

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 situations related to this bylaw appear on pages 19 through 43 of this Handbook)

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 "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" any 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 must 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- May a school official or any other person (including the parent of a current player) who might be interested in the school's athletic program solicit a student from another school district or contact a student or his/her parents prior to his/her enrollment in the school regarding athletic participation?

No, such solicitation, if proven, may be considered as recruiting under the provisions of Bylaw 10. Neither a coach nor any other school representative may contact a student or his/her parents regarding athletic participation prior to his/her enrollment in the school. This shall apply to all students whether or not they have an athletic participation record.

Pre-arranged contact is seen in the same manner as initial contact.

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-10-3- What are some of the guidelines and restrictions that would represent non-permissible contact or undue influence and would result in a finding of a violation of Bylaw 10?

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

Illegal contact includes but is not limited to any contact between a parent or student and a member school coach without an immediate referral to the appropriate school personnel (Principal, Guidance Counselor, Admissions Personnel or other non-athletically related school administration). In addition, 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. Such contact by coaches and other individuals with a connection (direct or indirect) to the athletic program with a non-enrolled student shall be considered a violation of this provision.

Examples of non-permissible contact with non-enrolled students shall include but not be limited to -

- 1) High school coaches, athletic directors or others with a direct connection to the athletic program or school offering opportunities for students below grade nine to use free passes to attend high school athletic scrimmages or contests;
- 2) 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. If school facilities, uniforms, transportation or equipment are utilized, such activities shall be included in this prohibition. In addition, activities promoted as "school team opportunities", such as tournaments and leagues, shall be included in this prohibition;

- 3) High school exhibit and or promotion space or materials specific to the schools' athletic program or a specific athletic team;
- 4) Contact or communication by a coach or others with a direct connection to the athletic program or school with non-enrolled student athletes concerning potential enrollment at the school, other than the initial referral to school administration, if such contact or communication is held prior to the referral to the school administration. Any contact with non-enrolled student athletes concerning potential enrollment at that school which is initiated by a coach or others with a direct connection to the athletic program at the school shall be considered non-permissible;
- 5) High school coaches, athletic directors or others with a direct connection to the athletic program or school attending grade school, junior high or middle school games for the purpose of evaluating specific student-athletes or for the purpose of promoting the member school's athletic program. NOTE: It is not considered a violation for a coach 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;
- 6) High school coaches, athletic directors or others with a direct connection to the athletic program or school 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. NOTE: It is not considered a violation for a coach 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;
- 7) High school coaches, athletic directors or others with a direct connection to the athletic program or school providing transportation or other inducement to any prospective student-athlete to take a qualifying examination at a school or to meet with school officials, etc.;
- 8) High school coaches, athletic directors or others with a direct connection to the athletic program or school entering into discussions or offers of financial aid with any student-athlete or prospective student-athlete that is not available to the general student body;
- 9) High school coaches, athletic directors or others with a direct connection to the athletic program or school making any initial contact or prearranged contact with a prospective student-athlete in any grade at any non-member or member school concerning enrollment or participation at the member school except where there is a defined feeder pattern involving the schools.
 - a) Public high schools may contact feeder schools (elementary, middle school, junior high school) where there is a defined feeder pattern.
 - b) Private / parochial schools may contact schools (elementary, middle school / junior high school) where there is defined feeder pattern.
 - c) Private or parochial schools may not contact students enrolled at the public schools 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.
 - d) Public schools may not contact students enrolled at the private schools 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.
- (10) Any contact between a member of the coaching staff or representative of the school and prospective student-athlete prior to, during, or after scrimmages or contests at elementary schools, middle and junior high schools except where there is a defined feeder pattern as defined above;
- 11) High school coaches, athletic directors or others with a direct

connection to the athletic program or school contacting any prospective student athlete (below grade 9) by phone, email fax, in person, by letter or by other means;

- 12) High school coaches, athletic directors or others with a direct connection to the athletic program or school contacting any student athlete (grades 9-12) from another high school by phone email, fax, in person, by letter or by other means;
- 13) High school coaches, athletic directors or others with a direct connection to the athletic program or school including booster organizations, paying the entry fee for camps or competition events for athletes to participate who are not enrolled within that schools' defined feeder pattern;
- 14) A member school making its athletic facilities (including weight rooms and other training facilities) available during the school year to students who are neither enrolled in the school nor enrolled in a feeder school under the same Board of Education
- 15) High school coaches, athletic directors or others with a direct connection to the athletic program or school providing any special benefit to student athlete or prospective student athletes (below grade 9, or grades 9-12) to include the following- Money or items of tangible benefit, This includes, but is not limited to the following examples:
 - a) Offer or acceptance of money or other valuable consideration such as free or reduced tuition during the regular school year or summer school by any person associated with the school;
 - b) Offer or acceptance of room, board, textbooks, or clothing, or financial allotment for textbooks or clothing;
 - c) Offer or acceptance of pay for work that is not performed or that is in excess of the amount regularly paid for such service;
 - d) Offer or acceptance of free transportation by any person associated with the school;
 - e) Any employment opportunity (summer camp) for the student or family;
 - f) Offer or acceptance of a residence or housing provisions with any person associated with the school;
 - g) Offer or acceptance of any privilege not afforded to non-athletes;
 - h) Offer or acceptance of free or reduced rent for parents or custodian;
 - i) Offer or acceptance of payment for moving expenses of parents or custodian or assistance with the moving or parents or custodian;
 - j) Offer or acceptance of employment of parent(s) or custodian (s) in order to entice the family to move to a certain community or part of a community if any person associated with the school makes the offer;
 - k) Offer or acceptance of help in securing a college athletic scholarship;
 - l) The host family or other community representative paying any required fees for the transportation, registration or placement of a non-domestic student;
 - m) The host family or other school affiliated representative paying for the housing of a non-domestic student except for the host family's primary domicile;
 - n) Underwriting travel fees or providing transportation to a non-enrolled student to a school function;
 - o) Special gifts including apparel representative of the school or school's athletic interests;
 - p) Promise of reduced tuition, elimination of otherwise required fees or financial aid; and
 - q) Tickets to any high school sponsored scrimmage or contest.

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 must be cleared by principals of both schools and shall not be specific to athletic opportunities.

Case BL-10-4 – 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-10-5-What is allowed by member schools or school representatives in contacting prospective students?

A representative of the school may initiate a meeting with