere to the Fairbanks Student-Athlete Code of Ethics.

Fairbanks student-athletes represent their school, community, and most importantly themselves and their families. Every effort should be made to project the positive image of Fairbanks student-athletes, not only from performance in competition, but also by example in everyday activities.

The Code of Ethics provides general behavioral guidelines consistent with the responsibilities of participation, representation, and public exposure outlined above. The Code applies to any and every Fairbanks student who is considered to be a member of an interscholastic team(s), whether that sport is in season or not. In simple terms, any conduct that brings dishonor to a team and/or to the Athletic Department is considered a breach of the Code.

Players: Because players are admired and respected, they exert a great deal of influence over the actions and behaviors of the spectators. As a student-athlete, I understand that it is my responsibility to:

1. Place academic achievement as the highest priority.
2. Show respect for teammates, opponents, officials, and coaches
3. Treat opponents with respect and as fellow human beings not as enemies.
4. Exhibit fair play, sportsmanship and proper conduct on and off the playing field.
5. Maintain a high level of safety awareness.
6. Refrain from the use of profanity, vulgarity and other offensive language and gestures.
7. Adhere to the established rules and standards of the game to be played.
8. Respect all equipment and use it safely and appropriately.
9. Refrain from the use of alcohol, tobacco, illegal and non-prescriptive drugs, anabolic steroids or any substances to increase physical development or performance.
10. Know and follow all state, section and school athletic rules and regulations as they pertain to eligibility and sports participation.
11. Accept both victory and defeat with pride and compassion. Congratulate opponents in a sincere manner following either victory or defeat.
12. Maintain a proper balance between family, work, social relationships, and athletics.
13. Do not place an overemphasis on winning.
14. I will take responsibility for my own behavior.
15. I recognize that I am representing Fairbanks and will act accordingly.

Players should avoid the following behaviors.

1. Taunting officials, opponents or spectators.
2. Ejection from contest.
3. Use of profanity.
4. Damage/destruction of school property.
5. Theft of school or personal property.

Disciplinary Actions:

1. Benching of participant.
2. Removal from contest.
3. Suspension of a portion of the season.
4. Restitution of damages
5. Conference/hearing with school officials.
6. If ejected from contest, suspension from contest(s) as required by OHSAA.

As a Fairbanks student-athlete, I agree to abide by the rules, regulations, and responsibilities established in the Fairbanks Code of Ethics. I also agree to abide by the rules adopted by the Fairbanks Board of Education and, at all times (in-season and out of season) to follow all federal, state, and local laws.

I understand that participation in athletics at Fairbanks is a privilege, and as a student athlete, have taken the responsibility of being a role model. It is my responsibility to project a positive image in everything that is expected as a Fairbanks Student-Athlete.

Student Athlete Signature

Date

Parent/Guardian Signature

Date

Fairbanks's Athletic Department

Coaches Code of Conduct

The coaches bear the greatest responsibility for the development of sportsmanship as they have the greatest influence on the attitude and behaviors of players, the student body, and the community. Coaches must value sportsmanship and teach it through their words and through example. Therefore, coaches should embrace the following appropriate behaviors:

1. Instruct their players in the fundamentals of sportsmanship.
2. Teach the value of conforming to the spirit, as well as the letter of the rules.
3. Make sportsmanship behavior a matter of team discipline, with appropriate consequences for team members who display unsportsmanlike behavior.
4. Remind the student body at every opportunity that visiting teams must be treated with respect.
5. Demonstrate publicly the ideals of good sportsmanship by such acts as shaking hands with opposing coaches before and after contests.
6. Do not place an overemphasis on winning.
7. Maintain a proper balance between family, work, social relationships, and athletics.
8. Refrain from use of drugs and/or alcohol when on the playing field.
9. Promote the emotional, physical, academic and athletic dimensions of the athlete.
10. Place the emotional and physical well-being of the athlete ahead of any personal desire to win.

Coaches should avoid the following inappropriate behaviors:

1. Use of profanity and/or obscenity.
2. Ejection from contest.
3. Berating the officials or players.
4. Inciting spectators/players to inappropriate behavior.

Disciplinary Actions:

1. Conference/hearing with school officials.
2. Growth plan for improvement.
3. Possible suspension/termination.
4. If ejected, suspension from contest(s) as required by OHSAA rules.
5. Other discipline as provided in accordance with Board Policy and the negotiated agreement.

Coach Signature

Date

Athletic Director Signature

Date

Fairbanks's Athletic Department

Spectator Code of Ethics

A large extent of a school's reputation is determined by the behavior and reactions of their spectators. Spectators should be reminded that athletes are friendly rivals as members of opposing amateur teams. They are to be treated as such. Spectators should be reminded, too, that the contest should be between teams engaged in the competition and not between their supporters. It is important that all spectators:

1. Know and demonstrate the fundamentals of sportsmanship.
2. Respect, cooperate, and respond enthusiastically to the cheerleaders, coaches, and athletes of all teams.
3. Censure fellow spectators whose behavior is unsportsmanlike.
4. Adhere to the established rules and standards of the game to be played.
5. Be positive toward players and coaches regardless of the outcome of the contest.
6. Respect the judgment and the professionalism of the officials and coaches.

Spectator inappropriate behavior:

1. Verbal/physical abuse of officials.
2. Berating players, coaches or other spectators through chants, signs, and cheers.
3. Interruption of contests including throwing objects on the playing surface, entering the playing area, and disruptive behavior.

Disciplinary Actions:

A pattern of unsportsmanlike behavior will result in the denial of athletic attendance at Fairbanks Local Schools. A letter of notice will be mailed to an individual following a spectator ejection. If a second incident of unsportsmanlike behavior occurs, the spectator will lose the right to attend any athletic events at Fairbanks for a calendar week (as permitted by Board Policy 9160). A third incident will result in a one year ban (as permitted by Board Policy 9160).

Attending a Fairbanks athletic contest voluntarily affixes a spectator to this Code of Ethics. Spectators attendance signifies they have read, understand, and will do their best to fulfill the Code at every Fairbanks athletic contest.

Athletic Budget and Fundraising

The purpose of the athletic account is to financially support the interscholastic athletic programs of Fairbanks Schools and maintain their operation. Coach's salary is paid by The Board of Education; all other expenses of the athletic department are paid through gate receipts, sponsorships, or donations. Fundraising is an alternative means of obtaining funds for a special need that cannot be achieved through the general athletic budget or booster club.

Weight Room Policy

All athletes who use the weight room will follow the following guidelines:

1. No athlete is to use the weight room without the proper supervision of a member of the coaching staff.
2. When in use by athletes, the weight room is to be kept clean and orderly.
3. When using mats, athletes shall at all times use a clean towel and a clean shirt as covering.
4. When use of a certain weight station has been concluded, it is the athlete's responsibility to return the plates to the proper rack. Do not leave plates on the bars or on the floor.
5. Language of a harassing, intimidating, obscene, profane and/or foul nature is prohibited and shall not be tolerated in the weight room.
6. Students with infections or communicable disease should refrain from use of facilities

Individual Coach Rules

Each coach is encouraged to set team rules in addition to the rules in the Athletic Handbook. Rules and penalties for tardiness, curfew violations, inappropriate practice/game dress and misconduct are examples of acceptable coach's guidelines. The individual coach may determine punishment in addition to school policy of an athlete who has received an office referral, detention, Saturday School, In School Suspension, or is Suspended. The coaches will notify the athletic director and the principal of any additional punishment. These rules should be given in writing to all athletes, parents and the athletic director at the beginning of each season.

Training and Locker Room Policy

The following are training room and locker room guidelines.

1. Tape is for first aid, not for holding up pants or socks.
2. No athlete is permitted to be in the training room without the direct supervision and/or permission of one of the coaches.
3. Taking first aid supplies is prohibited.
4. Misuse of first aid supplies is prohibited.
5. Horseplay in the training room and locker room is prohibited and will result in disciplinary action.
6. Lockers assigned to athletes shall be kept in a clean, sanitary and orderly manner during their use.
7. Vandalism and thievery on the part of any Fairbanks athlete is prohibited and will be subject to disciplinary action.
8. Language of a harassing, intimidating, obscene, profane and/or foul nature is prohibited and shall not be tolerated in the training or locker areas.

Lockers

Section 3313.20 of the Ohio Revised Code authorizes a board of education to adopt a policy which authorizes an administrator to search any student's locker and the contents thereof upon reasonable suspicion that the contents contain evidence of a criminal or school rule violation. Lockers remain the property of Fairbanks Local School District while on loan to students and are, therefore, subject to supervision and inspection by school authorities when and where necessary. It is the student's responsibility to use lockers for school purposes only and to use a lock to secure all belongings. Lockers are not to be used for articles which may be of such nature as to be harmful, dangerous, in violation of school or legal restrictions or disruptive to the school process. Such articles are subject to confiscation. Students are not permitted to mark or deface the outside of lockers. In such cases, the students breaking locker rules will be assessed a fine.

Equipment

The athlete is responsible for the proper care of equipment issued to him or her. All equipment not returned in good condition at the end of the season will be subject to a financial penalty.

1. All equipment issued to a player is to be worn only at practice or scheduled games or scrimmages involving the particular sport. Exceptions must be approved by the coach (i.e. jerseys/warmups).
2. The athlete must secure permission from the coach before any item is attached, added to, removed from or worn with a uniform that is issued to an athlete for a specific sport.
3. Each athlete is responsible for all equipment issued. Keep it clean and in the best possible condition. The Fairbanks Local School District is not responsible for lost or stolen equipment. It is suggested that athletes use a lock on athletic lockers to avoid theft.
4. All athletic equipment is the property of the Board of Education and the Athletic Department. Therefore, school equipment may not be taken from the building for the use of any other organization or for personal use. Any exception must be approved by the coach or athletic director.
5. All equipment issued to an athlete must be returned at the end of the athletic season. Equipment that is not returned for any reason or that is damaged beyond normal wear and tear must be paid for at current replacement cost. Any athlete who has not returned or paid for lost equipment within one week will be denied the right to participate in athletics until the equipment is returned or paid for. In addition, these costs will be added to the school fees owed to the school.
6. Under certain circumstances, equipment (i.e. uniforms) may be sold to team members at the end of the season. The sale will be controlled by the head coach and athletic director. The price will be set by the athletic director and will be the current replacement cost of the item. The money will be collected by the head coach prior to equipment being given to the athlete.

Bus Trips

The bus trip guidelines are as follows:

1. All athletes must ride to and from a contest on the bus. If a parent chooses for their son or daughter to ride home with them, they must sign a release form, which will be in the coach's possession following the contest. Under no circumstance may a student athlete leave a contest with someone other than their parent or legal guardian, unless prior arrangements have been established with the Athletic Director/coach. The Athletic Director is responsible for informing the coach of the arrangements.
2. *Individual coaches may require student athletes to always ride to and from a contest.

3. Proper bus conduct is expected at all times. The athletes will follow the same rules they follow when they ride the bus to and from school.
4. No shoes other than those that are soft soled may be worn on the bus. Cleats and spikes are prohibited on the bus.
5. Keep the aisles clear at all times. No one should be permitted to be moving or standing on the bus until the completion of the trip.
6. No athlete is to put their arms, legs, etc. out any bus window nor should any object(s) be thrown out of the bus. Windows should be closed when the trip is completed.
7. No horseplay of any kind will be tolerated.
8. No unauthorized person should sit in the driver's seat.
9. Athletes shall not move from seat to seat while the bus is in motion.
10. Absolute quiet must be maintained at railroad crossings or other danger areas.

Risk of Participation

All athletes and parents or guardians must realize the risk of serious injury, permanent disability or death which may be a result of athletic participation.

Denial of Participation

The athletic department reserves the right to deny participation to athletes who do not abide by the rules and policies of Fairbanks Local Schools and the Fairbanks Local Schools Athletic Department. Such denial of participation shall be imposed for the amount of time deemed appropriate by the coach or athletic director. An athlete who is denied participation will be notified by the coach and/or athletic director and informed of the reason for denial. If the athlete or parent/guardian of the athlete wish to discuss the issue, they may follow the lines of communication established in this handbook. The final decision on the denial of participation rests with the building principal.

Frank Spurlock Memorial and Victory Bell

The Frank Spurlock Victory Bell Memorial was created to honor the memory of football coach, Frank Spurlock. This designated area serves as a dedication to the values he maintained in establishing the Fairbanks football program. To honor his commitment, the victory bell at Kyre Field will be rung only by senior football players on victorious game nights. Please respect this solemn tribute.

Hazing

Hazing will not be tolerated in the Fairbanks Local Schools Athletic Department. All coaches are required to discipline any athlete guilty of hazing another athlete. Any athlete who is the victim of hazing must report the incident to the coach. The high school and middle school have policies forbidding hazing. School discipline and/or denial of athletic participation may also result from hazing.

Injuries

All injuries must be reported to the coach and trainer immediately. Injuries that necessitate a physician's attention require written permission from the physician before the athlete may return to participation. Fairbanks Local Schools currently has an agreement with Memorial Hospital Sports Medicine that provides athletic training services. It is very important that the trainer be involved in any athletic injury treatment. If an athlete is injured and cannot participate in a school sport, they are not permitted to participate in an activity outside of school unless the activity is rehabilitation for the injury. If a student-athlete has been seen by a doctor for any non-school related injury or illness, the parent/guardian and/or student must notify the coach immediately of the medical issue. ***The doctor and athletic trainer***

have the final say in the status of an injured player. Parents cannot override the decision of the medical staff.

Insurance Verification

All athletes participating in athletics at the Fairbanks Local Schools must have insurance to cover them in case of injury or accident. An athlete will not be permitted to participate until they have completed the Insurance Verification form through Final Forms. If insurance is needed, information on obtaining a policy is available in the office. The Fairbanks Local Schools Board of Education and/or the Fairbanks Local Schools Athletic Department is not responsible for medical expenses acquired through participation in a school activity.

Multi-Sport Participation

Athletes may participate in more than one sport at Fairbanks Local Schools in any one sport season (fall, winter, or spring) if both coaches concur and cooperatively work out details of practices, games, etc. with the athlete. The athlete who is attempting to “double up” must declare one of the sports as a “sport of first priority” to the athletic director. This means the athlete will attend all “events” (contests, practices, meetings, etc.) connected with that squad. The athlete can participate with the other squad during the time there are no obligations to the sport of first priority. Student-athletes have a responsibility to avoid continuous conflicts. If an athlete is granted permission to participate in multiple sports, a participation fee must be paid for each sport.

A student athlete may choose to participate in a club sport during a school sports season. The school team is an athlete’s first priority even in regards to rescheduled events. An athlete who chooses the club sport over the school sport’s activity, will be subject to removal from the school team. An athlete can request permission for club sport participation from the school coach prior to the beginning of the season. The request will be kept on file in the athletic director’s office.

The OHSAA does not permit participation in the same club sport and school sport simultaneously. For example, an athlete cannot participate in club basketball during the interscholastic basketball season. The bylaw prohibits tryouts, practice and games from the first day of scheduled practice through the final day of the interscholastic season.

Home-Educated Student Participation

All students enrolled in chartered or non-chartered nonpublic schools are permitted to participate in a particular extracurricular activity if the student is of appropriate age and grade level: (1) the student is entitled by law to attend the schools of this District; and (2) the chartered or non-chartered nonpublic school in which the student is enrolled does not offer the particular extracurricular activity. Students who meet these criteria are permitted to participate in the particular extracurricular activity at the district school to which the student otherwise would be assigned during that school year provided that the student meets the eligibility requirements stated in the student and/or athletic handbook.

It shall be the parent/guardian’s responsibility to obtain appropriate documentation for the Superintendent or designee, to verify the student’s eligibility prior to the start of the first practice or other activity of the extracurricular activity in which the student chooses to participate. Thereafter, the parent/guardian of a student participating in an extra-curricular activity under this policy shall obtain additional verification of eligibility every nine (9) weeks on or before 5:00 p.m. of the fifth school day at the beginning of the nine (9) week period until the conclusion of the extracurricular activity in which the student is participating.

All documentation related to a student's eligibility shall be verified by the school in which the student is currently enrolled. A student will be deemed ineligible to participate in extracurricular activities until all eligibility requirements are met and verified. For the purpose of this policy, "parent/guardian" also means a student that is eighteen years of age.

Athlete Quitting A Team

If a student athlete quits a team before the first scrimmage, they will not need approval to join another school sponsored activity during that season. If the athlete quits after the first scrimmage, they must get the coach's permission before they can participate in another school sponsored athletic related activity during that season. Under this circumstance, the athletic director and/or principal will have final approval.

Parent/Athlete/Coach Communication

The Athletic Department would like to stress that communication between athletes, parents, and coaches is critical. It is essential that athletes and parents realize that the first line of communication is with the head coach. If a resolution is not reached with the coach, the parent/athlete may contact the district athletic director.

Please use discretion when selecting a time for conversation. Immediately following a contest does not provide the best opportunity for productive dialogue. Athletes/parents/coaches may be emotional following a game and these emotions may cloud our judgments. Following a practice can be a poor time to air concerns. Please call the school or coach to schedule an appointment. All coaches will gladly meet with parents at a time of convenience. The student athlete is required to attend.

Participation Fee

The Fairbanks Board of Education has established a participation fee of \$50 per sport for the high school. The high school athlete participating in three sports in one school year will receive a fee waiver for the third sport. The middle school fee is \$25 per sport with no fee waiver for the third sport.

Sports participation fees must be paid prior to the first contest or participation will be denied. The principal or athletic director may adjust the timeline or install a payment procedure to assist financial needs.

Participation fees are non-refundable unless a medical condition arises prior to the first contest. If a student-athlete quits the team or is removed, no refund will be issued.

Students who owe outstanding school fees to Fairbanks Local Schools may be denied participation in extra-curricular/co-curricular activities.

Physicals and Emergency Medical Forms

All athletes must have a current physical on record prior to participating in a sport. A physical expires 13 months from the issue date. Athletes are also required to have an emergency medical form on file. An athlete will not be allowed to compete until an emergency medical form (EMF) is completed.

Playing Time

The coach determines how much or how little playing time that an athlete receives. Any athlete or parent who is concerned with playing time should make an appointment with the coach to discuss the issue.

Practices and Open Gyms

Practices and open gyms are closed to the public. This includes parents and spectators. Persons picking up athletes or providing rides from practice are to wait in their vehicles for the athletes to exit the building.

Uniforms

School issued uniforms are not to be worn to school unless approved by the coach.

Wall of Honor (All Ohio Honors)

The following criteria is used to determine pictures to be displayed on the “Wall of Honor”.

- An individual who has been chosen first or second team All-State.
- An individual/relay team that places in the top eight in their individual event at the state contest.
- A team that has finished first or second in the state.

Only athletes or teams recognized by both the OHSAA and the Fairbanks Board of Education will be eligible for the Wall of Honor.

The athletic director will coordinate with the athlete(s) to arrange for a picture to be taken.

Award System

The Wearing Of Awards

- A. No person should wear any emblem not earned by the wearer.
- B. No person should wear an athletic emblem not awarded by Fairbanks High School.

J.V./ Freshman Awards:

1. 1st sport J.V./freshman- Numerals, certificate
2. 2nd sport J.V./freshman and after- certificate

Note: All freshmen will receive numerals.

The Presentation of Awards-Varsity Athletics

First Year:

1. 1st sport only- 7” letter F
2. Emblem depicting the sport
3. Certificate

Second Year:

1. Silver Bar Pin
2. Certificate

Third Year:

1. Gold Bar Pin
2. Certificate

Fourth Year:

1. Plaque
2. Gold Bar Pin
3. Certificate

The Presentation of Awards- Middle School

1. All participants, including managers and statisticians, will receive a certificate.
2. All members of a team that were conference champions or undefeated will be awarded a metal and/or plaque.

Note:

All members of a team that were conference, district, regional, state championship, or state runner-up will receive one patch indicating the highest level attained by the team.

Fairbanks High School Varsity Awards

The following criteria will be used to determine varsity award winners in the respective sports:

BASEBALL:

1. Must participate in at least one-third of the total number of varsity games played.
2. In the case of injury, the award may be given at the coach's discretion.
3. Pitchers and seniors may be given the award without meeting the above requirements at the coach's discretion.

BASKETBALL (BOYS & GIRLS):

1. Participate in at least one-half total varsity quarters played and 90% of the practices.
2. Graduating senior at the coach's discretion.
3. In the case of injury, the award may be given at the coach's discretion.

BOWLING (BOYS & GIRLS):

1. Participate in at least one-half of regularly scheduled varsity contests and have met one of the following Criteria:
 - A. Be one of the top eight varsity bowlers based on average.
 - B. A graduating senior at the coach's discretion based on attitude, good attendance and service to

the team.

2. In the case of injury, the award may be given at the coach's discretion.

CHEERLEADING:

1. Participate in 80% of the quarters during the scheduled athletic contest as a varsity cheerleader and 90% of the practices.

2. Graduating senior at the coach's discretion.

3. In the case of injury, the award may be given at the coach's discretion.

CROSS COUNTRY (BOYS & GIRLS):

1. Participate in at least two-thirds of regularly scheduled varsity meets and have met one of the following Criteria:

A. Be one of the top seven varsity runners by time or average.

B. A graduating senior at the coach's discretion based on attitude, good attendance and service to the team.

2. In the case of injury, the award may be given at the coach's discretion.

FOOTBALL:

1. Must have played in at least 20 of the total number of varsity quarters.

2. A graduating senior at the coach's discretion.

3. In the case of injury, the award may be given at the coach's discretion.

GOLF:

1. Must have played in at least one-half of the scheduled varsity matches.

2. Qualify for and play in one or more tournaments.

3. A graduating senior at the coach's discretion.

4. In the case of injury, the award may be given at the coach's discretion.

SOCCER:

1. Must have played in at least one-half of the total number of varsity quarters.

2. A graduating senior at the coach's discretion.
3. In the case of injury, the award may be given at the coach's discretion.

SOFTBALL:

1. Must participate in at least one-third of the total number of varsity innings played.
2. A graduating senior at the coach's discretion.
3. In the case of injury, the award may be given at the coach's discretion.

TRACK & FIELD (BOYS & GIRLS):

1. Must attend 90% of the scheduled practices and meets and have met one of the following criteria:
 - A. score at least 20 points on the season.
 - B. Score in two league, invitational, or state run meets in events where there are more teams / participants than places.
 - C. Coach's discretion based on attitude, good attendance, service to the team, terminating injury and/or senior participation.

VOLLEYBALL:

1. Must participate in one-third of volleyball matches in a varsity season.
2. Graduating senior at the coach's discretion.
3. In the case of injury, the award may be given at the coach's discretion.

WRESTLING:

1. Acquire 15 team points. Point values are as follows:
 - A. Pin, default, disqualification of an opponent - 6 points
 - B. Superior decision - 5 points
 - C. Major decision - 4 points
 - D. Decision - 3 points
 - E. Tie 2 points
 - F. Lose - 1 point

2. Wrestlers not accumulating 15 points may be awarded a letter if:

A. Graduating senior at the coach's discretion.

B. Two boys sharing the weight class have displayed the potential of earning fifteen (15) points, but have not because of inter-squad competition.

C. An injury to a varsity wrestler terminates his season.

3. In the case of injury, the award may be given at the coach's discretion.

Note: If a student-athlete quits, is suspended from a team/squad, or is ineligible he/she will NOT receive any varsity awards.

SPECIAL SPORT AWARD (any awards given that are not listed will be done at the expense of the coach)
Fairbanks High School students will receive a plaque.

BASEBALL:

1. Top Defensive Panther
2. Top Offensive Panther
3. Coach's Award
4. Most Improved

BOYS BASKETBALL:

1. Top Defensive Player
2. Top Offensive Player
3. Coach's Award
4. Most Improved

GIRLS BASKETBALL:

1. Top Defensive Panther
2. Top Offensive Panther
3. Coach's Award
4. Most Improved

BOYS BOWLING :

1. MVP Panther
2. Most Improved
3. Coach's Award

GIRLS BOWLING :

1. MVP Panther
2. Most Improved
3. Coach's Award

CHEERLEADING (FALL & WINTER)

1. Most Spirited
2. Most Improved
3. Captain's Award

BOYS CROSS COUNTRY:

1. Runner of the Year
2. Newcomer of the Year
3. Coach's Award - **Panther Award for Outstanding Leadership**

GIRLS CROSS COUNTRY:

1. Runner of the Year
2. Newcomer of the Year
3. Coach's Award - **Panther Award for Outstanding Leadership**

FOOTBALL:

- 1 Golden Panther Award
2. Frank Spurlock Award
3. Most Improved

BOYS GOLF

1. Panther Low Average
2. Most Improved
3. Coach's Award

GIRLS GOLF:

1. Panther Low Average
2. Most Improved
3. Coach's Award

BOYS SOCCER:

1. Top Defensive Panther
2. Top Offensive Panther
3. Coach's Award
4. Most Improved

GIRLS SOCCER:

1. Top Defensive Panther
2. Top Offensive Panther
3. Coach's Award
4. Most Improved

SOFTBALL:

1. Golden Glove Award
2. Highest Batting Average
3. Panther Award
4. Most Valuable Player

BOYS TRACK & FIELD:

1. Track and Field Panther MVP
2. Coach's Award
3. Most Improved

GIRLS TRACK & FIELD:

1. Track and Field Panther MVP
2. Coach's Award
3. Most Improved

WRESTLING:

1. Bear Award (Fastest Pin)
2. Most Improved
3. Coach's Award

Sport Teams and Club Teams

If a new sport or team is proposed, the team must be a club team and maintain the number of participants required for a team for 3 consecutive years and after the 3rd season, the team may be Board approved to be a sport for the following school year. Thus, allowing the sport and expenses associated with the sport to be budgeted in the school's annual budget. At no time will a sport be added during the school year without the expenses being anticipated in the annual budget.

The club team will be responsible for all expenses associated with the club sport including equipment and transportation.

A club team is required to follow all OHSAA and Ohio Department of Education Rules and guidelines.

If a varsity sport fails to maintain the required numbers for a varsity team for 2 consecutive years, the team will revert back to "club" status. After the 2nd consecutive season of maintaining the number of participants required for a team, the club team may request to be Board, through the athletic director and school principal, to be reinstated as a varsity team, for the following school year. The club team will be responsible for all expenses associated with the club sport including equipment and transportation. The club team is required to follow all OHSAA and Ohio Department of Education Rules and guidelines. If allowed by OHSAA, the participants will be permitted to participate in OHSAA individual tournaments at their own expense.

Team Designation

For individual sport teams, the minimum number of individuals required for a team designation is established by the OHSAA.

The minimum number required to have a "team" shall be the number of players needed on the playing field or court plus 50% (round up to the next whole number), of exclusive participants for that team. An example would be for basketball, you play 5 on the court, or the minimum number needed to have a team would be 8 student athletes. To have a Varsity and JV team basketball team, you would need a minimum of 16 student athletes. To have a freshman team, you would need to meet the same criteria but with just freshman student athletes. All of these participant requirements must be met on the first day of practice. Any athletes that are injured or academically ineligible cannot count toward the minimum number of participants.

Softball and Baseball shall have to have a minimum of 12 players per squad to have a team. Soccer shall have 15 members per squad to have to have a team, but only if the Board of Education has approved the hire of new coaches in new positions.

Fairbanks Athletic Department

Coach Hiring Policy

Coach Selection Process

The following process has been developed to ensure a fair and equal selection of coaches at Fairbanks Local Schools. The coach selection process has been approved by the Board of Education. The overall goal of the process is to obtain the best candidate for each coaching position. Throughout the selection process all stakeholders must be concerned about how each candidate can benefit Fairbanks student-athletes.

Step-One: Review Current Coaches

The athletic director will be responsible for identifying all coaching vacancies for an upcoming school year. Coaching vacancies can result from departures, terminations, or retirements. The athletic director will survey all coaching staffs in March of each year to determine coaches' intention for the following year. The athletic director will notify each fall and winter coach in April, if a contract extension will be recommended to the Board of Education. The athletic director will notify each spring coach in June, if a contract extension will be recommended to the Board of Education. If a coaching vacancy becomes available for any sport the following procedure will take place for each position.

Step-Two: Review Job Description

The athletic director will be responsible for updating or adding additional changes to the current Board approved job description. If additional changes are needed, the Board of Education will discuss and vote on the changes at the monthly Fairbanks Board of Education Meeting. If changes are approved, the new job description will be adopted.

Step-Three: Open Community Forum

The athletic director will be in charge of organizing and communicating to all district residents of an open forum for the coaching vacancy. The form will give community members an opportunity to list important coaching attributes they want to see in a head coach. The attributes will be used in the selection process.

Step-Four: Posting Vacancy

Each coaching vacancy will be posted for a minimum of five calendar days.

Step-Five: Phone Interview/ Background Screening

The athletic director will conduct phone interviews with all potential applicants from the internal and external job posting. The interview will consist of a set of questions concerning educational background, coaching experience, leadership qualities, coaching style, and team management techniques. The athletic director will use an interview rubric throughout the phone interview. The rubric will generate an overall score for each potential applicant. The athletic director will use rubric scores to narrow the applicants down for the next step of the interview process.

Step-Six: Interview Committee/ 1st Round of Interviews

The athletic director will form a committee consisting of parents, student-athletes, coaches, and administrators. The committee will interview all applicants separately. During the interview process the committee members will use a hiring rubric. The rubric will be used to compare candidates. At the conclusion of the interview process, the committee will narrow potential applicants down to a maximum of five and a minimum of two applicants. The remaining applicants will move onto the second round of interviews.

Step-Seven: 2nd Round of Interviews

The second round of interviews will consist of the superintendent and administrator/s. All interviews will be conducted separately. At the conclusion of the interview process, a decision will be made collectively on who to recommend to the Board of Education for hiring.

Step-Eight: Board Approval

The recommended candidate will be put on the Board agenda to be approved for the coaching vacancy at the next Fairbanks Board of Education Meeting.

Step-Nine: Position Reposted

If there are no acceptable candidates for the coaching position the job process will revert back to step-four.

Steps can be disregarded at the discretion of the administrator if hiring is time sensitive

Coach Evaluation Policy

The purpose of coaching evaluations is to provide a method for evaluating coaching performance throughout the entire athletic season. The evaluation process prevents wins and losses as the primary basis for retention and dismissal. The goals of all Fairbanks Athletics is to provide quality coaches who serve as positive role models, provide a drug/alcohol free environment, serve the community, and develop each student-athlete physically, emotionally, and mentally. With this in mind coaching evaluations allow the Fairbanks Athletic Department to accomplish the following:

1. To recognize and reinforce outstanding coaching.
2. Identify accomplishments and identify areas of improvement.
3. Develop an improvement plan for coaches who are not meeting expectations.
4. Determine if a contract extension is warranted.

Coach Evaluation Procedure

The following procedure has been developed to ensure Fairbanks Local Schools consistently develops athletic coaches. The coach evaluation procedure has been approved by the Board of Education. The overall goal of the process is to help coaches formulate strategies that will help them improve the various parts of the program that are considered weak. The athletic director will complete the following procedure for each individual varsity coach.

Step-One: Pre-Season Coaching Meeting

At the beginning of each athletic season the athletic director will lead a mandatory coaching meeting for all head Fairbanks varsity coaches. The purpose of the meeting is to discuss the Board approved coaching evaluations. The athletic director will brief the coaches on the evaluation process and answer any questions or concerns.

Step-Two: Individual Coaching Meetings

The athletic director will meet individually with each coach before the start of their athletic season. The athletic director will discuss logistics, specific goals for the coach, and schedule a mid-season meeting.

Step-Three: Evaluations

The athletic director is responsible for completing the coaching evaluation rubric for each head varsity coach. Each varsity coach is responsible for completing an assistant coaching rubric for all assistant coaches at the middle and high school level. Evaluations should be completed over the course of the entire season and will be examined at the end of year coaching meeting.

Step-Four: Walk-Throughs

The athletic director will complete weekly walk-throughs for all varsity sports. The athletic director will be focused on the following elements during each walk-through:

1. Engagement. Are all athletes engaged and involved?
2. Instruction. Is the coach giving effective instruction to student-athletes?
3. Organization. Is the coach utilizing a written practice plan?
4. Motivation. What are the tools used to motivate and encourage student-athletes?
5. Safety. Has the coach created a safe environment for all student-athletes?

Step-Five: Mid-Season Coaching Meeting

The athletic director will send a reminder email to the head coach one week before the scheduled mid-season meeting. The athletic director and head coach will discuss the goals from the start of the season and communicate any concerns going forward.

Step-Six: Student and Parent Survey

The athletic director will email a survey to all varsity student-athletes at the end of the season. The survey will be asked to be completed by student-athletes and their parents. The surveys will be used for the final coach evaluation.

Step-Seven: Head-Coach Self Evaluation

At the end of the athletic season the athletic director will give the head coach a self-evaluation survey. The coach will have a minimum of seven days to reflect and complete the self-evaluation before the final end of season meeting.

Step-Eight: End of Season Meeting

The athletic director will send a reminder email to the head coach one week before the scheduled end of season meeting. The athletic director and head coach will use the final evaluation and the coach's self-evaluation as a discussion tool throughout the meeting. The athletic director and coach will develop an action plan for the coach and also the athletic program. At the conclusion of the meeting the principal, athletic director, and coach will sign the final evaluation.

Step-Nine: Final Evaluation

The final coaching evaluation will be sent to the Fairbanks Board office. A copy will also be placed in the coach's individual file.

Fairbanks Local School District

Evaluation of Head Coach

Name of Coach: Sport: Season:

Rating of Coaching Performance on Job Description Areas:

(Code: O= Outstanding, M= Meets Expectations N= Needs Improvement U= Unsatisfactory NA= Not Applicable)

Administrative Duties

1. Cooperates with athletic director in submitting participant lists, parent permission and physical slips, year-end reports, and program information. (O, M, N, U, NA)
2. Attends clinics/seminars to increase knowledge of sport. (O, M, N, U, NA)
3. Understands and follows rules and regulations set forth by all governing agencies: OHSAA, Board of Education, and the OHC. (O, M, N, U, NA)
4. Attends all evaluation meetings. (O, M, N, U, NA)
5. Evaluates all assistant coaches and provides feedback. (O, M, N, U, NA)
6. Thoughtfully completes self-reflection evaluation. (O, M, N, U, NA)
7. Has team fundraisers to supplement Boosters' Club and school funds allotted for team needs (O, M, N, U, NA)
8. Follows proper procedure for purchase of equipment (O, M, N, U, NA)

Section I- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

Professional & Personal Relationships

1. Develops rapport and communication with coaching staff, teachers, administration, and parents. (O, M, N, U, NA)
2. Is appropriately dressed at practices and games. (O, M, N, U, NA)
3. Develops sound public relations. Cooperates with the media, booster club, other organizations, and the public. (O, M, N, U, NA)
4. Participates in Parents' Night, banquets, Award Nights, pep assemblies and athletic council meetings. (O, M, N, U, NA)
5. Accepts and implements athletic department decisions and policies. (O, M, N, U, NA)

Section II- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

Leadership Qualities

1. Carries out the philosophy for the sport set by the athletic director and school. (O, M, N, U, NA)
2. Displays enthusiasm and promotes all sports in the athletic program attempting to foster school spirit. (O, M, N, U, NA)
3. Genuine concern for those they coach and teach. (O, M, N, U, NA)
4. Sets a positive role model for students in appearance, language, expectations, and communications. (O, M, N, U, NA)
5. Instruct participants in proper sportsmanship responsibilities and demand that they make sportsmanship and ethics the No. 1 priority. (O, M, N, U, NA)

Section III- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

Coaching Performance/Practice & Game Management

1. Carries out a written practice schedule and utilizes players to their maximum potential. (O, M, N, U, NA)
2. Provides for individual as well as group instruction. (O, M, N, U, NA)
3. Is prompt in meeting team for practices and games. (O, M, N, U, NA)
4. Shows evidence of the development of player/team skill in keeping with the readiness of the student athletes involved. (O, M, N, U, NA)
5. Works toward overall team performance consistent with the capability of the student athletes involved. (O, M, N, U, NA)
6. Cares for equipment, including proper issue, inventory, and storage. (O, M, N, U, NA)
7. Understands scouting responsibilities. (O, M, N, U, NA)

Section IV- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

Team Management

1. Consistently follows the written rules set for the athletes. (O, M, N, U)
2. Provides proper supervision and administration of locker room, training room, and bus on trips. (O, M, N, U, NA)
3. Has individual and team discipline control. (O, M, N, U, NA)
4. Shows interest in athlete's grades, attendance at school, and off-season activities. (O, M, N, U, NA)
5. Knows the medical aspects of the position including injury policies, working with trainers and the team/family doctor. (O, M, N, U, NA)
6. Provides a drug/alcohol free environment. (O, M, N, U, NA)
7. Is cooperative in preparation of non-league schedules. (O, M, N, U, NA)
8. Is cooperative in sharing facilities and schedules. (O, M, N, U, NA)
9. Does his/her part in keeping facilities clean and well-maintained. (O, M, N, U, NA)

- 10. Carries out other duties in the off-season including weight-lifting, summer camps, and other responsibilities. (O, M, N, U, NA)
- 11. Strong overall vision for their program, starting with youth programs. (O, M, N, U, NA)

Section V- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

Coaching Style

- 1. Has knowledge in the sport. (O, M, N, U, NA)
- 2. Works with the overall coaching staff to enhance the development of student athletes. (O, M, N, U, NA)
- 3. Is innovative in using new coaching techniques and ideas in addition to sound, proven methods. (O, M, N, U, NA)
- 4. Encourages all potential athletes to participate in the sport provided they are not involved in other sports at the same time. (O, M, N, U, NA)
- 5. Develop each student-athlete physically, emotionally, and mentally. (O, M, N, U, NA)
- 6. Ability to motivate student-athletes to their best possible performance. (O, M, N, U, NA)
- 7. Clearly communicates the importance and expectation of winning. (O, M, N, U, NA)

Section VI- Summary

O: _____ M: _____ N: _____ U: _____ NA: _____

Comments:

Goals:

Brand Guide

The following document provides the Fairbanks Athletic Department specifications to accurately utilize the Fairbanks Local School brand elements. Fairbanks brand has been designed to reflect our all-around standard of excellence in academics and athletics. It will also serve to reinforce the core essence of our school pride, accomplishments, and spirit. It is critical that all parties utilizing any of the Fairbanks brand elements follow this document with attention to detail in order to preserve and protect the Fairbanks brand image. Additionally, it is imperative that Fairbanks brand elements are used properly on all merchandise, web, printed materials, signage, etc. in a quality manner. When using the Fairbanks brand elements, whether the item on which the element is applied is for internal use, departmental use, organization use, being publicly displayed, being sold or otherwise distributed in commerce, all specifications for usage must be met and visually approved by an authorized party within Fairbanks Local Schools.

Approved Logos:



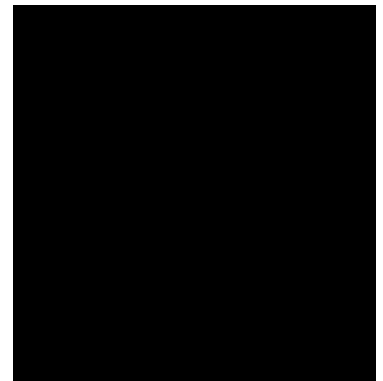
Approved Colors:



Red (Pantone: 485 C)



White (Pantone: 11-0602)



Black