



Nimitz High School
Vikas Dance Team Constitution

The Nimitz High School Vision Statement:

"Excellence and equity for all."

Vikas Dance Team Vision Statement:

"Stay busy being excellent!"

Table of Contents

Article I. Purpose.....	3
Article II. Tryout Qualifications and Requirements.....	4
Article III. The Tryout Clinic.....	5
Article IV. The Audition.....	5
Article V. Membership Requirements and Expectations.....	6
Article VI. Grades	7
Article VII. Attendance.....	8
Article VIII. Routine Evaluations and Performances.....	9
Article IX. Uniforms and Equipment.....	9
Article X. Transportation and Travel.....	10
Article XI. Finances and Fundraising.....	10
Article XII. Social Media and Texting.....	10
Article XIII. The Disciplinary System.....	11

Article XIV. Probation, Suspension, Dismissal, Resignation, and the Appeal Process.....	11
Article XV. Dance and Social Officers.....	13
Article XVI. Managers.....	16
Article XVII. Honor Guards / Escorts.....	16
Article XVIII. Parental Responsibilities.....	16
Article XIV. Inherent Risks of Dance Team.....	16

Article I. Purpose

The purpose of the Nimitz High School Vikas Dance Team shall be threefold:

1. To serve as a performing group representing Irving ISD and Nimitz High School throughout the community and state.
2. To boost morale and spirit of the campus.
3. To develop character, leadership, respect for authority, and healthy living habits.

Jurisdiction

Student participation in the Vikas Dance Team and other extracurricular activities is encouraged. Irving ISD makes extracurricular activities available as an extension of the regular school program. Participation in the regular curriculum is a right afforded to each student, while participation in the extracurricular program is a privilege that carries additional expectations for acceptable conduct. While students engage in, perform, compete, or participate in the Vikas Dance Team they represent themselves, their student body, and the school district while in *and* out of uniform. For this reason, their behavior must be exemplary and reflect the finest attributes of the total Irving ISD student body at all times and in places.

Since participation in extracurricular activities is a privilege and not a right, Nimitz High School is authorized to set higher standards for these participants than it would for those students who choose not to participate in these activities. Therefore, this *Vikas Dance Team Constitution* extends beyond the Nimitz High School Student Code of Conduct not only in types of behavior prohibited, but also in corresponding consequences and jurisdiction for imposing discipline. This *Vikas Dance Team Constitution* will be enforced with all students grade 8-12 participating in the Vikas Dance Team organization regardless of:

- whether school is in session;
- whether the offense occurs on or off school property or at a school-related event;
- whether the student is directly involved with the Vikas Dance Team organization at the time the prohibited conduct occurs;
- whether the Vikas Dance Team organization is in-season or out-of-season; and
- regardless of where or when the conduct occurs.

It is possible that a student who violated the *Vikas Dance Team Constitution* will incur consequences from both the appropriate school administrator and from the dance director for the same particular violation.

Conduct Expectations

The following conduct is expected of all Vikas Dance Team organization participants. Failure to meet these expectations may result in disciplinary action by the directors.

1. Student commitment to the Vikas Dance Team organization is expected for the entirety of the school year, as determined by the Nimitz HS administrators and dance director. Students are encouraged to participate in more than one extracurricular activity; however, a student may not quit the Vikas Dance Team in order to participate in another while the student is still an active Vikas Dance Team organization participant.
2. Vikas Dance Team Organization members are expected to behave in a manner that is becoming of the individual, as well as to the Vikas Dance Team as a whole. They should be aware that while in or out of uniform, they are representatives of the Vikas Dance Team, Nimitz High School, and Irving ISD, and should act accordingly in maintaining a higher standard of conduct. Vikas Dance Team organization members will abide by school codes of conduct both in and out of uniform, both at and away from school. Any question of appropriateness will be decided by the designated campus official and dance director.

3. During performances, Vikas Dance Team organization members will stay with the team at all times unless given direct permission by the dance director.
4. Dancers may not be on the field or gym floor without having a dance director available.
5. Vikas Dance Team organization members will demonstrate good sportsmanship at all times. This includes behavior toward visiting or hosting teams well as the opponent's fans. The Vikas Dance Team organization will be noted for clean, yet tough, competition. Praise your opponents while competing beyond your ability.
6. Vikas Dance Team organization members will be courteous and respectful to their teammates, directors, teachers, classmates, and all school/district administrators at all times.
7. Vikas Dance Team members will refrain from public displays of affection while in AND out of uniform.
8. Vikas Dance Team organization members will refrain from inappropriate social media activity (see Article XII).
9. Students should arrive at all practices, workouts, meetings, and events on time and prepared, and are required to stay for the duration of the event.
10. Members should show respect for their Director, officers, visitors, teachers, administrators, staff, and fellow Vikas by always replying with "Yes, ma'am" / "No, ma'am" / "Yes, sir" / "No, sir".
11. Students should follow the rules promulgated in the Nimitz High School *Student Code of Conduct*. Failure to do so may result in disciplinary measures related to the student's participation in the Vikas Dance Team organization as determined by the dance directors and campus administration.

Article II. Tryout Qualifications and Requirements

- A. Anyone who meets the set qualifications will not be discriminated against because of race, gender, creed, sexual orientation, religion, or educational handicap.
- B. Candidates must be entering grades nine (9) through twelve (12).
- C. At least one parent of each candidate must be present at the Vikas Dance Team parent tryout meeting or must contact the director prior to the meeting.
- D. Candidates and their families must agree to and be fully aware of the financial responsibilities of being a Vikas Dance Team member and meet all financial obligations throughout the year.
- E. Each candidate must tryout *each year* regardless of whether or not they have previously been a Vikas Dance Team member.
- F. All financial obligations for the current school year must be cleared prior to tryouts for the next school year.
- G. Vikas Dance Team members who have been dismissed or resigned from the previous year must have permission from the dance director and the designated campus administrator to tryout.
- H. Candidates must show proof of residence within the attendance zone of the school and be an enrolled student at Nimitz High School or Jack E. Singley Academy.
- I. If a student transfers to Nimitz High School before the beginning of summer practices for the new year, they must meet the following criteria to tryout:
 - a. Have participated in tryouts and made their former dance team OR have participated in studio dance teams if no dance team was available at their previous campus.
 - b. Present a letter of recommendation from their former dance director / instructor stating that they made the team, are in good standing, and meet the academic requirements for tryouts.
 - c. Tryout in front of the Vikas Dance Team director(s) and score 70 /100 points or higher OR submit a video tryout that includes technique exercises and solo choreography.
- J. Candidates must have the following forms *on file* prior to, or on the designated date, in order to qualify for membership:
 - a. Information / Agreement Form
 - b. Application / Permission Form
 - c. Travel / Medical Form
 - d. Participation / Code of Conduct Contract

- e. Summer training camp / activities Agreement & Commitment Form
 - f. Participation Physicals: When selected for the team, students must turn in a participation physical form signed by a physician. An up to date, recent athletic physical form for another extracurricular activity may be used for the requirement. This must be on file with the program director prior to the first official practice of the organization as determined by the dance director
 - g. Any other Irving ISD / Nimitz High School / Vikas Dance Team requested forms
- K. Requirements for Tryouts
- a. Must not have been academically ineligible for two or more grading periods during the application school year.
 - b. Students must have acceptable disciplinary records for the current school year. Students who have been assigned to either ISS, OSS, or DAEP must have permission from the designated campus administrator and dance director to participate in tryouts. The following will be taken into consideration:
 - i. The circumstances of the disciplinary assignment
 - ii. The student's past disciplinary history
 - iii. The satisfactory completion of the assigned consequence prior to the tryout
 - iv. If a student has more than three days of ISS, OSS, or SRC assignments, they *may* be allowed to tryout under a probationary status if granted approval by the designated campus administrator and dance director
 - v. Students in SRC at the time of tryouts are not eligible to tryout
 - c. Students must have an adequate amount of class credits, deemed acceptable by Nimitz High School, accumulated for their current grade level to tryout.
 - d. Students must not have been absent (without making up those hours) for more than 10% of school days in the application school year.
 - e. Students must be cleared through both the attendance and administrator's offices before being eligible to tryout. Documentation for this clearance will be determined through the processing of each students' Tryout Packet.
 - f. The current *Irving ISD Student Code of Conduct* for extracurricular activity involvement will continuously be in effect.
 - g. A designated campus administrator, in conference with the dance director, will make the determination of eligibility to tryout.
 - h. Tryouts may be video recorded if student is unavailable to tryout during the specified time because of a school sponsored event, University Interscholastic League (UIL) sponsored event, or if they are medically unable to tryout with approval from the dance director and campus administration (doctor's documentation will be required).

Article III. The Tryout Clinic

- A. Attendance at all Vikas Dance Team Tryout Clinics is expected. Failure to participate in all clinic days could severely hamper the candidate's ability to learn the material used for judging at the tryouts and therefore could impact their ability to make the team.
- B. All 12th grade team members staff the tryout clinic days and audition day.

Article IV. The Audition

- A. The audition will be held on a date designated by the dance director.
- B. There shall be no minimum set number of Vikas Dance Team members.
- C. Candidates will tryout before a panel of three (3) or more professionally qualified Dance Team judges hired by the dance director / administration.
- D. A candidate can receive a possible of 100 points from each judge (300 points total).

- E. The minimum score necessary to become a Vikas Dance Team member will be 210 out of 300 points. This is an average of 70%.
- F. The judges' subjective and objective opinions regarding the adjudication process are final and are not appealable, nor are they grounds for the Irving ISD formal grievances process. The tryout results, once reviewed and certified accurate by the campus administration, are final and not appealable, nor are they grounds for the Irving ISD formal grievance process.
- G. All tryout clinics and audition events are closed to all spectators. Those eligible for attendance include the judges, dance directors, senior assistants, faculty volunteers, and campus administrators.
- H. All candidates who have been selected for the Vikas Dance Team will have their name and / or tryout number posted in a place designated by the dance director. The only person with the authority to make any changes to the judges' official decisions is the administrator officiating the audition.
- I. If a parent wishes to view their student's individual tryout documents, they must contact the officiating administrator. Parents are allowed to view their student's individual documents only, however no scans, copies, photos, duplications, etc. may be made of any original audition score sheets and / or comments. The statute of limitations for viewing is five (5) school days following the audition. Parents are not allowed to view any other students' documents or tally sheets. The judges' decisions are final and are not grounds for the formal Irving ISD grievance process.
- J. On the occasion that a 2nd or "make-up" tryout session is held, students who did not make the team during the initial tryout process for the upcoming year are eligible to tryout if they still meet all other tryout criteria. However, trying out for a second time does not guarantee a different tryout result.
- K. A 2nd or make-up tryout is not a guaranteed event. One will only be scheduled at the dance director's / administration's discretion as needed on a year-by-year basis. If there is only one tryout and you miss it / do not make the team, neither parents nor students may request a 2nd tryout or go through the district's formal grievance process to request one. The decision of the dance director in conjunction with the designated campus administrator is final.
- L. The audition process outlined above is subject to change at the dance director's discretion.

Article V. Membership Requirements and Expectations

- A. Being a Vikas Dance Team organization member is a full school-year commitment.
- B. Vikas Dance Team dancers and managers must be enrolled in the designated Dance Team class for both the fall and spring semesters of their membership year.
- C. Vikas Dance Team members are required to attend summer practices or are subject to discipline. For every two (2) days absent, the member forfeits one performance beginning with the first performance of the season (this does not include the end-of-camp performance).
- D. Attendance to all Vikas Dance Team activities, rehearsals, and performances is mandatory. This includes, but is not limited to, before school, during school, after school, summer practices, and any emergency practices called by the director.
- E. Members are expected to arrive on time and attend the entire practice until dismissed by the director. Vikas Dance Team members may not leave practice or the practice area without permission.
- F. All organization trips, projects, and activities must be under the direction and approval of the dance director. Any occurrence outside of the director's knowledge will be met with the appropriate discipline & consequence from the dance director, and if severe enough, the campus administration.
- G. All Vikas Dance Team members must have "natural" colored hair at all times. No exceptions.
- H. If an incident occurs during school, while on a team trip, during competition, or during exhibition, a member should expect disciplinary action from school as well as from the dance director.
- I. Members must audition for select performances. Members are not guaranteed to dance at every performance. This includes, but is not limited to, pep rallies, competitions, spring show, and community events.

- J. Vikas Dance Team members are expected to follow the dance director's directives as communicated by the Vikas Officers. Failure to follow these directives will result in disciplinary actions as outlined in this *Vikas Dance Team Constitution*.
- K. The dance director reserves the right to pull any member from a performance due to absence, conduct or lack of effort. A member unable to meet the standards set for that performance will not be allowed to perform in that particular performance and will be placed on understudy-status, and / or probation. The member must attend the practices and performances in uniform and assume all their responsibilities as usual.
- L. Final band field rehearsals are mandatory. Any member who misses the final band field rehearsal will be eliminated from that particular performance.
- M. Members may be pulled from performances until their balance is paid in full on uniform expenses.
- N. Vikas Dance Team members will abide by school codes of conduct including the *Irving ISD Student Code of Conduct* both in and out of uniform, both at and away from school.
- O. Vikas Dance Team members will demonstrate good sportsmanship at all times.
- P. Vikas Dance Team members will be courteous and respectful to their teammates, sponsors, teachers, classmates, directors, and all school / district administrators at all times.
- Q. Vikas Dance Team members will refrain from public displays of affection while in uniform. Offenders are subject to probation, suspension, and / or dismissal.
- R. Vikas Dance Team members will refrain from asking "me only" questions in a group setting.
 - a. *Remember to privately ask directors questions that only relate to you. Asking questions that only apply to you in front of the team is not appropriate. This includes but is not limited to, absences, your record, finances, personal health, family issues, personal issues, etc. Don't broadcast your business to the team. Think before you speak.*
- S. Vikas Dance Team members are expected to behave in a manner that is becoming to the individual, as well as to the organization they represent. They should be aware that in or out of uniform they are representatives of the Vikas Dance Team, Nimitz High School, and Irving ISD and should act accordingly in conduct both in and out of uniform, both at and away from school. Any question of appropriateness will be decided by a designated campus administrator and dance director.

Article VI. Grades

- A. Academic eligibility
 - a. Texas Education Agency – University Interscholastic League "NO PASS NO PLAY" requirements:
 - i. Students who pass all courses for the six-week period are eligible for the next six-week period.
 - ii. Students who lose eligibility and then regain eligibility must wait seven calendar days before they become eligible to participate in competitions and performances. Students who are may continue to practice with their team, but they may not perform.
 - iii. Students who have failed a class may regain eligibility after three-weeks; however, at the end of three weeks, they must be passing **all** courses, not just the one they failed. They also have a seven-calendar day waiting period after the three-week or six-week period before eligibility may be regained.
 - b. Vikas Dance Team organization members who fail a class during any grading period will be excluded from all performances, pep rallies, attending off-campus events, and participating in any competitive activities (ie. football games, contests, etc.), and wearing team uniforms for the following three weeks. They are to continue to attend class and all outside of school practices. This state policy does not apply to social activities. After three weeks, a grade check will be completed. If the student is passing all classes, they may resume participation after a seven-calendar day waiting period. If the student is failing a class, they will be placed on academic suspension for the following three (3) weeks.

- c. Any member who obtains an average of below 70 for any two (2) grading periods during the school year is subject to dismissal and may be removed from the team.
- B. Dance Team Grades
 - a. Grades are given to the Vikas Dance Team members, officers, and managers based upon effort, attitude, performance, responsibility, achievement, and attendance.

Article VII. Attendance

A. Excused Absences

The status of an absence will be determined by the dance director. Some reasons for excused absences are:

- a. Sudden personal illness or accident
- b. Death in the family
- c. Religious holiday with advanced two (2) week notice and approval from the dance director to excuse to absence
- d. Special school UIL activity with advanced two (2) week notice and approval from the dance director to excuse to absence
- e. Family trips with advanced two (2) week notice and approval from the dance director to excuse to absence
 - i. Summer camp absences will follow *Article V, Section C.* in all instances. No exceptions.
- f. Family ceremonies with advanced two (2) week notice and approval from the dance director to excuse to absence
- g. Standardized tests for college admission with advanced two (2) week notice and approval from the dance director to excuse to absence
- h. College visits with advanced two (2) week notice and approval from the dance director to excuse absence. Student must email / bring a verification letter from college to excuse the absence.
- i. Driving tests with advanced two (2) week notice and approval from the dance director to excuse to absence. Student must email / bring a copy of the driving permit to excuse the absence.
- B. All notices of absence must be submitted to the dance director(s) via email. Text messaging, phone call, voicemail, Remind 101, etc., are not sufficient when requesting an excused absence. No exceptions.
- C. Unexcused Absences
 - a. Absences for reasons other than those listed above will be unexcused (this includes absences from the Vikas Dance Team class). Unexcused absences will result disciplinary action as determined by the dance director and campus administration, and may result in loss of performance eligibility, suspension, or dismissal.
 - b. 2 UNEXCUSED ABSENCES = PROBATION
- D. Unexpected Absences
 - a. In the event of an unexpected absence (illness, accident, or death in the family) the member must make every effort to inform the dance director of the absence and the reason for the absence **prior** to the missed class / rehearsal / performance.
 - b. The parent / guardian of the member is required to call the director's office and speak directly to the director, leave a message on the director's school voice mail, or send the director an email. Leaving a message with another student is not sufficient.
 - c. A parent and / or doctor's note must be submitted to the director upon the member's return to school or rehearsal. Two (2) consecutive absences will require a doctor's note.
- E. Unreported Absences
 - a. Unreported absences will not be allowed and are to be treated as an "unexcused" absence. The status of an absence or tardy will be determined and disciplined by the dance director.

- b. Members must attend school ½ day in order to maintain eligibility for participation in an organizational activity.
 - c. Tutorials may be attended once a week in conflict with a Vikas Dance Team rehearsal without disciplinary consequences. Members should make every effort to schedule their tutorials outside of all calendared Vikas Dance Team events. The dance director must be notified 24 hours before the tutorial session via email with the dance director(s) *and* the tutoring teacher attached to email. Members may not miss final field band practice due to tutorials.
- F. Tardy
- a. Members not standing in their assigned squad line position at the time an officer calls “attention” will be considered tardy / late. An officer will call attention at the exact start time of each rehearsal, meeting, etc. Attendance is taken at that time.
 - b. Members who are late to “attention” must complete two (2) additional warm-up laps around the gym (or whatever space is being used at that time which includes, but is not limited to, the gym, dance room, cafeteria, field house, etc.) before they can resume rehearsal with the team.
 - c. 2 TARDIES = 1 UNEXCUSED ABSENCE.
 - d. Missing ½ or more of any rehearsal without director approval = 1 UNEXCUSED ABSENCE.
 - e. Truancy is not acceptable at any time. All truancy will be disciplined per the dance director’s discretion. This may include probation, suspension, or dismissal.

Article VIII. Routine Evaluations and Performances

- A. All members must be present at the time of audition to be eligible to audition.
- B. The dance directors have the final decision on who makes the performances and that decision is final.
- C. A member unable to meet the standards set for that performance will not be allowed to perform in that particular performance, but must attend the performance in uniform and assume responsibilities as usual.
- D. A complete uniform and equipment “check” will be held prior to any activity / performance. Those who are not fully dressed, prepared, and equipped according to the provided uniform sheet are not eligible to perform.
- E. Members who miss more than two (2) rehearsals during competition season may be subject to being placed on reserve / understudy status.

Article IX. Uniforms and Equipment

- A. Vikas Dance Team members will be supplied items by Nimitz High School. Members are responsible for the upkeep of each item received and will be held financially responsible for the item if lost or damaged.
- B. Members are responsible for purchasing practice attire and other necessary clothing and accessories as required and all personal items must be labeled with the member’s name.
- C. Practice attire / uniforms are to be kept clean and in good condition.
- D. All designated uniforms, jackets, equipment etc. are to be worn / used by the Vikas Dance Team organization members only. Offenders are subject to discipline.
- E. The length and style of the uniform will be selected by the director with the approval of campus administration.
- F. The uniform is only to be worn in conjunction with schools sponsored events.
- G. Members will wear uniform pieces as chosen by the dance director. No exceptions.
- H. Hair will be worn as specified by the director.
- I. No member will lend their uniform to anyone else for Powder Puff, Halloween, etc.
- J. No jewelry will be worn during rehearsals, performances, or pictures unless specified by the dance director.
- K. No nail polish, other than a pink & white French manicure, will be worn while in uniform or performing. If toes are exposed (barefoot) as part of dance uniform / costume, toenails may not have nail polish and must be cut short.
- L. Free edge of fingernails may not exceed 0.5 inches while in uniform or performing.

Article X. Transportation and Travel

- A. Members are required to ride to and from all activities in the transportation provided by Irving ISD.
- B. If a member has requested an early release from an activity, the director must have parent approval via a signed "Travel Release Form", and the departure may not occur until the performance events have been concluded. The director must be notified **prior** to the event.

Article XI. Finances and Fundraising

All fundraisers will fall under the guidelines as outlined by Irving ISD and will benefit all members of the team OR each member individually, per each specific fundraiser's guidelines. In all situations, fundraising activities must be approved by the campus administration and fall under requirements as outlined by the district for the current school year.

- A. If a member is dismissed or resigns, they will be held financially responsible for any and all items already ordered. No refunds will be made.
- B. Individual refunds from fundraising profits will not be made.
- C. Members must pay their membership dues and fees ([breakdown located here](#)) in full before they are eligible to participate in any performances. This includes summer camp performances. Failure to stay current with the payment schedule makes members ineligible for events, performances, etc. as designated by the dance director(s). No exceptions.
- D. Parents/Students will abide by the membership fee payment schedule designated by the dance director(s).
- E. The Vikas Dance Team organization maintains a universal "No Refunds, No Exceptions" policy that is enforced at all times, without exception. There is no instance where a refund of any kind will be made to anyone.

Article XII. Social Media and Texting

The Vikas Dance Team objects to inappropriate postings on social media sites and/or text messages which are offensive or are in violation of state or federal law, Irving ISD policy, and the *Vikas Dance Team Constitution*. Students are considered representatives of Nimitz High School and Irving ISD and their participation in social media forums and interaction through texting is subject to scrutiny if an incident is reported to the campus administration or dance director. The conduct of the students on social media sites and through text messaging reflects upon the reputation of the Vikas Dance Team and the district as a whole. The Vikas Dance Team has an interest in ensuring that the conduct of students on social media sites and through texting is appropriate and permissible.

Therefore, the Vikas Dance Team Social Media and Texting Policy will be as follows:

- A. Cyber bullying in any form will not be tolerated. Cyber bullying will be considered by occurrence, and disciplinary action will be at the discretion of the dance director and campus administration.
- B. Specific mention of the Vikas Dance Team organization, members, directors, parents, volunteers, participants, school, etc. must be positive in nature. It may not be a neutral statement, nor a negative statement.
- C. Students are not to post negative content in regards to any team or team member on any social media site or through texting.
- D. Members are not to use any profanity in any posting or text.
- E. Members are not to respond negatively / aggressively to any posting or text.
- F. Members are not to use social media or texting to threaten other students or spread negative content.
- G. Members are not to display inappropriate, obscene, illegal, sexual or derogatory language and / or activity in any posting or text.

- H. Members who are concerned about any type of posting, video, text, etc. should ignore the comments and immediately share their concern with their parents or notify the dance director who will then handle the situation appropriately.
- I. Pictures, tweets, posts, follows, re-posts, re-tweets, videos, etc. of Vikas Dance Team members must not display inappropriate, profane, obscene, derogatory, sexually suggestive (sexual innuendo) or illegal behavior. This includes any posts in or out of uniform, during or outside of school activities.
- J. No student is permitted to create a social media account for the team in any capacity. All “Team” social media accounts will be solely held and operated by the dance directors. No exceptions. Offenders are subject to discipline.

Any member reported to have posted on a social media site / sent texts which are offensive or in violation of this *Vikas Dance Team Constitution* may be subject to probation, suspension, or dismissal.

In the event that a member’s social media account or use of texting is found to be in violation of the policy via proof of video OR screen shot of inappropriate behavior, the dance director reserves the right to impose disciplinary action. The severity of the discipline will be based on the seriousness of the infraction and whether there have been previous offenses by the student.

Article XIII. The Disciplinary System

Disciplinary actions taken by the dance director and / or campus administration in regards to enforcing the *Vikas Dance Team Constitution* are final and are not grounds for the formal grievance process.

Article XIV. Probation, Suspension, Dismissal, Resignation, and the Appeal Process

A. Probation

- a. Probation is a period designated in which the member continues to uphold all responsibilities of being a Vikas Dance Team member, but may not participate in any performative aspect of/with the team. Members may attend social activities.
- b. A contract will be written and must be signed by the member, parent, and dance director. If the contract is not returned to the dance director with all required signatures by dance specified by the dance director, the member is subject to suspension at the dance director’s discretion.
- c. If the reason for probation is not corrected within the time frame established, the member is subject to suspension or dismissal.
- d. Reasons for probation (but not limited to):
 - i. Receiving three (3) detentions or Saturday school
 - ii. Poor conduct/attitude
 - iii. Academic ineligibility (see “Article VI. Grades” for ineligibility consequences and policies)
 - 1. Note: If academic ineligibility is not corrected by the progress report following the failed report card, the member will be subject to suspension.
 - iv. Poor attendance that includes, but is not limited to:
 - 1. Accumulating 4+ tardies
 - 2. Accumulating 2+ unexcused / unreported absences
 - 3. Excessive attendance issues

B. Suspension

- a. Suspension eliminates the member from participation in mandatory activities, participation in performances, and special events. The member may not attend Vikas Dance Team social activities. The member is not allowed to wear any part of the uniform to school or activities during the period of suspension. The member may not travel or sit with the Vikas Dance Team at performance events or

public activities. The member must turn in their field uniform when on suspension. The member will continue to attend Vikas Dance Team class and assist the managers in their duties.

- b. A suspension contract will be written for the member with the length of the suspension to be decided upon by the dance director. The suspension contract must be signed by the member, parent, and dance director.
- c. If the contract is not returned to the dance director with all required signatures by dance specified by the dance director, the member is subject to dismissal at the dance director's discretion.
- d. If the reason for suspension is not corrected within the time frame established, the member is subject to dismissal.
- e. Suspension will be handled in the following manner:
 - i. First Suspension: 2 games or performances or events
 - ii. Second Suspension: 3 games or performances or events
 - iii. Third Suspension: Any member who receives a suspension for a third time will be removed from the Vikas Dance Team organization for the remainder of the school year.
- f. Reasons for Suspension (but not limited to):
 - i. Second assignment of administrative disciplinary consequences – contract may vary.
 - ii. Continuing to fail one or more classes after three (3) week probation – three (3) weeks of suspension.
 - iii. Receiving In School Suspension (ISS) via disciplinary action from campus administration.

C. Dismissal

- a. Dismissal involves a loss of membership from the organization. All school equipment and uniforms must be returned and all financial obligations must be cleared within one week of dismissal. Once a member has been dismissed, they lose all privileges of the organization. This includes awards, recognition, etc., although they may have accrued over the duration of the Vikas Dance Team year. This also includes attending Vikas Dance Team only events, using the Vikas Dance Team facilities (including the Vikas locker room), and wearing Vikas Dance team attire.
- b. A member who has been dismissed will not be eligible to participate in the next year's tryout without approval from the dance director and campus administration. Areas to be reviewed will include, but is not limited to, a review of the reason(s) for dismissal and student records since the dismissal (academic grades, discipline records, attitude, etc.).
- c. In all cases of dismissal, the dance director will confer with campus administration.

D. Grounds for Dismissal

- a. All rules become enforceable the day the Vikas Dance Team member is selected and remain in effect until the end of the team's year.
- b. Grounds for automatic dismissal will include, but are not limited to, the following:
 - i. Any member who receives a suspension for a third time will be removed from the team for the remainder of the school year
 - ii. Any member who receives Out of School Suspension (OSS) will be removed from the team for the remainder of the year.
 - iii. Accumulating three (3) UNEXCUSED absences from one or a combination of the aforementioned activities will result in immediate removal from the team for the remainder of the school year.
 - iv. Any member who is expelled from school will be removed from the team for the remainder of the school year.
 - v. Accumulating three (3) written warnings with regards to behavior / conduct, dress code violations, attendance, failure to follow a coach's directive, and / or other violations of the *Vikas Dance Team Constitution*.

1. 1st Warning: parents will be notified via email or phone call and the dancer will be placed on an action plan
2. 2nd Warning: parents will be notified via email or phone call and the dancer will be benched for two (2) performances and / or placed on probation / suspension as appropriate
3. 3rd Warning: results in the student's removal from the team for the remainder of the school year. *Please note that any member removed from the team is not eligible to attend any Vikas Dance team activities including the end-of-the-year banquet.*

E. Resignation

- a. Resignation shall be defined as "a choice made by the member that they no longer desire to participate in the Vikas Dance Team organization."
- b. Once a member has resigned from the organization, they forfeit all participation and privileges of the organization. This includes trips, events, awards, letterman jackets, recognitions, etc., even if they've accrued over the duration of the school year. This also includes attending Vikas Dance Team only events, using the team's facilities, and wearing Vikas Dance Team attire.
- c. Resignation procedures involve a conference with the dance directors, parents, and submitting a completed "Resignation Contract" from the dance director. The contract must be signed and dated, with a parent / guardian signature, resigning member signature, and dance director signature.

- F. Upon dismissal or resignation, every effort will be made to move the student to an alternative setting (i.e. moving that student out of Vikas Dance Team class period); however, this will remain at the discretion of the campus administration, dance director, and school counselors.

G. The Disciplinary Appeal Process

- a. The Appeal Process is the order a parent / guardian or member should follow concerning the appeal of a disciplinary decision:
 - i. Reference the *Vikas Dance Team Constitution*
 - ii. Conference with the dance directors
 - iii. Conference with designated campus administrator
 - iv. Conference with the Principal

The decision of the Nimitz High School head principal is final and is not subject to the district's appeals process unless the concern is related to district wide policy, guidelines, or procedures.

Article XV. Dance Officers and Social Council

A. Selection of Dance Officers and Social Council

- a. The dance officer candidates will be evaluated by a panel of two or more qualified Dance Team judges. The selection of the dance officers will be based on the sum of the judge scores, and pre-evaluation by dance directors through "officer binder" assignment and/or teaching evaluation requirements.
- b. To be eligible to tryout for an officer position, the student must have been academically eligible *and* active as a Vikas Dance Team member for two consecutive semesters.
- c. The social council candidates will be evaluated by a panel of two or more qualified Dance Team judges. The selection of the social council will be based on the sum of the judge scores and pre-evaluation by dance directors through tryout process assignments for candidates.

B. Demotion of a Dance Officer / Social Council Member

- a. Grounds for dance officer / social council member demotion will include, but is not limited to, the following:
 - i. If they become academically ineligible, they will be relieved of their leadership duties and will remain a line member with a probation / suspension contract.

- ii. If they are placed on probation or suspension, they will be relieved of their leadership duties and will remain a line member for the remainder of the season.
- C. Dance Officer Ranks
 - a. There shall be one Captain, one 1st Lieutenant, and as many Sr. and Jr. Lieutenants as deemed necessary by the tryout judges in regard to team size and qualifications.
- D. Dance Officer & Social Council Requirements
 - a. Must attend summer officer camp and additional officer/social duties as organized by directors.
 - b. Must be ambitious, be determined, and maintain pride in one-self and the organization.
 - c. Cooperate with Directors and with the other officers/socials.
 - d. Maintain a sense of responsibility for membership of the organization and wear the Vikas uniform with pride.
 - e. He/She must set high standards and always work to perfect herself to a level of performance and ability in whatever he/she does.
 - f. Each officer must always be a good representative of the organization and set good standards for others.
 - g. He/She must remember that any team is only as good as its weakest member. YOU are only as strong as the weakest member of your squad. One team mentality.
 - h. Dance officers are responsible to see that their squad performs at a high degree of proficiency.
 - i. Social council members are responsible for encouraging positive team cohesiveness and overall team morale.
 - j. Dance officer candidates must have been on the Dance Team for two consecutive semesters in good standing to audition.
 - k. Social council candidates must have been on the Dance Team for one semester in good standing (the semester leading up to the audition).
 - i. Winter Vikas Exception: If a student auditions during the Winter Vikas tryout cycle (November - December) and has been on the team in good standing throughout the Spring semester, they may audition for a social council position. This exception only allows the candidate to audition for a social council position, not a dance officer position.
 - l. If a Vikas member is on probation or suspension at any time during the current school year prior to officer/social tryouts, they will be ineligible to tryout for officer/social for the following school year.
 - m. Any officer or social who fails to maintain the standard of their office is subject to demotion. After two written warnings, the officer/social will be demoted.
 - n. An officer/social who is put on academic probation for failing will also be demoted.
 - o. An officer/social who is suspended from school is subject to demotion and additional disciplinary actions.
- E. Dance Officer Duties
 - a. Captain
 - i. Shall be in command of the team at all times when the Director(s) is not present.
 - ii. Calls the team to attention for roll call, performances, etc.
 - iii. Gives whistle and verbal commands.
 - iv. Responsible for planning all entrances and exits with advice from the Director, and to inform all officers of the entrances and exits before rehearsals.
 - v. Shall teach routines to the team when called upon the Director.
 - vi. Shall inspect the team before all performances.
 - vii. Shall lead stand routines at football games, pep rallies, and community performances.
 - viii. Shall oversee officers in the performances of their duties.

- ix. Shall oversee her squad (if he/she has one).
- x. Promotes loyalty within the officers of the group.
- xi. Performs any duty assigned to them by the Director.
- b. 1st Lieutenant
 - i. Shall assist with the command of the team at all times, with exception of social functions.
 - ii. Performs Captain's duties in their absence.
 - iii. Promotes loyalty within the officer's group and the entire team.
 - iv. Check attendance of his/her squad at all functions and give a list of absentees and a list of demerits to the Captain.
 - v. Check attendance of squad at all functions and give a list of absentees and a list of demerits to the Captain.
 - vi. Shall assist directors & captain in teaching choreography to the team.
 - vii. Shall assist in inspecting the Team before all performances.
 - viii. Shall assist in overseeing officers in the performance of their duties.
 - ix. Shall inform members of demerits given.
 - x. Assumes the responsibility of a squad of members assigned to her by the Director.
- c. Senior and Junior Lieutenants
 - i. Shall be third in command to the Captain.
 - ii. Assume the responsibility of a squad of members assigned to her by the Director.
 - iii. Check roll of squad at all functions and give a list of absentees and a list of demerits to the captain.
 - iv. Performs any duty assigned to them by the Director, Captain, or 1st Lieutenant.
 - v. Make sure all equipment is put away properly at each dismissal. This includes sound equipment, props, etc.
 - vi. Pick up all forgotten things and give demerits appropriately.
 - vii. See that squad performs well. Stay late to work with squad if necessary.
 - viii. Help members who do not know the dance.
 - ix. Shall assist the Captain as deemed necessary.
 - x. Shall assist in the instructional phase when necessary.
 - xi. Shall assist in choreographing of routines when asked upon.

F. Social Council Ranks

- a. There shall be one President and one Vice-President.
- b. Additional offices may be occupied such as secretary, motivational leader, historian, treasurer, chaplain, and rookie representative.
- c. The Socials shall be in charge of spirit activities, team bonding, and social activities within the group and the school. They are also responsible for assisting the Director and Booster Club Board Members with organizing and planning the Vikas Banquet at the end of the year.

G. Social Council Duties

- a. President
 - i. Keep a large calendar in the dance locker room up to date and accurate.
 - ii. Makes sure a nice and presentable team gift is ready for the weekly football game.
 - iii. Oversees & plans Big / Little Program.
 - iv. Comes up with a yearly theme that will be incorporated into football season, gifts, events, t-shirts, spring show, and banquet.
 - v. In charge of planning & executing the banquet set up and decoration.
 - vi. Takes pictures throughout the school year & collects pictures from other members & parents.

- vii. Makes the annual Vikas “Director Book” to be passed down to the next social president.
 - viii. Is in charge if directors and dance officers are not available.
 - ix. Is a role model for the team and full of spirit!
- b. Vice-President
 - i. Assists the President when needed.
 - ii. Coordinate/celebrate team birthdays.
 - iii. Assists president with banquet duties.
 - iv. Takes pictures throughout the school year & collects pictures from other members & parents.
 - v. Assist President in making the annual Vikas scrap-book.
 - vi. Be a role model for the team and full of spirit!
- H. Alternate Dance Officer
 - a. If, for any reason, the Captain or 1st Lieutenant is unable to fulfill their duties, an alternate will be put into their office at the discretion of the Director.
 - b. Scores from officer tryouts will determine the alternate officer.
 - c. The Director will only reveal the identity of the alternate officer at the time of a dance officer’s replacement.
 - d. No replacements will be made if the office of Sr. Lieutenant, Jr. Lieutenant, or any social position becomes vacant. This constitutional article only applies to the dance officer positions of Captain and 1st Lieutenant.

Article XVI. Managers

- A. Managers may be selected by the director and / or judges.
- B. Managers must be enrolled in the Dance Team class.
- C. Managers are fully active members of the Vikas Dance Team organization; they are considered members of a varsity team.
- D. Managers are non-performing team members and must uphold all duties, rules and regulations, including grade policies, presented in the *Vikas Dance Team Constitution*. Failure to comply with the rules and policies will result in termination from the manager position.

Article XVII. Honor Guards / Escorts

- A. Honor Guards / Escorts may be selected by the dance directors at their discretion.
- B. Honor Guards / Escorts are expected to treat every Vikas Dance Team member with respect.
- C. Honor Guards / Escorts are responsible to the dance director and dance officers. They will assist the team with props, escort them on the sidelines, and across the field to the visiting dance team during football games, and other various duties assigned by the dance director.
- D. Honor Guards / Escorts must uphold all duties, rules and regulation, including grade policies, presented in the *Vikas Dance Team Constitution*. Failure to comply with the rules and policies will result in termination from the Honor Guard position.

Article XVIII. Parental Responsibilities

- A. Parents must be willing to meet all financial obligations and time commitments involved in having their student as a Vikas Dance Team organization member. All payments are final and non-refundable. This will be effective in all cases including probation, suspension, dismissal, and resignation.
- B. Parents are responsible for arranging transportation to and from all activities, rehearsals, except when transportation is provided by the school district.
- C. At least one parent / guardian of each Vikas Dance Team dancer is required to attend the parent meeting held before tryouts.

- D. Parents should be supportive of their child and of the Vikas Dance Team organization as a whole.

Article XIV. Inherent Risks of Dance Team

- A. Dance Team participation is reasonably safe as long as certain guidelines are followed, but there is the inherent risk of injury as in any athletic activity. Dance Team is an anaerobic / aerobic activity which includes jumping, stunting, motions, and tumbling. All physicals must be on file in the campus office before you may participate in Vikas Dance Team physical activities. Keep your dance director informed of all injuries and / or chronic conditions.
- B. Members will participate in an appropriate warm-up that is designated by the dance director.
- C. Members will learn challenging stunts on a mat or turf field. Once members have executed the stunt, the stunt will be practiced in the gym, studio, auditorium, or football field.
- D. Members will train to increase strength and guard against injuries such as weight lifting, endurance training, and conditioning.
- E. It is the duty and obligation of the member AND parent to immediately inform the director(s) via email of any injuries that may impact their ability to fully participate in Vikas Dance Team performances and activities.