

HEARTLAND COMMUNITY SCHOOLS
EMPOWERING EXCELLENCE - Every Student, Every Day

Minutes for
Board of Education Special Meeting

Monday, February 10, 2025 6:00 PM
School Theater
1501 Front St
Henderson, NE 68371-8929

Advanced public notice of the meeting was published in The Henderson News on February 6, 2025.

Attendance

Lacey Gloystein: Present
Ryan Goertzen: Present
Jen Hiebner: Present
Jebidiah Mierau: Present
Tyler Newton: Present
Tammy Ott: Present

1. **Preliminary Procedures**

1.1. **Call to Order**

1.2. **Recognize Notice of Meeting**

1.3. **Recognize Open Meetings Act Posting**

1.4. **Roll Call**

2. **Public Comment Directly Related To Potential Sports Co-op**

Public Comment may be limited to a total of 20 minutes. Each speaker will be limited to 2 minutes.

Members of the public commented on the potential sports co-op.

3. **Public Questions Directly Related To Potential Sports Co-op**

Members of the public will be limited to 1 minute to ask their question. This will allow ample time to respond to the question and then allow additional members of the public the opportunity to ask questions.

Members of the public directed questions relating to the potential sports co-op to board members and administration.

4. **Adjournment**

The board will adjourn the meeting at approximately 6:50 PM.

Motion to adjourn at 7:03PM Passed with a motion by Ryan Goertzen and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jebidiah Mierau: Yea, Tyler Newton:

Yea, Tammy Ott: Yea

Board President

Board Secretary



Cooperative Sports Sponsorship: Heartland Community Schools & Hampton Public Schools

Stakeholder Summary

WHAT IS BEING CONSIDERED

- ▶ Cooperative Sponsorship of sports between **Heartland Community Schools** and **Hampton Public Schools**.
- ▶ A cooperative sponsorship is an agreement between two or more schools to compete in one or more sports as a single team, with combined resources.
- ▶ Cooperative sponsorship agreements are put in place for a two-year period. After two years, agreements can be discontinued, changed, or renewed.
- ▶ **A cooperative sponsorship is not a consolidation.** Outside of the shared programs included in the co-op agreement, all schools continue to be operated, administrated, governed, and funded separately and independently.
- ▶ The agreement we are considering **includes all sports** – boys, girls, high school, and junior high school.
- ▶ The agreement is for sports only. **Activities (e.g. band, FBLA, FFA, quiz bowl) would not be included** in the co-op currently being considered and will continue to be done separately by each school.

NAME – MASCOT – COLORS

At the early stages of discussion, it was mutually agreed upon between both schools that any cooperative sponsorship that we might seek to create between our two schools would be based on two fundamental principles.

1. We'd seek to create a long-term relationship.
2. We'd seek to emphasize partnership, equity, teamwork, and unity.

In the interests of these keeping with these principles, it was determined early on that a cooperative sponsorship of sports between our two schools would compete using a new and neutral team name, a new and neutral mascot, and a new and neutral color scheme.

Name: H&H

Currently our two schools compete in athletics using different names – Hampton and Heartland.

The team(s) that compete under the cooperative sponsorship agreement will use the name H&H.

Mascot: Yet To Be Determined

The governing boards of each school, and their working groups, have gone through a process of selecting and determining 4 mascot finalists. Those 4 finalists will be made known at a time to be determined and agreed upon by the two working groups from each school.

After an agreement is officially approved by the boards of both schools, the mascot for the co-op will be chosen by a vote of students from both schools. Votes will be cast by students in grades 7-11. For the purpose of counting votes, 1 student equals 1 vote - regardless of what grade they are in or what school they attend.

**Colors: Black
White
Silver**

SPORTS INCLUDED

HIGH SCHOOL

- ▶ Football
- ▶ Girls Golf
- ▶ Volleyball
- ▶ Boys Basketball
- ▶ Girls Basketball
- ▶ Boys Golf
- ▶ Boys Track & Field
- ▶ Girls Track & Field
- ▶ Cheerleading

JUNIOR HIGH SCHOOL

- ▶ Football
- ▶ Volleyball
- ▶ Boys Basketball
- ▶ Girls Basketball
- ▶ Boys Track & Field
- ▶ Girls Track & Field

New / additional teams or programs could be added at a later time in an effort to provide our students with more opportunities. However, no additional teams or programs are being added, or considered, at this time.

EXPECTED BENEFITS

- ▶ Success and Consistency. These goals directly support the Mission of our school (Empowering Excellence).
- ▶ Working together, our two schools seek to consistently increase, maximize, and efficiently deploy three fundamental resources that support all sports programs: 1) student-participants, 2) interested & qualified coaches, and 3) facilities.
- ▶ Increased student-participant numbers.
 - ▶ Stabilize participation numbers in areas where participation numbers can be inconsistent or problematic.
 - ▶ Mitigate against future problems with low or inconsistent student participation numbers - in an era where widespread participation continues to fall.
- ▶ Consistently higher participation numbers allows us to commit long-term scheduling efforts towards providing more developmental opportunities (i.e. JV, Reserve, B-team, etc.).
 - ▶ This provides more and better opportunities for all students to succeed.
 - ▶ This better allows us to consistently provide our students with a graduated sequence of positive, competitive experiences within our sports programs.

WHERE WILL SPORTS BE PLAYED & PRACTICED

- ▶ One of the major considerations made in discussions between the two schools was the location of games and practices.
- ▶ Games and practices will utilize the facility resources of both school districts.
 - ▶ A general layout of where these will occur is included on the next page.
 - ▶ Some sports will predominantly play and practice at one site.
 - ▶ Some sports will play and practice at both sites on a rotational, and relatively equal, basis.
- ▶ Several goals were kept in mind when trying to determine locations for playing and practicing.
 - ▶ Equitable home-site opportunities and travel obligations for the student-athletes and coaches of both schools.
 - ▶ Balancing the logistical demands placed upon both schools while aligning transportation resources with anticipated demands.

Appendix J: Preliminary & Approximate Site-Usage Distribution

	<i>Sport / Program</i>	<i>Predominant Site: Practice</i>	<i>Predominant Site: Home Game</i>
HIGH SCHOOL	HS Football	Heartland	Heartland
	HS Volleyball	Split	Split
	HS Girls Golf	Heartland	Heartland
	HS Boys BB	Split	Split
	HS Girls BB	Split	Split
	HS Track	Heartland	Heartland
	HS Boys Golf	Heartland	Heartland
	Cheerleading	Split	Split
<hr/>			
JUNIOR HIGH SCHOOL	JH Football	Hampton	Hampton
	JH Volleyball	Heartland	Heartland
	JH Girls BB	Hampton	Hampton
	JH Boys BB	Heartland	Heartland
	JH Track	Heartland	Heartland

WHO WILL WE PLAY AGAINST

▶ **Conference Affiliation**

- ▶ Our two schools currently compete in two different conferences.
 - ▶ Hampton – Crossroads Conference (CRC)
 - ▶ Heartland – Southern Nebraska Conference (SNC)
- ▶ It is necessary to determine which conference the cooperatively sponsored program(s) will compete in.

▶ **Goals To Meet**

- ▶ Aligning conference affiliation and scheduling with the anticipated size & classification of the cooperatively sponsored program(s) (predominantly Class C / Class C2)
- ▶ Aligning conference affiliation and scheduling with the goal of consistently providing developmental opportunities (e.g. JV, Reserve, B-team, etc.)

▶ **Considerations Made**

- ▶ The size & classification of schools within the two conferences.
- ▶ The size & classification of schools currently scheduled by each school.
- ▶ Sports sanctioned by each conference.
- ▶ Facilities of the member schools in each conference.
- ▶ Location and distance of the member schools of each conference.
- ▶ Governance & Initiation structures of both conferences.

Conference Affiliation: SNC

The working groups of each governing board have tentatively agreed that the cooperatively sponsored program(s) will compete in the Southern Nebraska Conference (SNC).

Schedule Adoption: Heartland

The working groups of each governing board have tentatively agreed that the cooperatively sponsored program(s) will utilize the pre-existing schedule of the Heartland teams/programs.

WHEN DOES THIS GO INTO EFFECT

For all sports, except HS Football

- ▶ 25-26 school year
- ▶ 26-27 school year

For HS Football

- ▶ 26-27 school year (Fall 2026)
- ▶ 27-28 school year (Fall 2027)

Why is HS Football different?

- ▶ In Nebraska, HS football is scheduled by the NSAA at the state-level, and teams are locked into their schedule for 2-year cycles.
- ▶ Next Fall's HS Football season (Fall 2025) will be the second year of the current two-year scheduling cycle.
- ▶ We will declare the cooperative sponsorship for the next scheduling cycle, and we will then be scheduled accordingly for that cycle (Fall 2026 & Fall 2027).
- ▶ **NOTE:** while this is yet to be determined, we anticipate the co-op football team being classified in Class C-2 (11-man) for the next scheduling cycle (Fall 2026 & Fall 2027).

COST SHARING

Both schools will equally share all necessary costs.

These include:

- ▶ Cost of Personnel (coaches, etc.)
- ▶ Cost of Away Game Transportation
- ▶ Cost of Uniforms
- ▶ Net Operational Costs (officials, event workers, etc.)
- ▶ Agreed Upon Miscellaneous Costs

TIMELINE & PROCESS

1. **An agreement requires approval by the board of education from each school.**
2. **An agreement would go into effect once approved by both governing boards.**
3. **If an agreement is to be reached, it is the goal of both governing boards to approve an agreement in February.**

Working Committees

Each school has a working committee that is comprised of three members of its board of education.

The details of the cooperative sponsorship agreement are worked on and negotiated in meetings between the two committees.

Each committee is supported by the superintendent, the secondary principal, and the AD of their school. These personnel also attend the meetings between the two committees.

Meetings Between Committees

Wednesday, February 5, 2025
Wednesday, January 15, 2025
Wednesday, December 11, 2024
Wednesday, November 6, 2024
Wednesday, October 2, 2024

Board Meeting Discussion

Monday, February 10, 2025
Monday, January 20, 2025
Monday, December 9, 2024
Monday, November 11, 2024
Monday, October 14, 2024

Final Approval Of An Agreement

The Board anticipates voting on the approval of a cooperative sponsorship agreement **at a special meeting that is scheduled for Wednesday, February 12th.**

Final Mascot Selection by Students

Section A: Student Mascot Selection Process

1. A student selection / voting process will be used to determine the mascot for the cooperatively sponsored programs.
2. Students will make their selection from a list of 4 finalists. The four finalists will be decided by representative committees of each board of education.
3. Selection / election will take place via electronic voting.
4. The student voting / selection process may require up to 3 rounds of voting.
5. The selection process may not end until a single mascot has been awarded a majority of votes cast in any round except for the case of an exact tie in the voting results of Round 3.

Section B: Eligible Voters

Persons eligible to vote in this final selection process will be limited to students enrolled in Hampton Public Schools and Heartland Community Schools who also meet the following criteria.

1. Students must be currently enrolled in Grades 7 - 11 at the time the vote is taken.
2. Students must currently attend the building of common instruction within their district on a full-time and all-day basis.

Section C: Voting Method

1. Students will be sent (e.g. email) or otherwise provided a URL to submit their vote via digital voting instrument.

Section D: Finalists

1. Students will be informed of the 4 finalists on Monday, February 17th.
2. Mascots will be presented as a name (e.g. "Cornhuskers) accompanied by a small assortment of visual concepts depicting the intended mascots on a rough-draft basis.
3. The visual concepts presented to students on February 17th do not constitute the final form of any mascot's visual depiction.
 - a. Following the final selection of the mascot, the two schools will engage in a collaborative process of creating the final visual depiction(s) of the mascot chosen by students.

Final Mascot Selection by Students

Section D: Voting Dates & Times

1. **Round 1** of voting will be conducted on Thursday, February 20, 2025 via electronic voting survey. Voting will be open for a period of 10 minutes opening at 9:15 AM and closing at 9:25 AM on said date for voting.
 - a. After the vote closes, any required tie breaking procedures will be conducted.
 - b. The results of the Round 1 vote will be shared with the students. If a second round of voting is required following the first round, the details of Round 2 voting will be communicated at that time.

2. If necessary, **Round 2** of voting will be conducted on Thursday, February 20, 2025 via electronic voting survey. Voting will be open for a period of 10 minutes opening at approximately 10 minutes after the close of Round 1.
 - a. After the vote closes, any required tie breaking procedures will be conducted.
 - b. The results of the Round 2 vote will be shared with the students. If a third round of voting is required following the second round, the details of Round 3 voting will be communicated at that time.

3. If necessary, **Round 3** of voting will be conducted on Thursday, February 20, 2025 via electronic voting survey. Voting will be open for a period of 10 minutes opening at approximately 10 minutes after the close of Round 2.
 - a. After the vote closes, any required tie breaking procedures will be conducted.
 - b. The results of the Round 3 vote will be shared with the students.

Section E: Election Process & Results For Round 1

Round 1 Voting: Students will vote for one mascot from a list of 4 finalists. Each student will cast a single vote *in favor of* one mascot to be selected as the winner of the election.

1. After the first round of voting, if one of the finalists has a majority (greater than 50%) of the total votes cast for the Round then that finalist will be declared the winner of the election.

2. If after the first round of voting, no finalist has received a majority of votes cast, a Round 2 vote will be conducted between the three finalists receiving the most votes in the first round.
 - a. If there is an exact, two-way tie between the two finalists receiving the fewest votes, a randomized coin toss will be used to eliminate one of the finalists from the subsequent Round 2 vote.
 - b. If there is an exact, three-way tie between finalists receiving the fewest votes, a randomized double coin toss will be used to eliminate one finalist from the subsequent Round 2 vote.
 - c. If there is an exact, four-way tie between finalists receiving the fewest votes, a randomized double coin toss will be used to eliminate one finalist from the subsequent Round 2 vote.

Final Mascot Selection by Students

Section F: Election Process & Results For Round 2

Round 2 Voting: Students will vote for one mascot from the list of 3 remaining finalists after the Round 1 vote. Each student will cast a single vote *in favor of* one mascot to be selected as the winner of the election.

1. After the second round of voting, if one of the finalists has a majority (greater than 50%) of the total votes cast for the Round then that finalist will be declared the winner of the election.
2. If after the second round of voting, no finalist has received a majority of votes cast, a Round 3 vote will be conducted between the two finalists receiving the most votes in the second round.
 - a. If there is an exact, two-way tie between finalists receiving the fewest votes, a randomized coin toss will be used to eliminate one of the finalists from the subsequent Round 3 vote.
 - b. If there is an exact, three-way tie between all three finalists, a randomized double coin toss will be used to eliminate one finalist from the Round 3 vote.

Section G: Election Process & Results For Round 3

Round 3 Voting: Students will vote for one mascot from the list of 2 finalists that remain after the Round 2 vote. Votes will be cast *in favor of* one mascot to be selected as the winner of the election.

1. After the third round of voting, the finalist with the most votes received from the total votes cast will be declared the winner of the election.
 - a. If at the conclusion of the Round 3 vote there is an exact tie in the number of votes for each finalist, a randomized coin toss will be used to eliminate one of the finalists – the remaining finalist will be declared the winner of the election.

Final Mascot Selection by Students

4-Way Tie Random Draw Options

- Eliminate Finalist 1
- Eliminate Finalist 2
- Eliminate Finalist 3
- Eliminate Finalist 4

3-Way & 4-Way Tie Breaking Table		
Toss 1	Toss 2	Resulting Action
H	H	Random Draw 1
H	T	Random Draw 2
T	H	Random Draw 3
T	T	Remaining Option

3-Way Tie Random Draw Options

- Eliminate Finalist 1
- Eliminate Finalist 2
- Eliminate Finalist 3
- Repeat Double-Flip

2-Way Tie Random Draw Options

- Eliminate Finalist 1
- Eliminate Finalist 2

2-Way Tie Breaking Table	
Toss	Resulting Action
H	Random Draw 1
T	Remaining Option

2021-2022		2022-2023		2023-2024		2024-2025	
Golf - Girls		Golf - Girls		Golf - Girls		Golf - Girls	
12	2	12	3	12	0	12	1
11	2	11	0	11	0	11	1
10	0	10	0	10	1	10	3
9	0	9	1	9	1	9	0
9-12	4	9-12	4	9-12	2	9-12	5
Volleyball		Volleyball		Volleyball		Volleyball	
12	5	12	7	12	8	12	7
11	9	11	6	11	8	11	8
10	6	10	8	10	9	10	4
9	8	9	9	9	5	9	8
9-12	28	9-12	30	9-12	30	9-12	27
8	X	8	6	8	8	8	10
7	X	7	8	7	10	7	7
7-8	0	7-8	14	7-8	18	7-8	17
Football		Football		Football		Football	
12	5	12	10	12	8	12	3
11	10	11	6	11	3	11	4
10	5	10	5	10	7	10	4
9	6	9	7	9	6	9	6
9-12	26	9-12	28	9-12	24	9-12	17
8	X	8	8	8	7	8	6
7	X	7	7	7	11	7	3
7-8	0	7-8	15	7-8	18	7-8	9
Girls Basketball		Girls Basketball		Girls Basketball		Girls Basketball	
12	2	12	5	12	4	12	4
11	7	11	4	11	4	11	5
10	5	10	5	10	7	10	2
9	5	9	5	9	2	9	4
9-12	19	9-12	19	9-12	17	9-12	15
8	X	8	5	8	6	8	2
7	X	7	7	7	4	7	7
7-8	0	7-8	12	7-8	10	7-8	9
Boys Basketball		Boys Basketball		Boys Basketball		Boys Basketball	
12	4	12	6	12	4	12	7
11	6	11	7	11	4	11	4
10	7	10	5	10	4	10	5
9	7	9	4	9	8	9	8
9-12	24	9-12	22	9-12	20	9-12	24
8	6	8	9	8	9	8	11
7	11	7	9	7	9	7	5
7-8	17	7-8	18	7-8	18	7-8	16
Track - Girls		Track - Girls		Track - Girls		Track - Girls	
12	5	12	2	12	5	12	
11	4	11	5	11	5	11	
10	4	10	4	10	5	10	
9	4	9	6	9	5	9	
9-12	17	9-12	17	9-12	20	9-12	0
8	X	8	6	8	7	8	
7	X	7	8	7	7	7	
7-8	0	7-8	14	7-8	14	7-8	0
Track - Boys		Track - Boys		Track - Boys		Track - Boys	
12	4	12	7	12	5	12	
11	8	11	4	11	5	11	
10	4	10	5	10	8	10	
9	6	9	9	9	4	9	
9-12	22	9-12	25	9-12	22	9-12	0
8	X	8	7	8	6	8	
7	X	7	8	7	8	7	
7-8	0	7-8	15	7-8	14	7-8	0
Golf - Boys		Golf - Boys		Golf - Boys		Golf - Boys	
12	7	12	3	12	6	12	
11	3	11	5	11	4	11	
10	6	10	6	10	4	10	
9	6	9	3	9	2	9	
9-12	22	9-12	17	9-12	16	9-12	0

3-YEAR STUDENT PARTICIPATION ESTIMATES

FOOTBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Co-op @ 100% retention	25-26 Heartland @ 100% retention		26-27 Co-op @ 100% retention	26-27 Heartland @ 100% retention		27-28 Co-op @ 100% retention	27-28 Heartland @ 100% retention
37	20	9-12	39	19	9-12	42	22
20	10	7-8	15	13	7-8	19	12

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	10	4	6
11	5	4	1
10	11	6	5
9	11	6	5
8	12	3	9
7	8	7	1
6	7	6	1
5	12	6	6

GIRLS BASKETBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Co-op @ 100% retention	25-26 Heartland @ 100% retention		26-27 Co-op @ 100% retention	26-27 Heartland @ 100% retention		27-28 Co-op @ 100% retention	27-28 Heartland @ 100% retention
20	13	9-12	26	15	9-12	25	14
17	8	7-8	20	10	7-8	20	12

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	7	5	2
11	5	2	3
10	4	4	0
9	4	2	2
8	13	7	6
7	4	1	3
6	16	9	7
5	4	3	1
4	11	6	5

VOLLEYBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Co-op @ 100% retention	25-26 Heartland @ 100% retention		26-27 Co-op @ 100% retention	26-27 Heartland @ 100% retention		27-28 Co-op @ 100% retention	27-28 Heartland @ 100% retention
39	30	9-12	42	29	9-12	Not Available	Not Available
Not Available	Not Available	7-8	Not Available	Not Available	7-8	Not Available	Not Available

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	11	8	3
11	7	4	3
10	8	8	0
9	13	10	3
8	14	7	7
7	-	-	-

BOYS BASKETBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Combined @ 100% retention	25-26 Heartland @ 100% retention		26-27 Combined @ 100% retention	26-27 Heartland @ 100% retention		27-28 Combined @ 100% retention	27-28 Heartland @ 100% retention
43	28	9-12	48	29	9-12	50	32
21	13	7-8	15	13	7-8	19	14

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	7	4	3
11	7	5	2
10	13	8	5
9	16	11	5
8	12	5	7
7	9	8	1
6	6	5	1
5	13	9	4
4	14	5	9

<p>SPORTS THAT REQUIRE A SPECIFIC SQUAD SIZE</p> <p>Our Immediately Observable Areas Of Highest Need</p> <p style="text-align: center;">HS Football JH Football JH Girls Basketball HS Girls Basketball</p> <p>Our Current Lowest Areas Of Need</p> <p style="text-align: center;">Boys Basketball Volleyball</p>
--

Actual retention rates that are higher than 100% will yield numbers higher than estimates. Actual retention rates that are less than 100% will yield numbers lower than estimates.

Preliminary & Tentatively Estimated Coaching Staff Sizes

SPORT		25-26 Participant Estimates Based On Combined #'s	Total Coaches	Head Coaches	Assistant Coaches	Equal-Share Assistants	At-Large Assistants
HS	Football	37	4	1	<u>3</u>	2	1
HS	Volleyball	39	4	1	<u>3</u>	2	1
HS	Girls Golf	5	1	1	<u>0</u>	0	0
HS	Boys Basketball	43	4	1	<u>3</u>	2	1
HS	Girls Basketball	20	2	1	<u>1</u>	0	1
HS	Boys & Girls Track	59	5	1	<u>4</u>	4	0
HS	Boys Golf	15	2	1	<u>1</u>	0	1
HS	Cheerleading	12	2	1	<u>1</u>	0	1
JH	Football	20	3	1	<u>2</u>	2	0
JH	Volleyball	24	3	1	<u>2</u>	2	0
JH	Boys Basketball	21	2	1	<u>1</u>	0	1
JH	Girls Basketball	17	2	1	<u>1</u>	0	1
JH	Boys & Girls Track	36	3	1	<u>2</u>	2	0

Sport	Year	Co-op Estimated Classification	Heartland Estimated Classification
Girls Golf	25-26	C	C
	24-25	C	C
Football	26-27	C2	D1
	25-26	C2	D1
	24-25	C2	D1
Volleyball	25-26	C2	D1
	24-25	C2	D1
Boys Basketball	25-26	C1	C2
	24-25	C1	C2
Girls Basketball	25-26	C2	D1
	24-25	C2	D1
Boys Golf	25-26	C	C or D
	24-25	C	C
Boys & Girls Track	25-26	C	C or D
	24-25	C	C

Comprehensive Cooperative- Sponsorship Agreement

between

Hampton Public Schools
& Heartland Community Schools

Generation 1: February 2025

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

TABLE OF CONTENTS

Section 1:	Establishment
Section 2:	Comprehensive, Contingent, & Non-severable
Section 3:	Sponsored Programs & Terms
Section 4:	Cooperative Program Name
Section 5:	Cooperative Program Mascot
Section 6:	Cooperative Program Colors
Section 7:	Head School Designation
Section 8:	Conference & NSAA
Section 9:	Independent Governance
Section 10:	Coaches
Section 11:	Weather
Section 12:	Gate Proceeds & Necessary Event Costs
Section 13:	Transportation & Necessary Transportation Costs
Section 14:	Uniforms, Uniform Equipment, & Necessary Uniforms Costs
Section 15:	Miscellaneous Expenses & Necessary Costs
Section 16:	Full-Year Reimbursement Of Necessary Costs
Section 17:	Student, Spectator, & Safety Supervision
Section 18:	Records & Archives
Section 19:	Resolving Conflicts, Issues, & Concerns

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

Appendix A:	Chain Of Command
Appendices B:	Gate & Worker Costs Equitable Share
Appendices C:	Transportation Costs Equitable Share
Appendices D:	Shared-Coaches Costs Equitable Share
Appendices E:	Uniforms Costs Equitable Share
Appendices F:	Awards Costs Equitable Share
Appendices G:	Miscellaneous Costs Equitable Share
Appendix H:	Full-Year Reimbursement
Appendix I:	Admissions
Appendix J:	Site Usage
Appendix K:	Staffing Guidelines
Appendix HS-11:	HS Football
Appendix HS-12:	HS Volleyball
Appendix HS-13:	HS Girls Golf
Appendix HS-21:	HS Boys Basketball
Appendix HS-22:	HS Girls Basketball
Appendix HS-31:	HS Track & Field
Appendix HS-32:	HS Boys Golf
Appendix HS-41:	HS Cheerleading
Appendix JH-11:	JH Football
Appendix JH-12:	JH Volleyball
Appendix JH-21:	JH Boys Basketball
Appendix JH-22:	JH Girls Basketball
Appendix JH-31:	JH Track & Field

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

1. Establishment

- A. Hampton Public Schools and Heartland Community Schools hereby mutually agree to enter into this comprehensive, multi-sport cooperative sponsorship agreement for the purposes of increasing and improving extracurricular opportunities for the students of their respective school districts.
- B. It is the intent of Hampton Public Schools and Heartland Community Schools, and their respective governing boards, that the cooperative sponsorship defined herein be governed, administered, and executed in good-faith and in a spirit of partnership and equity.
- C. Beginning with the 25-26 school year, this agreement and all appendices attached hereto shall serve as the initial governance agreement for all sports to be included within the administration of a multi-sport cooperative sponsorship agreement between Hampton Public Schools and Heartland Community Schools.
- D. This agreement may only be adopted or enacted through congruent, affirmative action taken by the governing boards of each school district participating in said agreement.
 - a. Once duly adopted or enacted, this agreement is considered to be in effect.
 - b. Once duly adopted or enacted, this agreement may only be renewed, amended, or cancelled through congruent, affirmative action taken by the governing boards of both school districts.

2. Comprehensive, Contingent, & Non-severable

- A. This agreement and its attached appendices represent the entirety of a single, comprehensive agreement.
- B. Hampton Public Schools and Heartland Community Schools stipulate that all cooperatively sponsored sports programs identified in *Section 3 – Sponsored Programs & Terms*, and the terms which are identified as corresponding to each, are not to be severed from each other.
 - a. It is the intent of both schools and their respective governing boards to adopt and to adhere to the entirety of this comprehensive agreement and to the entirety of the attached appendices.

3. Sponsored Programs & Terms

- A. Beginning with the 25-26 school year, the individual sports listed below shall be cooperatively sponsored by Hampton Public Schools and Heartland Community Schools and subject to this cooperative sponsorship agreement for the school years identified herein unless otherwise modified, amended, or cancelled through mutual agreement of the boards of education of all partner schools.
 - a. High School / Varsity-Level Sports
 - i. Football (Appendix HS-11): **26-27 & 27-28**
 - i. Volleyball (Appendix HS-12): 25-26 & 26-27
 - ii. Girls Golf (Appendix HS-13): 25-26 & 26-27
 - iii. Boys Basketball (Appendix HS-21): 25-26 & 26-27
 - iv. Girls Basketball (Appendix HS-22): 25-26 & 26-27
 - v. Track & Field (Appendix HS-31): 25-26 & 26-27
 - vi. Boys Golf (Appendix HS-32): 25-26 & 26-27
 - vii. Cheerleading (Appendix HS-41): 25-26 & 26-27

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- b. Junior High School / JH-Level Sports
 - i. Football (Appendix JH-11): 25-26 & 26-27
 - ii. Volleyball (Appendix JH-12): 25-26 & 26-27
 - iii. Boys Basketball (Appendix JH-21): 25-26 & 26-27
 - iv. Girls Basketball (Appendix JH-22): 25-26 & 26-27
 - v. Track & Field (Appendix JH-31): 25-26 & 26-27

4. Cooperative Program Name

- A. H&H
- B. Said name will be used for NSAA, media, photographic, and branding purposes.

5. Cooperative Program Mascot

- A. As determined by an agreed upon student-selection process. Said process is to be executed following the ratification of this agreement by the governing boards of all partner schools.
- B. Said mascot will be used for NSAA, media, photographic, and branding purposes.

6. Cooperative Program Colors

- A. Black, White, and Silver
- B. Said colors will be used for NSAA, media, photographic, and branding purposes.

7. Head School Designation

- A. Heartland Community Schools will act as the head school for the execution of this entire agreement unless otherwise specifically identified.
- B. It shall be the responsibility of the superintendent of the head school to make a final decision on matters not otherwise dictated by this agreement or by local policy when a mutual agreement cannot be satisfactorily reached among the superintendents of the partner schools.
 - a. The superintendent of the head school may not unilaterally make a decision in instances where unanimous agreement is specifically required (e.g. weather-related concerns).
 - b. Deference must be given to the concurrent satisfaction of all local, policy requirements in the administration of this agreement.
- C. It is the intent of Hampton Public Schools and Heartland Community Schools that the designation of a head school within this agreement exists as a functional necessity and does not diminish the shared expectations of fostering good faith, partnership, and equity among the partner schools within this agreement.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

8. Conference & NSAA

- A. Cooperatively sponsored programs subject to this agreement shall retain membership and affiliation with the Southern Nebraska Conference (SNC).
- B. Conference-level or NSAA-level events that are assigned to be site-hosted by the cooperative will be hosted at the Heartland site unless otherwise specified below.
 - a. Volleyball: occurrences will alternate between the Hampton site and the Heartland site by seasons assigned.
 - i. The first occurrence(s) of the cooperative being assigned to host either only a conference event during a season, only an NSAA event during a season, or a combination of the same within the same calendar-season will be hosted at the Hampton site. Sites will not alternate within the same season.
 - b. Basketball: occurrences will alternate between the Hampton site and the Heartland site by seasons assigned.
 - i. The first occurrence of the cooperative being assigned to host either a boys conference event during a season, a girls conference event during a season, a boys NSAA event during a season, a girls NSAA event during a season, or any combination of the same within the same season will be hosted at the Heartland site. Sites will not alternate within the same season.
 - c. The alternating sport, specific schedules established in this agreement for volleyball and basketball, along with their natural progressions, will automatically carry over and into all subsequent renewals of this agreement unless otherwise stated in a future agreement.
 - d. Alternating cycles will occur by sport, and not by site. It is therefore understood that at some point in the future, it is possible that on one or more occasions, the same site could host conference events and/or NSAA events and/or any combination of the same for both volleyball and basketball in the same season.
- C. Each partner school will receive its own plaque, plaque adornment, team award and/or trophy as may be awarded by the Conference as a result of team standings in conference tournament / championship play (tournament, meet, etc.).
 - a. Initially, said assets will be ultimately received and kept by the head school. This does not prevent said assets from being temporarily displayed at any partner school.
 - b. Duplicate assets for partner schools will be requested from the Conference by the head school and the cost will be equally shared among the partner schools.
- D. Cooperatively sponsored programs subject to this agreement shall retain membership and affiliation with the NSAA, and said programs shall be provided with a size classification according to by-laws established by the NSAA.
- E. Each partner school will receive its own plaque, plaque adornment, team award and/or trophy as may be awarded by the NSAA as a result of team standings in NSAA tournament / championship play (tournament, meet, etc.).
 - a. Initially, said assets will be ultimately received and kept by the head school. This does not prevent said assets from being temporarily displayed at any partner school.
 - b. Duplicate assets for partner schools will be requested from the Conference by the head school and the cost will be equally shared among the partner schools.

Master Agreement: Comprehensive Cooperative Sponsorship Hampton Public Schools & Heartland Community Schools

F. Reimbursement For Awards Costs

- a. The paying agent school(s) for any awards costs will complete itemized documentation of the costs to be shared on a full-year basis (Appendix F-4) and provide said documentation to the superintendents of all partner schools.
 - i. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.
- b. After the full-year basis is compiled and calculated for each partner school, the equitable share of the shared-coach costs for all partner schools will be calculated (Appendix F-5).
 - i. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- c. Partner schools will reimburse each other the overage/underage of the equitable share so that the net, shared-coaches costs is equal among the partner schools at the end of the full year.

9. Independent Governance

- A. The AD of each school participating in the co-op is responsible for ensuring that their student-athletes meet the regulations governing participation as it relates to local compliance, eligibility, NSAA paperwork, physicals, etc. and communicating with the ADs of the other schools, and with the head coach.
- B. Students of each district shall be bound by the rules and regulations that are established by the district in which they are enrolled as a student.

10. Coaches

A. Head Coaches

- a. A head coach/sponsor will be designated for each high school and junior high school team/program covered under this agreement.
- b. The head coach does not have to be a coach from the head school.
- c. It is preferred, but not required, that a head coach be a certificated staff member of one of the partner schools.
- d. At the inception of the co-op, the position of head coach for the cooperatively sponsored program will be considered to be open.
 - i. Internal postings will be made in all partner districts.
 - ii. All internal postings shall list an agreed upon application deadline.
 - iii. Upon mutual agreement of the superintendents of all partner schools, external postings may be used in the event that internal postings do not, or are not likely to, produce a qualified candidate for the position of head coach.
- e. All candidates interested in a specific head coaching position will submit a letter of interest to their respective AD by the specified deadline.
- f. The AD's of all schools participating in the co-op will jointly review all applications and interview all interested candidates for the purposes of selecting a head coach.
 - i. The superintendents of partner schools, through mutual agreement, may participate in the process of interviewing candidates and/or provide for the participation of other stakeholders in the interview process.
- g. The AD's shall provide a recommendation regarding the assignment of the head coach to the superintendents of all partner schools.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- h. Based upon the recommendations of the AD's, the superintendents of all partner schools shall consult each other for the purposes of selecting a head coach in a timely fashion.
 - i. If a lack of consensus exists after reasonable consultation between the superintendents of all districts in the co-op, it will be the responsibility of the superintendent of the head school to select the head coach.
 - j. If qualified or interested candidates fail to apply for an open head coaching position, a head coach will be assigned to the position from among the certificated staff of the partner schools through mutual agreement of the superintendents of the partner schools.
 - k. All subsequent head coach openings shall be filled in the same manner as previously identified.
 - i. All subsequent head coach openings shall include internal postings in all districts participating in the co-op.
 - ii. Upon the confirmed opening of a head coaching position, any partner school may list an external posting tied to open teaching position after notifying all other partner schools of their intent to do so.
 - iii. External postings of head coach openings that are not tied to open teaching positions in any of the partner schools may be done through unanimous agreement of the superintendents of all partner schools.
- B. Assistant Coaches
- a. Each year the AD's from among the partner schools will provide a recommendation to the superintendents regarding the number of assistant coaches necessary for the safe, effective, and efficient operation of the team.
 - b. Each year, the superintendents of the partner schools, in consideration of the AD's recommendation(s), will determine, through mutual agreement, the number of assistant coaches necessary for the safe, effective, and efficient operation of the team.
 - c. When the number of assistant coaches for the team is even, each school will assign an equal number of qualified assistant coaches committed to the success of the cooperatively sponsored program.
 - i. It is preferred, but not required, that an assistant coach be a staff member (certificated or otherwise) of the school for which they are being assigned.
 - ii. It shall be the responsibility of the AD from each school to assign the assistant coach from their school.
 - iii. To the extent as is reasonable and beneficial to the program, each AD shall make assignment decisions in consultation with the Head Coach and the AD's of all districts participating in the co-op.
 - d. When the number of assistant coaches for the team is an even number plus 1 (odd), each school will assign an equal number of qualified assistant coaches committed to the success of the cooperatively sponsored program while the one additional assistant coach will be assigned on an at-large basis through mutual agreement of the AD's, pending approval of the superintendents of the partner schools.
 - i. It is preferred, but not required, that an assistant coach be a staff member (certificated or otherwise) of the school for which they are being assigned.
 - ii. To the extent as is reasonable and beneficial to the program, each AD shall make assignment decisions in consultation with the Head Coach and the AD's of all partner schools.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

C. Coaching Salaries

- a. Payroll will be administered to all coaches by the district that employs and/or assigns them.
- b. The payroll costs for the head coach will be shared equally by the schools within this cooperative sponsorship agreement.
 - i. Each year the head coaching salary will be determined by comparing the appropriate placements for the coach within each district's extra duty schedule (or as otherwise prescribed by a negotiated agreement). The final coaching salary for the head coach will be the greater of the amounts provided for among the extra duty schedules for each district.
 - ii. One school will be acting as the payroll agent for the payment of the head coaching salary.
 - iii. The other school(s) will reimburse the payroll agent their equal share in a lump sum payment on or before August 31st.
 - iv. If the head coach is otherwise employed by one of the partner schools then that school will act as the paying agent for the head coach.
 - v. If the head coach is not otherwise employed by one of the partner schools (i.e. community coach) then the school that will act as the paying agent for the head coach will be determined in the following manner.
 1. If the head coach is a resident of a partner district, then that resident district will act as the paying agent for that coach.
 2. If the head coach is not a resident of a partner district, then district with the shortest straight-line distance between its headquarters and the coach's residence will act as the paying agent for that coach.
- c. Except for at-large assistant coaches, each partner school will pay 100% of the cost for an assistant coach that is assigned by their school to the cooperatively sponsored team.
 - i. The salary for an assistant coach will be determined by the extra duty schedule corresponding to the district that assigns them to said coaching duty.
- d. The payroll costs for an at-large assistant coach will be shared equally by the schools within this cooperative sponsorship agreement.
 - i. In instances where an at-large assistant coach that is employed by one of the partner schools, the salary for the assistant coach will be determined by the extra duty schedule corresponding to the district that employs them.
 - ii. In instances where an at-large assistant coach is not otherwise employed by one of the partner schools, the salary for the assistant coach will be determined in a manner that is similar to the salary determination procedure for head coaches (higher of the two).
 - iii. One school will be acting as the payroll agent for the payment of the at-large assistant coaching salary.
 - iv. The other partner schools will reimburse the payroll agent their equal share in a lump sum payment on or before August 31st.
 - v. The school that acts as the payroll agent for the at-large assistant coach will be determined in the same manner as is used for a head coach that is not otherwise employed by one of the partner schools.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

D. Reimbursement For Shared-Cost Coaches

- a. Shared-cost coaches will consist of the head coach of each high school or junior high school program and any at-large assistant coach of any high school or junior high school program.
- b. said documentation to the superintendents of all partner schools.
 - i. It will be the responsibility of the superintendents of partner schools to ensure this is completed no later than 30 days after the last competition of the sports season.
- c. The paying agent school(s) for any shared-cost coach(es) will complete itemized documentation of the costs to be shared on a calendar-season basis (Appendix D-3) and provide said documentation to the superintendents of all partner schools.
 - i. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- d. The paying agent school(s) for any shared-cost coach(es) will complete itemized documentation of the costs to be shared on a full-year basis (Appendix D-4) and provide said documentation to the superintendents of all partner schools.
 - i. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.
- e. After the full-year basis is compiled and calculated for each partner school, the equitable share of the shared-coach costs for all partner schools will be calculated (Appendix D-5).
 - i. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- f. Partner schools will reimburse each other the overage/underage of the equitable share so that the net, shared-coaches costs is equal among the partner schools at the end of the full year.

E. Evaluation & Continued Assignment

- a. All head coaches will be jointly and simultaneously evaluated by the AD's of both districts no later than 30 days after the final competition of the season.
- b. All assistant coaches will be jointly and simultaneously evaluated by the AD's of both districts in consultation with the head coach no later than 30 days following the last varsity competition of the season.
- c. Decisions regarding the continued assignment of a head coach will be made in the same manner as is used to select the head coach.
- d. Decisions regarding the continued assignment of an assistant coach will be made in the same manner as is used to select the assistant coach.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

11. Weather

- A. Except through unanimous agreement of the superintendents of all partner schools, there shall be no practices for the co-op programs on days where any partner school has cancelled school or dismissed early due to weather related concerns. It is understood that the superintendents of all partner schools are bound by the policies that govern their individual districts.
- B. Except through unanimous agreement of the superintendents of all partner schools, there shall be no games or contests for the co-op programs on days where any partner school has cancelled school or dismissed early due to weather related concerns. It is understood that the superintendents of all partner schools are bound by the policies that govern their individual districts.
- C. On occasions where weather concerns exist on the part of any partner school in the co-op related to the holding of a scheduled practice, game or contest, these events may only be held through unanimous agreement of the superintendents of the partner schools.
- D. When the co-op is acting in the capacity of the Home team, the host site AD (in person or by designee) shall act as the point of contact for other schools.
- E. When the co-op is acting in the capacity of the Home team, the host site AD and the host site superintendent (in person or by designee) shall be jointly responsible for making final decisions, consultations, and communications regarding the cancellation, postponement, rescheduling of games/contests.
- F. When the co-op is acting in the capacity of the Away team, the AD of the head school (in person or by designee) shall act as the point of contact with other schools.

12. Gate Proceed & Necessary Event Costs

- A. It is the intent that the partner schools will share the net profit/loss of gate proceeds and worker costs on a 50-50 basis.
- B. Gate (admission prices) will be set at equal amounts for each host site, through mutual agreement, each year by the boards of education for all partner schools.
 - a. Included in the setting of prices will be single-event admissions, student passes, adult passes, and family passes.
 - b. The superintendents of the partner schools will reach mutual agreement on admissions costs to be recommended for approval to their respective boards of education.
 - c. Admissions prices will be annually approved by each board at their regular, July board meetings and attached to this agreement as Appendix I.
 - d. Unless otherwise dictated by written policy, written conference by-law, or written NSAA by-law, partner schools should attempt to give deference to the lower amounts proposed for setting admissions prices.
 - i. Unwritten customs or prior, goodwill agreements within conferences or other regional affiliations shall not be given deference when setting admissions prices.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- C. Costs that shall be included in the equitable share calculations of profit/loss will include:
 - a. Cost of officials
 - b. Cost of judges and secondary officials (linesmen, scorebook, etc.)
 - c. Cost for scoreboard operators, shot clock operators, etc.
 - d. Cost for gate workers and ticket takers
 - e. Cost for hospitality of officials and/or workers
 - f. Hospitality rooms
 - g. Cost for any special entertainment or publicity events that are mutually agreed to by the superintendents of all partner schools
 - h. Other such necessary costs as mutually agreed to the by the superintendents of all partner schools.
 - i. Costs that shall be excluded from equitable share calculations would include but are not limited to: conference and or NSAA membership costs, printing (programs, etc.) equipment purchase/repair, infrastructure purchase/repair, snow removal, cost of personnel (e.g. administrators, assigned supervision, assigned custodial/maintenance, etc.).

- D. Gate proceeds and worker costs will be collected and expended through the normal business and accounting procedures of each partner school when an event is hosted at the site of a partner school.

- E. Gate proceeds and worker costs will be documented and calculated per event for later reconciliation (Appendix B-1). It shall be the responsibility of the AD's to complete this work.

- F. Gate proceeds and worker costs that are calculated on a per-event basis will then be organized and compiled on a sports-season basis by each partner school (Appendix B-2). It shall be the responsibility of the AD's to complete this work.

- G. Gate proceeds and worker costs that are compiled on a sports-season basis will then be organized and compiled on a calendar-season basis (Appendix B-3) for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).

- H. Gate proceeds and worker costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix B-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.

- I. After the full-year basis is compiled and calculated for each partner school, the equitable share of the net profit/loss for all partner schools will be calculated (Appendix B-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.

- J. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- K. Exclusions from equitable share calculations.
 - a. Proceeds, revenue, profit/loss attributed to the concessions operations of a partner school shall be excluded from any equitable share expectations and/or calculations except for such instances that are mutually agreed to by the superintendents of all partner schools.
 - b. Proceeds, revenue, profit/loss attributed to local fundraising efforts of a partner school shall be excluded from any equitable share expectations and/or calculations except for such instances that are mutually agreed to by the superintendents of all partner schools.

13. Transportation & Necessary Transportation Costs

- A. Each school is responsible for the necessary transportation of their student-athletes to the appropriate site with regards to practices, home games, departure site for away games, etc.
- B. Transportation to Away games is scheduled by the AD of the head school in consultation with the AD's of the partner schools.
- C. The cost of transportation to away contests will be shared equally among the partner schools.
 - a. Cost of transportation will be defined as the sum of
 - i. Driver Costs: the payroll cost associated with the driver(s)
 - ii. Fuel Costs: calculated at \$0.44 per mile round trip; beginning and ending at the school site that is providing the transportation to the away site.
 - b. For the purposes of calculating the costs of transportation, mileage calculations will be made on a round-trip basis beginning/ending at the site of the school that is providing transportation to the location of the away contest.
 - c. Each partner school will determine the compensation for the drivers that it employs and assigns at its own discretion.
- D. Transportation costs will be expended through the business procedures of each partner school according to the normal business procedures of each partner school.
- E. Defined transportation costs will be documented and calculated per event for later reconciliation (Appendix C-1). It shall be the responsibility of the AD's to complete this work.
- F. Defined transportation costs that are calculated on a per-event basis will then be organized and compiled on a per sports-season basis by each partner school (Appendix C-2). It shall be the responsibility of the AD's to complete this work.
- G. Defined transportation costs that are compiled on a sports-season basis will then be organized and compiled (Appendix C-3) on a calendar-season basis for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- H. Defined transportation costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix C-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- I. After the full-year basis is compiled and calculated for each partner school, the equitable share of the defined transportation costs for all partner schools will be calculated (Appendix C-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- J. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.
- K. Exclusions from equitable share calculations.
 - a. The purchase and/or adornment of busses and/or vehicles, unless otherwise mutually agreed to by the boards of education of all partner schools.
 - b. The repair and/or maintenance of busses and/or vehicles.
 - c. The cost of fueling busses and/or vehicles beyond the above stated fuel cost calculation.
 - d. Insurance premiums and/or deductibles.
 - e. Towing costs and/or temporary storage costs.

14. Uniforms, Uniform Equipment, & Necessary Uniforms Costs

- A. The cost of all official and required uniform purchases will be shared equally among the partner schools.
- B. Official uniforms and uniform equipment will be defined for each sport in its specific appendix.
- C. The head school will act as the ordering and paying agent for the purchase of all uniforms.
- D. Uniforms costs will be compiled on a sports-season basis will then be organized and compiled (Appendix E-3) on a calendar-season basis for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- E. Uniforms costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix E-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.
- F. After the full-year basis is compiled and calculated for each partner school, the equitable share of the uniforms costs for all partner schools will be calculated (Appendix E-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- G. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- H. A replacement / depreciation cycle will be developed by the ADs of all partner schools and recommended to the superintendents of all partner schools.
 - a. Upon unanimous agreement of a replacement schedule, the superintendents will oversee the replacement of uniforms according to the schedule.
 - b. The superintendents may deviate from the agreed upon schedule, when necessary, through unanimous agreement.
 - c. The agreed upon procedure for selecting and purchasing uniforms shall be followed.
- I. Upon the dissolution of the co-op or the replacement and/or obsolescence of team uniforms, their disposal will happen in the following manner.
 - a. Each school will receive an equal share of uniforms.
 - b. The specific uniforms distributed to each school will be determined by a random, lottery-style drawing conducted by the AD's.
 - c. The splitting and distribution of the uniforms will be shared responsibility of the AD of the head school in consultation with the AD's of the partner schools.

15. Miscellaneous Expenses & Necessary Costs

- A. The cost for miscellaneous expenses that are unanimously agreed to by the superintendents of all partner schools will be shared equally among the partner schools.
- B. Miscellaneous expenses include those expenses that are difficult to itemize and/or identify ahead of time. Miscellaneous expenses may include:
 - a. Admissions for cheerleaders or band members to a tournament event.
 - b. Per diem and/or meal money provided to participants for state tournament competition.
 - c. Travel and lodgings for teams at a state competition.
 - d. Necessary entry fees for meets, tournaments, or competitions.
- C. Miscellaneous expense costs will be documented and calculated per event for later reconciliation (Appendix G-1). It shall be the responsibility of the AD's to complete this work.
- D. Miscellaneous expense costs that are calculated on a per-event basis will then be organized and compiled on a per sports-season basis by each partner school (Appendix G-2). It shall be the responsibility of the AD's to complete this work.
- E. Miscellaneous expense costs that are compiled on a sports-season basis will then be organized and compiled (Appendix G-3) on a calendar-season basis for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- F. Miscellaneous expense costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix G-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- G. After the full-year basis is compiled and calculated for each partner school, the equitable share of the Miscellaneous expense costs for all partner schools will be calculated (Appendix G-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- H. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.

16. Full-Year Reimbursement Of Necessary Costs

- A. Reimbursement between schools will be calculated as one net reimbursement. (Appendix H)
- B. The equitable shares, and their corresponding overages/underages, as calculated on a full-year basis will be netted against each other for the purpose of determining the full-year reimbursement amounts owed by partner schools to partner schools. Such net reimbursement calculation shall include:
 - a. gate/worker profit/loss as calculated on a full-year basis (B-5)
 - b. defined transportation costs as calculated on a full-year basis (C-5)
 - c. shared-coaches costs as calculated on a full-year basis (D-5)
 - d. uniforms costs as calculated on a full-year basis (E-5)
 - e. awards costs as calculated on a full-year basis (F-5)
 - f. miscellaneous expense costs as calculated a full-year basis (G-5)
- C. The superintendents of the partner schools will mutually agree upon the corresponding reimbursement calculations no later than 30 days after the last competition of the Spring calendar-season.
- D. Net reimbursements, on a full-year basis, will be paid on or before August 31st of each year.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

17. Student, Spectator, & Safety Supervision

- A. It is the general expectation that each partner school will provide adequate and qualified personnel for the purpose of providing student, spectator, and safety supervision at all home and away contests at the high school level where large crowds are anticipated or where a large number of students may require supervision, or in such instances where it is otherwise determined that such supervision is reasonably and predictably necessary.
 - a. It will be the responsibility of either a secondary principal or an AD of a partner school to inform a secondary principal or AD of all other partner schools in instances that the partner school is unable to provide such personnel for necessary supervision.
 - b. It will be the responsibility of either the secondary principals or the ADs of all partner schools to regularly communicate amongst each other about the needs for supervision.
 - c. It will be the responsibility of either the secondary principals or the ADs of all partner schools to regularly communicate amongst each other about common expectations for establishing and enforcing student and/or crowd behavioral expectations.
 - d. It will be the responsibility of either the secondary principals or the ADs of all partner schools to regularly communicate amongst each other regarding safety and emergency protocols and procedures.
 - e. At a minimum, such supervision will be provided at all high school football, volleyball, and basketball contests.
 - f. Recognizing that a significant difference exists between the supervisory demands of junior high school events in comparison to high school events, broad discretion will be afforded to the administration of all partner schools to determine and to meet said supervisory demands.

- B. Personnel costs, transportation costs, and safety-related costs associated with providing adequate and qualified supervision, player safety, and crowd safety will not be shared costs among the partner schools.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

18. Records & Archives

- A. All-time performance records will be kept for all cooperatively sponsored programs on both a team and individual basis.
 - a. The ADs of all partner schools and the head, high school coach will determine through mutual agreement what specific team and individual records will be kept.
 - i. All said determinations and/or subsequent changes to said determinations will be made and presented to the superintendents of all partner schools prior to December 1st of each year.
 - ii. The superintendents of the partner schools will approve, through mutual agreement, all such determinations by January 1st of each year.
 - b. It will be left to the discretion of each partner school with regards to the means and media utilized to display said records within their school.
 - i. The manner to which individual schools display said records will not be counted as a shared cost / expense.

- B. It will be the responsibility of an AD from a partner school, but not the AD of the head school, to maintain an accurate archive of all-time performance records of the cooperative programs.
 - a. The AD delegated this responsibility will be mutually agreed upon by the ADs of the partner schools.
 - b. The AD to which this responsibility is delegated will be required to inform all other ADs when a new record is established or when an established record is equaled.
 - c. The AD to which this responsibility is delegated will be required to provide all other ADs an updated, comprehensive list of performance records no later than May 31st of each year.

- C. It will be left to the discretion of all partner schools as to whether all-time performance records established through participation the cooperative sponsorship are eligible for records in their school / district.

- D. An archive of conventional, yearly records will be kept and maintained for each high school and junior high school team / program subject to this agreement.
 - a. The ADs of all partner schools will determine through mutual agreement what yearly records will be kept.
 - i. All said determinations and/or subsequent changes to said determinations will be made and presented to the superintendents of all partner schools prior to December 1st of each year.
 - ii. The superintendents of the partner schools will approve, through mutual agreement, all such determinations by January 1st of each year.

- E. It will be the responsibility of an AD from a partner school, but not the AD of the head school, to maintain an accurate archive of said records.
 - a. The AD delegated this responsibility will be mutually agreed upon by the ADs of the partner schools.
 - b. The AD to which this responsibility is delegated will be required to provide all other ADs with updated, comprehensive records no later than May 31st of each year.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

19. Resolving Conflicts, Issues, & Concerns

- A. A chain of command is established for operations that lie within the scope of this cooperative sponsorship agreement. An illustration of the chain of command is included as Appendix A.
- B. All conflicts, issues, or concerns will be resolved at the lowest possible level as per the chain of command.
- C. Full Joint-Co-op Committee: the purpose of this committee is to collaboratively work in good-faith towards resolving issues of major importance that 1) are reasonably believed have a significant, material, and negative impact on the operations and outcomes of the cooperative sponsorship; and 2) cannot be effectively resolved within the standard chain of command.
 - a. The committee has no voting or authoritative power. The committee is responsible for receiving specific issues from the boards of education of partner schools, then defining those issues, and then working toward a consensus on how to resolve said issues in a positive and constructive manner.
 - b. This committee shall consist of no less than 3 members of the board of education from each partner school and the superintendents of each partner school.
 - c. The committee should also include the AD's and the high school principals of each member district.
 - d. The committee can only be called to meet by a formal request from the board of education of one of the partner schools. Such request must be passed with a majority vote by the requesting board of education as an item of action on its agenda. The request to meet must specifically state the issue it wishes to seek resolution on.
 - e. The superintendent of the requesting board will be responsible for scheduling the meeting of the Full Joint-Co-op Committee. Said scheduling will be done in consultation with the superintendents of all other partner schools. Said scheduling should be attempted in good faith and with as much consideration as possible.
 - f. The requested meeting of the Full Joint-Co-op Committee should occur within one month of the notice of such request is provided by the superintendent of the requesting board to the superintendents of the partner schools.
- D. If at any time the ratio of bona fide player participants between the partner schools is equal to or greater than 4:1 in any of the individual programs listed in *Section 3 – Sponsored Programs & Terms*, then the governing board of either partner school shall have cause to call a meeting of the Full Joint-Co-op Committee.
 - a. Neither governing board shall be required to exercise said cause.
 - b. In such instances, the purpose for calling and conducting a meeting of the Committee shall be limited to exploring and or reconciling any possible imbalances that may result, or may have already resulted, from what may be a comparative disparity in athlete participation among the partner schools.
 - c. The provision of cause in this section shall at no time allow for the violation of any terms of this agreement that are properly established at the time that the request to call is passed by a majority vote as an item of action at a duly constituted meeting of the requesting board of education.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

Signature Page

We hereby attest that the entirety of this agreement has been duly and properly ratified in its entirety by the Boards of Education of the Hampton Public Schools and Heartland Community Schools districts, and is hereby in effect.

Board President, Hampton Public Schools

Board President, Heartland Community Schools

Date

Date

Superintendent, Hampton Public Schools

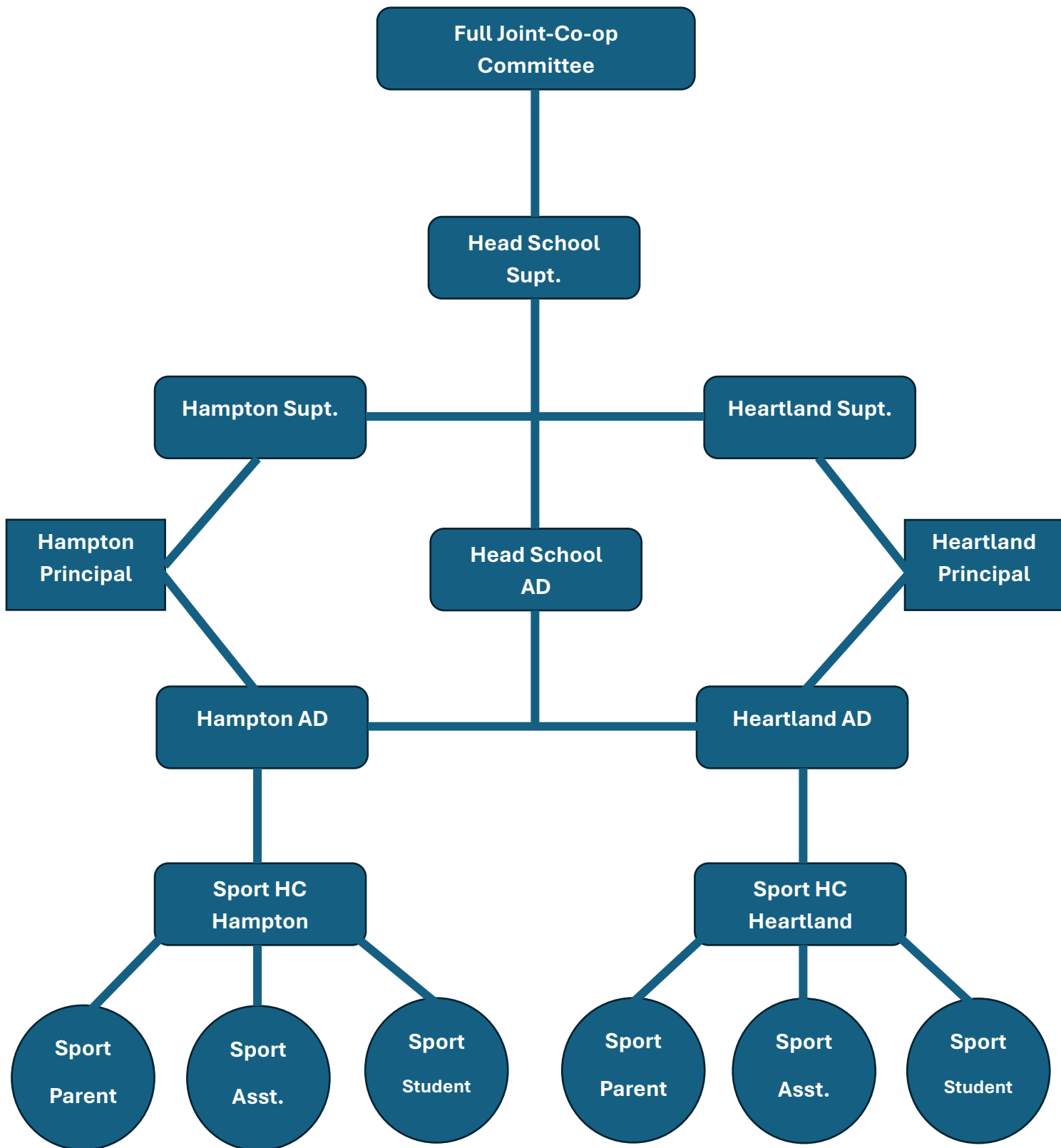
Superintendent, Heartland Community Schools

Date

Date

Appendix A: Chain Of Command

Hampton Public Schools & Heartland Community Schools Cooperative Sponsorship



Generation 1 (February 2025)

Appendix B-1: Single-Event Single-School Event Gate/Workers Calculation

School Hosting: _____

Season: _____ Season Event #: _____

Date: _____

Team(s): _____ Purpose: _____

WORKERS & OFFICIALS

	Officials	Judges (not officials)	Score Table	Gate/Event
<i>W-2 Event Workers Pay</i>	\$88.00	\$44.00	\$5.00	\$7.00
FICA (.0765)	\$6.73	\$3.37	\$0.38	\$0.54
NPERS (.098778)	\$8.69	\$4.35	\$0.49	\$0.69
W-2 Event Worker Costs	\$103.42	\$51.71	\$5.88	\$8.23

	Officials	Judges (not officials)	Score Table	Gate/Event
<i>W-9 Event Workers Pay</i>	\$5.00	\$55.00	\$7.00	\$11.00
W-9 Event Worker Costs	\$5.00	\$55.00	\$7.00	\$11.00

	Officials	Judges (not officials)	Score Table	Gate/Event	
Total Worker Costs	\$108.42	\$106.71	\$12.88	\$19.23	\$247.24

OTHER COSTS

	Reimburse Concessions	Hospitality	Entertainment	Other	
<i>Other Costs</i>	\$4.00	\$5.00	\$6.00	\$7.00	\$22.00

Total Worker Costs	Total Other Costs	Total Event Costs	
\$247.24	\$22.00	\$269.24	\$269.24

Gate Proceeds	Other Revenue	Total Event Revenue
\$458.00	\$17.50	\$475.50

Total Event Profit/Loss
\$206.26

Completed by: _____

Appendix B-2: Sports-Season Single-School Gate/Workers Calculation

Hosting School:

Sports Season:

Event #	Total Costs	Total Revenue	Total Profit / Loss
1	\$5.00	\$8.00	\$3.00
2	\$4.00	\$7.00	\$3.00
3	\$5.00	\$9.00	\$4.00
4	\$4.00	\$8.00	\$4.00
5	\$6.00	\$7.00	\$1.00
6	\$5.00	\$4.00	-\$1.00
7	\$8.00	\$5.00	-\$3.00
8	\$7.00	\$8.00	\$1.00
9	\$9.00	\$7.00	-\$2.00
10	\$5.00	\$5.00	\$0.00
11	\$4.00	\$6.00	\$2.00
12	\$2.00	\$9.00	\$7.00
13	\$6.00	\$8.00	\$2.00
14	\$9.00	\$7.00	-\$2.00
15	\$7.00	\$9.00	\$2.00
16	\$4.00	\$8.00	\$4.00
17	\$5.00	\$7.00	\$2.00
18	\$5.00	\$4.00	-\$1.00
19	\$8.00	\$5.00	-\$3.00
20	\$7.00	\$8.00	\$1.00
21	\$9.00	\$7.00	-\$2.00
22	\$5.00	\$5.00	\$0.00
23	\$4.00	\$6.00	\$2.00
24	\$2.00	\$9.00	\$7.00
25	\$6.00	\$8.00	\$2.00
26	\$9.00	\$7.00	-\$2.00
27	\$5.00	\$9.00	\$4.00
28	\$8.00	\$8.00	\$0.00
29	\$7.00	\$7.00	\$0.00
30	\$9.00	\$4.00	-\$5.00
31	\$5.00	\$5.00	\$0.00
32	\$4.00	\$8.00	\$4.00
33	\$2.00	\$7.00	\$5.00
34	\$6.00	\$5.00	-\$1.00
35	\$9.00	\$6.00	-\$3.00
36	\$9.00	\$9.00	\$0.00
37	\$9.00	\$5.00	-\$4.00
38	\$9.00	\$4.00	-\$5.00
39	\$9.00	\$2.00	-\$7.00
40	\$4.00	\$4.00	\$0.00

Total Costs:	\$245.00
Total Revenue	\$264.00
Total School-Season Profit/Loss:	\$19.00

\$19.00

Completed by:

Appendix B-3: Calendar-Season Single-School Gate/Workers Calculation

Hosting School: _____

Calendar-Season (Summer, Fall, Winter, Spring): _____

Sport	Total Costs	Total Revenue	Total Profit / Loss
	\$44.00	\$88.00	\$44.00
	\$55.00	\$77.00	\$22.00
	\$66.00	\$55.00	-\$11.00
	\$88.00	\$44.00	-\$44.00
	\$77.00	\$6.00	-\$71.00
	\$99.00	\$77.00	-\$22.00
	\$14.00	\$8.00	-\$6.00
	\$2.00	\$6.00	\$4.00
	\$5.00	\$7.00	\$2.00
	\$6.00	\$7.00	\$1.00

Total Costs:	\$456.00
Total Revenue	\$375.00
Total School-Season Profit/Loss:	-\$81.00

Completed by: _____

Appendix B-4: Full-Year Single-School Total Gate/Workers Calculation

Hosting School:

School Year:

SEASON	Total Costs	Total Revenue	TOTAL CALENDAR-SEASON PROFIT / LOSS
Summer	\$99.00	\$8.00	-\$91.00
Fall	\$88.00	\$5.00	-\$83.00
Winter	\$77.00	\$2.00	-\$75.00
Spring	\$66.00	\$7.00	-\$59.00

Full-Year Costs	Full-Year Revenue	Full-Year School Profit / Loss
\$330.00	\$22.00	-\$308.00

Completed by:

Appendix B-5: Full-Year Gate/Workers Equitable Share Calculation

School Year:

Incident #	Hampton Total Profit / Loss	Heartland Total Year Profit / Loss	Combined Total Year Profit / Loss
SUMMER	-\$25.00	-\$100.00	-\$125.00
FALL	-\$36.00	-\$500.00	-\$536.00
WINTER	-\$98.00	-\$800.00	-\$898.00
SPRING	-\$75.00	-\$741.00	-\$816.00

Total Hampton Profit / Loss:	-\$234.00
Total Heartland Profit Loss:	-\$2,141.00

Total Combined Profit / Loss:	-\$2,375.00
--------------------------------------	--------------------

Equitable Share Amount:	-\$1,187.50
-------------------------	--------------------

Hampton Overage/Underage:	\$953.50
---------------------------	-----------------

Heartland Overage/Underage:	-\$953.50
-----------------------------	------------------

Completed by:

GATE / WORKERS

Appendix C-1: Single-Event Single-School Transportation Cost Calculation

School Providing Transport: _____

Sport Season: _____ Season Transport Incident #: _____

Date: _____

Vehicle(s): _____

Destination: _____

Team(s): _____ Purpose: _____

	Driver	Driver	Driver	Driver	
Name					
Gross Driver(s) Pay	\$5.00	\$6.00	\$9.00	\$11.00	
FICA (.0765)	\$0.38	\$0.46	\$0.69	\$0.84	
NPERS (.098778)	\$0.49	\$0.59	\$0.89	\$1.09	
Driver(s) Payroll Cost	\$5.88	\$7.05	\$10.58	\$12.93	Total Driver(s) Payroll Cost
					\$36.43
Round Trip Mileage	8.0	9.0	4.0	3.0	
Fuel Rate	\$0.44	\$0.44	\$0.44	\$0.44	
Fuel Cost	\$3.52	\$3.96	\$1.76	\$1.32	Total Fuel Cost
					\$10.56

Single-School Transport Cost: \$46.99

Completed By: _____

Appendix C-2: Sports-Season Single-School Total Cost Calculation

Transporting School: _____

Sports Season: _____

Incident #	Total Incident Driver Cost	Total Incident Fuel Cost	Total Incident Cost
1	\$6.00	\$2.00	\$8.00
2	\$6.00	\$2.00	\$8.00
3	\$6.00	\$2.00	\$8.00
4	\$6.00	\$2.00	\$8.00
5	\$6.00	\$2.00	\$8.00
6	\$6.00	\$2.00	\$8.00
7	\$6.00	\$2.00	\$8.00
8	\$6.00	\$2.00	\$8.00
9	\$6.00	\$2.00	\$8.00
10	\$6.00	\$2.00	\$8.00
11	\$6.00	\$2.00	\$8.00
12	\$6.00	\$2.00	\$8.00
13	\$6.00	\$2.00	\$8.00
14	\$6.00	\$2.00	\$8.00
15	\$6.00	\$2.00	\$8.00
16	\$6.00	\$2.00	\$8.00
17	\$6.00	\$2.00	\$8.00
18	\$6.00	\$2.00	\$8.00
19	\$6.00	\$2.00	\$8.00
20	\$6.00	\$2.00	\$8.00
21	\$6.00	\$2.00	\$8.00
22	\$6.00	\$2.00	\$8.00
23	\$6.00	\$2.00	\$8.00
24	\$6.00	\$2.00	\$8.00
25	\$6.00	\$2.00	\$8.00
26	\$6.00	\$2.00	\$8.00
27	\$6.00	\$2.00	\$8.00
28	\$6.00	\$2.00	\$8.00
29	\$6.00	\$2.00	\$8.00
30	\$6.00	\$2.00	\$8.00
31	\$6.00	\$2.00	\$8.00
32	\$6.00	\$2.00	\$8.00
33	\$6.00	\$2.00	\$8.00
34	\$6.00	\$2.00	\$8.00
35	\$6.00	\$2.00	\$8.00
36	\$6.00	\$2.00	\$8.00
37	\$6.00	\$2.00	\$8.00
38	\$6.00	\$2.00	\$8.00
39	\$6.00	\$2.00	\$8.00
40	\$6.00	\$2.00	\$8.00

Total Driver Cost:	\$240.00
Total Fuel Cost	\$80.00
Total Sports-Season Single-School Cost:	\$320.00

Completed By: _____

Appendix C-3: Calendar-Season Single-School Total Transport Cost Calculation

Transporting School: _____

Calendar Season (Summer, Fall, Winter, Spring): _____

Sport	Total Driver Cost	Total Fuel Cost	Total Sport Transport Cost
	\$200.00	\$5.00	\$205.00
	\$100.00	\$6.00	\$106.00
	\$50.00	\$9.00	\$59.00
	\$25.00	\$8.00	\$33.00
	\$40.00	\$7.00	\$47.00
	\$74.00	\$4.00	\$78.00
	\$88.00	\$5.00	\$93.00
	\$100.00	\$3.00	\$103.00
	\$99.00	\$2.00	\$101.00

Total Driver Cost:	\$776.00
Total Fuel Cost	\$49.00
Total Calendar-Season Single-School Transport Cost:	\$825.00

Completed By: _____

Appendix C-4: Full-Year Single-School Total Cost Calculation

Transporting School:

Year:

CALENDAR SEASON	DRIVER COST	FUEL COST	TOTAL SEASON COST
Summer	\$6.00	\$9.00	\$15.00
Fall	\$5.00	\$8.00	\$13.00
Winter	\$3.00	\$7.00	\$10.00
Spring	\$2.00	\$6.00	\$8.00

Full-Year Driver	Full-Year Fuel	Full-Year Single-School Cost
\$16.00	\$30.00	\$46.00

<i>Completed By:</i>

Appendix C-5: Full-Year Transport Equitable Share Calculation

School Year:

Calendar Season	Hampton Total Year Cost	Heartland Total Year Cost	Combined Total Year Cost
SUMMER	\$300.00	\$600.00	\$900.00
FALL	\$300.00	\$200.00	\$500.00
WINTER	\$300.00	\$400.00	\$700.00
SPRING	\$300.00	\$12.00	\$312.00

Total Hampton Cost:	\$1,200.00
Total Heartland Cost:	\$1,212.00

Total Combined Cost:	\$2,412.00
-----------------------------	-------------------

Equitable Share Amount:	\$1,206.00
-------------------------	-------------------

Hampton Overage/Underage:	-\$6.00
Heartland Overage/Underage:	\$6.00

Completed By:

TRANSPORTATION

Appendix D-2: Single-Sport Single-School Shared-Coaching Cost Calculation

Paying Agent School: _____

Sport Season: _____

	Head Coach	At-Large Asst.	At-Large Asst.	
<i>Name</i>				
Extra Duty Schedule Pay	\$5,000.00	\$3,200.00	\$4.00	
FICA (.0765)	\$382.50	\$244.80	\$0.31	
NPERS (.098778)	\$493.89	\$316.09	\$0.40	
Coaching Payroll Cost	\$5,876.39	\$3,760.89	\$4.70	Coach Payroll Costs
				\$9,641.98
Certificate Costs	\$75.00	\$75.00	\$4.00	
Training 1	\$100.00			
Training 2				
Training 3			\$3.00	
Training 4				
Training 5		\$1.00		
Total Cert & Training Costs	\$175.00	\$76.00	\$7.00	Total Cert. & Training Cost
				\$258.00

Completed by: _____

Total Shared-Coach Costs:
\$9,899.98

Appendix D-3: Calendar-Season Single-School Shared-Coaching Cost Calculation

Paying Agent School:

Calendar Season (Summer, Fall, Winter, Spring):

SPORT	Coach Payroll Costs	Cert. & Training Costs	Total Shared-Coaches Costs
	\$455.00	\$690.00	\$1,145.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00

Total Shared-Coach Payroll Cost:	\$4,055.00
Total Shared-Coach Cert & Training Cost	\$4,290.00
Total Calendar-Season Cost:	\$8,345.00

Completed by:

Appendix D-4: Full-Year Single-School Total Shared-Coaching Cost Calculation

Paying Agent School: _____

School Year: _____

SEASON	Coach Payroll Costs	Cert. & Training Costs	TOTAL CALENDAR-SEASON COST
Summer	\$555.00	\$800.00	\$1,355.00
Fall	\$2,500.00	\$900.00	\$3,400.00
Winter	\$2,500.00	\$900.00	\$3,400.00
Spring	\$2,000.00	\$500.00	\$2,500.00

Coach Payroll Costs	Cert. & Training Costs	Full-Year School Shared-Coaching Cost
\$7,555.00	\$3,100.00	\$10,655.00

Completed by: _____

Appendix D-5: Full-Year Shared-Coaching Equitable Share Calculation

School Year:

Incident #	Hampton Total Year Shared-Coaching Cost	Heartland Total Year Shared-Coaching Cost	Combined Total Year Cost
SUMMER	\$200.00	\$2,500.00	\$2,700.00
FALL	\$500.00	\$3,200.00	\$3,700.00
WINTER	\$600.00	\$1,400.00	\$2,000.00
SPRING	\$400.00	\$200.00	\$600.00

Total Hampton Cost:	\$1,700.00
Total Heartland Cost:	\$7,300.00

Total Combined Cost:	\$9,000.00
-----------------------------	-------------------

\$9,000.00

Equitable Share Amount:	\$4,500.00
--------------------------------	-------------------

Hampton Overage/Underage:	-\$2,800.00
Heartland Overage/Underage:	\$2,800.00

Completed by:

SHARED COACHING COSTS

Appendix E-2: Sports-Season Single-School Uniforms Cost Calculation

Paying Agent School:

Sport Season

Vendor	Description	Total Invoice	Total Shared-Coaches Costs
		\$690.00	\$690.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00

Total Calendar-Season Cost:	\$4,290.00
------------------------------------	-------------------

Completed by:

Appendix E-3: Calendar-Season Single-School Uniforms Cost Calculation

Paying Agent School:

Calendar Season (Summer, Fall, Winter, Spring):

SPORT	Description	Sport Season Total	Sport Season Total
		\$690.00	\$690.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00

Total Calendar-Season Cost:	\$3,690.00
------------------------------------	-------------------

Completed by:

Appendix E-4: Full-Year Single-School Uniforms Cost Calculation

Paying Agent School:

School Year:

SEASON	Description	Calendar-Season Total	TOTAL CALENDAR-SEASON COST
Summer		\$800.00	\$800.00
Fall		\$900.00	\$900.00
Winter		\$900.00	\$900.00
Spring		\$500.00	\$500.00

Full-Year Single-School Shared-Coaching Cost

\$3,100.00

Completed by:

Appendix E-5: Full-Year Uniforms Equitable Share Calculation

School Year:

Incident #	Hampton Total Year Uniforms Cost	Heartland Total Year Uniforms Cost	Combined Total Year Cost
SUMMER	\$900.00	\$450.00	\$1,350.00
FALL	\$3,000.00	\$6,500.00	\$9,500.00
WINTER	\$0.00	\$7,500.00	\$7,500.00
SPRING	\$5,200.00	\$0.00	\$5,200.00

Total Hampton Cost:	\$9,100.00
Total Heartland Cost:	\$14,450.00

Total Combined Cost:	\$23,550.00
-----------------------------	--------------------

\$23,550.00

Equitable Share Amount:	\$11,775.00
--------------------------------	--------------------

Hampton Overage/Underage:	-\$2,675.00
----------------------------------	--------------------

Heartland Overage/Underage:	\$2,675.00
------------------------------------	-------------------

Completed by:

UNIFORMS COSTS

Appendix F-4: Full-Year Single-School Awards Cost Calculation

Paying Agent School:

School Year:

SPORT	Description	Sport Season Total	Sport Season Total
		\$690.00	\$690.00
		\$320.00	\$320.00
		\$540.00	\$540.00
		\$222.00	\$222.00
		\$874.00	\$874.00
		\$142.00	\$142.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00

Total Calendar-Season Cost:	\$5,788.00
------------------------------------	-------------------

Completed by:

Appendix F-5: Full-Year Awards Equitable Share Calculation

School Year:

Incident #	Hampton Total Year Uniforms Cost	Heartland Total Year Uniforms Cost	Combined Total Year Cost
SUMMER	\$0.00	\$450.00	\$450.00
FALL	\$300.00	\$0.00	\$300.00
WINTER	\$222.00	\$0.00	\$222.00
SPRING	\$0.00	\$400.00	\$400.00

Total Hampton Cost:	\$522.00
Total Heartland Cost:	\$850.00

Total Combined Cost:	\$1,372.00
-----------------------------	-------------------

\$1,372.00

Equitable Share Amount:	\$686.00
--------------------------------	-----------------

Hampton Overage/Underage:	-\$164.00
----------------------------------	------------------

Heartland Overage/Underage:	\$164.00
------------------------------------	-----------------

<i>Completed by:</i>	
----------------------	--

AWARDS COSTS

Appendix G-1: Single-Event Single-School Event MISC Cost Calculation

Paying Agent School: _____

Season: _____ Season Event #: _____

Date: _____

Team(s): _____ Purpose: _____

WORKERS & OFFICIALS

	Officials	Judges (not officials)	Misc 1	Misc 2
<i>W-2 Event Workers Pay</i>	\$0.00	\$0.00	\$0.00	\$0.00
FICA (.0765)	\$0.00	\$0.00	\$0.00	\$0.00
NPERS (.073528)	\$0.00	\$0.00	\$0.00	\$0.00
W-2 Event Worker Costs	\$0.00	\$0.00	\$0.00	\$0.00

	Officials	Judges (not officials)	Misc 1	Misc 2
<i>W-9 Event Workers Pay</i>	\$0.00	\$0.00	\$0.00	\$0.00
W-9 Event Worker Costs	\$0.00	\$0.00	\$0.00	\$0.00

	Officials	Judges (not officials)	Misc 1	Misc 2	
Total Worker Costs	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

OTHER COSTS

	Lodging	Cheer & Band Admission	Meal \$	Other 4	
Other Costs	\$950.00	\$480.00	\$125.00	\$0.00	\$1,555.00

Total Worker Costs	Total Other Costs	Total Event Costs	
\$0.00	\$1,555.00	\$1,555.00	\$1,555.00

Revenue 1	Revenue 2	Total Event Revenue
\$0.00	\$0.00	\$0.00

Total Event Net-Expense
-\$1,555.00

Completed by: _____

Appendix G-2: Sports-Season Single-School MISC Cost Calculation

Paying Agent School:

Sports Season:

Event #	Total Costs	Total Revenue	Total Profit / Loss
1	\$550.00	\$200.00	-\$350.00
2	\$650.00	\$0.00	-\$650.00
3	\$0.00	\$0.00	\$0.00
4	\$0.00	\$0.00	\$0.00
5	\$0.00	\$0.00	\$0.00
6	\$0.00	\$0.00	\$0.00
7	\$0.00	\$0.00	\$0.00
8	\$0.00	\$0.00	\$0.00
9	\$0.00	\$0.00	\$0.00
10	\$0.00	\$0.00	\$0.00
11	\$0.00	\$0.00	\$0.00
12	\$0.00	\$0.00	\$0.00
13	\$0.00	\$0.00	\$0.00
14	\$0.00	\$0.00	\$0.00
15	\$0.00	\$0.00	\$0.00
16	\$0.00	\$0.00	\$0.00
17	\$0.00	\$0.00	\$0.00
18	\$0.00	\$0.00	\$0.00
19	\$0.00	\$0.00	\$0.00
20	\$0.00	\$0.00	\$0.00
21	\$0.00	\$0.00	\$0.00
22	\$0.00	\$0.00	\$0.00
23	\$0.00	\$0.00	\$0.00
24	\$0.00	\$0.00	\$0.00
25	\$0.00	\$0.00	\$0.00
26	\$0.00	\$0.00	\$0.00
27	\$0.00	\$0.00	\$0.00
28	\$0.00	\$0.00	\$0.00
29	\$0.00	\$0.00	\$0.00
30	\$0.00	\$0.00	\$0.00
31	\$0.00	\$0.00	\$0.00
32	\$0.00	\$0.00	\$0.00
33	\$0.00	\$0.00	\$0.00
34	\$0.00	\$0.00	\$0.00
35	\$0.00	\$0.00	\$0.00
36	\$0.00	\$0.00	\$0.00
37	\$0.00	\$0.00	\$0.00
38	\$0.00	\$0.00	\$0.00
39	\$0.00	\$0.00	\$0.00
40	\$0.00	\$0.00	\$0.00

Total Costs:	\$1,200.00
Total Revenue	\$200.00
Total School-Season MISC Expense:	-\$1,000.00

-\$1,000.00

Completed by:

Appendix G-3: Calendar-Season Single-School MISC Cost Calculation

Paying Agent School: _____

Calendar-Season (Summer, Fall, Winter, Spring): _____

Sport	Total Costs	Total Revenue	Total Profit / Loss
	\$550.00	\$0.00	-\$550.00
	\$650.00	\$200.00	-\$450.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00

Total Costs:	\$1,200.00
Total Revenue	\$200.00
Total School-Season MISC Expense:	-\$1,000.00

Completed by: _____

Appendix G-4: Full-Year Single-School Total MISC Calculation

Paying Agent School:

School Year:

SEASON	Total Costs	Total Revenue	TOTAL CALENDAR-SEASON PROFIT / LOSS
Summer	\$0.00	\$0.00	\$0.00
Fall	\$500.00	\$0.00	-\$500.00
Winter	\$290.00	\$200.00	-\$90.00
Spring	\$950.00	\$0.00	-\$950.00

Full-Year Costs	Full-Year Revenue	Full-Year School Profit / Loss
\$1,740.00	\$200.00	-\$1,540.00

<i>Completed by:</i>	
----------------------	--

Appendix G-5: Full-Year MISC Cost Equitable Share Calculation

School Year:

Incident #	Hampton Total MISC Exp	Heartland Total Year MISC Exp	Combined Total Year MISC Expense
SUMMER	-\$25.00	-\$100.00	-\$125.00
FALL	-\$36.00	-\$500.00	-\$536.00
WINTER	-\$98.00	-\$800.00	-\$898.00
SPRING	-\$75.00	-\$741.00	-\$816.00

Total Hampton MISC Expense:	-\$234.00
Total Heartland MISC Expense:	-\$2,141.00

Total Combined MISC Expense:	-\$2,375.00
-------------------------------------	--------------------

Equitable Share Amount:	-\$1,187.50
-------------------------	--------------------

Hampton Overage/Underage:	\$953.50
---------------------------	-----------------

Heartland Overage/Underage:	-\$953.50
-----------------------------	------------------

Completed by:

MISC. EXPENSES

Appendix H: Full-Year Reimbursement Calculation

School Year:

Full-Year	Reimbursement to Hampton	Reimbursement to Heartland
B-5: Gate/Workers	<i>\$1,300.25</i>	<i>\$900.00</i>
C-5: Transportation	<i>\$0.00</i>	<i>\$687.50</i>
D-5: Shared-Cost Coaches	<i>\$2,000.00</i>	<i>\$0.00</i>
E-5: Uniforms	<i>\$0.00</i>	<i>\$4,500.00</i>
F-5: Awards	<i>\$500.00</i>	<i>\$0.00</i>
G-5: MISC Expenses	<i>\$444.00</i>	<i>\$0.00</i>

Full-Year Reimbursement To Hampton:	\$4,244.25
Full-Year Reimbursement To Heartland:	\$6,087.50

Full-Year Net-Reimbursement:	\$1,843.25
-------------------------------------	-------------------

NET FULL-YEAR REIMBURSEMENT - DUE BY AUGUST 31ST

Appendix I: Admissions

	<i>Senior Citizen (65+)</i>	<i>Adult Admission (out of HS)</i>	<i>Student Admission</i>	<i>Younger Than School Age</i>	<i>Family Maximum</i>	<i>Hampton Issued Passes</i>	<i>Heartland Issued Passes</i>	<i>Conference Passes</i>	<i>NSAA</i>	<i>Press</i>
HS Events										
Non-Tournament With Varsity Competition	\$2	\$6	\$5	Free	\$20	Student Staff Family Courtesy	Student Staff Family Courtesy	Affiliated Conference ONLY	Accepted	Accepted
HS Events										
Tournament / Track Meet With Varsity Competition	\$2	\$6	Free	Free	\$20	Student Staff	Student Staff	Not Accepted	Accepted	Accepted
HS Events										
Non-Tournament No Varsity Competition	\$2	\$2	Free	Free	\$10	Student Staff Family Courtesy	Student Staff Family Courtesy	Affiliated Conference ONLY	Accepted	Accepted
HS Events										
Tournament / Track Meet No Varsity Competition	\$2	\$5	Free	Free	\$10	Student Staff Family Courtesy	Student Staff Family Courtesy	Not Accepted	Accepted	Accepted
JH Events										
Non-Tournament	Free	Free	Free	Free	Free	Free	Free	Free	Free	Free
JH Events										
Tournament / Track Meet	\$2	\$3	Free	Free	\$10	Student Staff Family Courtesy	Student Staff Family Courtesy	Not Accepted	Accepted	Accepted
Conference Event										
	Cost determined by Conference	Cost determined by Conference	Cost determined by Conference	Cost determined by Conference	None	None	None	Cost determined by Conference	Accepted	Accepted
NSAA Event										
	Cost determined by NSAA	Cost determined by NSAA	Cost determined by NSAA	Cost determined by NSAA	None	None	None	None	Accepted	Accepted

TO BE SET

Appendix J: Preliminary & Approximate Site-Usage Distribution

	<i>Sport / Program</i>	<i>Predominant Site: Practice</i>	<i>Predominant Site: Home Game</i>
HIGH SCHOOL	HS Football	Heartland	Heartland
	HS Volleyball	Split	Split
	HS Girls Golf	Heartland	Heartland
	HS Boys BB	Split	Split
	HS Girls BB	Split	Split
	HS Track	Heartland	Heartland
	HS Boys Golf	Heartland	Heartland
	Cheerleading	Split	Split
<hr/>			
JUNIOR HIGH SCHOOL	JH Football	Hampton	Hampton
	JH Volleyball	Heartland	Heartland
	JH Girls BB	Hampton	Hampton
	JH Boys BB	Heartland	Heartland
	JH Track	Heartland	Heartland

Appendix K: Staffing Guidelines

HS & JH BASKETBALL, TRACK, VOLLEYBALL						
Total Coaches	1	2	3	4	5	6
Assistants	0	1	2	3	4	5
Low Range (participants)	1	10	22	34	46	58
Preferred Range (participants)	1	15	27	39	51	63
	12	24	36	48	60	72
High Range (participants)	15	27	39	51	63	75

HS & JH FOOTBALL						
Total Coaches	1	2	3	4	5	6
Assistants	0	1	2	3	4	5
Low Range (participants)	1	1	16	31	46	57
Preferred Range (participants)	1	5	20	35	50	60
	2	15	30	45	60	72
High Range (participants)	5	20	35	50	60	75

When the number of assistant coaches determined for a team is even:
 All assistant coaches will be categorized as equally assigned and provided in equal numbers by the partner schools.

When the number of assistant coaches determined for a team is odd:
 One assistant coach will be categorized as at-large. All remaining assistant coaches will be categorized as equally assigned and provided in equal numbers by the partner schools.

Golf: specified in HS-13 & HS-32

Cheerleading: specified in HS-41

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. The cooperatively sponsored program will adopt the schedule as is prescribed by the NSAA.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) will occur at the Heartland site.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday-Thursday immediately following the Sunday in question.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Locker / dressing / etc.
 - d. Scoreboard, field markers, yardage markers, etc.
 - e. Water, towels, ice, first aid & training supplies
 - f. Field prep, field striping, etc.
 - g. Bleachers, seating, etc.
 - h. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Scoreboard operators, sound operators, PA personnel, etc.
 - b. Ticket/gate personnel
 - c. Concessions / hospitality workers
 - d. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a dark (home) jersey
 - ii. a light (away) jersey
 - iii. a dark, game pant
 - iv. a certified and properly fitted helmet
 - b. Practice uniform
 - i. White practice jersey with black lettering or black practice jersey with white lettering
 - ii. A uniformly, standard practice pant
 - iii. A certified and properly fitted helmet

- B. Basic requirements.
 - a. Jerseys, pant, and helmet must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

A. Protective equipment

- a. A certified and properly fitted pair of shoulder pads
- b. Knee, thigh, hip, and tailbone pads and related attire (e.g. girdle, etc.)
- c. Certified and properly fitted mouthguards.
- d. Other such, protective equipment as may be necessary to reasonably protect participants from foreseeable injury. Such equipment must be conventional in nature.

B. Combined Equipment

- a. It will prove efficient to combine equipment resources/inventories of hard assets that are already owned by the partner schools for the benefit of the cooperatively sponsored program.
 - i. This may include items such as helmets, shoulder pads, and other protective equipment and or uniform equipment that already belongs to any partner school.
 - ii. This may also include training equipment/apparatus (e.g. sleds, dummies, etc.).
- b. All such equipment to be combined shall be properly identified to a partner school and accurately inventoried.
 - i. It shall be the responsibility of the ADs of the partner schools and the head coach to complete said identification and inventory.
 - ii. A summary of said identification and inventory shall be provided to the superintendents of the partner schools no later than June 1, 2026.
- c. Should the cooperative sponsorship be dissolved, terminated, not renewed, etc., equipment should be returned to / dispersed among the partner schools in the following manner.
 - i. Equipment that is still in use shall be returned to the partner school identified as the original owner.
 - ii. Equipment that is no longer in use shall be returned to the partner school identified as the original owner.
 - iii. Newly purchased equipment that is purchased through an equitable share formulation should be identified as property of the cooperative sponsorship.
 1. Property of the cooperative sponsorship should be distributed to the partner schools in a manner that is either equal to or proportionate to the original ownership of combined inventory.
 - iv. Newly purchased equipment purchased by a partner school for use in the cooperative sponsorship, but not through an equitable share formulation, should be identified as property of the partner school. The partner school shall retain ownership of said property.
- d. It shall be the responsibility of the ADs of the partner schools and the head coach to determine a responsible and practical means and method for storing, inventorying, distributing, and collecting combined equipment.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events that include Varsity games will be split between partner school sites at an approximate ratio of 50-50.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- B. In general, Home events that include Varsity games versus a single opponent will be split between partner school sites at an approximate ratio of 50-50.
- C. Home events that include Varsity games that are conventionally classified as Triangulars can be hosted at either the Hampton site or the Heartland site.
 - a. In years where multiple triangulars are to be hosted by the co-op, efforts will be made to host at least one triangular at each partner school site.
 - b. It is the intent that Triangulars involving Varsity games will be split between partner school sites at an approximate ratio of 50-50 over a multi-year period.
- D. In general, Home events that do not include Varsity games (i.e. JV games or Reserve games, etc.) can be sufficiently played at either the Hampton site or the Heartland site.
 - a. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- E. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- F. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Practices & Practice Locations

- A. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.

- B. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

- C. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.

- D. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Nets, standards, etc.
 - d. Officiating platforms, etc.
 - e. Locker / dressing / etc.
 - f. Scoreboard, etc.
 - g. Water, towels, ice, first aid & training supplies
 - h. Floor/surface prep, etc.
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (line judges, score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

C. Site Operations Equipment & Supplies

- a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
- b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

8. Uniforms

A. An official uniform shall consist of and include the following:

- a. a jersey
- b. a solid black short and/or bottom which shall be provided by and remain the property of the players

B. Basic requirements.

- a. Jerseys must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
- b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
- c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
- d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
- e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
- f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.

- a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
- b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
- c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
- d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.

- a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the cooperatively sponsored program will have 0 assistant coaches.
 - a. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C or 2.C.b under either of the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - ii. The number of bona fide player-participants does or is reasonably expected to be equal to or greater than 10.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C or 2.C.a under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of 2.C.a; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Ticket/gate personnel
 - c. Concessions / hospitality where applicable
- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a polo/top which shall be provided by and remain the property of the player
 - b. a hat/cap which shall be provided by and remain the property of the player
 - c. a warmup/jacket/pullover that includes only a top may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - i. If included, said warmup shall be provided by the district and remain the property of the district.

- B. Basic requirements.
 - a. Polo/top and hat/cap must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

- A. Golf bags will be provided to varsity-level participants that compete in varsity-level competition.
 - a. Golf bags must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. Golf bags may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Golf bags shall meet and model basic community standards.
- B. Push/pull carts for golf bags will be provided to varsity-level participants that compete in varsity-level competition.
- C. Range finders will be provided to varsity-level participants that compete in varsity-level competition.

10. Miscellaneous Items & Costs

- A. Fees for practice rounds for Conference, District, and State meets will be paid upfront by the head school and later reconciled as a shared cost.
- B. A standard allotment of golf balls will be procured and provided to varsity-level participants that compete in varsity-level competition.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events that include Varsity games will be split between partner school sites at an approximate ratio of 50-50.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- B. In general, Home events that include Varsity games versus a single opponent will be split between partner school sites at an approximate ratio of 50-50.
- C. In general, Home events that do not include Varsity games (i.e. JV games or Reserve games, etc.) can be sufficiently played at either the Hampton site or the Heartland site.
 - a. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- D. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- E. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- B. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- C. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. a warm up that includes a top and/or bottom may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - b. Practice uniform
 - i. Reversible black and white practice jersey

- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events that include Varsity games will be split between partner school sites at an approximate ratio of 50-50.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- B. In general, Home events that include Varsity games versus a single opponent will be split between partner school sites at an approximate ratio of 50-50.
- C. In general, Home events that do not include Varsity games (i.e. JV games or Reserve games, etc.) can be sufficiently played at either the Hampton site or the Heartland site.
 - a. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- D. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- E. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- B. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- C. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. a warm up that includes a top and/or bottom may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - b. Practice uniform
 - i. Reversible black and white practice jersey

- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Watches and timing equipment
 - b. Hurdles
 - c. Landing mats
 - d. Jumping pits
 - e. Standards and crossbars
 - f. Implements
 - g. Starter's equipment, clerking equipment, administrative equipment, communications equipment
 - h. Water, towels, ice, first aid & training supplies
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. Clerks, runners, pickers, timers
 - f. Finish line / timing systems and personnel
 - g. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a singlet/top and matching short
 - b. a “sweats” top and matching bottom
 - c. a warmup that includes a top and/or bottom may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.

- B. Basic requirements.
 - a. Singlet/top and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the cooperatively sponsored program will have 0 assistant coaches.
 - a. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C or 2.C.b under either of the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - ii. The number of bona fide player-participants does or is reasonably expected to be equal to or greater than 10.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C or 2.C.a under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of 2.C.a; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Ticket/gate personnel
 - c. Concessions / hospitality where applicable
- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a polo/top which shall be provided by and remain the property of the player
 - b. a hat/cap which shall be provided by and remain the property of the player
 - c. a warmup/jacket/pullover that includes only a top may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - i. If included, said warmup shall be provided by the district and remain the property of the district.

- B. Basic requirements.
 - a. Polo/top and hat/cap must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

- A. Golf bags will be provided to varsity-level participants that compete in varsity-level competition.
 - a. Golf bags must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. Golf bags may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Golf bags shall meet and model basic community standards.
- B. Push/pull carts for golf bags will be provided to varsity-level participants that compete in varsity-level competition.
- C. Range finders will be provided to varsity-level participants that compete in varsity-level competition.

10. Miscellaneous Items & Costs

- A. Fees for practice rounds for Conference, District, and State meets will be paid upfront by the head school and later reconciled as a shared cost.
- B. A standard allotment of golf balls will be procured and provided to varsity-level participants that compete in varsity-level competition.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Hampton will act as the head school.

- B. The head school AD is responsible for event scheduling.

- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.

- B. Head Coach: the cooperatively sponsored program will have 1 head coach.

- C. Assistant Coaches: the cooperatively sponsored program will have 0 assistant coaches.
 - a. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C or 2.C.b under either of the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - ii. The number of bona fide player-participants does or is reasonably expected to be equal to or greater than 7.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C or 2.C.a under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of 2.C.a; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Event Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.

- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for determining attendance at scheduled events.

- C. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland.

- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton.

- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Practices & Practice Locations

- A. In general, practices that take place outside of the school day and will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend practice sites in advance of the season in consultation with the AD's.
 - b. The final determination of practice sites requires approval through mutual agreement of the AD's of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.

- B. It shall be within the discretion of the Superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday in the event of an upcoming performance and/or competition.

- C. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Site Operations

A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operation of all games, practices, etc. that are held/hosted at their site school.

- a. Megaphone
- b. Signs
- c. Pom poms
- d. Wireless speaker/bluetooth
- e. Water, towels, ice, first aid & training supplies
- f. Floor/surface prep, etc.

B. Site Operations Equipment & Supplies

- a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
- b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

7. Try-outs

A. Cheer tryouts will be held in the Spring of the school year.

B. The following criteria will be used during tryouts:

- a. Three judges will be selected by the head cheerleading coach.
- b. Judges will be approved by both schools' respective AD's.
- c. Judges scoring rubric will include group cheer, group dance, individual chant, and cheer.
- d. Judges may also ask candidates questions related to the sport, behavior, integrity, etc.
- e. The secondary principals of all partner schools will complete a scoring rubric evaluating each candidate's behavior and integrity.

C. A maximum of 12 participants will be selected annually.

- a. Coaches will determine squad size using the judge's scoring rubrics and a natural separation in point totals for candidates.
- b. Final squad selection will be approved by both schools' respective AD's.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. Uniform shall consist of and include the following:
 - a. Official gear - shell top, liner, skirt, spunks, cheer shoes, and bow.
 - b. Unofficial gear - shirts/tanks, dance uniform, pants, jacket, and cheer bag.
 - c. The uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - d. Deviations from the official uniform may only be done through unanimous agreement between the superintendents of all partner schools.
 - e. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - f. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.

- B. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with cheerleader-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

9. Costs

- A. Cheer participants will be responsible for all fees associated with official and unofficial uniforms and camp fees.

- B. Fundraising opportunities will be available for cheer participants throughout the summer and school year.

- C. All costs associated with cheer will be further defined in the handbook.

10. Miscellaneous Items & Costs

- A. NCA cheer team awards and/or trophies will be displayed at partner schools on a shared 50-50 basis, as determined by the head coach.

- B. State cheer team awards and/or trophies will be duplicated, and the cost will be equally shared among the partner schools.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that the cooperatively sponsored junior high school football program will operate and compete as an “8-man” football team.
- C. The AD of the head school in consultation with the AD’s of partner schools will be responsible for game/event scheduling.
- D. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- E. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- F. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- G. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- H. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Hampton site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Hampton site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) will occur at the Hampton site.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Locker / dressing / etc.
 - d. Scoreboard, field markers, yardage markers, etc.
 - e. Water, towels, ice, first aid & training supplies
 - f. Field prep, field striping, etc.
 - g. Bleachers, seating, etc.
 - h. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Scoreboard operators, sound operators, PA personnel, etc.
 - b. Ticket/gate personnel
 - c. Concessions / hospitality workers
 - d. NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a dark (home) jersey (reversible is suitable)
 - ii. a light (away) jersey (reversible is suitable)
 - iii. a dark, game pant
 - iv. a certified and properly fitted helmet
 - b. Practice uniform
 - i. White practice jersey with black lettering or black practice jersey with white lettering
 - ii. A uniformly, standard practice pant
 - iii. A certified and properly fitted helmet

- B. Basic requirements.
 - a. Jerseys, pant, and helmet must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

A. Protective equipment

- a. A certified and properly fitted pair of shoulder pads
- b. Knee, thigh, hip, and tailbone pads and related attire (e.g. girdle, etc.)
- c. Certified and properly fitted mouthguards.
- d. Other such, protective equipment as may be necessary to reasonably protect participants from foreseeable injury. Such equipment must be conventional in nature.

B. Combined Equipment

- a. It will prove efficient to combine equipment resources/inventories of hard assets that are already owned by the partner schools for the benefit of the cooperatively sponsored program.
 - i. This may include items such as helmets, shoulder pads, and other protective equipment and or uniform equipment that already belongs to any partner school.
 - ii. This may also include training equipment/apparatus (e.g. sleds, dummies, etc.).
- b. All such equipment to be combined shall be properly identified to a partner school and accurately inventoried.
 - i. It shall be the responsibility of the ADs of the partner schools and the head coach to complete said identification and inventory.
 - ii. A summary of said identification and inventory shall be provided to the superintendents of the partner schools no later than June 1, 2025.
- c. Should the cooperative sponsorship be dissolved, terminated, not renewed, etc., equipment should be returned to / dispersed among the partner schools in the following manner.
 - i. Equipment that is still in use shall be returned to the partner school identified as the original owner.
 - ii. Equipment that is no longer in use shall be returned to the partner school identified as the original owner.
 - iii. Newly purchased equipment that is purchased through an equitable share formulation should be identified as property of the cooperative sponsorship.
 1. Property of the cooperative sponsorship should be distributed to the partner schools in a manner that is either equal to or proportionate to the original ownership of combined inventory.
 - iv. Newly purchased equipment purchased by a partner school for use in the cooperative sponsorship, but not through an equitable share formulation, should be identified as property of the partner school. The partner school shall retain ownership of said property.
- d. It shall be the responsibility of the ADs of the partner schools and the head coach to determine a responsible and practical means and method for storing, inventorying, distributing, and collecting combined equipment.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Heartland site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- D. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Nets, standards, etc.
 - d. Officiating platforms, etc.
 - e. Locker / dressing / etc.
 - f. Scoreboard, etc.
 - g. Water, towels, ice, first aid & training supplies
 - h. Floor/surface prep, etc.
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (line judges, score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a jersey
 - b. a solid black short and/or bottom which shall be provided by and remain the property of the players

- B. Basic requirements.
 - a. Jerseys must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

**Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools**

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Heartland site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- D. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. uniforms of a “reversible” nature shall be sufficient
 - b. Practice uniform
 - i. Reversible black and white practice jersey

- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Hampton site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- D. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Hampton site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. uniforms of a “reversible” nature shall be sufficient
 - b. Practice uniform
 - i. Reversible black and white practice jersey

- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Watches and timing equipment
 - b. Hurdles
 - c. Landing mats
 - d. Jumping pits
 - e. Standards and crossbars
 - f. Implements
 - g. Starter's equipment, clerking equipment, administrative equipment, communications equipment
 - h. Water, towels, ice, first aid & training supplies
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. Clerks, runners, pickers, timers
 - f. Finish line / timing systems and personnel
 - g. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a singlet/top and matching short
 - b. a “sweats” top and matching bottom

- B. Basic requirements.
 - a. Singlet/top and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.



Cooperative Sports Sponsorship: Heartland Community Schools & Hampton Public Schools

Stakeholder Summary

WHAT IS BEING CONSIDERED

- ▶ Cooperative Sponsorship of sports between **Heartland Community Schools** and **Hampton Public Schools**.
- ▶ A cooperative sponsorship is an agreement between two or more schools to compete in one or more sports as a single team, with combined resources.
- ▶ Cooperative sponsorship agreements are put in place for a two-year period. After two years, agreements can be discontinued, changed, or renewed.
- ▶ **A cooperative sponsorship is not a consolidation.** Outside of the shared programs included in the co-op agreement, all schools continue to be operated, administrated, governed, and funded separately and independently.
- ▶ The agreement we are considering **includes all sports** – boys, girls, high school, and junior high school.
- ▶ The agreement is for sports only. **Activities (e.g. band, FBLA, FFA, quiz bowl) would not be included** in the co-op currently being considered and will continue to be done separately by each school.

NAME – MASCOT – COLORS

At the early stages of discussion, it was mutually agreed upon between both schools that any cooperative sponsorship that we might seek to create between our two schools would be based on two fundamental principles.

1. We'd seek to create a long-term relationship.
2. We'd seek to emphasize partnership, equity, teamwork, and unity.

In the interests of these keeping with these principles, it was determined early on that a cooperative sponsorship of sports between our two schools would compete using a new and neutral team name, a new and neutral mascot, and a new and neutral color scheme.

Name: H&H

Currently our two schools compete in athletics using different names – Hampton and Heartland.

The team(s) that compete under the cooperative sponsorship agreement will use the name H&H.

Mascot: Yet To Be Determined

The governing boards of each school, and their working groups, have gone through a process of selecting and determining 4 mascot finalists. Those 4 finalists will be made known at a time to be determined and agreed upon by the two working groups from each school.

After an agreement is officially approved by the boards of both schools, the mascot for the co-op will be chosen by a vote of students from both schools. Votes will be cast by students in grades 7-11. For the purpose of counting votes, 1 student equals 1 vote - regardless of what grade they are in or what school they attend.

**Colors: Black
White
Silver**

SPORTS INCLUDED

HIGH SCHOOL

- ▶ Football
- ▶ Girls Golf
- ▶ Volleyball
- ▶ Boys Basketball
- ▶ Girls Basketball
- ▶ Boys Golf
- ▶ Boys Track & Field
- ▶ Girls Track & Field
- ▶ Cheerleading

JUNIOR HIGH SCHOOL

- ▶ Football
- ▶ Volleyball
- ▶ Boys Basketball
- ▶ Girls Basketball
- ▶ Boys Track & Field
- ▶ Girls Track & Field

New / additional teams or programs could be added at a later time in an effort to provide our students with more opportunities. However, no additional teams or programs are being added, or considered, at this time.

EXPECTED BENEFITS

- ▶ Success and Consistency. These goals directly support the Mission of our school (Empowering Excellence).
- ▶ Working together, our two schools seek to consistently increase, maximize, and efficiently deploy three fundamental resources that support all sports programs: 1) student-participants, 2) interested & qualified coaches, and 3) facilities.
- ▶ Increased student-participant numbers.
 - ▶ Stabilize participation numbers in areas where participation numbers can be inconsistent or problematic.
 - ▶ Mitigate against future problems with low or inconsistent student participation numbers - in an era where widespread participation continues to fall.
- ▶ Consistently higher participation numbers allows us to commit long-term scheduling efforts towards providing more developmental opportunities (i.e. JV, Reserve, B-team, etc.).
 - ▶ This provides more and better opportunities for all students to succeed.
 - ▶ This better allows us to consistently provide our students with a graduated sequence of positive, competitive experiences within our sports programs.

WHERE WILL SPORTS BE PLAYED & PRACTICED

- ▶ One of the major considerations made in discussions between the two schools was the location of games and practices.
- ▶ Games and practices will utilize the facility resources of both school districts.
 - ▶ A general layout of where these will occur is included on the next page.
 - ▶ Some sports will predominantly play and practice at one site.
 - ▶ Some sports will play and practice at both sites on a rotational, and relatively equal, basis.
- ▶ Several goals were kept in mind when trying to determine locations for playing and practicing.
 - ▶ Equitable home-site opportunities and travel obligations for the student-athletes and coaches of both schools.
 - ▶ Balancing the logistical demands placed upon both schools while aligning transportation resources with anticipated demands.

Appendix J: Preliminary & Approximate Site-Usage Distribution

	<i>Sport / Program</i>	<i>Predominant Site: Practice</i>	<i>Predominant Site: Home Game</i>
HIGH SCHOOL	HS Football	Heartland	Heartland
	HS Volleyball	Split	Split
	HS Girls Golf	Heartland	Heartland
	HS Boys BB	Split	Split
	HS Girls BB	Split	Split
	HS Track	Heartland	Heartland
	HS Boys Golf	Heartland	Heartland
	Cheerleading	Split	Split
<hr/>			
JUNIOR HIGH SCHOOL	JH Football	Hampton	Hampton
	JH Volleyball	Heartland	Heartland
	JH Girls BB	Hampton	Hampton
	JH Boys BB	Heartland	Heartland
	JH Track	Heartland	Heartland

WHO WILL WE PLAY AGAINST

► **Conference Affiliation**

- Our two schools currently compete in two different conferences.
 - Hampton – Crossroads Conference (CRC)
 - Heartland – Southern Nebraska Conference (SNC)
- It is necessary to determine which conference the cooperatively sponsored program(s) will compete in.

► **Goals To Meet**

- Aligning conference affiliation and scheduling with the anticipated size & classification of the cooperatively sponsored program(s) (predominantly Class C / Class C2)
- Aligning conference affiliation and scheduling with the goal of consistently providing developmental opportunities (e.g. JV, Reserve, B-team, etc.)

► **Considerations Made**

- The size & classification of schools within the two conferences.
- The size & classification of schools currently scheduled by each school.
- Sports sanctioned by each conference.
- Facilities of the member schools in each conference.
- Location and distance of the member schools of each conference.
- Governance & Initiation structures of both conferences.

Conference Affiliation: SNC

The working groups of each governing board have tentatively agreed that the cooperatively sponsored program(s) will compete in the Southern Nebraska Conference (SNC).

Schedule Adoption: Heartland

The working groups of each governing board have tentatively agreed that the cooperatively sponsored program(s) will utilize the pre-existing schedule of the Heartland teams/programs.

WHEN DOES THIS GO INTO EFFECT

For all sports, except HS Football

- ▶ 25-26 school year
- ▶ 26-27 school year

For HS Football

- ▶ 26-27 school year (Fall 2026)
- ▶ 27-28 school year (Fall 2027)

Why is HS Football different?

- ▶ In Nebraska, HS football is scheduled by the NSAA at the state-level, and teams are locked into their schedule for 2-year cycles.
- ▶ Next Fall's HS Football season (Fall 2025) will be the second year of the current two-year scheduling cycle.
- ▶ We will declare the cooperative sponsorship for the next scheduling cycle, and we will then be scheduled accordingly for that cycle (Fall 2026 & Fall 2027).
- ▶ **NOTE:** while this is yet to be determined, we anticipate the co-op football team being classified in Class C-2 (11-man) for the next scheduling cycle (Fall 2026 & Fall 2027).

COST SHARING

Both schools will equally share all necessary costs.

These include:

- ▶ Cost of Personnel (coaches, etc.)
- ▶ Cost of Away Game Transportation
- ▶ Cost of Uniforms
- ▶ Net Operational Costs (officials, event workers, etc.)
- ▶ Agreed Upon Miscellaneous Costs

TIMELINE & PROCESS

1. **An agreement requires approval by the board of education from each school.**
2. **An agreement would go into effect once approved by both governing boards.**
3. **If an agreement is to be reached, it is the goal of both governing boards to approve an agreement in February.**

Working Committees

Each school has a working committee that is comprised of three members of its board of education.

The details of the cooperative sponsorship agreement are worked on and negotiated in meetings between the two committees.

Each committee is supported by the superintendent, the secondary principal, and the AD of their school. These personnel also attend the meetings between the two committees.

Meetings Between Committees

Wednesday, February 5, 2025
Wednesday, January 15, 2025
Wednesday, December 11, 2024
Wednesday, November 6, 2024
Wednesday, October 2, 2024

Board Meeting Discussion

Monday, February 10, 2025
Monday, January 20, 2025
Monday, December 9, 2024
Monday, November 11, 2024
Monday, October 14, 2024

Final Approval Of An Agreement

The Board anticipates voting on the approval of a cooperative sponsorship agreement **at a special meeting that is scheduled for Wednesday, February 12th.**

Final Mascot Selection by Students

Section A: Student Mascot Selection Process

1. A student selection / voting process will be used to determine the mascot for the cooperatively sponsored programs.
2. Students will make their selection from a list of 4 finalists. The four finalists will be decided by representative committees of each board of education.
3. Selection / election will take place via electronic voting.
4. The student voting / selection process may require up to 3 rounds of voting.
5. The selection process may not end until a single mascot has been awarded a majority of votes cast in any round except for the case of an exact tie in the voting results of Round 3.

Section B: Eligible Voters

Persons eligible to vote in this final selection process will be limited to students enrolled in Hampton Public Schools and Heartland Community Schools who also meet the following criteria.

1. Students must be currently enrolled in Grades 7 - 11 at the time the vote is taken.
2. Students must currently attend the building of common instruction within their district on a full-time and all-day basis.

Section C: Voting Method

1. Students will be sent (e.g. email) or otherwise provided a URL to submit their vote via digital voting instrument.

Section D: Finalists

1. Students will be informed of the 4 finalists on Monday, February 17th.
2. Mascots will be presented as a name (e.g. "Cornhuskers) accompanied by a small assortment of visual concepts depicting the intended mascots on a rough-draft basis.
3. The visual concepts presented to students on February 17th do not constitute the final form of any mascot's visual depiction.
 - a. Following the final selection of the mascot, the two schools will engage in a collaborative process of creating the final visual depiction(s) of the mascot chosen by students.

Final Mascot Selection by Students

Section D: Voting Dates & Times

1. **Round 1** of voting will be conducted on Thursday, February 20, 2025 via electronic voting survey. Voting will be open for a period of 10 minutes opening at 9:15 AM and closing at 9:25 AM on said date for voting.
 - a. After the vote closes, any required tie breaking procedures will be conducted.
 - b. The results of the Round 1 vote will be shared with the students. If a second round of voting is required following the first round, the details of Round 2 voting will be communicated at that time.

2. If necessary, **Round 2** of voting will be conducted on Thursday, February 20, 2025 via electronic voting survey. Voting will be open for a period of 10 minutes opening at approximately 10 minutes after the close of Round 1.
 - a. After the vote closes, any required tie breaking procedures will be conducted.
 - b. The results of the Round 2 vote will be shared with the students. If a third round of voting is required following the second round, the details of Round 3 voting will be communicated at that time.

3. If necessary, **Round 3** of voting will be conducted on Thursday, February 20, 2025 via electronic voting survey. Voting will be open for a period of 10 minutes opening at approximately 10 minutes after the close of Round 2.
 - a. After the vote closes, any required tie breaking procedures will be conducted.
 - b. The results of the Round 3 vote will be shared with the students.

Section E: Election Process & Results For Round 1

Round 1 Voting: Students will vote for one mascot from a list of 4 finalists. Each student will cast a single vote *in favor of* one mascot to be selected as the winner of the election.

1. After the first round of voting, if one of the finalists has a majority (greater than 50%) of the total votes cast for the Round then that finalist will be declared the winner of the election.

2. If after the first round of voting, no finalist has received a majority of votes cast, a Round 2 vote will be conducted between the three finalists receiving the most votes in the first round.
 - a. If there is an exact, two-way tie between the two finalists receiving the fewest votes, a randomized coin toss will be used to eliminate one of the finalists from the subsequent Round 2 vote.
 - b. If there is an exact, three-way tie between finalists receiving the fewest votes, a randomized double coin toss will be used to eliminate one finalist from the subsequent Round 2 vote.
 - c. If there is an exact, four-way tie between finalists receiving the fewest votes, a randomized double coin toss will be used to eliminate one finalist from the subsequent Round 2 vote.

Final Mascot Selection by Students

Section F: Election Process & Results For Round 2

Round 2 Voting: Students will vote for one mascot from the list of 3 remaining finalists after the Round 1 vote. Each student will cast a single vote *in favor of* one mascot to be selected as the winner of the election.

1. After the second round of voting, if one of the finalists has a majority (greater than 50%) of the total votes cast for the Round then that finalist will be declared the winner of the election.
2. If after the second round of voting, no finalist has received a majority of votes cast, a Round 3 vote will be conducted between the two finalists receiving the most votes in the second round.
 - a. If there is an exact, two-way tie between finalists receiving the fewest votes, a randomized coin toss will be used to eliminate one of the finalists from the subsequent Round 3 vote.
 - b. If there is an exact, three-way tie between all three finalists, a randomized double coin toss will be used to eliminate one finalist from the Round 3 vote.

Section G: Election Process & Results For Round 3

Round 3 Voting: Students will vote for one mascot from the list of 2 finalists that remain after the Round 2 vote. Votes will be cast *in favor of* one mascot to be selected as the winner of the election.

1. After the third round of voting, the finalist with the most votes received from the total votes cast will be declared the winner of the election.
 - a. If at the conclusion of the Round 3 vote there is an exact tie in the number of votes for each finalist, a randomized coin toss will be used to eliminate one of the finalists – the remaining finalist will be declared the winner of the election.

Final Mascot Selection by Students

4-Way Tie Random Draw Options

- Eliminate Finalist 1
- Eliminate Finalist 2
- Eliminate Finalist 3
- Eliminate Finalist 4

3-Way & 4-Way Tie Breaking Table		
Toss 1	Toss 2	Resulting Action
H	H	Random Draw 1
H	T	Random Draw 2
T	H	Random Draw 3
T	T	Remaining Option

3-Way Tie Random Draw Options

- Eliminate Finalist 1
- Eliminate Finalist 2
- Eliminate Finalist 3
- Repeat Double-Flip

2-Way Tie Random Draw Options

- Eliminate Finalist 1
- Eliminate Finalist 2

2-Way Tie Breaking Table	
Toss	Resulting Action
H	Random Draw 1
T	Remaining Option

2021-2022		2022-2023		2023-2024		2024-2025	
Golf - Girls		Golf - Girls		Golf - Girls		Golf - Girls	
12	2	12	3	12	0	12	1
11	2	11	0	11	0	11	1
10	0	10	0	10	1	10	3
9	0	9	1	9	1	9	0
9-12	4	9-12	4	9-12	2	9-12	5
Volleyball		Volleyball		Volleyball		Volleyball	
12	5	12	7	12	8	12	7
11	9	11	6	11	8	11	8
10	6	10	8	10	9	10	4
9	8	9	9	9	5	9	8
9-12	28	9-12	30	9-12	30	9-12	27
8	X	8	6	8	8	8	10
7	X	7	8	7	10	7	7
7-8	0	7-8	14	7-8	18	7-8	17
Football		Football		Football		Football	
12	5	12	10	12	8	12	3
11	10	11	6	11	3	11	4
10	5	10	5	10	7	10	4
9	6	9	7	9	6	9	6
9-12	26	9-12	28	9-12	24	9-12	17
8	X	8	8	8	7	8	6
7	X	7	7	7	11	7	3
7-8	0	7-8	15	7-8	18	7-8	9
Girls Basketball		Girls Basketball		Girls Basketball		Girls Basketball	
12	2	12	5	12	4	12	4
11	7	11	4	11	4	11	5
10	5	10	5	10	7	10	2
9	5	9	5	9	2	9	4
9-12	19	9-12	19	9-12	17	9-12	15
8	X	8	5	8	6	8	2
7	X	7	7	7	4	7	7
7-8	0	7-8	12	7-8	10	7-8	9
Boys Basketball		Boys Basketball		Boys Basketball		Boys Basketball	
12	4	12	6	12	4	12	7
11	6	11	7	11	4	11	4
10	7	10	5	10	4	10	5
9	7	9	4	9	8	9	8
9-12	24	9-12	22	9-12	20	9-12	24
8	6	8	9	8	9	8	11
7	11	7	9	7	9	7	5
7-8	17	7-8	18	7-8	18	7-8	16
Track - Girls		Track - Girls		Track - Girls		Track - Girls	
12	5	12	2	12	5	12	
11	4	11	5	11	5	11	
10	4	10	4	10	5	10	
9	4	9	6	9	5	9	
9-12	17	9-12	17	9-12	20	9-12	0
8	X	8	6	8	7	8	
7	X	7	8	7	7	7	
7-8	0	7-8	14	7-8	14	7-8	0
Track - Boys		Track - Boys		Track - Boys		Track - Boys	
12	4	12	7	12	5	12	
11	8	11	4	11	5	11	
10	4	10	5	10	8	10	
9	6	9	9	9	4	9	
9-12	22	9-12	25	9-12	22	9-12	0
8	X	8	7	8	6	8	
7	X	7	8	7	8	7	
7-8	0	7-8	15	7-8	14	7-8	0
Golf - Boys		Golf - Boys		Golf - Boys		Golf - Boys	
12	7	12	3	12	6	12	
11	3	11	5	11	4	11	
10	6	10	6	10	4	10	
9	6	9	3	9	2	9	
9-12	22	9-12	17	9-12	16	9-12	0

3-YEAR STUDENT PARTICIPATION ESTIMATES

FOOTBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Co-op @ 100% retention	25-26 Heartland @ 100% retention		26-27 Co-op @ 100% retention	26-27 Heartland @ 100% retention		27-28 Co-op @ 100% retention	27-28 Heartland @ 100% retention
37	20	9-12	39	19	9-12	42	22
20	10	7-8	15	13	7-8	19	12

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	10	4	6
11	5	4	1
10	11	6	5
9	11	6	5
8	12	3	9
7	8	7	1
6	7	6	1
5	12	6	6

GIRLS BASKETBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Co-op @ 100% retention	25-26 Heartland @ 100% retention		26-27 Co-op @ 100% retention	26-27 Heartland @ 100% retention		27-28 Co-op @ 100% retention	27-28 Heartland @ 100% retention
20	13	9-12	26	15	9-12	25	14
17	8	7-8	20	10	7-8	20	12

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	7	5	2
11	5	2	3
10	4	4	0
9	4	2	2
8	13	7	6
7	4	1	3
6	16	9	7
5	4	3	1
4	11	6	5

VOLLEYBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Co-op @ 100% retention	25-26 Heartland @ 100% retention		26-27 Co-op @ 100% retention	26-27 Heartland @ 100% retention		27-28 Co-op @ 100% retention	27-28 Heartland @ 100% retention
39	30	9-12	42	29	9-12	Not Available	Not Available
Not Available	Not Available	7-8	Not Available	Not Available	7-8	Not Available	Not Available

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	11	8	3
11	7	4	3
10	8	8	0
9	13	10	3
8	14	7	7
7	-	-	-

BOYS BASKETBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Combined @ 100% retention	25-26 Heartland @ 100% retention		26-27 Combined @ 100% retention	26-27 Heartland @ 100% retention		27-28 Combined @ 100% retention	27-28 Heartland @ 100% retention
43	28	9-12	48	29	9-12	50	32
21	13	7-8	15	13	7-8	19	14

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	7	4	3
11	7	5	2
10	13	8	5
9	16	11	5
8	12	5	7
7	9	8	1
6	6	5	1
5	13	9	4
4	14	5	9

SPORTS THAT REQUIRE A SPECIFIC SQUAD SIZE

Our Immediately Observable Areas Of Highest Need
 HS Football
 JH Football
 JH Girls Basketball
 HS Girls Basketball

Our Current Lowest Areas Of Need
 Boys Basketball
 Volleyball

Actual retention rates that are higher than 100% will yield numbers higher than estimates. Actual retention rates that are less than 100% will yield numbers lower than estimates.

Preliminary & Tentatively Estimated Coaching Staff Sizes

SPORT		25-26 Participant Estimates Based On Combined #'s	Total Coaches	Head Coaches	Assistant Coaches	Equal-Share Assistants	At-Large Assistants
HS	Football	37	4	1	<u>3</u>	2	1
HS	Volleyball	39	4	1	<u>3</u>	2	1
HS	Girls Golf	5	1	1	<u>0</u>	0	0
HS	Boys Basketball	43	4	1	<u>3</u>	2	1
HS	Girls Basketball	20	2	1	<u>1</u>	0	1
HS	Boys & Girls Track	59	5	1	<u>4</u>	4	0
HS	Boys Golf	15	2	1	<u>1</u>	0	1
HS	Cheerleading	12	2	1	<u>1</u>	0	1
JH	Football	20	3	1	<u>2</u>	2	0
JH	Volleyball	24	3	1	<u>2</u>	2	0
JH	Boys Basketball	21	2	1	<u>1</u>	0	1
JH	Girls Basketball	17	2	1	<u>1</u>	0	1
JH	Boys & Girls Track	36	3	1	<u>2</u>	2	0

Sport	Year	Co-op Estimated Classification	Heartland Estimated Classification
Girls Golf	25-26	C	C
	24-25	C	C
Football	26-27	C2	D1
	25-26	C2	D1
	24-25	C2	D1
Volleyball	25-26	C2	D1
	24-25	C2	D1
Boys Basketball	25-26	C1	C2
	24-25	C1	C2
Girls Basketball	25-26	C2	D1
	24-25	C2	D1
Boys Golf	25-26	C	C or D
	24-25	C	C
Boys & Girls Track	25-26	C	C or D
	24-25	C	C

Comprehensive Cooperative- Sponsorship Agreement

between

Hampton Public Schools
& Heartland Community Schools

Generation 1: February 2025

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

TABLE OF CONTENTS

Section 1:	Establishment
Section 2:	Comprehensive, Contingent, & Non-severable
Section 3:	Sponsored Programs & Terms
Section 4:	Cooperative Program Name
Section 5:	Cooperative Program Mascot
Section 6:	Cooperative Program Colors
Section 7:	Head School Designation
Section 8:	Conference & NSAA
Section 9:	Independent Governance
Section 10:	Coaches
Section 11:	Weather
Section 12:	Gate Proceeds & Necessary Event Costs
Section 13:	Transportation & Necessary Transportation Costs
Section 14:	Uniforms, Uniform Equipment, & Necessary Uniforms Costs
Section 15:	Miscellaneous Expenses & Necessary Costs
Section 16:	Full-Year Reimbursement Of Necessary Costs
Section 17:	Student, Spectator, & Safety Supervision
Section 18:	Records & Archives
Section 19:	Resolving Conflicts, Issues, & Concerns

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

Appendix A:	Chain Of Command
Appendices B:	Gate & Worker Costs Equitable Share
Appendices C:	Transportation Costs Equitable Share
Appendices D:	Shared-Coaches Costs Equitable Share
Appendices E:	Uniforms Costs Equitable Share
Appendices F:	Awards Costs Equitable Share
Appendices G:	Miscellaneous Costs Equitable Share
Appendix H:	Full-Year Reimbursement
Appendix I:	Admissions
Appendix J:	Site Usage
Appendix K:	Staffing Guidelines
Appendix HS-11:	HS Football
Appendix HS-12:	HS Volleyball
Appendix HS-13:	HS Girls Golf
Appendix HS-21:	HS Boys Basketball
Appendix HS-22:	HS Girls Basketball
Appendix HS-31:	HS Track & Field
Appendix HS-32:	HS Boys Golf
Appendix HS-41:	HS Cheerleading
Appendix JH-11:	JH Football
Appendix JH-12:	JH Volleyball
Appendix JH-21:	JH Boys Basketball
Appendix JH-22:	JH Girls Basketball
Appendix JH-31:	JH Track & Field

Master Agreement: Comprehensive Cooperative Sponsorship Hampton Public Schools & Heartland Community Schools

1. Establishment

- A. Hampton Public Schools and Heartland Community Schools hereby mutually agree to enter into this comprehensive, multi-sport cooperative sponsorship agreement for the purposes of increasing and improving extracurricular opportunities for the students of their respective school districts.
- B. It is the intent of Hampton Public Schools and Heartland Community Schools, and their respective governing boards, that the cooperative sponsorship defined herein be governed, administered, and executed in good-faith and in a spirit of partnership and equity.
- C. Beginning with the 25-26 school year, this agreement and all appendices attached hereto shall serve as the initial governance agreement for all sports to be included within the administration of a multi-sport cooperative sponsorship agreement between Hampton Public Schools and Heartland Community Schools.
- D. This agreement may only be adopted or enacted through congruent, affirmative action taken by the governing boards of each school district participating in said agreement.
 - a. Once duly adopted or enacted, this agreement is considered to be in effect.
 - b. Once duly adopted or enacted, this agreement may only be renewed, amended, or cancelled through congruent, affirmative action taken by the governing boards of both school districts.

2. Comprehensive, Contingent, & Non-severable

- A. This agreement and its attached appendices represent the entirety of a single, comprehensive agreement.
- B. Hampton Public Schools and Heartland Community Schools stipulate that all cooperatively sponsored sports programs identified in *Section 3 – Sponsored Programs & Terms*, and the terms which are identified as corresponding to each, are not to be severed from each other.
 - a. It is the intent of both schools and their respective governing boards to adopt and to adhere to the entirety of this comprehensive agreement and to the entirety of the attached appendices.

3. Sponsored Programs & Terms

- A. Beginning with the 25-26 school year, the individual sports listed below shall be cooperatively sponsored by Hampton Public Schools and Heartland Community Schools and subject to this cooperative sponsorship agreement for the school years identified herein unless otherwise modified, amended, or cancelled through mutual agreement of the boards of education of all partner schools.
 - a. High School / Varsity-Level Sports
 - i. Football (Appendix HS-11): **26-27 & 27-28**
 - i. Volleyball (Appendix HS-12): 25-26 & 26-27
 - ii. Girls Golf (Appendix HS-13): 25-26 & 26-27
 - iii. Boys Basketball (Appendix HS-21): 25-26 & 26-27
 - iv. Girls Basketball (Appendix HS-22): 25-26 & 26-27
 - v. Track & Field (Appendix HS-31): 25-26 & 26-27
 - vi. Boys Golf (Appendix HS-32): 25-26 & 26-27
 - vii. Cheerleading (Appendix HS-41): 25-26 & 26-27

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- b. Junior High School / JH-Level Sports
 - i. Football (Appendix JH-11): 25-26 & 26-27
 - ii. Volleyball (Appendix JH-12): 25-26 & 26-27
 - iii. Boys Basketball (Appendix JH-21): 25-26 & 26-27
 - iv. Girls Basketball (Appendix JH-22): 25-26 & 26-27
 - v. Track & Field (Appendix JH-31): 25-26 & 26-27

4. Cooperative Program Name

- A. H&H
- B. Said name will be used for NSAA, media, photographic, and branding purposes.

5. Cooperative Program Mascot

- A. As determined by an agreed upon student-selection process. Said process is to be executed following the ratification of this agreement by the governing boards of all partner schools.
- B. Said mascot will be used for NSAA, media, photographic, and branding purposes.

6. Cooperative Program Colors

- A. Black, White, and Silver
- B. Said colors will be used for NSAA, media, photographic, and branding purposes.

7. Head School Designation

- A. Heartland Community Schools will act as the head school for the execution of this entire agreement unless otherwise specifically identified.
- B. It shall be the responsibility of the superintendent of the head school to make a final decision on matters not otherwise dictated by this agreement or by local policy when a mutual agreement cannot be satisfactorily reached among the superintendents of the partner schools.
 - a. The superintendent of the head school may not unilaterally make a decision in instances where unanimous agreement is specifically required (e.g. weather-related concerns).
 - b. Deference must be given to the concurrent satisfaction of all local, policy requirements in the administration of this agreement.
- C. It is the intent of Hampton Public Schools and Heartland Community Schools that the designation of a head school within this agreement exists as a functional necessity and does not diminish the shared expectations of fostering good faith, partnership, and equity among the partner schools within this agreement.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

8. Conference & NSAA

- A. Cooperatively sponsored programs subject to this agreement shall retain membership and affiliation with the Southern Nebraska Conference (SNC).

- B. Conference-level or NSAA-level events that are assigned to be site-hosted by the cooperative will be hosted at the Heartland site unless otherwise specified below.
 - a. Volleyball: occurrences will alternate between the Hampton site and the Heartland site by seasons assigned.
 - i. The first occurrence(s) of the cooperative being assigned to host either only a conference event during a season, only an NSAA event during a season, or a combination of the same within the same calendar-season will be hosted at the Hampton site. Sites will not alternate within the same season.
 - b. Basketball: occurrences will alternate between the Hampton site and the Heartland site by seasons assigned.
 - i. The first occurrence of the cooperative being assigned to host either a boys conference event during a season, a girls conference event during a season, a boys NSAA event during a season, a girls NSAA event during a season, or any combination of the same within the same season will be hosted at the Heartland site. Sites will not alternate within the same season.
 - c. The alternating sport, specific schedules established in this agreement for volleyball and basketball, along with their natural progressions, will automatically carry over and into all subsequent renewals of this agreement unless otherwise stated in a future agreement.
 - d. Alternating cycles will occur by sport, and not by site. It is therefore understood that at some point in the future, it is possible that on one or more occasions, the same site could host conference events and/or NSAA events and/or any combination of the same for both volleyball and basketball in the same season.

- C. Each partner school will receive its own plaque, plaque adornment, team award and/or trophy as may be awarded by the Conference as a result of team standings in conference tournament / championship play (tournament, meet, etc.).
 - a. Initially, said assets will be ultimately received and kept by the head school. This does not prevent said assets from being temporarily displayed at any partner school.
 - b. Duplicate assets for partner schools will be requested from the Conference by the head school and the cost will be equally shared among the partner schools.

- D. Cooperatively sponsored programs subject to this agreement shall retain membership and affiliation with the NSAA, and said programs shall be provided with a size classification according to by-laws established by the NSAA.

- E. Each partner school will receive its own plaque, plaque adornment, team award and/or trophy as may be awarded by the NSAA as a result of team standings in NSAA tournament / championship play (tournament, meet, etc.).
 - a. Initially, said assets will be ultimately received and kept by the head school. This does not prevent said assets from being temporarily displayed at any partner school.
 - b. Duplicate assets for partner schools will be requested from the Conference by the head school and the cost will be equally shared among the partner schools.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

F. Reimbursement For Awards Costs

- a. The paying agent school(s) for any awards costs will complete itemized documentation of the costs to be shared on a full-year basis (Appendix F-4) and provide said documentation to the superintendents of all partner schools.
 - i. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.
- b. After the full-year basis is compiled and calculated for each partner school, the equitable share of the shared-coach costs for all partner schools will be calculated (Appendix F-5).
 - i. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- c. Partner schools will reimburse each other the overage/underage of the equitable share so that the net, shared-coaches costs is equal among the partner schools at the end of the full year.

9. Independent Governance

- A. The AD of each school participating in the co-op is responsible for ensuring that their student-athletes meet the regulations governing participation as it relates to local compliance, eligibility, NSAA paperwork, physicals, etc. and communicating with the ADs of the other schools, and with the head coach.
- B. Students of each district shall be bound by the rules and regulations that are established by the district in which they are enrolled as a student.

10. Coaches

A. Head Coaches

- a. A head coach/sponsor will be designated for each high school and junior high school team/program covered under this agreement.
- b. The head coach does not have to be a coach from the head school.
- c. It is preferred, but not required, that a head coach be a certificated staff member of one of the partner schools.
- d. At the inception of the co-op, the position of head coach for the cooperatively sponsored program will be considered to be open.
 - i. Internal postings will be made in all partner districts.
 - ii. All internal postings shall list an agreed upon application deadline.
 - iii. Upon mutual agreement of the superintendents of all partner schools, external postings may be used in the event that internal postings do not, or are not likely to, produce a qualified candidate for the position of head coach.
- e. All candidates interested in a specific head coaching position will submit a letter of interest to their respective AD by the specified deadline.
- f. The AD's of all schools participating in the co-op will jointly review all applications and interview all interested candidates for the purposes of selecting a head coach.
 - i. The superintendents of partner schools, through mutual agreement, may participate in the process of interviewing candidates and/or provide for the participation of other stakeholders in the interview process.
- g. The AD's shall provide a recommendation regarding the assignment of the head coach to the superintendents of all partner schools.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- h. Based upon the recommendations of the AD's, the superintendents of all partner schools shall consult each other for the purposes of selecting a head coach in a timely fashion.
 - i. If a lack of consensus exists after reasonable consultation between the superintendents of all districts in the co-op, it will be the responsibility of the superintendent of the head school to select the head coach.
 - j. If qualified or interested candidates fail to apply for an open head coaching position, a head coach will be assigned to the position from among the certificated staff of the partner schools through mutual agreement of the superintendents of the partner schools.
 - k. All subsequent head coach openings shall be filled in the same manner as previously identified.
 - i. All subsequent head coach openings shall include internal postings in all districts participating in the co-op.
 - ii. Upon the confirmed opening of a head coaching position, any partner school may list an external posting tied to open teaching position after notifying all other partner schools of their intent to do so.
 - iii. External postings of head coach openings that are not tied to open teaching positions in any of the partner schools may be done through unanimous agreement of the superintendents of all partner schools.
- B. Assistant Coaches
- a. Each year the AD's from among the partner schools will provide a recommendation to the superintendents regarding the number of assistant coaches necessary for the safe, effective, and efficient operation of the team.
 - b. Each year, the superintendents of the partner schools, in consideration of the AD's recommendation(s), will determine, through mutual agreement, the number of assistant coaches necessary for the safe, effective, and efficient operation of the team.
 - c. When the number of assistant coaches for the team is even, each school will assign an equal number of qualified assistant coaches committed to the success of the cooperatively sponsored program.
 - i. It is preferred, but not required, that an assistant coach be a staff member (certificated or otherwise) of the school for which they are being assigned.
 - ii. It shall be the responsibility of the AD from each school to assign the assistant coach from their school.
 - iii. To the extent as is reasonable and beneficial to the program, each AD shall make assignment decisions in consultation with the Head Coach and the AD's of all districts participating in the co-op.
 - d. When the number of assistant coaches for the team is an even number plus 1 (odd), each school will assign an equal number of qualified assistant coaches committed to the success of the cooperatively sponsored program while the one additional assistant coach will be assigned on an at-large basis through mutual agreement of the AD's, pending approval of the superintendents of the partner schools.
 - i. It is preferred, but not required, that an assistant coach be a staff member (certificated or otherwise) of the school for which they are being assigned.
 - ii. To the extent as is reasonable and beneficial to the program, each AD shall make assignment decisions in consultation with the Head Coach and the AD's of all partner schools.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

C. Coaching Salaries

- a. Payroll will be administered to all coaches by the district that employs and/or assigns them.
- b. The payroll costs for the head coach will be shared equally by the schools within this cooperative sponsorship agreement.
 - i. Each year the head coaching salary will be determined by comparing the appropriate placements for the coach within each district's extra duty schedule (or as otherwise prescribed by a negotiated agreement). The final coaching salary for the head coach will be the greater of the amounts provided for among the extra duty schedules for each district.
 - ii. One school will be acting as the payroll agent for the payment of the head coaching salary.
 - iii. The other school(s) will reimburse the payroll agent their equal share in a lump sum payment on or before August 31st.
 - iv. If the head coach is otherwise employed by one of the partner schools then that school will act as the paying agent for the head coach.
 - v. If the head coach is not otherwise employed by one of the partner schools (i.e. community coach) then the school that will act as the paying agent for the head coach will be determined in the following manner.
 1. If the head coach is a resident of a partner district, then that resident district will act as the paying agent for that coach.
 2. If the head coach is not a resident of a partner district, then district with the shortest straight-line distance between its headquarters and the coach's residence will act as the paying agent for that coach.
- c. Except for at-large assistant coaches, each partner school will pay 100% of the cost for an assistant coach that is assigned by their school to the cooperatively sponsored team.
 - i. The salary for an assistant coach will be determined by the extra duty schedule corresponding to the district that assigns them to said coaching duty.
- d. The payroll costs for an at-large assistant coach will be shared equally by the schools within this cooperative sponsorship agreement.
 - i. In instances where an at-large assistant coach that is employed by one of the partner schools, the salary for the assistant coach will be determined by the extra duty schedule corresponding to the district that employs them.
 - ii. In instances where an at-large assistant coach is not otherwise employed by one of the partner schools, the salary for the assistant coach will be determined in a manner that is similar to the salary determination procedure for head coaches (higher of the two).
 - iii. One school will be acting as the payroll agent for the payment of the at-large assistant coaching salary.
 - iv. The other partner schools will reimburse the payroll agent their equal share in a lump sum payment on or before August 31st.
 - v. The school that acts as the payroll agent for the at-large assistant coach will be determined in the same manner as is used for a head coach that is not otherwise employed by one of the partner schools.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

D. Reimbursement For Shared-Cost Coaches

- a. Shared-cost coaches will consist of the head coach of each high school or junior high school program and any at-large assistant coach of any high school or junior high school program.
- b. said documentation to the superintendents of all partner schools.
 - i. It will be the responsibility of the superintendents of partner schools to ensure this is completed no later than 30 days after the last competition of the sports season.
- c. The paying agent school(s) for any shared-cost coach(es) will complete itemized documentation of the costs to be shared on a calendar-season basis (Appendix D-3) and provide said documentation to the superintendents of all partner schools.
 - i. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- d. The paying agent school(s) for any shared-cost coach(es) will complete itemized documentation of the costs to be shared on a full-year basis (Appendix D-4) and provide said documentation to the superintendents of all partner schools.
 - i. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.
- e. After the full-year basis is compiled and calculated for each partner school, the equitable share of the shared-coach costs for all partner schools will be calculated (Appendix D-5).
 - i. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- f. Partner schools will reimburse each other the overage/underage of the equitable share so that the net, shared-coaches costs is equal among the partner schools at the end of the full year.

E. Evaluation & Continued Assignment

- a. All head coaches will be jointly and simultaneously evaluated by the AD's of both districts no later than 30 days after the final competition of the season.
- b. All assistant coaches will be jointly and simultaneously evaluated by the AD's of both districts in consultation with the head coach no later than 30 days following the last varsity competition of the season.
- c. Decisions regarding the continued assignment of a head coach will be made in the same manner as is used to select the head coach.
- d. Decisions regarding the continued assignment of an assistant coach will be made in the same manner as is used to select the assistant coach.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

11. Weather

- A. Except through unanimous agreement of the superintendents of all partner schools, there shall be no practices for the co-op programs on days where any partner school has cancelled school or dismissed early due to weather related concerns. It is understood that the superintendents of all partner schools are bound by the policies that govern their individual districts.
- B. Except through unanimous agreement of the superintendents of all partner schools, there shall be no games or contests for the co-op programs on days where any partner school has cancelled school or dismissed early due to weather related concerns. It is understood that the superintendents of all partner schools are bound by the policies that govern their individual districts.
- C. On occasions where weather concerns exist on the part of any partner school in the co-op related to the holding of a scheduled practice, game or contest, these events may only be held through unanimous agreement of the superintendents of the partner schools.
- D. When the co-op is acting in the capacity of the Home team, the host site AD (in person or by designee) shall act as the point of contact for other schools.
- E. When the co-op is acting in the capacity of the Home team, the host site AD and the host site superintendent (in person or by designee) shall be jointly responsible for making final decisions, consultations, and communications regarding the cancellation, postponement, rescheduling of games/contests.
- F. When the co-op is acting in the capacity of the Away team, the AD of the head school (in person or by designee) shall act as the point of contact with other schools.

12. Gate Proceed & Necessary Event Costs

- A. It is the intent that the partner schools will share the net profit/loss of gate proceeds and worker costs on a 50-50 basis.
- B. Gate (admission prices) will be set at equal amounts for each host site, through mutual agreement, each year by the boards of education for all partner schools.
 - a. Included in the setting of prices will be single-event admissions, student passes, adult passes, and family passes.
 - b. The superintendents of the partner schools will reach mutual agreement on admissions costs to be recommended for approval to their respective boards of education.
 - c. Admissions prices will be annually approved by each board at their regular, July board meetings and attached to this agreement as Appendix I.
 - d. Unless otherwise dictated by written policy, written conference by-law, or written NSAA by-law, partner schools should attempt to give deference to the lower amounts proposed for setting admissions prices.
 - i. Unwritten customs or prior, goodwill agreements within conferences or other regional affiliations shall not be given deference when setting admissions prices.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- C. Costs that shall be included in the equitable share calculations of profit/loss will include:
 - a. Cost of officials
 - b. Cost of judges and secondary officials (linesmen, scorebook, etc.)
 - c. Cost for scoreboard operators, shot clock operators, etc.
 - d. Cost for gate workers and ticket takers
 - e. Cost for hospitality of officials and/or workers
 - f. Hospitality rooms
 - g. Cost for any special entertainment or publicity events that are mutually agreed to by the superintendents of all partner schools
 - h. Other such necessary costs as mutually agreed to the by the superintendents of all partner schools.
 - i. Costs that shall be excluded from equitable share calculations would include but are not limited to: conference and or NSAA membership costs, printing (programs, etc.) equipment purchase/repair, infrastructure purchase/repair, snow removal, cost of personnel (e.g. administrators, assigned supervision, assigned custodial/maintenance, etc.).

- D. Gate proceeds and worker costs will be collected and expended through the normal business and accounting procedures of each partner school when an event is hosted at the site of a partner school.

- E. Gate proceeds and worker costs will be documented and calculated per event for later reconciliation (Appendix B-1). It shall be the responsibility of the AD's to complete this work.

- F. Gate proceeds and worker costs that are calculated on a per-event basis will then be organized and compiled on a sports-season basis by each partner school (Appendix B-2). It shall be the responsibility of the AD's to complete this work.

- G. Gate proceeds and worker costs that are compiled on a sports-season basis will then be organized and compiled on a calendar-season basis (Appendix B-3) for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).

- H. Gate proceeds and worker costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix B-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.

- I. After the full-year basis is compiled and calculated for each partner school, the equitable share of the net profit/loss for all partner schools will be calculated (Appendix B-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.

- J. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- K. Exclusions from equitable share calculations.
 - a. Proceeds, revenue, profit/loss attributed to the concessions operations of a partner school shall be excluded from any equitable share expectations and/or calculations except for such instances that are mutually agreed to by the superintendents of all partner schools.
 - b. Proceeds, revenue, profit/loss attributed to local fundraising efforts of a partner school shall be excluded from any equitable share expectations and/or calculations except for such instances that are mutually agreed to by the superintendents of all partner schools.

13. Transportation & Necessary Transportation Costs

- A. Each school is responsible for the necessary transportation of their student-athletes to the appropriate site with regards to practices, home games, departure site for away games, etc.
- B. Transportation to Away games is scheduled by the AD of the head school in consultation with the AD's of the partner schools.
- C. The cost of transportation to away contests will be shared equally among the partner schools.
 - a. Cost of transportation will be defined as the sum of
 - i. Driver Costs: the payroll cost associated with the driver(s)
 - ii. Fuel Costs: calculated at \$0.44 per mile round trip; beginning and ending at the school site that is providing the transportation to the away site.
 - b. For the purposes of calculating the costs of transportation, mileage calculations will be made on a round-trip basis beginning/ending at the site of the school that is providing transportation to the location of the away contest.
 - c. Each partner school will determine the compensation for the drivers that it employs and assigns at its own discretion.
- D. Transportation costs will be expended through the business procedures of each partner school according to the normal business procedures of each partner school.
- E. Defined transportation costs will be documented and calculated per event for later reconciliation (Appendix C-1). It shall be the responsibility of the AD's to complete this work.
- F. Defined transportation costs that are calculated on a per-event basis will then be organized and compiled on a per sports-season basis by each partner school (Appendix C-2). It shall be the responsibility of the AD's to complete this work.
- G. Defined transportation costs that are compiled on a sports-season basis will then be organized and compiled (Appendix C-3) on a calendar-season basis for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- H. Defined transportation costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix C-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- I. After the full-year basis is compiled and calculated for each partner school, the equitable share of the defined transportation costs for all partner schools will be calculated (Appendix C-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- J. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.
- K. Exclusions from equitable share calculations.
 - a. The purchase and/or adornment of busses and/or vehicles, unless otherwise mutually agreed to by the boards of education of all partner schools.
 - b. The repair and/or maintenance of busses and/or vehicles.
 - c. The cost of fueling busses and/or vehicles beyond the above stated fuel cost calculation.
 - d. Insurance premiums and/or deductibles.
 - e. Towing costs and/or temporary storage costs.

14. Uniforms, Uniform Equipment, & Necessary Uniforms Costs

- A. The cost of all official and required uniform purchases will be shared equally among the partner schools.
- B. Official uniforms and uniform equipment will be defined for each sport in its specific appendix.
- C. The head school will act as the ordering and paying agent for the purchase of all uniforms.
- D. Uniforms costs will be compiled on a sports-season basis will then be organized and compiled (Appendix E-3) on a calendar-season basis for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- E. Uniforms costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix E-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.
- F. After the full-year basis is compiled and calculated for each partner school, the equitable share of the uniforms costs for all partner schools will be calculated (Appendix E-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- G. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- H. A replacement / depreciation cycle will be developed by the ADs of all partner schools and recommended to the superintendents of all partner schools.
 - a. Upon unanimous agreement of a replacement schedule, the superintendents will oversee the replacement of uniforms according to the schedule.
 - b. The superintendents may deviate from the agreed upon schedule, when necessary, through unanimous agreement.
 - c. The agreed upon procedure for selecting and purchasing uniforms shall be followed.
- I. Upon the dissolution of the co-op or the replacement and/or obsolescence of team uniforms, their disposal will happen in the following manner.
 - a. Each school will receive an equal share of uniforms.
 - b. The specific uniforms distributed to each school will be determined by a random, lottery-style drawing conducted by the AD's.
 - c. The splitting and distribution of the uniforms will be shared responsibility of the AD of the head school in consultation with the AD's of the partner schools.

15. Miscellaneous Expenses & Necessary Costs

- A. The cost for miscellaneous expenses that are unanimously agreed to by the superintendents of all partner schools will be shared equally among the partner schools.
- B. Miscellaneous expenses include those expenses that are difficult to itemize and/or identify ahead of time. Miscellaneous expenses may include:
 - a. Admissions for cheerleaders or band members to a tournament event.
 - b. Per diem and/or meal money provided to participants for state tournament competition.
 - c. Travel and lodgings for teams at a state competition.
 - d. Necessary entry fees for meets, tournaments, or competitions.
- C. Miscellaneous expense costs will be documented and calculated per event for later reconciliation (Appendix G-1). It shall be the responsibility of the AD's to complete this work.
- D. Miscellaneous expense costs that are calculated on a per-event basis will then be organized and compiled on a per sports-season basis by each partner school (Appendix G-2). It shall be the responsibility of the AD's to complete this work.
- E. Miscellaneous expense costs that are compiled on a sports-season basis will then be organized and compiled (Appendix G-3) on a calendar-season basis for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- F. Miscellaneous expense costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix G-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

- G. After the full-year basis is compiled and calculated for each partner school, the equitable share of the Miscellaneous expense costs for all partner schools will be calculated (Appendix G-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- H. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.

16. Full-Year Reimbursement Of Necessary Costs

- A. Reimbursement between schools will be calculated as one net reimbursement. (Appendix H)
- B. The equitable shares, and their corresponding overages/underages, as calculated on a full-year basis will be netted against each other for the purpose of determining the full-year reimbursement amounts owed by partner schools to partner schools. Such net reimbursement calculation shall include:
 - a. gate/worker profit/loss as calculated on a full-year basis (B-5)
 - b. defined transportation costs as calculated on a full-year basis (C-5)
 - c. shared-coaches costs as calculated on a full-year basis (D-5)
 - d. uniforms costs as calculated on a full-year basis (E-5)
 - e. awards costs as calculated on a full-year basis (F-5)
 - f. miscellaneous expense costs as calculated a full-year basis (G-5)
- C. The superintendents of the partner schools will mutually agree upon the corresponding reimbursement calculations no later than 30 days after the last competition of the Spring calendar-season.
- D. Net reimbursements, on a full-year basis, will be paid on or before August 31st of each year.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

17. Student, Spectator, & Safety Supervision

- A. It is the general expectation that each partner school will provide adequate and qualified personnel for the purpose of providing student, spectator, and safety supervision at all home and away contests at the high school level where large crowds are anticipated or where a large number of students may require supervision, or in such instances where it is otherwise determined that such supervision is reasonably and predictably necessary.
 - a. It will be the responsibility of either a secondary principal or an AD of a partner school to inform a secondary principal or AD of all other partner schools in instances that the partner school is unable to provide such personnel for necessary supervision.
 - b. It will be the responsibility of either the secondary principals or the ADs of all partner schools to regularly communicate amongst each other about the needs for supervision.
 - c. It will be the responsibility of either the secondary principals or the ADs of all partner schools to regularly communicate amongst each other about common expectations for establishing and enforcing student and/or crowd behavioral expectations.
 - d. It will be the responsibility of either the secondary principals or the ADs of all partner schools to regularly communicate amongst each other regarding safety and emergency protocols and procedures.
 - e. At a minimum, such supervision will be provided at all high school football, volleyball, and basketball contests.
 - f. Recognizing that a significant difference exists between the supervisory demands of junior high school events in comparison to high school events, broad discretion will be afforded to the administration of all partner schools to determine and to meet said supervisory demands.

- B. Personnel costs, transportation costs, and safety-related costs associated with providing adequate and qualified supervision, player safety, and crowd safety will not be shared costs among the partner schools.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

18. Records & Archives

- A. All-time performance records will be kept for all cooperatively sponsored programs on both a team and individual basis.
 - a. The ADs of all partner schools and the head, high school coach will determine through mutual agreement what specific team and individual records will be kept.
 - i. All said determinations and/or subsequent changes to said determinations will be made and presented to the superintendents of all partner schools prior to December 1st of each year.
 - ii. The superintendents of the partner schools will approve, through mutual agreement, all such determinations by January 1st of each year.
 - b. It will be left to the discretion of each partner school with regards to the means and media utilized to display said records within their school.
 - i. The manner to which individual schools display said records will not be counted as a shared cost / expense.

- B. It will be the responsibility of an AD from a partner school, but not the AD of the head school, to maintain an accurate archive of all-time performance records of the cooperative programs.
 - a. The AD delegated this responsibility will be mutually agreed upon by the ADs of the partner schools.
 - b. The AD to which this responsibility is delegated will be required to inform all other ADs when a new record is established or when an established record is equaled.
 - c. The AD to which this responsibility is delegated will be required to provide all other ADs an updated, comprehensive list of performance records no later than May 31st of each year.

- C. It will be left to the discretion of all partner schools as to whether all-time performance records established through participation the cooperative sponsorship are eligible for records in their school / district.

- D. An archive of conventional, yearly records will be kept and maintained for each high school and junior high school team / program subject to this agreement.
 - a. The ADs of all partner schools will determine through mutual agreement what yearly records will be kept.
 - i. All said determinations and/or subsequent changes to said determinations will be made and presented to the superintendents of all partner schools prior to December 1st of each year.
 - ii. The superintendents of the partner schools will approve, through mutual agreement, all such determinations by January 1st of each year.

- E. It will be the responsibility of an AD from a partner school, but not the AD of the head school, to maintain an accurate archive of said records.
 - a. The AD delegated this responsibility will be mutually agreed upon by the ADs of the partner schools.
 - b. The AD to which this responsibility is delegated will be required to provide all other ADs with updated, comprehensive records no later than May 31st of each year.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

19. Resolving Conflicts, Issues, & Concerns

- A. A chain of command is established for operations that lie within the scope of this cooperative sponsorship agreement. An illustration of the chain of command is included as Appendix A.
- B. All conflicts, issues, or concerns will be resolved at the lowest possible level as per the chain of command.
- C. Full Joint-Co-op Committee: the purpose of this committee is to collaboratively work in good-faith towards resolving issues of major importance that 1) are reasonably believed have a significant, material, and negative impact on the operations and outcomes of the cooperative sponsorship; and 2) cannot be effectively resolved within the standard chain of command.
 - a. The committee has no voting or authoritative power. The committee is responsible for receiving specific issues from the boards of education of partner schools, then defining those issues, and then working toward a consensus on how to resolve said issues in a positive and constructive manner.
 - b. This committee shall consist of no less than 3 members of the board of education from each partner school and the superintendents of each partner school.
 - c. The committee should also include the AD's and the high school principals of each member district.
 - d. The committee can only be called to meet by a formal request from the board of education of one of the partner schools. Such request must be passed with a majority vote by the requesting board of education as an item of action on its agenda. The request to meet must specifically state the issue it wishes to seek resolution on.
 - e. The superintendent of the requesting board will be responsible for scheduling the meeting of the Full Joint-Co-op Committee. Said scheduling will be done in consultation with the superintendents of all other partner schools. Said scheduling should be attempted in good faith and with as much consideration as possible.
 - f. The requested meeting of the Full Joint-Co-op Committee should occur within one month of the notice of such request is provided by the superintendent of the requesting board to the superintendents of the partner schools.
- D. If at any time the ratio of bona fide player participants between the partner schools is equal to or greater than 4:1 in any of the individual programs listed in *Section 3 – Sponsored Programs & Terms*, then the governing board of either partner school shall have cause to call a meeting of the Full Joint-Co-op Committee.
 - a. Neither governing board shall be required to exercise said cause.
 - b. In such instances, the purpose for calling and conducting a meeting of the Committee shall be limited to exploring and or reconciling any possible imbalances that may result, or may have already resulted, from what may be a comparative disparity in athlete participation among the partner schools.
 - c. The provision of cause in this section shall at no time allow for the violation of any terms of this agreement that are properly established at the time that the request to call is passed by a majority vote as an item of action at a duly constituted meeting of the requesting board of education.

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

Signature Page

We hereby attest that the entirety of this agreement has been duly and properly ratified in its entirety by the Boards of Education of the Hampton Public Schools and Heartland Community Schools districts, and is hereby in effect.

Board President, Hampton Public Schools

Board President, Heartland Community Schools

Date

Date

Superintendent, Hampton Public Schools

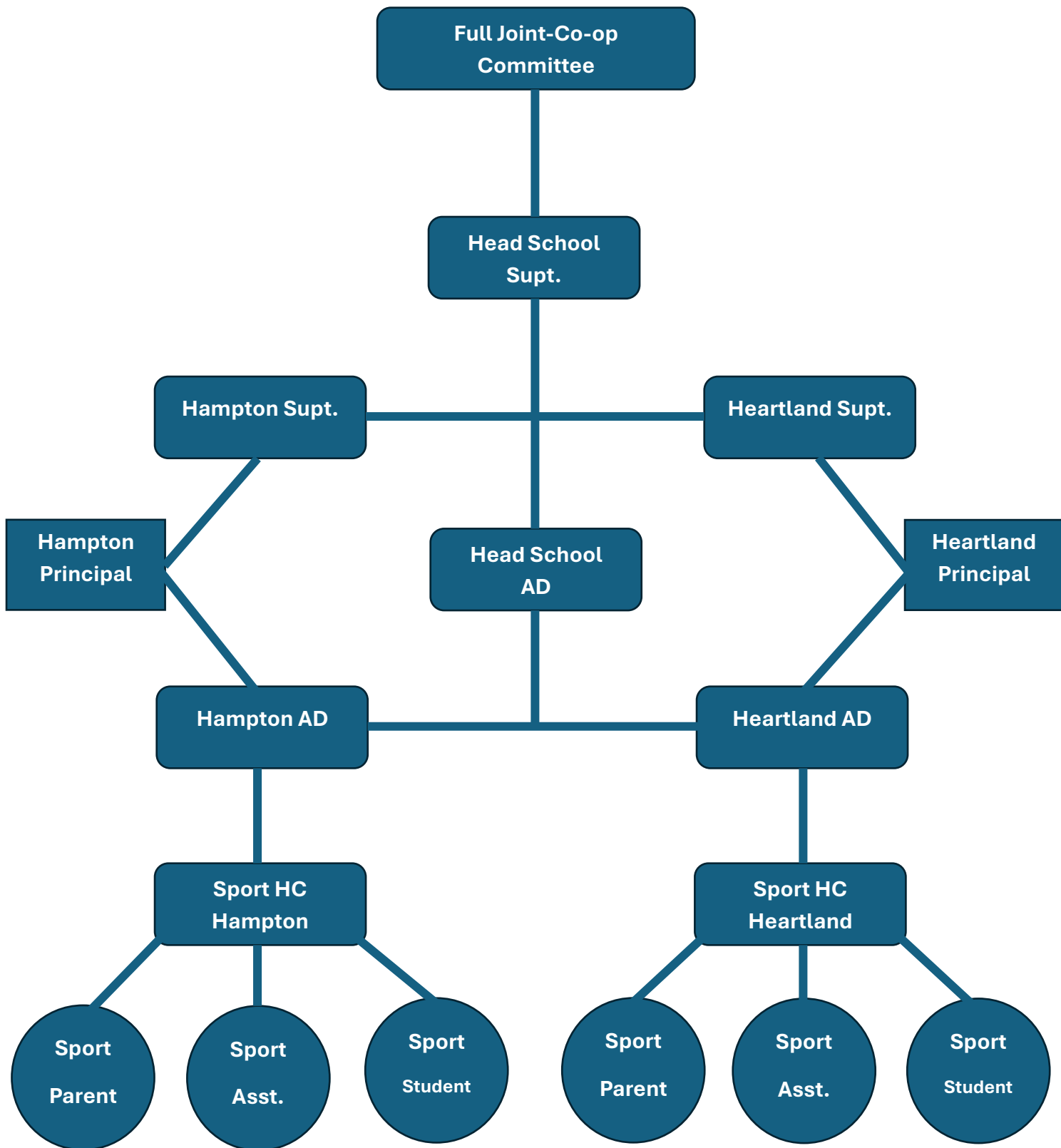
Superintendent, Heartland Community Schools

Date

Date

Appendix A: Chain Of Command

Hampton Public Schools & Heartland Community Schools Cooperative Sponsorship



Generation 1 (February 2025)

Appendix B-1: Single-Event Single-School Event Gate/Workers Calculation

School Hosting: _____

Season: _____ Season Event #: _____

Date: _____

Team(s): _____ Purpose: _____

WORKERS & OFFICIALS

	Officials	Judges (not officials)	Score Table	Gate/Event
<i>W-2 Event Workers Pay</i>	\$88.00	\$44.00	\$5.00	\$7.00
FICA (.0765)	\$6.73	\$3.37	\$0.38	\$0.54
NPERS (.098778)	\$8.69	\$4.35	\$0.49	\$0.69
W-2 Event Worker Costs	\$103.42	\$51.71	\$5.88	\$8.23

	Officials	Judges (not officials)	Score Table	Gate/Event
<i>W-9 Event Workers Pay</i>	\$5.00	\$55.00	\$7.00	\$11.00
W-9 Event Worker Costs	\$5.00	\$55.00	\$7.00	\$11.00

	Officials	Judges (not officials)	Score Table	Gate/Event	
Total Worker Costs	\$108.42	\$106.71	\$12.88	\$19.23	\$247.24

OTHER COSTS

	Reimburse Concessions	Hospitality	Entertainment	Other	
Other Costs	\$4.00	\$5.00	\$6.00	\$7.00	\$22.00

Total Worker Costs	Total Other Costs	Total Event Costs	
\$247.24	\$22.00	\$269.24	\$269.24

Gate Proceeds	Other Revenue	Total Event Revenue
\$458.00	\$17.50	\$475.50

Total Event Profit/Loss
\$206.26

Completed by: _____

Appendix B-2: Sports-Season Single-School Gate/Workers Calculation

Hosting School:

Sports Season:

Event #	Total Costs	Total Revenue	Total Profit / Loss
1	\$5.00	\$8.00	\$3.00
2	\$4.00	\$7.00	\$3.00
3	\$5.00	\$9.00	\$4.00
4	\$4.00	\$8.00	\$4.00
5	\$6.00	\$7.00	\$1.00
6	\$5.00	\$4.00	-\$1.00
7	\$8.00	\$5.00	-\$3.00
8	\$7.00	\$8.00	\$1.00
9	\$9.00	\$7.00	-\$2.00
10	\$5.00	\$5.00	\$0.00
11	\$4.00	\$6.00	\$2.00
12	\$2.00	\$9.00	\$7.00
13	\$6.00	\$8.00	\$2.00
14	\$9.00	\$7.00	-\$2.00
15	\$7.00	\$9.00	\$2.00
16	\$4.00	\$8.00	\$4.00
17	\$5.00	\$7.00	\$2.00
18	\$5.00	\$4.00	-\$1.00
19	\$8.00	\$5.00	-\$3.00
20	\$7.00	\$8.00	\$1.00
21	\$9.00	\$7.00	-\$2.00
22	\$5.00	\$5.00	\$0.00
23	\$4.00	\$6.00	\$2.00
24	\$2.00	\$9.00	\$7.00
25	\$6.00	\$8.00	\$2.00
26	\$9.00	\$7.00	-\$2.00
27	\$5.00	\$9.00	\$4.00
28	\$8.00	\$8.00	\$0.00
29	\$7.00	\$7.00	\$0.00
30	\$9.00	\$4.00	-\$5.00
31	\$5.00	\$5.00	\$0.00
32	\$4.00	\$8.00	\$4.00
33	\$2.00	\$7.00	\$5.00
34	\$6.00	\$5.00	-\$1.00
35	\$9.00	\$6.00	-\$3.00
36	\$9.00	\$9.00	\$0.00
37	\$9.00	\$5.00	-\$4.00
38	\$9.00	\$4.00	-\$5.00
39	\$9.00	\$2.00	-\$7.00
40	\$4.00	\$4.00	\$0.00

Total Costs:	\$245.00
Total Revenue	\$264.00
Total School-Season Profit/Loss:	\$19.00

\$19.00

Completed by:

Appendix B-3: Calendar-Season Single-School Gate/Workers Calculation

Hosting School: _____

Calendar-Season (Summer, Fall, Winter, Spring): _____

Sport	Total Costs	Total Revenue	Total Profit / Loss
	\$44.00	\$88.00	\$44.00
	\$55.00	\$77.00	\$22.00
	\$66.00	\$55.00	-\$11.00
	\$88.00	\$44.00	-\$44.00
	\$77.00	\$6.00	-\$71.00
	\$99.00	\$77.00	-\$22.00
	\$14.00	\$8.00	-\$6.00
	\$2.00	\$6.00	\$4.00
	\$5.00	\$7.00	\$2.00
	\$6.00	\$7.00	\$1.00

Total Costs:	\$456.00
Total Revenue	\$375.00
Total School-Season Profit/Loss:	-\$81.00

Completed by: _____

Appendix B-4: Full-Year Single-School Total Gate/Workers Calculation

Hosting School:

School Year:

SEASON	Total Costs	Total Revenue	TOTAL CALENDAR-SEASON PROFIT / LOSS
Summer	\$99.00	\$8.00	-\$91.00
Fall	\$88.00	\$5.00	-\$83.00
Winter	\$77.00	\$2.00	-\$75.00
Spring	\$66.00	\$7.00	-\$59.00

Full-Year Costs	Full-Year Revenue	Full-Year School Profit / Loss
\$330.00	\$22.00	-\$308.00

Completed by:

Appendix B-5: Full-Year Gate/Workers Equitable Share Calculation

School Year:

Incident #	Hampton Total Profit / Loss	Heartland Total Year Profit / Loss	Combined Total Year Profit / Loss
SUMMER	-\$25.00	-\$100.00	-\$125.00
FALL	-\$36.00	-\$500.00	-\$536.00
WINTER	-\$98.00	-\$800.00	-\$898.00
SPRING	-\$75.00	-\$741.00	-\$816.00

Total Hampton Profit / Loss:	-\$234.00
Total Heartland Profit Loss:	-\$2,141.00

Total Combined Profit / Loss:	-\$2,375.00
--------------------------------------	--------------------

Equitable Share Amount:	-\$1,187.50
-------------------------	--------------------

Hampton Overage/Underage:	\$953.50
Heartland Overage/Underage:	-\$953.50

Completed by:

GATE / WORKERS

Appendix C-1: Single-Event Single-School Transportation Cost Calculation

School Providing Transport:

Sport Season: Season Transport Incident #:

Date:

Vehicle(s):

Destination:

Team(s): Purpose:

	Driver	Driver	Driver	Driver	
Name					
Gross Driver(s) Pay	\$5.00	\$6.00	\$9.00	\$11.00	
FICA (.0765)	\$0.38	\$0.46	\$0.69	\$0.84	
NPERS (.098778)	\$0.49	\$0.59	\$0.89	\$1.09	
Driver(s) Payroll Cost	\$5.88	\$7.05	\$10.58	\$12.93	Total Driver(s) Payroll Cost
					\$36.43
Round Trip Mileage	8.0	9.0	4.0	3.0	
Fuel Rate	\$0.44	\$0.44	\$0.44	\$0.44	Total Fuel Cost
Fuel Cost	\$3.52	\$3.96	\$1.76	\$1.32	\$10.56

Single-School Transport Cost: \$46.99

Completed By:

Appendix C-2: Sports-Season Single-School Total Cost Calculation

Transporting School: _____

Sports Season: _____

Incident #	Total Incident Driver Cost	Total Incident Fuel Cost	Total Incident Cost
1	\$6.00	\$2.00	\$8.00
2	\$6.00	\$2.00	\$8.00
3	\$6.00	\$2.00	\$8.00
4	\$6.00	\$2.00	\$8.00
5	\$6.00	\$2.00	\$8.00
6	\$6.00	\$2.00	\$8.00
7	\$6.00	\$2.00	\$8.00
8	\$6.00	\$2.00	\$8.00
9	\$6.00	\$2.00	\$8.00
10	\$6.00	\$2.00	\$8.00
11	\$6.00	\$2.00	\$8.00
12	\$6.00	\$2.00	\$8.00
13	\$6.00	\$2.00	\$8.00
14	\$6.00	\$2.00	\$8.00
15	\$6.00	\$2.00	\$8.00
16	\$6.00	\$2.00	\$8.00
17	\$6.00	\$2.00	\$8.00
18	\$6.00	\$2.00	\$8.00
19	\$6.00	\$2.00	\$8.00
20	\$6.00	\$2.00	\$8.00
21	\$6.00	\$2.00	\$8.00
22	\$6.00	\$2.00	\$8.00
23	\$6.00	\$2.00	\$8.00
24	\$6.00	\$2.00	\$8.00
25	\$6.00	\$2.00	\$8.00
26	\$6.00	\$2.00	\$8.00
27	\$6.00	\$2.00	\$8.00
28	\$6.00	\$2.00	\$8.00
29	\$6.00	\$2.00	\$8.00
30	\$6.00	\$2.00	\$8.00
31	\$6.00	\$2.00	\$8.00
32	\$6.00	\$2.00	\$8.00
33	\$6.00	\$2.00	\$8.00
34	\$6.00	\$2.00	\$8.00
35	\$6.00	\$2.00	\$8.00
36	\$6.00	\$2.00	\$8.00
37	\$6.00	\$2.00	\$8.00
38	\$6.00	\$2.00	\$8.00
39	\$6.00	\$2.00	\$8.00
40	\$6.00	\$2.00	\$8.00

Total Driver Cost:	\$240.00
Total Fuel Cost	\$80.00
Total Sports-Season Single-School Cost:	\$320.00

Completed By: _____

Appendix C-3: Calendar-Season Single-School Total Transport Cost Calculation

Transporting School: _____

Calendar Season (Summer, Fall, Winter, Spring): _____

Sport	Total Driver Cost	Total Fuel Cost	Total Sport Transport Cost
	\$200.00	\$5.00	\$205.00
	\$100.00	\$6.00	\$106.00
	\$50.00	\$9.00	\$59.00
	\$25.00	\$8.00	\$33.00
	\$40.00	\$7.00	\$47.00
	\$74.00	\$4.00	\$78.00
	\$88.00	\$5.00	\$93.00
	\$100.00	\$3.00	\$103.00
	\$99.00	\$2.00	\$101.00

Total Driver Cost:	\$776.00
Total Fuel Cost	\$49.00
Total Calendar-Season Single-School Transport Cost:	\$825.00

Completed By: _____

Appendix C-4: Full-Year Single-School Total Cost Calculation

Transporting School:

Year:

CALENDAR SEASON	DRIVER COST	FUEL COST	TOTAL SEASON COST
Summer	\$6.00	\$9.00	\$15.00
Fall	\$5.00	\$8.00	\$13.00
Winter	\$3.00	\$7.00	\$10.00
Spring	\$2.00	\$6.00	\$8.00

Full-Year Driver	Full-Year Fuel	Full-Year Single-School Cost
\$16.00	\$30.00	\$46.00

<i>Completed By:</i>

Appendix C-5: Full-Year Transport Equitable Share Calculation

School Year:

Calendar Season	Hampton Total Year Cost	Heartland Total Year Cost	Combined Total Year Cost
SUMMER	\$300.00	\$600.00	\$900.00
FALL	\$300.00	\$200.00	\$500.00
WINTER	\$300.00	\$400.00	\$700.00
SPRING	\$300.00	\$12.00	\$312.00

Total Hampton Cost:	\$1,200.00
Total Heartland Cost:	\$1,212.00

Total Combined Cost:	\$2,412.00
-----------------------------	-------------------

Equitable Share Amount:	\$1,206.00
-------------------------	-------------------

Hampton Overage/Underage:	-\$6.00
Heartland Overage/Underage:	\$6.00

Completed By:

TRANSPORTATION

Appendix D-2: Single-Sport Single-School Shared-Coaching Cost Calculation

Paying Agent School: _____

Sport Season: _____

	Head Coach	At-Large Asst.	At-Large Asst.	
<i>Name</i>				
Extra Duty Schedule Pay	\$5,000.00	\$3,200.00	\$4.00	
FICA (.0765)	\$382.50	\$244.80	\$0.31	
NPERS (.098778)	\$493.89	\$316.09	\$0.40	
Coaching Payroll Cost	\$5,876.39	\$3,760.89	\$4.70	Coach Payroll Costs
				\$9,641.98
Certificate Costs	\$75.00	\$75.00	\$4.00	
Training 1	\$100.00			
Training 2				
Training 3			\$3.00	
Training 4				
Training 5		\$1.00		
Total Cert & Training Costs	\$175.00	\$76.00	\$7.00	Total Cert. & Training Cost
				\$258.00

Completed by: _____

Total Shared-Coach Costs:
\$9,899.98

Appendix D-3: Calendar-Season Single-School Shared-Coaching Cost Calculation

Paying Agent School:

Calendar Season (Summer, Fall, Winter, Spring):

SPORT	Coach Payroll Costs	Cert. & Training Costs	Total Shared-Coaches Costs
	\$455.00	\$690.00	\$1,145.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00

Total Shared-Coach Payroll Cost:	\$4,055.00
Total Shared-Coach Cert & Training Cost	\$4,290.00
Total Calendar-Season Cost:	\$8,345.00

Completed by:

Appendix D-4: Full-Year Single-School Total Shared-Coaching Cost Calculation

Paying Agent School: _____

School Year: _____

SEASON	Coach Payroll Costs	Cert. & Training Costs	TOTAL CALENDAR-SEASON COST
Summer	\$555.00	\$800.00	\$1,355.00
Fall	\$2,500.00	\$900.00	\$3,400.00
Winter	\$2,500.00	\$900.00	\$3,400.00
Spring	\$2,000.00	\$500.00	\$2,500.00

Coach Payroll Costs	Cert. & Training Costs	Full-Year School Shared-Coaching Cost
\$7,555.00	\$3,100.00	\$10,655.00

Completed by: _____

Appendix D-5: Full-Year Shared-Coaching Equitable Share Calculation

School Year:

Incident #	Hampton Total Year Shared-Coaching Cost	Heartland Total Year Shared-Coaching Cost	Combined Total Year Cost
SUMMER	\$200.00	\$2,500.00	\$2,700.00
FALL	\$500.00	\$3,200.00	\$3,700.00
WINTER	\$600.00	\$1,400.00	\$2,000.00
SPRING	\$400.00	\$200.00	\$600.00

Total Hampton Cost:	\$1,700.00
Total Heartland Cost:	\$7,300.00

Total Combined Cost:	\$9,000.00
-----------------------------	-------------------

\$9,000.00

Equitable Share Amount:	\$4,500.00
--------------------------------	-------------------

Hampton Overage/Underage:	-\$2,800.00
Heartland Overage/Underage:	\$2,800.00

Completed by:

SHARED COACHING COSTS

Appendix E-2: Sports-Season Single-School Uniforms Cost Calculation

Paying Agent School:

Sport Season

Vendor	Description	Total Invoice	Total Shared-Coaches Costs
		\$690.00	\$690.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00

Total Calendar-Season Cost:	\$4,290.00
------------------------------------	-------------------

Completed by:

Appendix E-3: Calendar-Season Single-School Uniforms Cost Calculation

Paying Agent School:

Calendar Season (Summer, Fall, Winter, Spring):

SPORT	Description	Sport Season Total	Sport Season Total
		\$690.00	\$690.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00

Total Calendar-Season Cost:	\$3,690.00
------------------------------------	-------------------

Completed by:

Appendix E-4: Full-Year Single-School Uniforms Cost Calculation

Paying Agent School:

School Year:

SEASON	Description	Calendar-Season Total	TOTAL CALENDAR-SEASON COST
Summer		\$800.00	\$800.00
Fall		\$900.00	\$900.00
Winter		\$900.00	\$900.00
Spring		\$500.00	\$500.00

Full-Year Single-School Shared-Coaching Cost

\$3,100.00

Completed by:

Appendix E-5: Full-Year Uniforms Equitable Share Calculation

School Year:

Incident #	Hampton Total Year Uniforms Cost	Heartland Total Year Uniforms Cost	Combined Total Year Cost
SUMMER	\$900.00	\$450.00	\$1,350.00
FALL	\$3,000.00	\$6,500.00	\$9,500.00
WINTER	\$0.00	\$7,500.00	\$7,500.00
SPRING	\$5,200.00	\$0.00	\$5,200.00

Total Hampton Cost:	\$9,100.00
Total Heartland Cost:	\$14,450.00

Total Combined Cost:	\$23,550.00
-----------------------------	--------------------

\$23,550.00

Equitable Share Amount:	\$11,775.00
--------------------------------	--------------------

Hampton Overage/Underage:	-\$2,675.00
----------------------------------	--------------------

Heartland Overage/Underage:	\$2,675.00
------------------------------------	-------------------

Completed by:

UNIFORMS COSTS

Appendix F-4: Full-Year Single-School Awards Cost Calculation

Paying Agent School: _____

School Year: _____

SPORT	Description	Sport Season Total	Sport Season Total
		\$690.00	\$690.00
		\$320.00	\$320.00
		\$540.00	\$540.00
		\$222.00	\$222.00
		\$874.00	\$874.00
		\$142.00	\$142.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00

Total Calendar-Season Cost:	\$5,788.00
------------------------------------	-------------------

Completed by: _____

Appendix F-5: Full-Year Awards Equitable Share Calculation

School Year:

Incident #	Hampton Total Year Uniforms Cost	Heartland Total Year Uniforms Cost	Combined Total Year Cost
SUMMER	\$0.00	\$450.00	\$450.00
FALL	\$300.00	\$0.00	\$300.00
WINTER	\$222.00	\$0.00	\$222.00
SPRING	\$0.00	\$400.00	\$400.00

Total Hampton Cost:	\$522.00
Total Heartland Cost:	\$850.00

Total Combined Cost:	\$1,372.00
-----------------------------	-------------------

\$1,372.00

Equitable Share Amount:	\$686.00
--------------------------------	-----------------

Hampton Overage/Underage:	-\$164.00
----------------------------------	------------------

Heartland Overage/Underage:	\$164.00
------------------------------------	-----------------

<i>Completed by:</i>	
----------------------	--

AWARDS COSTS

Appendix G-1: Single-Event Single-School Event MISC Cost Calculation

Paying Agent School: _____

Season: _____ Season Event #: _____

Date: _____

Team(s): _____ Purpose: _____

WORKERS & OFFICIALS

	Officials	Judges (not officials)	Misc 1	Misc 2
<i>W-2 Event Workers Pay</i>	\$0.00	\$0.00	\$0.00	\$0.00
FICA (.0765)	\$0.00	\$0.00	\$0.00	\$0.00
NPERS (.073528)	\$0.00	\$0.00	\$0.00	\$0.00
W-2 Event Worker Costs	\$0.00	\$0.00	\$0.00	\$0.00

	Officials	Judges (not officials)	Misc 1	Misc 2
<i>W-9 Event Workers Pay</i>	\$0.00	\$0.00	\$0.00	\$0.00
W-9 Event Worker Costs	\$0.00	\$0.00	\$0.00	\$0.00

	Officials	Judges (not officials)	Misc 1	Misc 2	
Total Worker Costs	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

OTHER COSTS

	Lodging	Cheer & Band Admission	Meal \$	Other 4	
Other Costs	\$950.00	\$480.00	\$125.00	\$0.00	\$1,555.00

Total Worker Costs	Total Other Costs	Total Event Costs	
\$0.00	\$1,555.00	\$1,555.00	\$1,555.00

Revenue 1	Revenue 2	Total Event Revenue
\$0.00	\$0.00	\$0.00

Total Event Net-Expense
-\$1,555.00

Completed by: _____

Appendix G-2: Sports-Season Single-School MISC Cost Calculation

Paying Agent School:

Sports Season:

Event #	Total Costs	Total Revenue	Total Profit / Loss
1	\$550.00	\$200.00	-\$350.00
2	\$650.00	\$0.00	-\$650.00
3	\$0.00	\$0.00	\$0.00
4	\$0.00	\$0.00	\$0.00
5	\$0.00	\$0.00	\$0.00
6	\$0.00	\$0.00	\$0.00
7	\$0.00	\$0.00	\$0.00
8	\$0.00	\$0.00	\$0.00
9	\$0.00	\$0.00	\$0.00
10	\$0.00	\$0.00	\$0.00
11	\$0.00	\$0.00	\$0.00
12	\$0.00	\$0.00	\$0.00
13	\$0.00	\$0.00	\$0.00
14	\$0.00	\$0.00	\$0.00
15	\$0.00	\$0.00	\$0.00
16	\$0.00	\$0.00	\$0.00
17	\$0.00	\$0.00	\$0.00
18	\$0.00	\$0.00	\$0.00
19	\$0.00	\$0.00	\$0.00
20	\$0.00	\$0.00	\$0.00
21	\$0.00	\$0.00	\$0.00
22	\$0.00	\$0.00	\$0.00
23	\$0.00	\$0.00	\$0.00
24	\$0.00	\$0.00	\$0.00
25	\$0.00	\$0.00	\$0.00
26	\$0.00	\$0.00	\$0.00
27	\$0.00	\$0.00	\$0.00
28	\$0.00	\$0.00	\$0.00
29	\$0.00	\$0.00	\$0.00
30	\$0.00	\$0.00	\$0.00
31	\$0.00	\$0.00	\$0.00
32	\$0.00	\$0.00	\$0.00
33	\$0.00	\$0.00	\$0.00
34	\$0.00	\$0.00	\$0.00
35	\$0.00	\$0.00	\$0.00
36	\$0.00	\$0.00	\$0.00
37	\$0.00	\$0.00	\$0.00
38	\$0.00	\$0.00	\$0.00
39	\$0.00	\$0.00	\$0.00
40	\$0.00	\$0.00	\$0.00

Total Costs:	\$1,200.00
Total Revenue	\$200.00
Total School-Season MISC Expense:	-\$1,000.00

-\$1,000.00

Completed by:

Appendix G-3: Calendar-Season Single-School MISC Cost Calculation

Paying Agent School: _____

Calendar-Season (Summer, Fall, Winter, Spring): _____

Sport	Total Costs	Total Revenue	Total Profit / Loss
	\$550.00	\$0.00	-\$550.00
	\$650.00	\$200.00	-\$450.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00

Total Costs:	\$1,200.00
Total Revenue	\$200.00
Total School-Season MISC Expense:	-\$1,000.00

Completed by: _____

Appendix G-4: Full-Year Single-School Total MISC Calculation

Paying Agent School:

School Year:

SEASON	Total Costs	Total Revenue	TOTAL CALENDAR-SEASON PROFIT / LOSS
Summer	\$0.00	\$0.00	\$0.00
Fall	\$500.00	\$0.00	-\$500.00
Winter	\$290.00	\$200.00	-\$90.00
Spring	\$950.00	\$0.00	-\$950.00

Full-Year Costs	Full-Year Revenue	Full-Year School Profit / Loss
\$1,740.00	\$200.00	-\$1,540.00

Completed by:

Appendix G-5: Full-Year MISC Cost Equitable Share Calculation

School Year:

Incident #	Hampton Total MISC Exp	Heartland Total Year MISC Exp	Combined Total Year MISC Expense
SUMMER	-\$25.00	-\$100.00	-\$125.00
FALL	-\$36.00	-\$500.00	-\$536.00
WINTER	-\$98.00	-\$800.00	-\$898.00
SPRING	-\$75.00	-\$741.00	-\$816.00

Total Hampton MISC Expense:	-\$234.00
Total Heartland MISC Expense:	-\$2,141.00

Total Combined MISC Expense:	-\$2,375.00
-------------------------------------	--------------------

Equitable Share Amount:	-\$1,187.50
-------------------------	--------------------

Hampton Overage/Underage:	\$953.50
---------------------------	-----------------

Heartland Overage/Underage:	-\$953.50
-----------------------------	------------------

Completed by:

MISC. EXPENSES

Appendix H: Full-Year Reimbursement Calculation

School Year:

Full-Year	Reimbursement to Hampton	Reimbursement to Heartland
B-5: Gate/Workers	\$1,300.25	\$900.00
C-5: Transportation	\$0.00	\$687.50
D-5: Shared-Cost Coaches	\$2,000.00	\$0.00
E-5: Uniforms	\$0.00	\$4,500.00
F-5: Awards	\$500.00	\$0.00
G-5: MISC Expenses	\$444.00	\$0.00

Full-Year Reimbursement To Hampton:	\$4,244.25
Full-Year Reimbursement To Heartland:	\$6,087.50

Full-Year Net-Reimbursement:	\$1,843.25
------------------------------	------------

NET FULL-YEAR REIMBURSEMENT - DUE BY AUGUST 31ST

Appendix I: Admissions

	<i>Senior Citizen (65+)</i>	<i>Adult Admission (out of HS)</i>	<i>Student Admission</i>	<i>Younger Than School Age</i>	<i>Family Maximum</i>	<i>Hampton Issued Passes</i>	<i>Heartland Issued Passes</i>	<i>Conference Passes</i>	<i>NSAA</i>	<i>Press</i>
HS Events										
Non-Tournament With Varsity Competition	\$2	\$6	\$5	Free	\$20	Student Staff Family Courtesy	Student Staff Family Courtesy	Affiliated Conference ONLY	Accepted	Accepted
HS Events										
Tournament / Track Meet With Varsity Competition	\$2	\$6	Free	Free	\$20	Student Staff	Student Staff	Not Accepted	Accepted	Accepted
HS Events										
Non-Tournament No Varsity Competition	\$2	\$2	Free	Free	\$10	Student Staff Family Courtesy	Student Staff Family Courtesy	Affiliated Conference ONLY	Accepted	Accepted
HS Events										
Tournament / Track Meet No Varsity Competition	\$2	\$5	Free	Free	\$10	Student Staff Family Courtesy	Student Staff Family Courtesy	Not Accepted	Accepted	Accepted
JH Events										
Non-Tournament	Free	Free	Free	Free	Free	Free	Free	Free	Free	Free
JH Events										
Tournament / Track Meet	\$2	\$3	Free	Free	\$10	Student Staff Family Courtesy	Student Staff Family Courtesy	Not Accepted	Accepted	Accepted
Conference Event										
	Cost determined by Conference	Cost determined by Conference	Cost determined by Conference	Cost determined by Conference	None	None	None	Cost determined by Conference	Accepted	Accepted
NSAA Event										
	Cost determined by NSAA	Cost determined by NSAA	Cost determined by NSAA	Cost determined by NSAA	None	None	None	None	Accepted	Accepted

TO BE SET

Appendix J: Preliminary & Approximate Site-Usage Distribution

	<i>Sport / Program</i>	<i>Predominant Site: Practice</i>	<i>Predominant Site: Home Game</i>
HIGH SCHOOL	HS Football	Heartland	Heartland
	HS Volleyball	Split	Split
	HS Girls Golf	Heartland	Heartland
	HS Boys BB	Split	Split
	HS Girls BB	Split	Split
	HS Track	Heartland	Heartland
	HS Boys Golf	Heartland	Heartland
	Cheerleading	Split	Split
<hr/>			
JUNIOR HIGH SCHOOL	JH Football	Hampton	Hampton
	JH Volleyball	Heartland	Heartland
	JH Girls BB	Hampton	Hampton
	JH Boys BB	Heartland	Heartland
	JH Track	Heartland	Heartland

Appendix K: Staffing Guidelines

HS & JH BASKETBALL, TRACK, VOLLEYBALL						
Total Coaches	1	2	3	4	5	6
Assistants	0	1	2	3	4	5
Low Range (participants)	1	10	22	34	46	58
Preferred Range (participants)	1	15	27	39	51	63
	12	24	36	48	60	72
High Range (participants)	15	27	39	51	63	75

HS & JH FOOTBALL						
Total Coaches	1	2	3	4	5	6
Assistants	0	1	2	3	4	5
Low Range (participants)	1	1	16	31	46	57
Preferred Range (participants)	1	5	20	35	50	60
	2	15	30	45	60	72
High Range (participants)	5	20	35	50	60	75

When the number of assistant coaches determined for a team is even:
 All assistant coaches will be categorized as equally assigned and provided in equal numbers by the partner schools.

When the number of assistant coaches determined for a team is odd:
 One assistant coach will be categorized as at-large. All remaining assistant coaches will be categorized as equally assigned and provided in equal numbers by the partner schools.

Golf: specified in HS-13 & HS-32

Cheerleading: specified in HS-41

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. The cooperatively sponsored program will adopt the schedule as is prescribed by the NSAA.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) will occur at the Heartland site.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday-Thursday immediately following the Sunday in question.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Locker / dressing / etc.
 - d. Scoreboard, field markers, yardage markers, etc.
 - e. Water, towels, ice, first aid & training supplies
 - f. Field prep, field striping, etc.
 - g. Bleachers, seating, etc.
 - h. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Scoreboard operators, sound operators, PA personnel, etc.
 - b. Ticket/gate personnel
 - c. Concessions / hospitality workers
 - d. NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a dark (home) jersey
 - ii. a light (away) jersey
 - iii. a dark, game pant
 - iv. a certified and properly fitted helmet
 - b. Practice uniform
 - i. White practice jersey with black lettering or black practice jersey with white lettering
 - ii. A uniformly, standard practice pant
 - iii. A certified and properly fitted helmet

- B. Basic requirements.
 - a. Jerseys, pant, and helmet must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

A. Protective equipment

- a. A certified and properly fitted pair of shoulder pads
- b. Knee, thigh, hip, and tailbone pads and related attire (e.g. girdle, etc.)
- c. Certified and properly fitted mouthguards.
- d. Other such, protective equipment as may be necessary to reasonably protect participants from foreseeable injury. Such equipment must be conventional in nature.

B. Combined Equipment

- a. It will prove efficient to combine equipment resources/inventories of hard assets that are already owned by the partner schools for the benefit of the cooperatively sponsored program.
 - i. This may include items such as helmets, shoulder pads, and other protective equipment and or uniform equipment that already belongs to any partner school.
 - ii. This may also include training equipment/apparatus (e.g. sleds, dummies, etc.).
- b. All such equipment to be combined shall be properly identified to a partner school and accurately inventoried.
 - i. It shall be the responsibility of the ADs of the partner schools and the head coach to complete said identification and inventory.
 - ii. A summary of said identification and inventory shall be provided to the superintendents of the partner schools no later than June 1, 2026.
- c. Should the cooperative sponsorship be dissolved, terminated, not renewed, etc., equipment should be returned to / dispersed among the partner schools in the following manner.
 - i. Equipment that is still in use shall be returned to the partner school identified as the original owner.
 - ii. Equipment that is no longer in use shall be returned to the partner school identified as the original owner.
 - iii. Newly purchased equipment that is purchased through an equitable share formulation should be identified as property of the cooperative sponsorship.
 1. Property of the cooperative sponsorship should be distributed to the partner schools in a manner that is either equal to or proportionate to the original ownership of combined inventory.
 - iv. Newly purchased equipment purchased by a partner school for use in the cooperative sponsorship, but not through an equitable share formulation, should be identified as property of the partner school. The partner school shall retain ownership of said property.
- d. It shall be the responsibility of the ADs of the partner schools and the head coach to determine a responsible and practical means and method for storing, inventorying, distributing, and collecting combined equipment.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events that include Varsity games will be split between partner school sites at an approximate ratio of 50-50.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.

- B. In general, Home events that include Varsity games versus a single opponent will be split between partner school sites at an approximate ratio of 50-50.

- C. Home events that include Varsity games that are conventionally classified as Triangulars can be hosted at either the Hampton site or the Heartland site.
 - a. In years where multiple triangulars are to be hosted by the co-op, efforts will be made to host at least one triangular at each partner school site.
 - b. It is the intent that Triangulars involving Varsity games will be split between partner school sites at an approximate ratio of 50-50 over a multi-year period.

- D. In general, Home events that do not include Varsity games (i.e. JV games or Reserve games, etc.) can be sufficiently played at either the Hampton site or the Heartland site.
 - a. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.

- E. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.

- F. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Practices & Practice Locations

- A. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.

- B. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

- C. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.

- D. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Nets, standards, etc.
 - d. Officiating platforms, etc.
 - e. Locker / dressing / etc.
 - f. Scoreboard, etc.
 - g. Water, towels, ice, first aid & training supplies
 - h. Floor/surface prep, etc.
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (line judges, score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

C. Site Operations Equipment & Supplies

- a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
- b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

8. Uniforms

A. An official uniform shall consist of and include the following:

- a. a jersey
- b. a solid black short and/or bottom which shall be provided by and remain the property of the players

B. Basic requirements.

- a. Jerseys must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
- b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
- c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
- d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
- e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
- f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.

- a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
- b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
- c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
- d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.

- a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the cooperatively sponsored program will have 0 assistant coaches.
 - a. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C or 2.C.b under either of the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - ii. The number of bona fide player-participants does or is reasonably expected to be equal to or greater than 10.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C or 2.C.a under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of 2.C.a; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Ticket/gate personnel
 - c. Concessions / hospitality where applicable
- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a polo/top which shall be provided by and remain the property of the player
 - b. a hat/cap which shall be provided by and remain the property of the player
 - c. a warmup/jacket/pullover that includes only a top may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - i. If included, said warmup shall be provided by the district and remain the property of the district.

- B. Basic requirements.
 - a. Polo/top and hat/cap must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

- A. Golf bags will be provided to varsity-level participants that compete in varsity-level competition.
 - a. Golf bags must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. Golf bags may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Golf bags shall meet and model basic community standards.
- B. Push/pull carts for golf bags will be provided to varsity-level participants that compete in varsity-level competition.
- C. Range finders will be provided to varsity-level participants that compete in varsity-level competition.

10. Miscellaneous Items & Costs

- A. Fees for practice rounds for Conference, District, and State meets will be paid upfront by the head school and later reconciled as a shared cost.
- B. A standard allotment of golf balls will be procured and provided to varsity-level participants that compete in varsity-level competition.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events that include Varsity games will be split between partner school sites at an approximate ratio of 50-50.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- B. In general, Home events that include Varsity games versus a single opponent will be split between partner school sites at an approximate ratio of 50-50.
- C. In general, Home events that do not include Varsity games (i.e. JV games or Reserve games, etc.) can be sufficiently played at either the Hampton site or the Heartland site.
 - a. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- D. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- E. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- B. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- C. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. a warm up that includes a top and/or bottom may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - b. Practice uniform
 - i. Reversible black and white practice jersey

- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events that include Varsity games will be split between partner school sites at an approximate ratio of 50-50.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- B. In general, Home events that include Varsity games versus a single opponent will be split between partner school sites at an approximate ratio of 50-50.
- C. In general, Home events that do not include Varsity games (i.e. JV games or Reserve games, etc.) can be sufficiently played at either the Hampton site or the Heartland site.
 - a. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- D. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- E. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- B. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- C. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. a warm up that includes a top and/or bottom may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - b. Practice uniform
 - i. Reversible black and white practice jersey

- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Watches and timing equipment
 - b. Hurdles
 - c. Landing mats
 - d. Jumping pits
 - e. Standards and crossbars
 - f. Implements
 - g. Starter's equipment, clerking equipment, administrative equipment, communications equipment
 - h. Water, towels, ice, first aid & training supplies
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. Clerks, runners, pickers, timers
 - f. Finish line / timing systems and personnel
 - g. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a singlet/top and matching short
 - b. a “sweats” top and matching bottom
 - c. a warmup that includes a top and/or bottom may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.

- B. Basic requirements.
 - a. Singlet/top and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the cooperatively sponsored program will have 0 assistant coaches.
 - a. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C or 2.C.b under either of the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - ii. The number of bona fide player-participants does or is reasonably expected to be equal to or greater than 10.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C or 2.C.a under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of 2.C.a; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Ticket/gate personnel
 - c. Concessions / hospitality where applicable
- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a polo/top which shall be provided by and remain the property of the player
 - b. a hat/cap which shall be provided by and remain the property of the player
 - c. a warmup/jacket/pullover that includes only a top may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - i. If included, said warmup shall be provided by the district and remain the property of the district.

- B. Basic requirements.
 - a. Polo/top and hat/cap must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

- A. Golf bags will be provided to varsity-level participants that compete in varsity-level competition.
 - a. Golf bags must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. Golf bags may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Golf bags shall meet and model basic community standards.
- B. Push/pull carts for golf bags will be provided to varsity-level participants that compete in varsity-level competition.
- C. Range finders will be provided to varsity-level participants that compete in varsity-level competition.

10. Miscellaneous Items & Costs

- A. Fees for practice rounds for Conference, District, and State meets will be paid upfront by the head school and later reconciled as a shared cost.
- B. A standard allotment of golf balls will be procured and provided to varsity-level participants that compete in varsity-level competition.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Hampton will act as the head school.

- B. The head school AD is responsible for event scheduling.

- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.

- B. Head Coach: the cooperatively sponsored program will have 1 head coach.

- C. Assistant Coaches: the cooperatively sponsored program will have 0 assistant coaches.
 - a. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C or 2.C.b under either of the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - ii. The number of bona fide player-participants does or is reasonably expected to be equal to or greater than 7.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C or 2.C.a under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of 2.C.a; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Event Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.

- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for determining attendance at scheduled events.

- C. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland.

- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton.

- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Practices & Practice Locations

- A. In general, practices that take place outside of the school day and will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend practice sites in advance of the season in consultation with the AD's.
 - b. The final determination of practice sites requires approval through mutual agreement of the AD's of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.

- B. It shall be within the discretion of the Superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday in the event of an upcoming performance and/or competition.

- C. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Site Operations

A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operation of all games, practices, etc. that are held/hosted at their site school.

- a. Megaphone
- b. Signs
- c. Pom poms
- d. Wireless speaker/bluetooth
- e. Water, towels, ice, first aid & training supplies
- f. Floor/surface prep, etc.

B. Site Operations Equipment & Supplies

- a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
- b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

7. Try-outs

A. Cheer tryouts will be held in the Spring of the school year.

B. The following criteria will be used during tryouts:

- a. Three judges will be selected by the head cheerleading coach.
- b. Judges will be approved by both schools' respective AD's.
- c. Judges scoring rubric will include group cheer, group dance, individual chant, and cheer.
- d. Judges may also ask candidates questions related to the sport, behavior, integrity, etc.
- e. The secondary principals of all partner schools will complete a scoring rubric evaluating each candidate's behavior and integrity.

C. A maximum of 12 participants will be selected annually.

- a. Coaches will determine squad size using the judge's scoring rubrics and a natural separation in point totals for candidates.
- b. Final squad selection will be approved by both schools' respective AD's.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. Uniform shall consist of and include the following:
- a. Official gear - shell top, liner, skirt, spunks, cheer shoes, and bow.
 - b. Unofficial gear - shirts/tanks, dance uniform, pants, jacket, and cheer bag.
 - c. The uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - d. Deviations from the official uniform may only be done through unanimous agreement between the superintendents of all partner schools.
 - e. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - f. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
- B. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with cheerleader-representation from each district.
- a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

9. Costs

- A. Cheer participants will be responsible for all fees associated with official and unofficial uniforms and camp fees.
- B. Fundraising opportunities will be available for cheer participants throughout the summer and school year.
- C. All costs associated with cheer will be further defined in the handbook.

10. Miscellaneous Items & Costs

- A. NCA cheer team awards and/or trophies will be displayed at partner schools on a shared 50-50 basis, as determined by the head coach.
- B. State cheer team awards and/or trophies will be duplicated, and the cost will be equally shared among the partner schools.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that the cooperatively sponsored junior high school football program will operate and compete as an “8-man” football team.
- C. The AD of the head school in consultation with the AD’s of partner schools will be responsible for game/event scheduling.
- D. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- E. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- F. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- G. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- H. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Hampton site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Hampton site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) will occur at the Hampton site.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Locker / dressing / etc.
 - d. Scoreboard, field markers, yardage markers, etc.
 - e. Water, towels, ice, first aid & training supplies
 - f. Field prep, field striping, etc.
 - g. Bleachers, seating, etc.
 - h. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Scoreboard operators, sound operators, PA personnel, etc.
 - b. Ticket/gate personnel
 - c. Concessions / hospitality workers
 - d. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a dark (home) jersey (reversible is suitable)
 - ii. a light (away) jersey (reversible is suitable)
 - iii. a dark, game pant
 - iv. a certified and properly fitted helmet
 - b. Practice uniform
 - i. White practice jersey with black lettering or black practice jersey with white lettering
 - ii. A uniformly, standard practice pant
 - iii. A certified and properly fitted helmet

- B. Basic requirements.
 - a. Jerseys, pant, and helmet must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

A. Protective equipment

- a. A certified and properly fitted pair of shoulder pads
- b. Knee, thigh, hip, and tailbone pads and related attire (e.g. girdle, etc.)
- c. Certified and properly fitted mouthguards.
- d. Other such, protective equipment as may be necessary to reasonably protect participants from foreseeable injury. Such equipment must be conventional in nature.

B. Combined Equipment

- a. It will prove efficient to combine equipment resources/inventories of hard assets that are already owned by the partner schools for the benefit of the cooperatively sponsored program.
 - i. This may include items such as helmets, shoulder pads, and other protective equipment and or uniform equipment that already belongs to any partner school.
 - ii. This may also include training equipment/apparatus (e.g. sleds, dummies, etc.).
- b. All such equipment to be combined shall be properly identified to a partner school and accurately inventoried.
 - i. It shall be the responsibility of the ADs of the partner schools and the head coach to complete said identification and inventory.
 - ii. A summary of said identification and inventory shall be provided to the superintendents of the partner schools no later than June 1, 2025.
- c. Should the cooperative sponsorship be dissolved, terminated, not renewed, etc., equipment should be returned to / dispersed among the partner schools in the following manner.
 - i. Equipment that is still in use shall be returned to the partner school identified as the original owner.
 - ii. Equipment that is no longer in use shall be returned to the partner school identified as the original owner.
 - iii. Newly purchased equipment that is purchased through an equitable share formulation should be identified as property of the cooperative sponsorship.
 1. Property of the cooperative sponsorship should be distributed to the partner schools in a manner that is either equal to or proportionate to the original ownership of combined inventory.
 - iv. Newly purchased equipment purchased by a partner school for use in the cooperative sponsorship, but not through an equitable share formulation, should be identified as property of the partner school. The partner school shall retain ownership of said property.
- d. It shall be the responsibility of the ADs of the partner schools and the head coach to determine a responsible and practical means and method for storing, inventorying, distributing, and collecting combined equipment.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Heartland site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- D. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Nets, standards, etc.
 - d. Officiating platforms, etc.
 - e. Locker / dressing / etc.
 - f. Scoreboard, etc.
 - g. Water, towels, ice, first aid & training supplies
 - h. Floor/surface prep, etc.
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (line judges, score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a jersey
 - b. a solid black short and/or bottom which shall be provided by and remain the property of the players

- B. Basic requirements.
 - a. Jerseys must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

**Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools**

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Heartland site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- D. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. uniforms of a “reversible” nature shall be sufficient
 - b. Practice uniform
 - i. Reversible black and white practice jersey

- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Hampton site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.

- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.

- D. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

- B. In general, practices that take place after a school day will occur at the Hampton site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.

- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. uniforms of a “reversible” nature shall be sufficient
 - b. Practice uniform
 - i. Reversible black and white practice jersey

- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Watches and timing equipment
 - b. Hurdles
 - c. Landing mats
 - d. Jumping pits
 - e. Standards and crossbars
 - f. Implements
 - g. Starter's equipment, clerking equipment, administrative equipment, communications equipment
 - h. Water, towels, ice, first aid & training supplies
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. Clerks, runners, pickers, timers
 - f. Finish line / timing systems and personnel
 - g. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a singlet/top and matching short
 - b. a “sweats” top and matching bottom

- B. Basic requirements.
 - a. Singlet/top and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.