

THE CONNECTICUT ASSOCIATION OF SCHOOLS
The Fiftieth Annual Meeting
May 9, 2002

CHANGES TO THE CAS CONSTITUTION

CHANGE #1: Article IV, Section G.2 (Principals' Center Advisory Committee)

Explanation of change: DELETE the stipulation that the vice president of CAS serves ex officio as chairperson of the Principals' Center Advisory Board.

PROPOSED LANGUAGE CHANGE:

Section G. The Connecticut Association of Schools Principals' Center

2. Principals' Center Advisory Committee

There shall be a CAS Principals' Center Advisory Committee to advise the Center staff and Connecticut Association of Schools in regard to issues regarding the Center including its goals, objectives, programs, directions, and growth. This Advisory Committee shall consist of no more than two members each as recommended from the three associations of school principals (CAESP, CAMSP, CAHSP) within the Connecticut Association of Schools.

~~The vice president of the Connecticut Association of Schools Board of Directors shall serve as the chairperson of the Advisory Committee.~~

Reason for change: It was felt that the individual who serves as chair of the advisory board should move up "through the ranks of the Center" so that he/she has a first-hand knowledge of and familiarity with the Center's goals and objectives.

CHANGE #2: Article IV Section J. Awards and Recognition Committee (f/k/a The Citation Committee)

Explanation of change: ADD language concerning the newly created "Awards and Recognition Committee"

PROPOSED LANGUAGE (ALL NEW LANGUAGE):

ARTICLE IV - ORGANIZATION

Section J. Awards and Recognition Committee

1. Composition

- a. There shall be elected at the Annual Meeting of the Legislative Body an Awards and Recognition Committee that shall be granted the authority to oversee all awards and recognition programs.
- b. The Awards and Recognition Committee shall consist of a chair and one of each of the following: active assistant principal, active elementary principal, active middle level principal, active high school principal, retired assistant principal, retired elementary principal, retired middle level

principal, and retired high school principal. The board is allowed a minimum of two (2) and a maximum (4) at-large representatives. At-large representatives must be active administrators and the additional two at-large positions should only be filled when it is necessary to preserve a majority of active members. The chair shall be an active administrator and shall be appointed by the CAS Nominating Committee.

2. **Duties and Responsibilities**

The Awards and Recognition Committee shall be responsible for overseeing all awards and recognition programs. The committee shall be charged with approving all awards programs, including their selection criteria and nominating procedures, to ensure that all recognition programs are in line with the association's mission and purpose.

The Awards and Recognition Committee shall, annually, select the recipients of the following awards: CAS/NASSP High School Principal of the Year, CAS/NASSP Middle School Principal of the Year, CAS Assistant Principals of the Year (Elementary, Middle and High), Distinguished Friends of Education, Citations, and Letters of Commendations.

The Awards and Recognition Committee has the authority to assign responsibility for the selection of all other award recipients to any appropriate board, committee, or body.

2. **Terms of Office**

The chair and elected members shall be elected for two-year terms. No member shall serve more than two consecutive terms EXCEPT:

All retired administrators serving on the Awards and Recognition Committee in the current school year (2001-2002) are not subject to the new term limits and can serve indefinitely.

The initial terms of the individuals serving in the "active" positions in the current school year (2001-2002) will be three (3) years rather than two (2) years so as to avoid a rapid turn-over of "veteran" members; upon completion of the three-year term by these specific individuals, terms for these positions will be two (2) years.

(NOTE: The existing Article IV, Section J (Conduct of Meetings) will become Article IV, Section K.)

Reason for change: The CAS Board of Directors felt that, given the proliferation of awards/recognition programs, in part due to the merger of EMSPAC, it was necessary to have one centralized body to evaluate all the awards programs so as to ensure that all new (and existing) programs are in line with the association's mission and purpose. The board further felt that the Citation Committee was the most logical body to assume this role, given that it is currently responsible for a large percentage of CAS-sponsored awards. The board proposes that the Citation Committee be charged with overseeing all awards and recognition programs; that the name of the Citation Committee be changed to the *Awards and Recognition Committee* to reflect its expanded role; and that the committee be an elected body with formal term limits for its members. The above language reflects these proposed changes.

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CHANGES TO THE CIAC BYLAWS
(Voted on and passed by the CIAC membership only)

CHANGE #1: Article XII (Out-of-Season Regulation), **Section 2.0** (During School Year Out-of-Season Including the Summer)

Explanation of change: The proposed changes to the Out-of-Season Regulation are intended to give coaches greater latitude to coach or instruct their athletes during the summer months. The following is a summary of the proposed changes, which apply to team sports only:

1. Member schools may not organize or permit coaches to organize, supervise, or operate athletic practices or interscholastic athletic contests for their athletes.
2. Member schools may permit their coaches of individual sports to coach any of their athletes who have qualified for a national level competition that is sanctioned by the CIAC and National Federation. This would be limited to one competition. Schools may provide equipment and facilities. Schools may also provide financial assistance and insurance coverage for the competition.
3. Member schools may allow the use of equipment that is deemed necessary for safety reasons. However, the equipment may not identify the name or logo of the school.
4. Out-of-season physical fitness programs may be conducted for a select group of athletes. Member schools must assure that students are not coerced to participate and that these programs do not hinder or interrupt any of the students other educational, athletic, or family commitments. These programs must be school-sponsored and under the direct supervision of the school.
5. A member school coach may coach a non-school team provided there are no more than the following number of his/her member school athletes participating on the team: (a) for a team composition of five or six players, three of his/her athletes are allowed; (b) for a team composition of nine players, five are allowed; and (c) for a team composition of 11 players, six are allowed.

PROPOSED LANGUAGE CHANGES (additions are in *bold italics* and deletions are ~~crossed-out~~):

ARTICLE XII - OUT-OF-SEASON PLAY

SPECIALIZATION

Students should have the opportunity to voluntarily engage in non-school sponsored sports activities provided such activities do not interfere with the student's educational development and the activities do not conflict with the principles of wholesome amateur athletics. The CIAC wishes to enhance that opportunity while at the same time discouraging the exploitation of student athletes by over zealous individuals and organizations who attempt to impose an obligation on the student to participate in their programs at any cost. There has been growing evidence of commercialism of high school athletes. In far too many instances non-school sponsored sports events have been the "marketplace" where the students have been lured to display their "athletic wares." Experience has revealed that such events tend to divide the allegiance of the students, undermine their respect for their high school coaches, and encourage the type of adulation which gives the students an exaggerated notion of the importance of their own athletic prowess rather than reinforcing the idea that athletic ability is an endowed talent which students should use for the pleasure and satisfaction that they may derive from athletic competition.

By the promulgation and enforcement of these rules the CIAC strives to eliminate these abuses.

“For purposes of this regulation, an individual officially becomes a coach and thus must abide by all CIAC rules and regulations, upon written or verbal acceptance of an offer of employment by a board of education or its designated agent(s).

Also for purposes of this regulation, a coach remains a coach in the position for which he/she was hired until a formal resignation by the coach is received by the proper school authority or he/she is officially notified of termination by the superintendent of his/her designated agent.

Yearly expiration of contracts do not constitute “official notification” under the definition of this regulation.”

Adopted May 29, 1997

1.0 DURING AUTHORIZED CONTEST SEASON (Individual and Team Sports, Camps, Clinics)

1.1 Individual and Team Sports

- a. Participation in organized non-school sports competition, practice and try-outs during the authorized contest season, including CIAC tournament series, in the same branch of athletics shall cause such students to become ineligible for their school team in that sport for the remainder of the season. (Season in this section shall be defined as beginning with the first CIAC authorized season contest date in each sport and concluding with either the CIAC final tournament game or the New England Tournament if there is such a tournament.)
- b. A pupil shall not participate in or represent his or her school in more than one sport after the date of the first contest in that sport season, nor may that pupil represent more than one school during a season unless the pupil satisfies the conditions of Eligibility Rule II.C.

The school season is defined as the period between the date officially designated by the CIAC as the beginning or the season for that sport and the close of the post-season CIAC tournaments, except for those teams and/or athletes qualifying for the New England Tournaments. The conclusion of the New England tournaments will be the end of the season for these teams and/or athletes. In the case of a sport in which the CIAC does not sponsor a tournament, the three (3) sports seasons shall be defined as follows: Fall--the Monday of the week immediately preceding Labor Day to December 2, inclusive; Winter--November 1 to April 1; Spring--March 15 to the end of the school year.

Exception to Rule 1.1.a.

An outstanding student athlete may participate in indoor track, outdoor track, gymnastics, swimming, golf and tennis as an individual (unattached) and not as a member of a team during the authorized contest season of a sport, without loss of interscholastic eligibility provided the following criteria are met:

1. Compliance with weekly limitations for the specific sport must take place.
2. No more than four “outside” meets per season are permitted in the sports of gymnastics and swimming.
3. Requires approval of parent, coach, and principal.
4. Requires prior arrangements to complete academic lessons, assignments, tests, etc.
5. Requires that the student not miss a CIAC-sponsored tournament series contest for which he/she is eligible unless excused by the CIAC Board of Control to participate in those contests legitimately organized for the purpose of preparing for the next Olympic Games or other international competitions. It is the philosophy of this Conference that students owe loyalty to their school and team.
6. Requires that student and parent agree to not accept, directly or indirectly any awards, gifts, trips, merchandise, etc., which would violate CIAC rules.
7. Requires that the student abides by the CIAC regulations on outside participation specific to the sport.
8. Athletes in the sports of swimming, tennis and gymnastics may practice but not compete with a non-CIAC team during the season. Such practices may not interfere with or replace member school practices.
9. No student below grade nine is permitted to practice or participate in any CIAC-controlled sport.
10. Students may not participate in tryouts or demonstrations of athletic ability as a prospective college student athlete.

1.2 Camps

- a. Students may not attend.

1.3 Clinics

- a. Students may not attend student clinics. (Student clinics are clinics in which the students attending physically participate in the athletic activity, whereas a clinic other than a “student

- clinic” has the students attending as observers only.)
- b. Students may participate for demonstration purposes in clinics held only within the State of Connecticut when their coach is a presenter. Such is considered a practice.
- c. Students may attend all clinics other than student clinics as observers.

2.0 DURING SCHOOL YEAR OUT-OF-SEASON INCLUDING THE SUMMER

2.1 Individual and Team Sports

- a. Member schools may permit student athletes to participate in non-school contests as individuals or as members of a non-school team.
- b. Member schools may not permit their coaches to coach or instruct their member school athletes* in the sport which they coach.
- c. *Member schools may not organize or permit coaches to organize, supervise, or operate athletic practices or interscholastic athletic contests for their athletes.*
- d. *Member schools may permit their coaches of individual sports to coach any of their athletes who have qualified for a national level competition that is sanctioned by the CIAC and National Federation. This would be limited to one competition. Schools may provide equipment and facilities. Schools may also provide financial assistance and insurance coverage for the competition.*
- e. *Member schools may allow the use of equipment that is deemed necessary for safety reasons. However, the equipment may not identify the name or logo of the school. Member schools may not provide school-owned uniforms or insurance coverage to students or coaches.*

Exceptions to 2.1.b.

- 1. A member school coach may coach or instruct his/her son/daughter
- 2. A member school coach may coach if he/she is a bona fide paid employee of a recreational institution where there is an open registration and a registration fee to belong. (Refer to definitions below.)
- 3. ~~A member school coach may coach a non-school team provided there are no more than a total of three (3) of his/her member school athletes on the team including son or daughter. However, coaching or instructing in a non-team setting is prohibited.~~ *A member school coach may coach a non-school team provided there are no more than the following number of his/her member school athletes participating on the team: (a) for a team composition of five or six players, three of his/her athletes are allowed; (b) for a team composition of nine players, five are allowed; and (c) for a team composition of 11 players, six are allowed.*
- 4. A member school coach working in a camp as a volunteer or employee during the summer, or portion thereof, as a coach where his/her athletes attend, may coach if the following conditions are met:
 - a. The contact period between coach and his/her athletes is not more than ten (10) days;
 - b. The coach does not coach or instruct his/her team as an exclusive team unit;
 - c. The number of athletes from a member school team does not exceed ten percent (10%) of the total number of athletes in attendance at the camp during a specific time period.
- 5. A member school coach working for a summer club in the sports of swimming, tennis and gymnastics as a full-time, bona fide paid employee may coach if the following conditions are met:
 - a. The coach does not coach or instruct his/her athletes as an exclusive team unit;
 - b. The contact period between coach and his/her athletes will terminate fifteen (15) calendar days prior to the CIAC designated starting practice date for that sport (fall sports).
 - c. ~~Member schools may not organize or permit coaches to organize, supervise or operate athletic practices or interscholastic athletic contests for their athletes.~~
 - d. ~~Member schools may not provide school-owned uniforms, equipment worn by the student in non-school contests, or insurance coverage to students or coaches.~~

Definitions for 2.1.b.

- 1. **A Bona Fide Paid Employee** -- Is an employee who receives at least \$600 in salary for coaching service and can produce an IRS W-2 form or 1099 form which documents \$600 or more in salary received from the employer.
- 2. **Open Registration** -- Registration must be open to all the boys and/or girls of the school. Membership cannot be limited to a small group of highly skilled individuals.

- Membership on a team or in an activity may not be predicated on an individual's ability or skill in the sport.
3. **Recreational Institution** -- A recreational institution is one whose program is designed to provide an opportunity to "play" the sport, have fun, socialize, be a means of diversion, and experience the joy of participation. Conversely, the teaching of skill, and/or the provision of instruction or coaching to increase or to improve individual and/or team play, should not be present except to the extent that minimal instruction is necessary to enable the participant to play the sport competently as a recreational activity.
 4. **Camp** -- An organized summer time non-school program whose purpose is improving the skill level of athletes in a specific sport. The camp must have liability insurance, open registration and there must be a registration fee to participate.
 5. * **"Their Member School Athletes"** -- Are CIAC athletes (name on eligibility list) who have CIAC eligibility remaining in the sport and who were coached in the preceding season by that coach while he/she was employed by the member school as the coach of the sport.
 6. **Non-School Program** -- Is a program which is not sponsored or organized by the school and for which the school assumes no liability.
 7. **Summer Club** -- Any club which offers the sports of swimming, tennis and/or gymnastics and where participation by high school age students in club activities is based on full membership in the club; where membership is not based on age, race, creed or ethnicity; where there is a membership fee to belong and where the club can demonstrate that they are incorporated as a business under the statutes of the State of Connecticut.

2.2 **Camps which Teach the Skills of a Specific CIAC Sport**

a. Member schools may permit students to attend during non-school time provided the following standards are met:

- 1) Attendance is limited to non-school time.
- 2) Students may not wear school-owned uniforms.
- 3) The camp is not organized, supervised or operated by the school. Booster Clubs may finance camp expenses, member schools or coaches employed by member schools may not.

2.3 **Clinics**

a. Member schools may permit students to attend during non-school time provided the following standards are met:

- 1) Attendance is limited to non-school time.
- 2) Students may not wear school-owned uniforms.
- 3) The student clinic is not organized, supervised or operated by the school. (Student clinics are clinics in which the students attending physically participate in the athletic activity, whereas a clinic other than a "student clinic" has the students attending as observers only.) Using players as instructors or demonstrators is permitted at student clinics where participants are NOT from the school's athletic team.

- b. Member schools may permit their coaches to use their athletes and school-owned equipment in clinics, not student clinics, when the coach is a presenter and the athletes are used to demonstrate what is being presented. There may be no more than three (3) such clinics per year. School time may not be used. Students may wear school uniforms.
- c. Clinics shall be limited to no more than one day unless prior approval is granted by the CIAC.

2.4 **Tryouts**

a. Member schools may not permit students with athletic eligibility remaining in a sport to try out for a school-sponsored team.

2.5 **Physical Fitness Programs (Conditioning)**

a. Member schools may conduct physical fitness programs in accordance with the following standards:

- 1) Physical fitness programs may be conducted indoors or outdoors, as long as there is no coaching and instruction of sport techniques and skills.
- 2) Equipment used in playing a sport is prohibited in physical fitness programs, except that mats may be used for safety purposes. In track and field and cross country, participants may be directed in aerobics, in stretching exercises, and to run, but interval training, sprinting and specific drills are prohibited.

- 3) Weight machines and indoor weight rooms may be utilized in physical fitness programs.
- 4) ~~Out-of-season physical fitness programs may not be conducted for a select group of athletes.~~ ***Out-of-season physical fitness programs may be conducted for a select group of athletes. Member schools must assure that students are not coerced to participate and that these programs do not hinder or interrupt any of the students other educational, athletic, or family commitments. These programs must be school-sponsored and under the direct supervision of the school.***
- 5) Mandatory attendance at out-of-season physical fitness programs is not permitted.

2.6 Open Gymnasium / Playing Fields / Natatorium

- a. Member schools may conduct “Open Gyms”, “Open Fields”, “Open Natatoriums” in accordance with the following standards:
 - 1) Opening gymnasium, fields or natatorium of a school district for recreational purposes is permitted.
 - 2) Member schools may not open the gymnasium, fields or natatorium of a school during the non-CIAC sport season including the summer for a sport for a select group of students to practice individual skills.
 - 3) Opening the gymnasium, fields or natatorium of a member school for school team competition during the non-CIAC season including the summer for a sport is not permitted.
 - 4) Member schools may not permit their high school coaches to coach or instruct member school athletes in an “Open Gym”, “Open Fields” or “Open Natatorium” program.

Reason for Change: The CIAC has spent nearly eighteen months re-examining the Out-of-Season Coaching Regulation, primarily at the urging of the Connecticut High School Coaches Association (CHSCA). CHSCA has been seeking to revise the Out-of-Season Rule so as to give coaches greater latitude to coach or instruct their athletes during the summer months. The proposed changes will grant greater flexibility for coaches to work with their athletes. However, the revised regulation continues to support the CIAC’s long-standing position that athletes should be given freedom of choice when determining the degree of their involvement in high school activities during the summer time. It also does continue to control, to a less limiting degree than before, what coaches can demand of their athletes.

CHANGE #2: Article IV (Organization), Section E.2

Explanation of change: The proposed change grants athletic directors voting rights on all CIAC sports committees.

PROPOSED LANGUAGE (additions are in ***bold italics***)

Section E. Committees

2. Each committee having to do with state tournaments or meets shall include one or more athletic directors and/or coaches. Voting members of committees shall be appointed by the CIAC Board of Control executive committee and shall consist of administrators of CAS member schools, ***athletic directors***, and one delegate per sport tournament division classification as recommended by the Connecticut High School Coaches Association.

Reason for change: The CIAC Board of Control felt that it was appropriate to grant full voting privileges to athletic directors serving on all CIAC sports committees, as ADs, who are working at the grass-roots level, have first-hand knowledge and well-informed opinions that are critical to the governance of interscholastic athletics in Connecticut.

CHANGE #3: Article XI (Cooperative Team Sponsorship)

Explanation of change: The following section will be added to Article XI of the CIAC Bylaws. The new language sets forth regulations regarding the disbanding of co-op teams.

PROPOSED LANGUAGE (ALL NEW LANGUAGE):

ARTICLE XI - COOPERATIVE TEAM SPONSORSHIP

Dissolution of Cooperative Teams

1. When the decision of the CIAC Co-op Committee is to dissolve or discontinue a co-op program, there will be a maximum of a two (2) year phase-out (grandfather) period, renewable yearly, and athletes will be eligible from their schools throughout the two year phase-out period. Eligibility is not restricted to only those athletes who were on the original co-op team roster at the time of discontinuation.
2. All schools must agree to remain in the co-op agreement on a yearly basis. League approval is not required. During the two year grandfather period all athletes are to be notified by their school that a limited period of eligibility exists because the program is in a maximum of a two year phase-out period.
3. In a two (2) team co-op, if during the phase-out period both the teams exceed the co-op minimum limit at any time, the co-op will be rescinded and grandfathering will not be allowed.
4. In a three team co-op, if two (2) teams exceed the co-op limit and one does not, then the CIAC Co-op committee will determine, with the approval of each school affected, which one of the teams over the co-op limit will be removed from the co-op.
5. In a three team co-op, if the numbers of two teams combined do not exceed the minimum co-op limit, all three (3) teams can remain in the co-op.
6. No three (3) team co-op program can exceed two (2) times the minimum limit for a co-op team.

Reason for change: The Co-op Team Committee has struggled with the issue of how to handle co-op teams that are dissolved or disbanded. At issue is how to be fair to athletes who have played on a co-op team for one or two years and who are suddenly left without any options to continue when the team is disbanded. The proposed change allows a co-op team that is to be dissolved to remain in tact for a two-year phase out period. The new language also sets forth specific parameters on when a co-op team must dissolve or when a school remove itself from a co-op team due to excessive numbers.

The proposed change is also intended to provide school administrators with sufficient time to establish a new co-op team with another school or budget the necessary funds to promote their own independent program, if they so desire.

CHANGE #4: Article IX (Eligibility Rules), Section III (Penalties)

Explanation of change: Stipulation G, which concerns waiving the penalty for an eligibility violation which can be attributed to a school official's incorrect interpretation, will be deleted.

PROPOSED LANGUAGE:

ARTICLE IX - RULES OF ELIGIBILITY AND CONTROL FOR BOYS AND GIRLS HIGH SCHOOL ATHLETICS IN CONNECTICUT

III. PENALTIES

- A. Violation of Rule 11C. shall mean that the student shall be ineligible for (365) days from the date of transfer.

B. Violation of Rule II.D. shall mean that the student shall be ineligible for the remainder of the season.

C. Violation of Rule II.E. shall mean that the student shall be ineligible for the remainder of the season.

D. Violation of Rule II.F. shall mean. that the student is suspended from all interscholastic athletics until he or she shall have been reinstated by the Board of Control of the CIAC after voluntary petition to the Board of Control. The Board of Control shall not consider any petition for reinstatement until at least three (3) school months after the presentation of the petition.

E. Violation of Rule II.G. shall mean that the student shall be ineligible for one calendar year from the date of such participation.

F. A student of any member school of the CIAC may be barred from participation in athletic contests for violation of the CIAC By-laws. A student against whom a charge or protest has been filed shall have the privilege of having his or her case presented by his or her principal at the next scheduled meeting of the Board of Control.

~~G. If an athlete violates an eligibility standard which can be directly attributable to an incorrect interpretation or application of a CIAC eligibility rule by school personnel, the CIAC Board of Control has the discretion to waive or alter the penalty, which includes forfeits, student eligibility and fines.~~

Reason for change: The board added stipulation “G” in 1998 so as to have the flexibility to place sanctions where they properly belong without necessarily punishing an athlete who violated a rule of eligibility through no fault of his/her own. However, the language addition has opened up a proverbial “Pandora’s box” in that the Central Office has been flooded with requests from individuals seeking “clemency” under this rule. The board proposes that the language be deleted because (1) it is seen as a “loophole” whereby individuals who violate eligibility rules are seeking to circumvent penalties; and (2) it is unnecessary, as the board has the authority to evaluate cases on an individual basis and make exceptions and/or waive penalties where it sees fit.