

BYLAW 10. RECRUITMENT

Sec. 1) Foreword

A pupil (domestic or foreign) at any grade level shall not be recruited to a member school of the KHSAA for the purpose of participating in athletics, including recruitment under the guise of academics.

Sec. 2) Definition

Recruiting is defined as an act, on behalf of or for the benefit of, a school, which attempts to influence a student to transfer to a member school for the purpose of participating in athletics. A school official utilizing an intermediary including a peer, another school employee, a student, a parent or a citizen, for the purpose of recruiting a student athlete shall be in noncompliance.

- a) An athletic coach or any other member of the school staff shall not influence a student even if the student, his or her parents or any intermediary from another school makes the initial contact. In this situation, a coach or staff member (paid or unpaid) should immediately refer the person(s) to the school principal.
- b) Influencing a student shall include the promise or instilling the expectation of an athletic advantage, playing time, employment of the student or the student's parents or relatives, housing for the student or the student's parents, scholarships or financial aid for which other members of the student body are not generally eligible, or any other material or athletic reward for which other members of the student body are not generally eligible.

Sec. 3) Penalty

Any representative of a member school knowingly allowing the recruitment of a student for the purpose of participating in athletics or who should have known of this recruitment shall be guilty of willful neglect of duty, misconduct, or breach of contract. This shall apply not only to coaches, but also to personnel supervising coaches, including an athletic director, an assistant principal, a principal, an assistant superintendent, a superintendent or a school board member. This requirement shall also apply to students or their parents.

Case BL-10-1- Why does Bylaw 10 (Recruiting) exist?

The major reason for Bylaw 10 and its interpretations is to attempt to maintain a level playing field. The major enforcement theme is not only "initial contact", but rather is "exceeding what is normal and appropriate."

Initial contact as it applies to student-athletes can be a violation, but is only one of many things that can exceed what is normal and appropriate. One of the primary keys is not treating "athletes" or "prospective student-athletes" differently than students who are not athletes. Students are not to be singled out based on their potential athletic ability.

High school athletics is not the same as colleges recruiting high school athletes for college athletics. High school athletics exist for an entirely different reason. High school coaches should not view high school students in the same manner as college coaches view high school seniors. All administrators and coaches shall realize that they have more responsibilities than the general public to understand the purpose of high school athletics, the principles behind KHSAA rules etc., and to maintain a level of understanding and purpose when dealing with the general public and students.

Case BL-10-2- Who are considered school representatives or those with a direct connection to a member school?

School representatives or those with a "direct connection" include, but are not limited to: coaches or others connected with the high school or high school team to include booster club parents and members, alumni, school board members and officers, parents of high school players, booster club representatives and students.

Case BL-10-3- What are permissible contacts by coaches, athletic directors and other individuals with a connection (direct or indirect) to the athletic program or school?

Permissible contacts include:

- 1) *Public high school representatives contacting students at feeder public schools (elementary, middle school, junior high school) where there is a defined feeder pattern;*

- 2) *Non-public school representatives contacting students at feeder non-public schools (elementary, middle school / junior high school) where there is defined feeder pattern;*
- 3) *A representative of the school may initiate a meeting with students at a school that is defined as a feeder school or meet with students who are zoned to attend that school the following year. This visit shall be cleared by principals of both schools and shall not be specific to athletic opportunities; and*
- 4) *Any student or family or individual that contacts a coach about attending a school where he or she coaches shall be informed that they need to be referred to the principal, admissions department or guidance department if they have an interest. Any meeting with coaches regarding athletes or prospective athletes or their families shall be at the request of the family to the individual(s) responsible for admissions and shall take place at the school.*

Case BL-10-4- What is impermissible contact and what are some examples prior to enrollment (neither enrolled in the school nor enrolled in a feeder school under the same Board of Education) by coaches, athletic directors and other individuals with a connection (direct or indirect) to the athletic program or school whether or not the prospective student has an athletic participation record?

A person or persons exceeding what is appropriate or normal or offering any incentive or inducement to a student or the student's family with or without that student having an athletic participation record shall be considered in violation.

Impermissible contact includes but is not limited to any contact between a parent or student and a member school coach or other athletic representative without an immediate referral to the appropriate school personnel (Principal, Guidance Counselor, Admissions Personnel or other non-athletically related school administration).

The fact that a student or student's family has shown an initial interest (such as signing up for mentoring, shadowing, testing or a facility tour) does not allow any member of the coaching staff or anyone else affiliated with that athletic program to be involved with that student until the student is fully enrolled at the school.

Specific examples of impermissible contact include:

- 1) *Contact or communication concerning potential enrollment or athletic participation at the school, other than the initial referral to school administration if approached by the family or the student;*
- 2) *Contact concerning potential enrollment at the school which is initiated by a coach or others with a connection to the athletic program;*
- 3) *Contact by individuals (including the parent of a current player) who might be interested in the school's athletic program that attempts to influence a student or his/her parents;*
- 4) *Coaching, managing and or otherwise directing sports-specific athletic activities in which the non-enrolled student is a participant outside of the scope and allowable contact periods contained in Bylaw 25;*
- 5) *The use of school facilities, uniforms, transportation or equipment including other "school team opportunities", such as tournaments and leagues;*
- 6) *High school exhibit and or promotion space or materials specific to the schools' athletic program or a specific athletic team;*
- 7) *Attending grade school, junior high or middle school games for the purpose of evaluating specific student-athletes, for the purpose of promoting the member school's athletic program, or at a time when non permitted by Bylaw 25;*
- 8) *Contact prior to, during, or after scrimmages or contests at elementary schools, middle and junior high schools except where there is the same defined feeder pattern involving the schools;*
- 9) *Requesting students, parents, boosters or alumni from a school to discuss the merits of a school's athletic program with a prospective student-athlete or member of his/her*

family;

- 10) Providing transportation or other inducement to take a qualifying examination at a school or to meet with school officials, etc.;
- 11) Entering into discussions or offers of financial aid whether or not that aid is available to the general student body;
- 12) Contacting any prospective student athlete (at any grade level above, in or below grade 9) or his/her parents/family by phone, email fax, in person, by letter or by other means;
- 13) Making athletic facilities (including weight rooms and other training facilities) available during the school year;
- 14) Non-public school representatives contacting students enrolled at the public schools (or his/her family) without permission of the public school principal. Permission for such contact in any case, shall come from the feeder school principal and shall be approved by the KHSAA member school principal; and
- 15) Public schools representatives contacting students enrolled at non-public schools (or his/her family) without permission of the private school principal. Permission for such contact in any case, shall come from the feeder school principal and shall be approved by the KHSAA member school principal.

NOTE: It is not considered a violation for a coach or other school representative to have normal community contact with a student who attends a junior high or middle school of the same system that is a feeder to the high school at which the coach is employed to coach.

Case BL-10-5- What are some examples of impermissible benefits that may not be provided to student-athletes or prospective student-athletes (or his/her family members) by coaches, athletic directors and other individuals with a connection (direct or indirect) to the athletic program including the booster organization?

No special benefit may be given to student athlete or prospective student athletes (below grade 9, or grades 9-12) including:

- 1) Money or any item of tangible benefit or other valuable consideration such as free or reduced tuition, room, board, textbooks, or clothing during the regular school year or summer school;
- 2) Offer or acceptance of any benefit (financial or otherwise), or privilege not afforded to non-athletes;
- 3) Offer or acceptance of employment opportunity (including summer or non-school period work), or pay for work that is not performed or that is in excess of the amount regularly paid for such service;
- 4) Offer or acceptance of free transportation;
- 5) Offer or acceptance of a residence or housing provisions, free or reduced rent, or moving expenses;
- 6) Offer or acceptance of help in securing a college athletic scholarship;
- 7) The host family or other community representative paying or the housing of a non-domestic student except for the host family's primary domicile or paying any required fees for the transportation, registration or placement of a non-domestic student;
- 8) Underwriting travel fees or providing transportation to a non-enrolled student to a school function;
- 9) Special gifts including apparel representative of the school or school's athletic interests;
- 10) Paying the entry fee for camps or competition events for students to participate who are not enrolled within that schools' defined feeder pattern; and
- 11) Offering opportunities for non-enrolled students outside the defined feeder pattern to use free passes or tickets to attend high school athletic scrimmages or contests.