

**2025-26**  
**NICOLET HIGH SCHOOL**  
**Athletic & Activities Parent/Student**  
**Guide**



*"Today is a great day to be a Knight"*

**6701 N. Jean Nicolet Road**  
**Glendale, WI 53217**  
**(414) 351-8145**

# Table of Contents

Season/Sports/Starting Dates/Head Coaches.....	p.3
Mission/Vision/Goals/Requirements.....	p.4
Introduction/Philosophy.....	p.5
Nicolet Coaching Philosophy of Athletics.....	p.6
Activities Offered at NHS.....	p.7
Activity Requirements/Booster Club/Communication.....	p.8
WIAA Eligibility/Transfer Rules.....	p.9
Academic Requirements.....	p.10-11
Team Rules/Attendance/Vacations/Participation.....	p.11-12
Nicolet Code/Social Media/Sportsmanship Expectations.....	p.12-13
Conduct/Violations .....	p.13-14
Discipline.....	p.14-15
Interscholastic Competitions.....	p.15
Injuries/Insurance .....	p.15
Athletic Trainer/Equipment.....	p.16
Concussion Protocol.....	p. 16
Travel.....	p.17
Awards/Fees.....	p.17
Scholarship/NCAA Information.....	p.17
Travel Release Approval.....	p.18
Board Policy Discrimination.....	p.19
Fan Buses/State Tournament Celebrations.....	p.19
Fundraising.....	p.19
NIL (Name Image and Likeness).....	p.20

# Nicolet High School Athletics

**Dr. Greg Kabara, Superintendent (351-7525)**

**Joseph Patek, Principal (351-7533)**

**Kirk Krychowiak, Director of Athletics & Activities (351-7567)**

**Andrea Desrude, Athletic Administrative Assistant (351-8145)**

**Nate Brooks, Assistant Athletic Coordinator (351-7568)**

**Marissa Strehlow, Athletic Trainer (351-8154)**

SEASON/START	SPORT	HEAD COACH	CONTACT INFO:
FALL/August	FOOTBALL	JAMES BECKER	james.becker@nicolet.us
FALL/August	CHEER TEAM #	SARA GLODOSKI	sara.glodoski@nicolet.us
FALL/August	DANCE TEAM#	SARA GLODOSKI	sara.glodoski@nicolet.us
FALL/August	GIRLS GOLF	MATTHEW GORONJA	matthew.goronja@nicolet.us
FALL/August	BOYS SOCCER	MARK SCHILL	mark.schill@nicolet.us
FALL/August	GIRLS TENNIS	TIM KOPPA	tim.koppa@nicolet.us
FALL/August	GIRLS SWIM & DIVE	BILL SHUSTER	bill.shuster@nicolet.us
FALL/August	BOYS CROSS COUNTRY	MIKE MCKENNA	mike.mckenna@nicolet.us
FALL/August	GIRLS CROSS COUNTRY	MIKE MCKENNA	mike.mckenna@nicolet.us
FALL/August	GIRLS VOLLEYBALL	BRUCE MEREDITH (interim)	vbcoachbruce@icloud.com
FALL/August	BOYS VOLLEYBALL	BRAD KUEHL	brad@eggertsimprints.com
WINTER/November	DANCE TEAM#	SARA GLODOSKI	sara.glodoski@nicolet.us
WINTER/November	CHEER TEAM #	SARA GLODOSKI	sara.glodoski@nicolet.us
WINTER/November	GYMNASTICS	SHERYL DACZKA	sheryl.daczka@nicolet.us
WINTER/November	GIRLS HOCKEY*	SARAH PEARSON	spearson@usm.org
WINTER/November	BOYS HOCKEY**	DANO SCHONENBERG	dano.schonenberg@wfbsschools.com
WINTER/November	WRESTLING	CODY TESCH	cody.tesch@nicolet.us
WINTER/November	BOYS SWIM & DIVE	BILL SHUSTER	bill.shuster@nicolet.us
WINTER/November	BOYS BASKETBALL	TERRENCE SMITH	terrence.smith@nicolet.us
WINTER/November	GIRLS BASKETBALL	JAMES WRIGHT	james.wright@nicolet.us
WINTER/November	BOYS & GIRLS SKI#***	JACK BOURDOU	jack.bourdo@nicolet.us
SPRING/March	GIRLS TRACK & FIELD	MIKE MCKENNA	mike.mckenna@nicolet.us
SPRING/March	BOYS TRACK & FIELD	MIKE MCKENNA	mike.mckenna@nicolet.us
SPRING/March	SOFTBALL	TERRENCE SMITH	terrence.smith@nicolet.us
SPRING/March	GIRLS SOCCER	TONY QUINTERO	tony.quintero@nicolet.us
SPRING/March	BOYS TENNIS	TIM KOPPA	tim.koppa@nicolet.us
SPRING/March	BOYS GOLF	MATTHEW GORONJA	matthew.goronja@nicolet.us
SPRING/March	BASEBALL	JASON GRODSKY	Jason.grotsky@nicolet.us
SPRING/March	BOYS LACROSSE**	JAY BITTER	jay.bitter@wfbsschools.com
SPRING/March	GIRLS LACROSSE**	KATIE CUBBERLY	kcubb12@gmail.com

#Not a recognized WIAA sport (officially a club sport)

\*Co-op with University School (USM is lead school)

\*\*Co-op with Whitefish Bay High School (WFB is lead school)

\*\*\*Co-op with Shorewood High School (NHS is lead school)

**Nicolet District Mission:**

The Nicolet High School District exists to positively impact the world through education by accelerating the achievement of every student, in every classroom, every day.

**Nicolet District Vision:**

Nicolet High School commits itself to excellence and equity by intentionally engaging each student to achieve personal success and to contribute to the local and global community.

**School Board Goal:**

Provide personalized learning programs, support systems and services to ensure that each student will demonstrate academic growth and social/emotional well-being during their experience at Nicolet High School.

**High Engagement:**

Nicolet students will increase their participation in one or more extracurricular with a goal of 100% as measured by extracurricular enrollment data.

**Nicolet Athletics: PRIDE, RESPECT, DEDICATION, EXCELLENCE**

Nicolet considers athletics and extra-curricular activities as an extension of the classroom. Nicolet Student-Athletes demonstrate compassion, responsibility and dedication to their teammates and sport. They will act with integrity, honor and an understanding of their role in the school and community. They will show spirit, loyalty and enjoyment of sport.

**ATHLETIC REQUIREMENTS:**

**PRIOR** to a student's participation (try-out or practice or competition) in a Nicolet High School athletic program, the following requirements must met:

- 1) Turn in the appropriate **WIAA Physical card or WIAA Alternate Year Card** (cards may be obtained in the athletic office, or downloaded from the Nicolet web site under Athletics)  
*NOTE: An examination taken after April 1<sup>st</sup> is good for the upcoming school year and the following school year. An examination taken before April 1<sup>st</sup> is only good through the remainder of that current school year and the next school year. Parents must sign an alternate year card prior to the start of the student-athlete's "alternate" year season.*
- 2) Read the **Athletic Code**, agree to its provisions and submit the **Consent Form** located under Athletic Participation Forms on your Skyward account.
- 3) Complete and submit the **Concussion Form** online (and any and all other athletic forms) located under Athletic Participation Forms on your Skyward account.

# NICOLET HIGH SCHOOL ATHLETICS

## *BUILDING COMMUNITY PRIDE*

### INTRODUCTION

Interscholastic athletics is a significant and worthwhile undertaking. Each year, Nicolet High School students are provided with the opportunity to become involved in athletic programs under the guidance of its qualified and dedicated coaches and athletic staff. This handbook is required reading for each athlete and their parent(s)/guardian(s). The policies and procedures governing the athletic program, including this handbook, shall be administered and enforced with the full authority vested in the individual coaches as governed by the Athletic Director. **When appropriately applicable, all policies, procedures, rules in this handbook apply to all Nicolet extra-curricular activities in addition to athletic activities.**

### PHILOSOPHY

The Nicolet High School athletic program is built around the philosophy that a dynamic program of student activities is vital to the educational, social and emotional development of the student. And as such, participation in athletic activities is encouraged for all students. The Nicolet athletic program will provide a variety of experiences that will foster an environment of inclusion for all students and aid in the development of favorable habits and attitudes in students that will prepare them for adult life. In this regard, the Nicolet athletic program's policies, procedures and coaching philosophies will help foster a climate of inclusion and the development of the athlete first and foremost. The athletic program will function as an integral part of the total curriculum. It will offer opportunities for all students to serve the school community, to assist in the development of fellowship and good will, to promote self-realization and all around growth, and to encourage the qualities of good citizenship.

Athletics play an important part in the life of a Nicolet High School student as these athletes will learn lessons in sportsmanship, responsibility, teamwork, cooperation, and winning or losing with dignity. Through participation in athletics, a healthy self-concept as well as a healthy body can be developed. Athletics add to Nicolet school spirit and help all students, spectators and participants develop pride in their school community. The athletic program shall be conducted in accordance with existing Board of Education policies, rules and regulations. Such participation is a privilege that carries with it responsibilities to the school, to the activity, to the student body, to the community, and to the student-athletes themselves.

## NICOLET COACHING PHILOSOPHY OF ATHLETICS

We believe that competitive teams help develop pride and loyalty in the school and each other, as well as self-confidence and a sense of accomplishment as an individual. We believe making a varsity team is an HONOR that an athlete earns with hard work and dedication, as well as the development and refinement of their talents.

1. Coaches of varsity teams will select for their teams those players who can compete competitively in a contest at the varsity level. The ultimate goal of a varsity team is to be as competitive as possible. In MOST game situations, not all players will have the opportunity to play. When looking to promote underclassmen to the varsity level, overall player development should be considered along with the potential for team success. Ultimately, continuous player development and long term program success is our goal. **However, available resources and limited number of roster spots may necessitate program cuts in some sports.**

2. Junior Varsity coaches will make greater efforts than varsity coaches to get team members adequate playing time. They must balance their wish to build a winning team with the need to develop hard-working players who have the ability to contribute to the varsity level in the future. Playing time at the high school level is never equal among players each game. At the JV level, the main focus should be to develop players for the varsity level by working on the skills and knowledge they will need to be successful at the varsity level. However, available resources and limited number of roster spots may necessitate program cuts in some sports.

3. JV2 (freshmen) coaches will make greater efforts than varsity & JV coaches to get team members adequate playing time. They must balance their wish to build a winning team with the need to develop hard-working players who have the ability to contribute to the varsity level in the future. Playing time at the high school level is never equal among players each game. At the JV2 (freshmen) level, the main focus is to develop interest in the sport by attempting to attract as many athletes as possible to the sport. However, available resources and limited number of roster spots may necessitate program cuts in some sports.

4. Coaches must be aware at all times that they are teachers and must, therefore, keep their educational goals clear. This means that they have the responsibility of maintaining open communication with their players and parents, and personally evaluating the situation of each player.

5. As teachers and role models, coaches must maintain a professional atmosphere with their teams. This means that at all times they must demonstrate an understanding of the distinct difference between “coach” and “friend” with individual team members. Contact with current and returning students outside of school, athletics, or related events is strongly discouraged. A heightened awareness of public communication such as text-messaging and social media should be displayed and all communication via these methods should be kept professional and should only include information related to team activities. All communication to athletes should be copied to the athletic office.

6. Sportsmanship plays a vital role in every contest in which we participate. Fairness in competition and positive group, as well as individual, behavior are imperative.

7. Athletics at Nicolet High School are by definition extra-curricular and voluntary in nature. It is the goal of the Athletic Department to encourage as many students as possible to participate in sports while attending Nicolet High School. Coaches are encouraged to build their programs to participation maximums at all levels while striving for individual, team and program standardization.

8. Coaches are expected to encourage their athletes to play multiple sports and not specialize in just one sport. Playing multiple sports in high school, makes for a well-rounded and healthy athlete. While parents might feel that outright specialization could mean better developed skills in front of scouts, the benefits of multi-sport athletes far outweigh the increased risks that come from year-long practice of just one sport. What will maximize an athlete’s potential in a single sport is having an end goal in mind, and planning a high school playing career around their ideal sport of choice.

## Activities offered at Nicolet High School

### Level 1: **Athletic Sports: (19 sports/ 30 teams)**

*Activities of an athletic nature.*

- 1 Baseball
- 2 Basketball (boys & girls)
- 3 Cross Country (boys & girls)
- 4 Football
- 5 Golf (boys & girls)
- 6 Gymnastics (girls)
- 7 Hockey (boys & girls)
- 8 Soccer (boys & girls)
- 9 Softball (girls)
- 10 Swimming/Diving (boys & girls)
- 11 Tennis (boys & girls)
- 12 Track (boys & girls)
- 13 Volleyball (boys & girls)
- 14 Wrestling
- 15 Lacrosse (boys & girls)
- 16 *Dance\**
- 17 *Cheerleading\**
- 18 *Ski\* (boys & girls)*

*\*Non-WIAA sanctioned sports*

### Level 2: **Academic/Service Clubs:**

*Activities financially or partially financially sponsored by Nicolet High School and may represent NHS at competitions or contests. Some of these programs may not take place during a particular school year due to lack of interest.*

- 1 Chess
- 2 Debate
- 3 FEAR
- 4 Fed Challenge
- 5 Forensics
- 6 Mock Trial/Model UN
- 7 National Honor Society
- 8 Pep Band
- 9 Theatre Production
- 10 Link Crew
- 11 Peer Tutors

### Level 3: **Social Clubs and Activities:**

*Clubs & Activities recognized by Nicolet High School but not financially sponsored by NHS.*

Club Confirmation paperwork must be on file in the athletic office for a club or activity to be officially recognized.

**Examples:** (but not limited to) Asian/Pacific Islander Club, Astronomy Club, Bad as Blue, Best Buddies, Book Club, Community Service Club, Disc Golf Club, Doctor Who Club, Environmental Club, French Club, French Honor Society, Gay/Straight Alliance, German Honor Society, International Thespian Society, Library Magazine, Millionaires Club, Model U.N., Movie Club, Multicultural Club, Nicolet Film Society, Nicolet

Photo Club, Ping Pong Club, Ruth Goldberg Club, Spanish Club, Spanish Honor Society, Stage Crew, Women's Empowerment Club.

## Activity Requirements

<b><u>REQUIREMENT:</u></b>	<b><u>LEVEL 1:</u></b>	<b><u>LEVEL 2:</u></b>	<b><u>LEVEL 3:</u></b>
<b>ACADEMIC ELIGIBILITY:</b>	<b>YES</b>	<b>YES</b>	<b>NO</b>
<b>ATHLETIC/ACTIVITY FEE:</b>	<b>YES (except #19)</b>	<b>NO (except #3, #9)</b>	<b>NO</b>
<b>CODE OF CONDUCT:</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
<b>AWARD ELIGIBILITY</b> (letters, pins numerals etc.):	<b>YES</b>	<b>YES</b>	<b>NO</b>
<b>PHYSICAL CARD:</b>	<b>YES</b>	<b>NO</b>	<b>NO</b>
<b>ONLINE ATHLETIC FORMS:</b>	<b>YES</b>	<b>NO</b>	<b>NO</b>

- Discipline for Code of Conduct Violations may differ by frequency of violation and activity level.
- Advisors of Level 3 activities must have club/organizations confirmation on file in Athletic Office.
- Use of all school vans must be approved by the athletic office.
- Bus/Van transportation costs are budgeted for Level 1 and Level 2 activities only.
- Only the actors in Theatre will be charged activity fee not the theatre techs.
- **Ski athletes** from other schools in our co-op pay the participation fee to NHS.
- **Ski athletes** will be billed by NHS and all expenses related will be billed to their ski account.
- **Boys & Girls Hockey athletes** from NHS pay Athletic fee to NHS and not the host Co-op School (WFB/USM).
- **Boys Hockey athletes from NHS** will be billed directly by WFB for some Hockey related participation fees.
- **Girls Hockey athletes from NHS** will be billed directly by NHS for some Hockey related participation fees.

## BOOSTER CLUB

The Nicolet All-Sports Booster Club supports and encourages the endeavors of Nicolet student-athletes. It also provides moral and financial support to encourage participation in athletic activities for the benefit of all student-athletes. The Booster Club has been responsible for a great deal of financial support for the athletic department in an effort to keep Nicolet Athletics competitive with the other schools it competes with. The group also provides athletic scholarships as well as funds for coaching clinics, guest speakers and spirit activities. Please consider joining this worthwhile and essential organization. The cost to join is easily affordable and entitles the member to a Nicolet pass allowing the member and his/her family entrance to select Nicolet home athletic events. The Nicolet Athletic Department strongly encourages all families to be a member of the Booster Club. Booster Club membership is vital to the success of our athletic program. The Booster Club supports all Nicolet Level 1 Sport activities as well as Pep Band.

## COMMUNICATION WITH STUDENTS

A coach/advisor should not be communicating electronically with any student one-on-one. Sending out an electronic message to everyone in a program is a great way to instantly communicate with the team but coaches should refrain from engaging in a one on one discussion electronically. In addition, someone of authority such as the principal or athletic director or another coach should be copied on all communications to students. This ensures that someone else is seeing the communication and nothing can be taken out of context. All electronic communication between coaches/advisors and their students is to be only professional and only occur in direct relation to a school sponsored sport/club/activity. District approved communication platforms between coaches/advisors and their students can include the following: Skyward, Game Changer, GroupMe, Remind, Band and Google Calendar. Personal Text



messaging is not an acceptable or allowable communication practice

**Please consult the WIAA Website for all updated rules and policies.**

### **WIAA ATHLETIC ELIGIBILITY RULES**

According to the WIAA (Wisconsin Interscholastic Athletic Association) rules, no athlete can be **varsity** eligible if:

1. The student-athlete has reached 19 years of age prior to August 1 of the upcoming school year.
2. The student did not pass or is not currently passing 3 full-time credits out of a minimum of 5 full-time credits.
3. The student has attended more than eight (8) semesters after entering Grade 9, or if the student-athlete's seventh and eighth semesters do not follow consecutively.
4. The student-athlete has participated in any sport for part or all of four (4) seasons.
5. The student-athlete and his/her parents do not live in the school district in which the student-athlete attends school unless the student-athlete has served one year of ineligibility or unless the residence situation has been approved by the WIAA Office.
6. The student-athlete does not have on file evidence of both having passed a physical examination administered by a licensed physician or advanced practice nurse prescriber and received parental permission to participate in athletics.
7. The student-athlete has violated his/her amateur status by knowingly or unknowingly: accepted any amount of money or any kind of usable merchandise, signed a contract for his/her services as an athlete, permitted his/her name or picture or personal appearance to be used for promotion, played under another name.
8. The student-athlete, at any time, received an award of merchandise of value such as a jacket, sweater, watch, billfold, etc. in recognition of his/her talent as an athlete.
9. The student-athlete has played an all-star contest or similar activity involving participants from more than a given league.
10. The student-athlete participates in any program, outside of school team, which can be considered by anyone as resembling a school team practicing or competing outside of the designated school season for that sport.
12. The student-athlete lets anyone besides his/her parents/guardians pay a fee for specialized training, such as a summer camp.
13. The student-athlete may not be instructed by his/her school coach outside the season of the sport (except where permitted by WIAA regulations during the summer).

### **WIAA TRANSFER RULES**

"A student who transfers from any school into a member school after the fourth consecutive semester following entry into grade 9 shall be ineligible for competition at any level for one calendar year, but may practice, unless the transfer is made necessary by a total change in residence by parent(s)."

#### **INTERPRETING THE RULE**

Open enrolled and/or tuition paying students **entering** 9th and/or 10th grade at the beginning of the school year and who are within the first four consecutive semesters of high school will be afforded **unrestricted** eligibility provided all other rules governing student eligibility are met.

Open enrolled and/or tuition paying students **entering** 11th and/or 12th grade as transfer students are **ineligible** to compete at any level for one calendar year, but may practice.

9th grade students who **transfer after the beginning** of the school year and with written consent from both schools directly involved may be provided **non-varsity** opportunities for the **remainder of the school year**. Restrictions are removed upon entering 10th grade.

10th grade students who transfer **after the beginning** of the school year and with written consent from both schools directly involved may be provided **non-varsity** opportunities for **one calendar year** (365 days beginning with first day of attendance at the new school).

Schools are reminded that district policies with respect to intra-district transfer do not supersede WIAA transfer rules in situations involving post-4th semester transfers. Intra-district transfers occurring after the fourth consecutive semester following entry into grade 9 result in the student being ineligible for competition at any level for one calendar year (365 days beginning with first day of attendance at the new school), but they may practice.

## NICOLET ACADEMIC REQUIREMENTS

The fundamental concept of the Nicolet academic requirement is to assure that academics are placed as a priority and as such, all athletes are students first and athletes second. The requirement includes steps that will be taken to help students and athletes who do not meet the minimum requirements to raise their academic performance. Nicolet will employ a zero tolerance for academic failure. We expect our student-athletes to meet a minimum level of academic competence in order to compete:

### Academic Standards and Eligibility

For the purposes of determining academic eligibility, current overall course grades will be used. **Grade checks will be conducted on the 15th of each month (if the 15th falls on a weekend, on the following Monday)**. Grade check dates will be established each summer for the upcoming academic year by the Nicolet Athletic and Activity Department and communicated to coaches/advisors each season. For the 2024-25 school year, grade check dates will occur on:

2025-2026 Grade Check Dates:
Monday, September 15th <i>*(10th, 11th, 12th grade ONLY)</i>
Wednesday, October 15th
Monday, November 17th
Monday, December 15th
Thursday, January 15th
Monday, February 16th
Monday, March 16th
Wednesday, April 15th
Friday, May 15th

1. All athletic/activity participants must meet Nicolet Union High School, the Wisconsin DPI, and the WIAA's (Wisconsin Interscholastic Athletic Association) requirements defining a full-time student.
2. At each grade check date, any athletic/activity participant who has a failing grade in **ANY** of their current courses will be considered ineligible for competitions or events in accordance with the following table:

<p><b><u>LEVEL 1:</u></b></p> <p><b>If a student has one (1) failing grade at a grade check date</b></p>	<p>The student is ineligible from participating in competitions until the student is earning a passing grade in the course they are failing.</p> <p>Students are <b><i>allowed</i></b> and <b><i>expected</i></b> to participate in all team/event meetings and practices during this academic ineligibility period.</p>
--	--

	In order to regain eligibility, a student must verify with the Athletic and Activities Office that they are passing the failing course <b>AND</b> that no additional failures exist. A student becomes eligible as soon as this occurs. At this point, the coach/advisor will be informed of the student's eligibility status.
<p style="text-align: center;"><b><u>LEVEL 2:</u></b></p> <p><b>If a student has <u>MORE</u> than one (1) failing grade at a grade check date</b></p>	<p>The student is <b>INELIGIBLE</b> from participating in competitions until the student is earning a passing grade in <b>ALL</b> of courses they are failing <b>AND ALL</b> of their current courses. Additionally, the student is <b>INELIGIBLE</b> from participating in practices <b>AND</b> team events, meetings, or activities.</p> <p><i>*A <b>LEVEL 2</b> student can move to <b>LEVEL 1</b> ineligibility if they are passing all but ONE class (i.e. students may begin practicing and attending team events/activities once they have reduced the number failures to one; however, they must continue to sit out of games/events until passing all courses). This must be verified in Skyward by the Athletic and Activities Office.</i></p> <p>In order to regain full eligibility, a student must verify with the Athletic and Activities Office that they are passing the failing courses <b>AND</b> that no additional failures exist. A student becomes eligible as soon as this occurs. At this point, the coach/advisor will be informed of the student's eligibility status.</p>

*\*\*A scrimmage does not count as a competition*

*\*\*\*Academic athletic/activity ineligibility only applies to the current school year and does **NOT** carry over from one academic school year to the next.*

3. If a student is deemed ineligible, the athletic department will send a skyward message to the parent/guardians and an email to the student and to the coach informing them of the eligibility status of the student-athlete.

### **STUDENTS WISHING TO PLAY ATHLETICALLY IN COLLEGE MUST GRADUATE WITH A 2.3 GPA TO BE ELIGIBLE THEIR FRESHMAN YEAR IN COLLEGE.**

## **TEAM RULES**

Each Head Coach will establish a set of team rules and violation consequences which the coach feels to be in the best interest of all team members; such rules shall become effective after approval by the Athletic Director. The team rules will be given to each athlete prior to the start of the season. It is the responsibility of the athlete to understand the rules. The rules shall generally deal with conduct and attendance requirements. The team rules shall not be inconsistent with the Athletic Handbook. The Head Coach shall be responsible for administering the team rules and discipline for the violation of such rules.

## **ATTENDANCE**

Absences will affect student participation in athletics and activities. Students absent, or partially absent on the day of a scheduled practice or game, must be excused by the attendance office in order to participate. A student missing class because of participation in an athletic activity has the same obligations for making up homework, taking tests, etc. as they would if they were on a school field trip. Students absent for school related reasons, such as a field trip, music or theater

performance are considered to be participating in school activities and are eligible to compete. A student will not be permitted to practice or participate in a contest if they were suspended from school the day of that practice or contest. A student will not be permitted to practice or participate in a contest if they did not participate in Phy Ed class the day of the practice/contest. If a student was excused from Phy Ed due to illness or injury, they will not be permitted to participate in a contest on that same day unless they attend the Phy Ed class and participate in appropriate alternate activities approved by the Phy Ed teacher. A student must attend school a minimum of four (4) “classroom hours” and have no “unexcused” absences on the day of a practice or of a contest to maintain participation eligibility for practice or competition (unless for extenuating circumstances such as family emergency or college visits). Students may be eligible to participate in a Saturday contest if they miss school time on Friday, provided it was not for disciplinary reasons. Students serving in-school suspensions for minor offenses will be allowed to participate in athletic events that day.

## **VACATION STATEMENT**

The Nicolet athletic department strongly discourages taking vacations during the competitive season in which the athlete is participating, this includes most importantly tryouts for a “cut” sport. Athletes “trying out” for a “cut” sport need to be properly evaluated among the other student athletes trying out in order to best determine their talent level. It is detrimental to the athlete and the team to be absent from practice and/or competition for an extended period of time. It is up to the discretion of the coach of each team to determine any consequences involved if a player from the team chooses to miss practice and/or games during the season. All absences from practices or competition should be discussed with the coach in as much advance as possible. Nicolet athletics has a priority to be as competitive as possible and this goal is difficult to achieve if we do not have each of our athletic teams intact throughout the entire season.

## **LIMITED PARTICIPATION SPORTS**

Because of the limited number of participation sports, some Nicolet sports teams will have tryouts to determine roster spots. The criteria for selection to the team will be developed by the Head Coach of each activity and communicated to the athletes prior to the tryouts. All athletes, on an individual basis, will be informed by the coach of their status following tryouts. The athletic department will adhere to the concept that when at all possible, freshmen will not be cut from an athletic team. This policy may be dependent on resources provided to that sport in the form of equipment, facility time, amount of competition and/or number of available coaches. Cut-sports may not be able to allow “late tryouts.”

## **CHANGING SPORTS**

An athlete may not be involved in two sports during the same season, except by consent of each sport coach and the athletic director. A student cut from, or dropping one sport may try out for another sport provided they were not cut for disciplinary reasons and provided the other sport can accommodate the addition.

## **NICOLET CODE (of Conduct)**

Nicolet High School administrators and coaches believe that students who are selected for the privilege of membership on teams should conduct themselves as responsible representatives of the school and community. They are expected to maintain high standards of conduct throughout the year. Student-athletes, their parents and school staff members share responsibility for adhering to these standards. Everyone plays a role in establishing and maintaining a positive image for our school and community. Athletics are a privilege and integral part of the total education process. The key goals of the athletic program are to offer student-athletes direction in developing healthful living habits, discipline, leadership, teamwork, sportsmanship and the acceptance of rules and responsibilities. Every student selected for the privilege of team membership will be offered the opportunity to practice and participate in contests, relative to their demonstrated abilities, readiness and commitment. Participants in the athletic program have a responsibility to adhere to the policies established by the Nicolet High School Board, the North Shore Conference, and the by-laws of the Wisconsin Interscholastic Athletic

Association. Coaches in the athletic program are required to adhere to the policies, philosophies and regulations found in both the Athletic and the Coaches' Handbooks. Students can be suspended from athletics or activities for violating the Nicolet Code at any time during the calendar year.

## **SOCIAL MEDIA**

**Students should not create/ establish social media accounts for any Nicolet program/ athletic team/ activity that reflects affiliation with Nicolet in any manner unless and until the account is sanctioned/ has adult supervision. Students can be disciplined under the Nicolet Code of Conduct for violating social media policies and platforms.**

### **Sportsmanship expectations of participants:**

Accept and understand the seriousness of your responsibility, and the privilege of representing the school and the community. Treat opponents the way you would like to be treated. An athlete shall never direct remarks at an opponent in a taunting manner. Respect the integrity and judgment of game officials. Respect the job and position of officials and treat them with dignity. This is a fundamental expectation. Any form of hazing is considered bullying and is not acceptable. Teammates and fellow students should be treated with respect at all times. Nicolet will not tolerate a culture of harassment and incidents of harassment. Bullying and/or hazing will be dealt with swiftly and harshly. **Students can be suspended from athletics or activities for violating behavior expectations while participating in athletics or activities.**

### **Sportsmanship expectations of spectators:**

Remember that high school athletics are learning experiences for students and the programs are part of the educational process. Remember too that adolescents often learn proper behavior from watching adults. A ticket is a privilege to observe the contest, not a license to verbally abuse others. Positive fan support is an asset for the players, coaches and other spectators. Please show respect for all players, coaches, other spectators and officials. Respect their roles even if you disagree with their judgment. Negative comments or the berating of players, officials and coaches is not in keeping with our philosophy, nor is it a good form of modeling and will not be tolerated. Any spectator ejected by an official shall be required to leave Nicolet High School's premises. **Students can be suspended from athletics or activities for violating behavior expectations while spectating at athletics or activities.**

### **Sportsmanship expectations of parents:**

Accept and understand the seriousness of your responsibility and be positive with your child. Do not offer excuses to them if they are not playing. Encourage your child to work hard and do their best. If they have questions about issues relating to their playing time and performance, encourage them to ask the coach for a meeting between the two of them. Encourage your child to follow all school, athletic code and team rules. Show respect for all players, coaches, other spectators and officials. Respect their roles even if you disagree with their judgments. Negative comments or the berating of players, officials and coaches is not in keeping with our philosophy and as such will not be tolerated.

## **CONDUCT/VIOLATIONS**

The primary purpose of Nicolet's Code of Conduct is to promote self-discipline in the best interest of the athlete.

**The WIAA mandates** that each member school have a **Code of Conduct** for its athletes which (a) prior to the start of each school year designates the specific discipline applicable to violations of such code, (b) is developed with the involvement of students, coaches and administration and (c) is adopted by the School Board. The WIAA specifies that at least the following consents be included in the **Code of Conduct** of each member school:

1. A student is required to follow the school **Code of Conduct** on a year-round (12-month) basis.
2. In-season violations of the following will result in immediate suspension of the student from interscholastic competition for no less than one (1) day of competition (game, meet or contest): (a) acts involving the use of alcohol; (b) acts involving the use, including chewing, of tobacco; and/or (c) acts involving the use, possession, buying or selling of controlled substances.
3. The Athletic Director will determine minimum discipline for violation of any other provisions of its **Code of Conduct**, including (a) all out-of-season offenses, and (b) for any other conduct contrary to the ideals, principles and standards of the school and the WIAA including, but not limited to criminal behavior.

### ***CODE OF CONDUCT RULES APPLICABLE TO NICOLET STUDENT-ATHLETES***

1. The student/athlete shall not possess, use, sell, buy or attempt to use, sell or buy medically unauthorized drugs.
2. The student/athlete shall not possess, use, sell, buy or attempt to use, sell or buy smoke or tobacco of any kind.
3. The student/athlete shall not possess, use, sell, buy or attempt to use, sell or buy alcoholic beverages.\*
4. The student/athlete shall not possess, use, sell, buy or attempt to use, sell or buy performance enhancing drugs.
5. The student/athlete shall not act in a manner that is unbecoming of a Nicolet athlete, on or off the school grounds.
6. The student/athlete disqualified from a contest for flagrant or unsportsmanlike conduct, will be suspended from interscholastic competition for no less than the next competitive contest per WIAA rule.
7. School suspensions may result in a code of conduct violation and subject to athletic suspension at the discretion of School Administration.

\*Student/athletes are strongly discouraged from attending any gatherings where drugs or alcohol are present or illegal activities are taking place. Student-athletes need to avoid these situations and may face penalties for simply being present at such events.

### ***APPLICABILITY OF THE NICOLET CODE***

1. The rules and code of conduct described above shall be in effect at all times on a 12-month basis for Nicolet students, whether school is in session or not. Accordingly, a student who violates a rule while school is not in session shall be treated on an identical basis as a student who violates a rule while school is in session.
2. Any violation of the Nicolet Code will apply to the student's current or next activity in which the student participates (at the discretion of school administration). If, while serving a suspension, that student does not finish that season in good standing, the suspension will then apply to the next activity in which the student participates (at the discretion of school administration).

### ***DISCIPLINE***

In the event of a violation of the Nicolet Code by a Nicolet student, the following discipline set out below shall apply. Suspensions occurring in a WIAA tournament contest will result in disqualification for the remainder of the total tournament series in that sport.

#### **First Offense**

The student can be suspended from competition for a period of up to twenty-five percent (25%) of game contests or events for the current season (excluding scrimmages). During the suspension, the student can continue to practice with the team, appear on the bench with teammates and attend team activities but will be barred from all game competition. If there are not sufficient events remaining, the length of the suspension shall be divided proportionately between seasons. If the student is not then participating in a sport or activity, the suspension will be served in the student's next season sport or activity. If the student **self-reports** the violation and it is a first offense, the discipline can be reduced to a suspension of

fifteen percent (15%). **In addition**, if the offense includes use of alcoholic beverages or drugs, mandatory contact with their Nicolet Guidance Counselor is required and may include a substance abuse education program or referral to an outside substance abuse program. The contact with the Nicolet Guidance Counselor and the commencement of the program must begin at the earliest possible time and is mandatory before an athlete will be allowed to compete. The athlete must receive clearance by their Guidance Counselor and parent(s) or guardian(s) of the athlete before reinstatement can be granted. **Note:** Students are encouraged to self-report violations in order to accept responsibility for their actions and to display the maturity required to make better decisions in the future.

### **Second Offense**

A student who commits a second violation of the Nicolet Code can be suspended from competition for a period of up to **fifty percent (50%)**.

### **Third Offense**

A student who commits a third violation of the Nicolet Code can be suspended from competition for a period of up to one year **(12 months)**.

### **No Further Violations**

If at the end of **three consecutive semesters** the athlete has not been found to be in further violation of the Code of Conduct, the student's status is returned to the level that they held prior to the previous violation.

## ***PROCEDURES APPLICABLE TO ATHLETIC RULE VIOLATIONS***

Parents, teachers, coaches or other school personnel should inform school officials of any violation of the **Nicolet Code of Conduct**. Any student reported for a violation on any eligibility rules shall have due process and will be allowed to meet with the Athletic Director to appeal the suspension. At this time, the student and or parent(s) or guardian(s) of the athlete may appear and present evidence on their behalf, including testimony. The student will not be allowed to compete while the appeal process is in progress. All efforts will be made by the Athletic Director to expedite the appeal process. After the appeal process, FINAL decisions will be detailed in writing and mailed to the athlete and their parent(s) or guardian(s).

## **INTERSCHOLASTIC COMPETITIONS**

The School Board recognizes that interscholastic competition is an integral extension of classroom instruction, athletic team participation and student clubs/activities membership. Interscholastic competition fosters the development of pride and loyalty in the school and each other, as well as self-confidence and a sense of accomplishment as an individual and as a team member. The Board supports student, faculty and staff participation in interscholastic competition at the conference, regional, sectional and state level.

### **National Competitions**

The District will provide substitute teachers for faculty advisors to chaperone students who may qualify to attend a national competition. Students and advisors need to pursue/secure outside sponsorship(s) to cover attendance at national competitions.

## **INJURIES AND INSURANCE COVERAGE**

Nicolet High School does not provide insurance coverage for athletic injuries. In any sport, particularly the contact sports, there is a risk of injury. Injuries to organs, paralysis and even death may occur. It is the responsibility of each student-athlete to report their injuries to the responsible parties (coach, trainer, etc.). **Student-athletes using weight room**

**equipment against coaches' and/or trainers' advice/instruction will assume the responsibility of their direct or indirect injuries.**

## **ATHLETIC TRAINER**

Nicolet has a certified athletic trainer on staff to care for all athletic injuries sustained during school sponsored interscholastic activities. The trainer, who is on duty at all home events, will provide prevention, emergency care, treatment and rehabilitation of athletic injuries under the direction of Nicolet's team physician or your individual physician. Athlete's should always:

- o Report all injuries to your coach or the trainer when they occur.
- o If you see a physician, get a note with a diagnosis and any restrictions or therapy and present it to the trainer.
- o Report to the training room daily until instructed to do otherwise.
- o Equipment borrowed from the training room should be returned as soon as possible.
- o No athletes are to be in the training room unsupervised.

## **ATHLETIC EQUIPMENT**

1. The school board has attempted to provide the Athletic Department with adequate and safe equipment.
2. Each student-athlete is responsible for the proper care and safekeeping of the equipment issued to them.
3. **Lockers should be securely locked during and after every practice and contest.**
4. Each student-athlete must turn in their equipment and will be held financially responsible for any lost or stolen equipment issued.

# **CONCUSSION PROTOCOL:**

Please be advised of the following with regard to concussion protocol.

Should an athlete be officially diagnosed with a concussion or believed to be suffering from a concussion (always err on the side of caution):

- 1) the athlete should be removed from participation in game or practice immediately.
- 2) the athlete should see the athletic trainer immediately.
- 3) the trainer/coach shall recommend immediate next course of action (hospital/911 etc.)
- 4) the trainer/coach should fill out the proper paperwork (accident report)
- 5) the trainer/coach should contact the athlete's parents or guardians immediately
- 6) the trainer should contact the school nurse via email asap
- 7) the athlete cannot return to practice/competition until cleared by our trainer and/or doctor

The most important thing is communication...especially to the parents.



## TRAVEL TRIP CONDUCT AND APPEARANCE

1. Athletic team members will use the mode of transportation provided by the school unless special Pre-arrangements are made in writing and approved by the Athletic Director or his designee.
2. All student-athletes are expected to conduct themselves as good examples of Nicolet at all times. Student-athletes are in the public eye both off the field or court as well as on it.
3. Every athlete is strongly encouraged to return on the team bus. If the athlete must leave early, it is their obligation to pick up, fill out, and return a signed parent release form (located in this handbook).
4. The locker room is a place for coaches and players only. Friends and relatives are not allowed in the locker room before, during or after games or practices. Every student-athlete is responsible for keeping the locker room clean both at home and on the road.
5. Grooming and hygiene shall be such that at any time proficiency, safety or cleanliness inhibits performance, the student-athlete will be asked to modify his/her grooming.
6. Appropriate attire (set by the coach/advisor) will be worn when traveling to events.

## AWARDS

Nicolet High School awards emblems, letters, numerals, plaques etc. to designate excellence in achievement and progress within the specialty area of athletics and activities. Awards will be given upon recommendation of the head coach/advisor. The method of selecting awards will be determined by the head coach/advisor. It is encouraged that all earned awards will be worn or displayed at school or at home with honor, pride and dignity.

## ATHLETIC FEES

Participation fees set by the school board in 2021-22 will be **\$85 per sport/activity** (\$170 max per student) Participation fees will be refunded in full or applied to the student's next sport/activity if they are cut from a sport/activity.

Participation fees will not be refunded if an athlete is removed or dropped from the team for disciplinary or academic reasons. Participation Fees will not be refunded if the student voluntarily quits the team at any time during the season. If extenuating circumstances cause the student to quit, please contact the Athletic Department to discuss a possible refund.

**Participation fees for each sport/activity will be added to the student's Skyward account immediately after the start of each sport/activity's competition season.**

## SENIOR STUDENT-ATHLETE SCHOLARSHIPS

Athletic Scholarships for graduating seniors are available. Details on how to apply for athletic scholarships will be available beginning in **January of each school year**. Please consult the Nicolet Athletic Website, the Nicolet Athletic Office or the Nicolet Guidance Office for more details. Nicolet encourages all seniors to apply for the available athletic scholarships, as there are several opportunities for students with all talents and abilities to earn scholarships.

## NCAA SCHOLARSHIP RULING

There are specific NCAA rules for Division I Schools involving monetary scholarship awards at the high school level. If you receive one of the monetary scholarships listed previously, there are certain examples when that money must be returned. If you are recruited by a Division I University or College and have received a monetary scholarship from that

## Date \_\_\_\_\_

The reason for not riding the team bus is: *(must be sufficiently urgent to family needs)*

I understand that the Nicolet High School rules require that students ride the provided transportation to and from all activities, and a departure from this requirement will release the Nicolet School District from all liability for any adverse results that may occur.

I agree to release the Nicolet School District, its employees and approved designated drivers from all liability with reference to the above stated transportation.

This form must be signed by the parent(s) of guardian(s) and the Coach/Advisor and will serve for only the dates and contests listed.

Date \_\_\_\_\_

(signature of parent or guardian)

(signature of coach/advisor)

## **STATEMENTS:**

The Nicolet School Board does not discriminate on the basis of race, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex, (including transgender status, change of sex or gender identity), or physical, mental, emotional, or learning disability ("Protected Classes") in any of its student program and activities.

The Nicolet School Board does not discriminate in the employment of administrative staff on the basis of the Protected Classes of race, color, national origin, age, sex (including transgender status, change of sex, sexual orientation, or gender identity), pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters, or any other characteristic protected by law in its employment practices.

## **FAN BUSES:**

The Nicolet Athletic Department will offer a fan bus sign up for away "team" WIAA postseason sporting events when the event is a significant distance from Nicolet HS (generally outside the parameters of our conference). If there is significant student interest from the fan bus sign up, then bus transportation for student spectators will be arranged by the Athletic Department. A cost may be associated with the student fan bus depending on the current state of the district's budget.

## **STATE TOURNAMENT CELEBRATIONS:**

The Nicolet Athletic Department will celebrate all athletic state tournament qualifiers.

Individual State and Team State Qualifiers will be recognized with "Good Luck at State Banners" placed around the school and will be presented with specialized "State Tournament Hats" at a special state tournament "send off" along with social media posts highlighting their achievements.

Individual State and Team State Champions will be recognized with an "All School Assembly" promoting their state championships along with social media posts highlighting their achievements.

Note: Additional recognition may take place but they will be consistent for each sport.

## **FUNDRAISING**

All Fundraising efforts made by teams or clubs are 100% optional for families and students. Families can opt out of fundraising but then would be required to either pay out of pocket for items covered by the fundraising efforts or opt to not receive these items. All fundraisers must be approved by the athletic & activities director. Generally, items that are the property of the School District are covered by the Athletic Budget and items that

are property of the team or students are fundraised.

**WIAA and NIL (Name Image and Likeness):**

Pursuant to Art. VI, Section 2.A.(1), the WIAA Board of Control has adopted the following interpretive guidance for name, image and likeness (“NIL”) opportunities. The rule provides that the compensation may not be provided by the school or persons associated with the school as an inducement to attend a particular school (“recruiting”) or to remain enrolled at a particular school.

The Board of Control interprets this rule to mean that the inducement may be real or perceived under the circumstances.

Further, The Board of Control interprets the phrase “Persons Associated With School” to mean and include the individuals specifically identified in the definition and those entities they have an ownership interest in or exercise decision-making authority or influence over.

Permissible	Not Permissible
Engage in NIL activities unrelated to your team, school conference, or the WIAA	Receive NIL deals facilitated by your school or individuals associated with your school
Receive compensation unrelated to athletic performance	Accept performance-based compensation
Participate in camps and clinics as a paid instructor or participant	Host or run your own camp or clinic
Sell your own merchandise, like t-shirts or hats	Sign contracts with a sports agent or representative to find and negotiate your NIL deals
Create personal social media accounts and websites to promote yourself and make money	Be recruited or induced to attend or remain at a school in exchange for NIL compensation
Endorse legal products or services not prohibited by WIAA rules	Skip academic classes or athletic team obligations for NIL activities
Appear in NIL endorsements wearing non-school affiliated clothing or gear	Appear in NIL endorsements wearing your school uniform or using school logos, marks, or branding