

SOUTHERN LAKES CONFERENCE

Constitution



**BADGER
BURLINGTON
DELAVAN-DARIEN
ELKHORN
UNION GROVE
WATERFORD
WESTOSHA CENTRAL
WILMOT**

Updated: 2/13/19

Table of Contents

Article	Section	Heading	Page
Article I		Name	3
Article II		Purpose	3
Article III		Membership	3
	Section 1	Full Membership	3
	Section 2	Partial Membership	3
Article IV		Dues	3
Article V		Meetings	3-4
	Section 1	Principals	3-4
	Section 2	Athletic/Activities Directors	4
	Section 3	Coaches	4
Article VI		Officers and Duties	4-5
	Section 1	Principals	4
	Section 2	Athletic/Activities Directors	4-5
Article VII		Conference Commissioner	5
	Section 1	Hiring and Evaluation	5
	Section 2	Duties of the Commissioner	5
Article VIII		Powers and Duties of the Conference	6
	Section 1	Powers	6
	Section 2	Actions	6
	Section 3	Coach's Conduct	6
Article IX		Rules and Regulations	6
	Section 1	Rules, Regulations, and Guidelines	6
Article X		Amendments	6
	Section 1	Proposed Amendments	6
	Section 2	Amending the Constitution	6
Article XI		Approved Sports	6
Article XII		Scheduling of Sports and Officials	7
	Section 1	Sports	7
	Section 2	Officials	7
Article XIII		Admissions	7-8
	Section 1	Prices	7
	Section 2	Lifetime Passes	7
	Section 3	Courtesy Passes	8
Article XIV		Awards	8-9
	Section 1	All-conference: First and Second Team Selections	8
	Section 2	Structure for All-conference	8
	Section 3	Academic/Athletic Award	9
	Section 4	Structure for the Academic/Athletic Award	9
Article XV		Dissolution Clause	9
Southern Lakes Conference By-Laws			9-10
	Section 1	Game Control	9
	Section 2	Levels of Competition	9-10
	Section 3	Scheduling Procedure	10
Sportsmanship			10-14
	Section 1	Examples of Good Sportsmanship	11
	Section 2	Examples of Poor Sportsmanship	11
	Section 3	Rules Governing Conduct at Athletic Contests	11
	Section 4	Objectives and Behavior	12
	Section 5	Action Plan	12
	Section 6	Sportsmanship Announcement	13
	Section 7	Coaches	13
	Section 8	Players	13
	Section 9	Officials	13
	Section 10	Spirit Teams	13
	Section 11	Spectators	14
Southern Lakes Conference Dues and Fees			14-16
	Section 1	Dues	14
	Section 2	Admissions	14
	Section 3	Commissioner's Salary and Expense Account	14
	Section 4	SLC Official's Assignment and Pay	15
	Section 5	SLC Meet Expenses/Allowances	16
Appendix A		Commissioner Evaluation	17

SOUTHERN LAKES CONFERENCE CONSTITUTION

ARTICLE I – NAME

The name of the organization is the Southern Lakes Conference.

ARTICLE II – PURPOSE

The purpose of the organization is to promote and regulate all the activities sponsored by the Conference.

ARTICLE III – MEMBERSHIP

SECTION 1. Full Membership

The Conference full membership comprise of: Badger, Burlington, Delavan-Darien, Elkhorn, Union Grove, Waterford, Westosha and Wilmot. The W. I. A. A. assigns schools to the Conference.

SECTION 2. Partial Membership

- A. Partial member schools are those that compete in the Southern Lakes Conference in one or more sports but are not affiliated with our conference as assigned by the W.I.A.A.
- B. Application for Partial Membership
- C. An individual school may apply to participate in one or more sports that the Southern Lakes Conference sponsors. A written application must be completed and handed to the Southern Lakes Conference commissioner by December 1st to be considered for the subsequent school year. Athletic Directors and Principals will review application for approval. If approved the effective date of admission and scheduling of contests will be decided on an individual basis. Schools applying to participate in a SLC sport must have a two-year commitment to that sport if they are even to be considered.

ARTICLE IV – DUES

Dues, admissions and all fees shall be reviewed/set at the December principals meeting each year. Partial membership dues will be pro-rated based on number of sport participation.

ARTICLE V – MEETINGS

SECTION 1. Principals

- A. The principals shall establish meeting dates in May for the following school year.
- B. In order to conduct official business, there must be a quorum of one more than half of the members present.
- C. Conference meetings shall be represented by the high school principal or a designated representative from each conference school. Each school shall have one vote.
- D. The president or a petition of the majority of the Conference principals may call a special meeting of the Conference.
- E. Conference principals may submit items in writing to the president two weeks prior to the meeting. These items shall be placed on the written

agenda and shall be indicated as being “information” or “action” items. The written agenda shall be prepared by the president and sent to the

Conference principals and Commissioner one week prior to the meeting. The principals shall also review items of business from action taken at the Conference meetings and the athletic directors meetings. Minutes of each meeting may be sent to the Conference principals, athletic directors and administrators.

- F. The athletic director or designated representative at the hosting school, will be present at the monthly principal’s meeting to act as a liaison in a non-voting role.
- G. May’s athletic director and principal meetings will be a combined meeting to talk about common issues facing the conference.

SECTION 2. Athletic Directors

- A. The athletic directors shall meet monthly during the school year or as necessary. A joint meeting with the principals shall be scheduled in May of the school year by the principals.
- B. A written agenda for each meeting shall be prepared by the president of the athletic directors and the Conference Commissioner and sent to the Conference schools prior to the meeting. Conference schools may submit items in writing to the prior to the meeting. Minutes of each meeting shall be sent to the Conference athletic directors, principals and administrators.

SECTION 3. Coaches

- A. Conference coaches’ meetings shall be held three times during the school year.
- B. The Conference Commissioner shall determine dates, times and locations for the coaches meetings. Athletic Directors shall assume the responsibility of managing the All-Conference meetings.
- C. Minutes of the coaches’ meetings shall be kept by the coaches from the school who is athletic director president and shall be submitted to their athletic director of that school following the meetings. The athletic director shall have the minutes typed and shall send them to the athletic directors of each Conference school and to the Commissioner. Any proposals for changes in the constitution or by-laws shall be in the form of a motion and voted on by all schools present.
- D. The athletic directors shall review minutes of the meetings at their next regularly scheduled meeting and, if necessary, make recommendations to the principals. The principals shall consider the recommendations at their next meeting following that of the athletic council.
- E. A banquet with a program during which awards are presented shall follow each coach’s meeting.

ARTICLE VI – OFFICERS AND DUTIES

SECTION 1. Principals

The officers of the Conference are the president and vice-president.

- A. The president and vice-president shall be principals from Conference schools. The Conference commissioner shall serve as the treasurer and secretary.
- B. The office of Conference president and vice-president shall rotate in alphabetical order beginning with the Waterford and Westosha school principals respectively in 2008-09. The vice-president shall become the president the following year. If a principal new to the Conference is in line to assume the office, the members of the Conference shall appoint a principal with previous experience in the conference to assume that position for one year. The principal new to the Conference shall, after one year, assume the office in the normal alphabetical rotation. The president and vice-president shall assume their duties as of July 1st of each year.
- C. The past president shall act in the absence of the president and shall arrange for all meeting sites. Alternating sites is recommended.

SECTION 2. Athletic Directors

- A. One athletic director or designated staff member from each Conference school shall make up an athletic directors’ council. The Commissioner shall serve as an ex-officio member of the council.
- B. The athletic director president of the council shall be the athletic director whose principal is the Conference president. The vice-president shall be the athletic director whose principal is the Conference vice-president.

ARTICLE VII – CONFERENCE COMMISSIONER

SECTION 1. Hiring and Evaluation

- A. The Conference principals in consultation with the athletic directors shall hire a Conference Commissioner.
- B. The Commissioner shall assume duties on July 1st.
- C. Conference principals and athletic directors shall evaluate the Commissioner on an annual basis.
- D. Conference principals shall investigate commissioner compensation/benefit models for contract offers.

ARTICLE VIII – POWERS AND DUTIES OF THE CONFERENCE

SECTION 1. Powers

- A. The Conference is empowered to enforce the rules and regulations of the Conference and the W.I.A.A.

SECTION 2. Actions

- A. The following action may be taken when dealing with Conference/WIAA violations:
 - a. Censure of individuals or school
 - b. Probation
 - c. Denial of right to take part in Conference activity
 - d. Suspension of Conference membership for a specified time
- B. The principals at a conference meeting shall determine action taken on violations.

SECTION 3. Coach's Conduct

- A. If there is an incident in which a coach is deemed to have acted inappropriately, a school administrator of the school involved is expected to take action. This action may range from a individual conference to immediate dismissal. In addition, the Conference Commissioner is to communicate to the respective athletic director.
- B. The athletic director of the school, whose coach (at any level) is ejected at a game, file a report with the Conference Commissioner. The Conference Commissioner is to keep a record of all ejections and a report shall be presented to the athletic directors after the completion of the season.

ARTICLE IX – RULES and REGULATIONS

SECTION 1. Rules, Regulations and Guidelines

- A. Southern Lakes Conference and W.I.A.A. rules, regulations and guidelines shall be followed for all Conference sports.

ARTICLE X – AMENDMENTS

SECTION 1. Proposed Amendments

- A. Proposed amendment(s) to the constitution, by-laws, or guidelines may originate at any regular or special meeting of the Conference principals, athletic directors, or coaches. Action on the proposals shall be taken at the next Conference principals' meeting following the recommendations from the conference athletic directors.

SECTION 2. Amending the Constitution

- A. A two-thirds majority vote of the conference principals is required to amend the constitution at any regular or special meeting. Only principals may amend the constitution.
- B. Amendments to the Constitution require readings on two separate dates before adoption may take place.

ARTICLE XI – APPROVED SPORTS

SECTION 1.

- A. A sport shall be approved when 50% or more of the schools adopt the sport. A sport shall be eliminated when fewer than 50% of the schools sponsor the sport. The Conference Principals must approve any exceptions.

ARTICLE XII – SCHEDULING OF SPORTS AND OFFICIALS

SECTION 1. Sports

- A. The Conference Commissioner shall work with the athletic directors in drawing up schedules for all sports.
- B. Changes in schedules require the mutual consent of the athletic directors of the schools involved.
- C. Schedule conflicts caused by vacations shall be resolved by the mutual consent of the athletic directors of the schools involved. Failure to reach a mutual consent shall be resolved by the principals of the schools involved.

- D. If a facility problem prohibits the play or continuation of a contest, the following shall occur:
 - a. Football games shall be rescheduled the next day or by mutual consent.
 - b. Other contests shall be rescheduled with mutual consent of the athletic directors involved. Failure to reach mutual consent shall be resolved by the Conference Commissioner.
 - c. Scheduled contests shall not be conducted if weather conditions cause school closing or suspension of classes of any participating school. Contests shall be postponed if, in the judgment of the visiting school administrations, hazardous travel conditions exist.
 - d. Every attempt shall be made to avoid scheduling conference events on Wednesday nights.
 - e. The host school athletic director must promptly report all schedule changes to the Conference Commissioner.
 - f. Effort shall be made to eliminate loss of school time when rescheduling athletic events.

SECTION 2. Officials

- A. Officials shall be currently licensed with the W.I.A.A. for all levels of competition.
- B. Conference Commissioner shall assign and contract for varsity contests.
- C. School district employees may be assigned varsity matches, but not to contests involving their own district’s school. This does not apply to cross country, track and swimming. Schools employees may be assigned to any contest other than varsity level.
- D. Fees for officials assigned by the Conference Commissioner shall be reviewed and set at the December principals meeting. The home school shall pay the officials’ fees.
- E. Individual schools shall contract W.I.A.A. licensed officials at all levels not assigned by the Conference Commissioner.
- F. The Conference Commissioner may change officials’ assignments in an emergency situation.
- G. Guidelines when officials fail to show:
 - a. The host school shall attempt to obtain a qualified team of officials. School district employees may be used with mutual consent of the coaches.
 - b. A 45-minute time limit should be allowed to secure a set of officials.
 - c. If officials cannot be obtained, see ART. XII, Sect. 2 (E) above and apply the procedure.

ARTICLE XIII – ADMISSIONS

SECTION 1. Prices

- A. Admission prices for students, guest students and adults shall be reviewed and set annually at the December principals’ meeting.

SECTION 2. Lifetime Passes

- A. Lifetime passes shall be issued to administrators and coaches who have served for a period of ten years. Schools shall submit names of personnel who are eligible to receive passes to the Conference Commissioner at the September meeting. The pass admits the bearer and a guest to Conference activities. Schools shall pay for passes issued to their personnel.

SECTION 3. Courtesy Passes

- A. Each school shall receive (60) sixty courtesy passes annually admitting bearer and guest to Conference activities. Courtesy passes cannot be used for W.I.A.A. tournaments.

- B. All schools will accept Courtesy and Lifetime Passes for all conference events. Beginning in 2013 Lifetime Passes will be accepted at all Conference Meets as well.

ARTICLE XIV – AWARDS

SECTION 1. All-Conference First and Second Team Selections

- A. Conference championship and individual awards shall be purchased by the Conference Commissioner with Conference funds and shall be distributed as per the Conference award structure.
- B. All sports will use the written set of criteria for the selection of All-Conference. The Conference bylaws will be followed for each sport. All-Conference 1st Team, 2nd Team and Honorable Mention shall be selected for football, volleyball, basketball, baseball, soccer and softball. Individual championships and Honorable Mention shall be recognized in the other sports.
- C. Athletic Directors shall assume the responsibility of managing All-Conference meetings.
- D. From the 1st Team All-Conference selections, are then presented for Athlete of the Year. A single vote by each coach will determine the Athlete of the Year. Coaches may vote for their own players. Recommended criteria for Athlete of the Year nomination include athletic performance (honors, statistics, contributions to team’s success), academic achievement and character (sportsmanship, leadership, conduct). Athlete of the Year is a separate ballot in all sports—voted on after all other selections have been completed.
- E. The All-Conference selection process is as follows:
 - a. Names of nominees from each school are to be submitted to the Conference Commissioner for compilation no later than two weeks prior to the seasonal All-Conference meeting.
 - b. It is recommended that player’s conference statistics be made available to all coaches prior to or at the All-Conference selection meeting.
 - c. The commissioner is to return the compiled list of nominees to the athletic directors no later than one week prior to the seasonal All-Conference meeting.
 - d. The commissioner is to inform the athletic directors of the seasonal deadlines.
 - e. The coaches are to discuss their individual nominees but may not vote for their own nominees.
 - f. Voting for nominees will be in an open ballot format. All ties must be broken for 1st team only.
 - g. The coaches may present additional nominees before the selection process commences.
 - Three tier award system:
 - a. All-Conference First Team
 - b. All-Conference Second Team
 - c. Honorable Mention
 - 1. Any athlete who receives a vote from two opposing coaches is eligible.
 - 2. If none of their athletes were voted to Honorable Mention recognition, coaches will have the opportunity to name one individual for an Honorable Mention.

SECTION 2. Structure

- A. The award structure put into effect beginning with the 2008-09 school year and shall be reviewed by the athletic directors annually. Added sports shall be worked into the review process. Recommended changes need to be submitted to the principals prior to the upcoming season.

SECTION 3. Academic/Athletic Award

- A. The academic/athletic award shall be given on an individual school basis.
- B. Plaques for the academic/athletic award shall be purchased by the Conference Commissioner with Conference funds and shall be distributed as requested by each school.
- C. Each school shall be billed individually on an annual basis for the number of plaques and nameplates used for the award.
- D. The first Monday in April has been established as the deadline for submitting names for this award.

SECTION 4. Structure for the Academic/Athletic Award

- A. The award shall be given to seniors only.
- B. The award shall be based on seven semesters of academic work using a 3.75 average on a 4.0 scale.
- C. The athlete shall have been in a sport and lettered in the senior year unless circumstances prevent the earning of a letter such as an injury.
- D. Transfer students shall have had three semesters of residence in the conference to be eligible.
- E. The athlete shall have participated in four years of athletic competition.
- F. Athletic eligibility shall have been continuous for four years.

ARTICLE XV – DISSOLUTION CLAUSE

Upon the dissolution of the conference, the executive committee shall, after paying or making provisions for the payment of all the liabilities of the conference dispose of all the assets of the conference exclusively for the purposes of the conference in such manner or to such organizations organized and operated exclusively for charitable, educational, religious, or scientific purposes as shall at that time qualify as an exempt organization or organization under Section 501 © (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law), as the executive committee shall determine. Remaining assets will be divided equally among member schools.

SOUTHERN LAKES CONFERENCE BY-LAWS

SECTION 1. Game Control

- A. The host school has the responsibility of maintaining proper conduct of students, coaches, athletes, cheerleaders, and spectators. The game manager shall identify her/himself to the officials. Spectators shall be kept off the playing area.
- B. Game officials should warn the offending school and may suspend the contest if the conduct and control of coaches, players, or spectators interrupts or affects the normal progress of a contest. C. A late arriving team in any sport shall be given a minimum of twenty minutes to warm-up.

SECTION 2. Levels of Competition

- A. All Conference schools shall enforce W.I.A.A., rules and regulations relating to eligibility and levels of competition.
- B. The following levels of competition have been established by the Southern Lakes Conference:
 - a. Varsity - students in grades 9 – 12
 - b. Junior Varsity (JV1) - students in grades 9 and 11(see C. below)
 - c. Junior Varsity (JV2) - students in grade 9-10
 - d. The Athletics Directors at each school involved with notify each other with exceptions to the above levels of competition
 - e. Schools may have exhibitions.
- C. Conference sports will be listed as V, JV1 and JV2 and seniors may not play down. (Exceptions: cheer/dance, cross-country, gymnastics, golf, swimming, track, boys volleyball, and wrestling. These sports will be designated as JV).

SECTION 3. Scheduling Procedure

- A. The Conference will use a four year draw as listed below.
- B. The next four year draw will be in Feb 2021. Next draw in football is 2019.
- C. Approval of each draw shall be made in March. (This gives athletic directors the opportunity to check with principals before approval takes place.)
- D. The draw shall include all sports except cross country and track.
- E. The commissioner shall draw when a bye occurs.
- F. Sites shall be reversed each year after the draw begins and rotated from bottom to top every other year.

SPORTSMANSHIP

- A. The Southern Lakes Conference believes that good sportsmanship is essential to a successful high school athletic program. With this in mind, the Southern Lakes conference strongly supports the following fundamentals of sportsmanship.
 - a. Respect is to be shown opponents at all times. The opponent should be treated as a guest, greeted cordially on arriving, given the best accommodations, and accorded the tolerance, honesty, and generosity, which all human beings deserve.
 - b. Officials are to be accorded respect at all times. Officials should be recognized as impartial arbitrators who are trained to do their job and who can be expected to do it to the best of their ability. Good sportsmanship implies the willingness to accept and abide by the decisions of the officials.
 - c. The rules of the contest are to be known, understood, and appreciated. A familiarity with the current rules of the game and the recognition of their necessity for a fair contest is essential. Good sportsmanship suggests the importance of conforming to the spirit as well as the letter of the rules.
 - d. Self-control must always be maintained. A prerequisite of good sportsmanship requires one to understand his/her own bias or prejudice and the ability to prevent the desire to win from overcoming rational behavior. A proper perspective must be maintained if the potential

educational values of athletic competition are to be realized. Good sportsmanship is concerned with the behavior of all involved in the game.

- e. Skill in performance regardless of affiliation is to be recognized and appreciated. Applause for an opponent's good performance is a demonstration of generosity and good will that should not be looked upon as poor sportsmanship. The ability to recognize quality in performance is one of the most highly commendable gestures of good sportsmanship.

B. With the fundamentals of sportsmanship as the point of departure, specific responsibilities and expected modes of behavior are defined in the balance of the Southern Lakes Conference Sportsmanship Guide.

C. This sportsmanship guide has been developed in attempt to foster appropriate conduct and good sportsmanship among all of the conference schools. The primary objective of this guide is to develop a positive atmosphere at all events sponsored by the Southern Lakes Conference.

***Source: National Federation of State and High School Associations www.nfhs.org**

D. This guide is based on the following general assumptions:

- a. All conference schools will agree to support and implement the sportsmanship plan.
- b. Each principal will be responsible for following up reports of vandalism and/or rowdiness of his/her students.
- c. Students, athletes, and all fans are expected to respect the rights and property of others and are to refrain from conduct that would be considered inappropriate to the spirit of good sportsmanship.

A. Examples of Good Sportsmanship per the WIAA.

- i. Cheering with the spirit teams
- ii. Standing for schools songs of both schools
- iii. Coaches, athletes, and spectators showing respect for the officials
- iv. Showing respect for your opponent. (Ex.: team introductions.)
- v. Being attentive and courteous to visiting spirit teams.

B. Examples of Poor Sportsmanship

- i. Stomping on bleachers
- ii. Throwing objects onto the playing area
- iii. Use of noisemakers like whistles or airhorns
- iv. Use of cheers that taunt and ridicule the opponent. (Ex.: during free throws.)
- v. Booming and razzing players, coaches, or officials
- vi. Throwing shredded paper in the bleachers or on the floor

C. Rules Governing Conduct at Athletic Contests:

- i. Banners or posters are subject to removal and must be displayed in support of your own team. Banners need to be approved by game management.
- ii. Manufactured noisemakers are not allowed at athletic events. This includes any and all types of noisemakers or articles that could be used to increase volume, specifically megaphones.

- iv. Spirit teams or spectators at indoor events shall not use megaphones.
- v. Pep bands, and parts thereof, are not allowed to play while the game is in progress.
- vi. Visiting schools shall be respectful of host school's rules regarding concessions.
- vii. Students as well as adults are not permitted to smoke in any school building or on school grounds during any school activity.
- viii. Game management reserves the right to use discretion to ensure sportsmanship and appropriate decorum.

E. Action Plan

- M. The Conference shall prepare news releases stating its emphasis on good sportsmanship prior to fall and winter sport seasons.
- N. A section in the student handbook of each Southern Lakes Conference school shall be devoted to the importance of good sportsmanship.
- O. Announcements shall be made to the student bodies of all Conference schools regarding sportsmanship and behavioral expectations.
- P. An announcement shall be made at athletic contests regarding inappropriate behavior.
- Q. When possible, conference schools shall use program covers or inserts emphasizing sportsmanship.
- R. Notices shall be posted in each gymnasium indicating the sportsmanship expectations of the Conference.

F. Sportsmanship Announcement

The WIAA requires good sportsmanship by student-athletes, coaches and spectators at education-based, interscholastic events. We request your cooperation by supporting the participants and officials in a positive manner. Profane, racial, sexist or ethnic comments, or other intimidating actions directed at officials, student-athletes, coaches or team representatives will not be tolerated and are grounds for removal from the site of competition. _____ High School and _____ High Schools appreciate your cooperation.

G. Coaches

- A. Treats own players and opponents with respect.
- B. Inspires in the athletes a love for the game and the desire to compete fairly.
- C. Is expected to serve as a good role model of sportsmanship and positive leadership.
- D. Disciplines those on the team who display unsportsmanlike behavior.
- E. Respects the judgment and interpretation of the rules by the officials.
- F. Knows he/she is a teacher and understands the athletic arena is a classroom.
- G. Is responsible for the supervision of their athletes before, during and after games.

H. Players

- A. All players shall be in-serviced on their school's Athletic Code of Conduct and on sportsmanship expectations during a mandatory rules interpretation session prior to each athletic season.
- B. Southern Lakes Conference players involved in any unsportsmanlike conduct that results in ejection from an athletic contest shall be suspended from the next contest. The intent of this rule is that any

player ejected will sit out of the next contest whether it is a Conference game, non-Conference game, or a tournament game. (Includes season-to-season and year-to-year.) Athletic Directors shall inform the Conference Commissioner.

- C. Vandalism and/or theft to or from the host school facilities may result in referral to local law enforcement agencies for prosecution under local ordinances, and will result in disciplinary action in accordance with the school's student handbook.
- D. Expectations of players:
 - a. Treats opponents with respect.
 - b. Plays hard, but plays within the rules.
 - c. Exercises self-control at all times, setting the examples for other to follow.
 - d. Respects officials and accept their decisions without gestures or argument.
 - e. Wins without boasting, loses without excuses, and never quits.
 - f. Always remembers that it is a privilege to represent the school and community.
 - g. All valuables should be locked at all contests.

I. Officials

- A. Officials shall be encouraged to present a pre-game rules interpretation, or summary of rule changes, to spectators at the beginning of each season.
- B. Officials shall be informed of the Southern Lakes Conference's support for their efforts to control the athletic contest, and emphasis on sportsmanship.
- C. Officials may request that the game manager remove disruptive spectators from any athletic contest.

J. Spirit Teams

- A. Spirit Teams are to discourage negative and vulgar cheers and unsportsmanlike activities.

K. Spectators

- A. Attempt to understand and be informed of the playing rules.
- B. Appreciate a good play no matter who makes it.
- C. Cooperate with and respond enthusiastically to cheerleaders.
- D. Show compassion for an injured player; applaud positive performances; do not heckle, jeer or distract players; and avoid use of profane and obnoxious language and behavior.
- E. Respect the judgment and strategy of the coach and do not criticize players or coaches for loss of a game.
- F. Respect property of others and authority of those who administer the competition.
- G. Censure those whose behavior is unsportsmanlike.
- H. The host school shall notify the administration of the visiting school about any students who may have had to be removed from an event. Cooperation is expected. Failure to follow these expectations shall result in removal from the premises.
- I. The principal or his/her representative shall communicate the goals of the Southern Lakes Conference Sportsmanship Guide to the Booster Club of each school.

SOUTHERN LAKE CONFERENCE DUES AND FEES

SECTION 1. Dues

A. The Conference dues shall be reviewed and set by the conference principals on an annual base.

SECTION 2. Admissions

A. Admission prices for all athletic events except the wrestling and volleyball tournaments are \$3.00 or adults an \$2.00 for students who present a current Southern Lakes Conference high school ID. Individual schools may charge \$1.00 for grade school students. B. Wrestling and volleyball tournament admission prices are:

All day	\$5.00 – Adults	\$3.00 – Students
Finals	\$3.00 – Adults	\$2.00 – Students

C. Lifetime Passes and Season Conference Passes will be honored at all Conference Meet events.

SECTION 3. Commissioner’s Salary and Expense Account

A. The Commissioner’s salary, and expense account, shall be reviewed and set annually by the principals and be recorded in the minutes.

SECTION 4: SLC Official Assignments and Pay (updated 1/10/19)

to take effect Winter season 2019-20

1.	Baseball - two	\$60.00 each
2.	Basketball - three	\$60.00 each 65.00 in 19-20
3.	Cross Country	Relays - two \$80.00 each Conference Meet – two \$80.00 each
4.	Football - five	\$62.50 each
5.	Gymnastics	Dual - three \$65.00 each Varsity/JV1 Conference - ten \$125.00 each Triangular – four \$82.50 each
6.	Soccer	Referee/Linesman (all 3) \$60.00
7.	Softball - two	\$60.00 each
8.	Swimming	Dual – two \$60.00 each Conference Relays – three \$60.00 each Conference Meet – three \$100.00 each

DD and Triangular – two \$60.00 each

9. Track
Relays – three \$90.00 each
Conference Meet -three \$120.00 each

10. Volleyball
Dual – two \$80.00 each
Conference Meet -eight \$150.00 each
Conf. JV1/JV2 – one per court \$100.00 each

Note: Hire own line judges-fee determined by host school. Line judges maybe JV players

11. Wrestling
Dual - one \$60.00
Conference Meet -four \$175.00 each
Conference JV1 Meet –four \$125.00 each
Conference Varsity Triangular Meet -one \$120.00
Conference JV1 Triangular Meets - one \$80.00

Note: Host school hires JV1 officials for dual and triangular matches

12. JV1 & JV2 officials will be paid \$40.00 to \$45.00
Note: Individual schools will determine what they wish to pay officials

Updated 1-10-19 ep

Section 5: Southern Lakes Conference Meet Expenses Allowances

<u>Sport</u>	<u>Total Allowance</u>	<u>Break Down</u>	<u>Expenses</u>
Cheer/Dance	\$2,800.00	\$2,000.00 \$800.00	Meet Expenses Meet Officials: (8 @ \$100.00)
Cross Country Relays	\$1,660.00	\$1,500.00 \$160.00	Meet Expenses Meet Officials: (2 @ \$80.00)
Cross Country Conference	\$1,660.00	\$1,500.00 \$160.00	Meet Expenses Meet Officials: (2 @ \$80.00)
Golf *Golf fees are not included*	\$200.00	\$200.00	Meet Expenses
Gymnastics (V/JV1)	\$1,950.00	\$700.00 \$1250.00	Meet Expenses Meet Officials: 10 @ \$125.00)
Swimming & Diving Relays	\$1,280.00	\$1,100.00	Meet Expenses

		\$180.00	Meet Officials: (3 @ \$160.00)
Swimming & Diving Conference	\$1,400.00	\$1,100.00 \$300.00	Meet Expenses Meet Officials: (3 @ \$100.00)
Tennis	\$150.00	\$150.00	Meet Expenses
Track & Field Relays	\$2,270.00	\$2,000.00 \$270.00	Meet Expenses Meet Officials: (3 @ \$90.00)
Track & Field Conference	\$2,360.00	\$2,000.00 \$360.00	Meet Expenses Meet Officials: (3 @ \$120.00)
Volleyball (Varsity)	\$2,000.00	\$800.00 \$1,200.00	Meet Expenses Meet Officials: (8 @ \$150.00)
Volleyball (JV1/JV2)	\$800.00	\$400.00 \$400.00	Meet Expenses Meet Officials: (4 @ \$100.00)
Wrestling (Varsity)	\$2,200.00	\$1,500.00 \$700.00	Meet Expenses Meet Officials: (4 @ \$175.00)
Wrestling (JV1)	\$1,000.00	\$500.00 \$500.00	Meet Expenses Meet Officials: (4 @ \$125.00)

(Updated 10/4/17)

Appendix A Commissioner Evaluation

SLC Commissioner Evaluation 2018-19

Name:	Date:
Assignment: Southern Lakes Conference Commissioner	

Personal Qualities and Characteristics	NA	Exceeds expectations	Meets expectations	Improvement needed	Unsatisfactory
1. Displays enthusiasm in assigned tasks					
2. Is punctual and regular in attendance; daily schedule, daily attendance					
3. Displays effective organizational skills					
4. Displays self-control and good judgment					
5. Displays initiative; able to grasp new assignments quickly and complete new tasks with a minimum of supervision					

Professional attitude, growth, and responsibility	NA	Exceeds expectations	Meets expectations	Improvement needed	Unsatisfactory
1. Displays a positive and cheerful attitude					
2. Interacts with conference schools and staff in a positive and professional manner					
3. Shares ideas and concerns with AD's					
4. Works cooperatively to accomplish established goals					
5. Responds to and follows-through with changes and directives in a timely and positive manner					

Performance	NA	Exceeds expectations	Meets expectations	Improvement needed	Unsatisfactory
1. Can be depended upon for high quality work.					
2. Establishes rapport with students, athletic directors, principals, and secretaries in an appropriate manner.					

3. When disagreements occur, compromises appropriately to reach a solution.					
4. Exercises sound judgment and decision making.					
5. Follows through independently on important details.					

Efficiency and Effectiveness of Work	NA	Exceeds expectations	Meets expectations	Improvement needed	Unsatisfactory
1. Able to implement the athletic director's and principal's directions effectively					
2. Exercises good work habits to effectively perform assigned duties. Provides information clearly and effectively, including written and verbal correspondence.					
3. Is well organized, capable of placing priorities, and is conscious of the importance of time management. Meets deadlines consistently.					
4. Readily accepts responsibility and exerts effort beyond demands.					
5. Is courteous, tactful, and cooperative with others; recognizes the importance of teamwork.					
6. Initiates appropriate modifications as needed					
7. Follows-through with athletic director and principal-directed modifications					
8. Is receptive to criticism.					

Evaluator's Comments:

Commissioner's Comments:

Signatures:

SLC Commissioner: _____ **Date:** _____

Principal: _____ **Date:** _____

Athletic Director: _____ **Date:** _____