

Special School Board Meeting

Tuesday, August 18, 2026 7:30 AM

Kindred High School Conference Room 109, 255 DAKOTA ST, KINDRED, ND 58051-4225

I. Call to Order

II. District Business

II.A. Act on Open Enrollment Request

II.B. Approve Activities Handbook Change

II.C. Approve District Communications
Coordinator Work Agreement

III. Adjourn

Kindred Vikings

Dual-Sport Athlete Form

Any student at Kindred High School (9-12) would be able to apply to participate in two athletic sports in a single season if all the following stipulations are met and followed.

- Must apply to the Activities Director prior to the start of the overlap of seasons. (I.E. prior to the start of the later sport first day of practice)
- Both coaches must agree to allow the athlete to compete on two teams at the same time.
- The athlete will only be allowed to miss school two (2) times per week no matter what sport is active **IF** departure time takes them out of school early. (I.E yes to one baseball game and one track meet, but no to two baseball games and one track meet)
- The Athlete must pick a primary sport and secondary sport.
 - Athletes will compete at all primary sport games/meets/competitions unless agreed upon mutually by both coaches to the contrary.
 - Athletes will need to be there for at least one secondary sport practice a week unless agreed upon by both coaches to the contrary.
 - Athlete's primary sport will have priority when it comes to playoffs/regional/state competitions.
 - Coaches of both sports need to work with the athlete, and athlete's family, to develop a schedule between the two sports that allows for the ultimate success of the program and athlete.
- Athlete must maintain a 3.00 GPA during the dual-sport seasons. If at any point the athlete falls below that they will be given five (5) school days to remedy this before they will be allowed to participate in only one sport the remainder of the season.
- The KHS administration has the right to make the athlete stop competing in two sports if the athlete's grades or behavior drop off in an unacceptable manner.
- Parents/Guardians must sign and agree to all the above.

Dual-Sport Application Form

Date: _____

Name of Athlete: _____

Grade Level of Athlete: _____

Season looking to dual sport (circle one): FALL WINTER SPRING

Primary Sport: _____

Secondary Sport: _____

I HAVE READ AND UNDERSTAND THE ABOVE RULES AND STIPULATIONS HAVING TO DO WITH BECOMING A DUAL-SPORT ATHLETE AT KINDRED HIGH SCHOOL. I UNDERSTAND THAT I MAY BE TERMINATED FROM THIS PRIVILEGE IF I DO NOT FOLLOW THESE RULES, THE RULES OF THE SCHOOL, ADMINISTRATION, NDHSAA, AND ACTIVITIES DEPARTMENT. I UNDERSTAND THAT UNTIL THIS FORM IS SIGNED BY THE ACTIVITIES DIRECTOR, I WILL NOT BE A DUAL-SPORT ATHLETE. FURTHERMORE, THE ACTIVITIES DIRECTOR WILL RETURN A SIGNED COPY OF THE FORM TO THE ATHLETE AND COACHES WITHIN FIVE (5) SCHOOL DAYS OF RECEIVING THE APPLICATION.

SIGNATURE OF ATHLETE: _____

PARENTS/GUARDIANS:

I HAVE READ AND UNDERSTAND THE ABOVE RULES AND STIPULATIONS HAVING TO DO WITH MY CHILD BECOMING A DUAL-SPORT ATHLETE. I UNDERSTAND THAT THEY MAY BE TERMINATED FROM THIS PRIVILEGE IF THEY DO NOT FOLLOW THESE RULES, THE RULES OF THE SCHOOL, ADMINISTRATION, NDHSAA, AND ACTIVITIES DEPARTMENT.

SIGNATURE OF PARENTS/GUARDIANS: _____

COACHES INITIALS: PRIMARY _____ SECONDARY: _____

ACTIVITIES DIRECTOR

APPROVED _____ DENIED _____

SIGNATURE: _____

Kindred Public School District #2



ACTIVITIES HANDBOOK

UPDATED 7/1/2025

Welcome to the Kindred Activities Program! On behalf of the entire department, we wish you the best of luck in your athletic/fine arts endeavors. Kindred wants every student to have a positive experience while he or she is involved as well as being a positive representative of our communities. Being a member of a team, whether you play a little or a lot, whether you are a player, manager, or statistician, has great benefits. Being part of a team at Kindred builds physical, social, and emotional skills. Each student in our district is given the opportunity, if eligible, to try out for any team, line, or squad in their respective class or skill level. We hope your experience is rewarding and gratifying.

Participation is a privilege. Along with this privilege of participating on a team or in a group comes responsibility. Each participant or fan must remember they are representing Kindred Public School District #2. Kindred Activities Department will put a tremendous emphasis on respect, sportsmanship, citizenship, and character. Working together we can create a positive feeling of school loyalty and pride which can be shared by all athletes, students, parents, coaches, and the community. The purpose of this booklet is to give you information on the guidelines and procedures followed in all our programs. Please read the entire booklet and direct any questions to your coach or advisor.

Thanks, and GO VIKINGS!

Brad Ambrosius
Activities Director

FOREWORD

Kindred Public Schools strives to offer the most comprehensive and successful activities for its participants and community. The purpose of this handbook is to provide coaches/advisors, students, and parents with a resource into the policies and regulations governing the Viking activities programs. This handbook is meant as a general guideline, and any/all information covered within this handbook is subject to ruling and/or change by the administration and board of Kindred Public Schools.

Helping to establish a desirable atmosphere for activities is the duty of parents/guardian's, students, and school personnel. To enhance this atmosphere the following guidelines should be utilized.

I. Parent's/Guardian's Responsibility

Good discipline originates in the home because the parent/guardian is the first teacher. It is a parent's/guardian's obligation, by teaching and example, to develop in the pupil good habits of behavior as well as proper attitudes toward the school. To help your student's progress in school, a parent should:

- A. Recognize that the teacher/coach takes the place of the parent while the student is in school.
- B. Teach and require of the student respect for law, for authority, for the rights of others, and for private and public property.
- C. Share with the student an interest in school activities and in their general progress.
- D. Arrange for prompt and regular school attendance and comply with attendance rules and procedures.
- E. Arrange for a time and place for homework and see that the student makes use of the time.
- F. Encourage and guide wholesome friendships, interests and activities.
- G. Understand and comply with the rules of the school concerning pupil conduct and cooperate with the school in carrying out disciplinary action taken by the school.
- H. Instill in students that academics are the prime concern of the school.
- I. Be aware of the eligibility/participation rules of the NDHSAA, Kindred Public Schools, and those of the coach of your daughter's/son's activity.

II. Student's Responsibility

A student attends school to develop their individual capacities to their fullest potential and become, for their own benefit and that of others, the best person possible. To do this, the student should:

- A. Make a sincere effort to do his/her best work.
- B. Accept responsibility for his/her own actions and respect the rights of others.
- C. Obey school rules and regulations, those made both by the school authorities and by the student governing body.

- D. Help maintain school property free from damage and defacement.
- E. Be aware of the eligibility/participation rules of the NDHSAA, Kindred Public Schools, and the coach of your activity.

III. Coach's Responsibility

Coaching involves providing a stimulating and effective program of instruction, establishing and maintaining an atmosphere conducive to learning, and the development of sound social attitudes and habits. This is a cooperative effort in which the coach, with the assistance of the administration, should:

- A. Approach his/her assignment with enthusiasm and regard each pupil as a worthy individual.
- B. Plan and conduct a program of instruction, which will make each child eager to learn, and enable each pupil to achieve his/her full potential.
- C. Teach the student what is expected of him/her in terms of conduct in and about the school.
- D. Enforce the rules of the school system and of the school courteously, consistently, and justly.
- E. Distinguish between pupil misconduct, which should be handled by the coach and that which requires the assistance of the administration.
- F. To make the participants in the activity and their parents aware of the eligibility/participation rules of the NDHSAA, and Kindred Schools, and any rules pertaining to the activity.

IV. NDHSAA Behavior Expectations

- A. Respect the American flag and the National Anthem.
- B. Spectators must wear appropriate clothing. Those who do not comply or who wear clothing that is vulgar, obscene or that in some other way inappropriate, as determined by school/tournament personnel, will be removed from the facility if they do not cooperate with this behavior expectation.
- C. The use of appropriate language is always expected. Profanity, negative chants, trash talk, name-calling, personal attacks or other acts of disrespect are unacceptable and must be immediately addressed by school/tournament administrators. Any discriminatory slur will result in immediate removal from the facility.
- D. Any attendee ejected from a NDHSAA tournament venue will be banned from the venue(s) for the remainder of the event.
- E. Respect the game/contest. Under no condition shall anyone other than the members of the official squad enter the playing surface. No one may interfere with the contest in any way.
- F. Handheld signs and flags, which do not obstruct the view of others, are permitted provided they are in good taste. Signs or other similar items contest/tournament officials deem to be in poor taste will be removed. Message or "white" boards are prohibited. The carrying of flags around the playing surface is NOT allowed.

- Artificial noisemakers of any kind (i.e. megaphones, cowbells, sirens, whistles, thunder sticks, and other similar items) are not allowed at any indoor events, including outdoor sports played at indoor venues. Exception – Megaphones appropriately used by cheerleaders are permitted if allowed by contest officials.
- Laser lights or any other lights deemed distracting to participants are strictly prohibited.
- The use of unmanned aerial vehicles (UAV), also known as drones, is prohibited at all contests

PHILOSOPHY

The school board, administration, and faculty believe that in considering the totality of an education, there are certain aspects of personality development, social interaction, knowledge, and skills which fall outside the realm of academic curriculum.

We further believe that extra-curricular activities provide just such opportunities outside the curriculum for dealing with a variety of situations requiring social interaction, engendering personality growth, and the use of certain knowledge and skills. Along with development of social and personal graces, involvement in wholesome activities guided by competent faculty advisors, extracurricular activities may often provide an opportunity for development and nurture a sense of morality and justice that will serve the student in good stead later in life.

The activities program at Kindred will provide the opportunity and the incentive for each student athlete to develop mentally, physically, morally and socially to the fullest of his/her abilities. The activities program shall be directed toward the welfare and the best interest of the student athletes.

Since life demands many of the same qualities developed through extra-curricular activities, this opportunity will assist in preparing our students to meet life's challenges as contributing, worthwhile citizens. We, therefore, feel that the school should do all within its power to sponsor, promote, and encourage extracurricular activities.

AFFILIATIONS

Kindred Public Schools is a member of the National Federation of State High Schools (NFHS) and the North Dakota High School Activities Association (NDHSAA) and follows the policies and procedures of these organizations as a foundation for its programs. This handbook contains policies implemented by these affiliations, and additional policies that are beyond these affiliations which govern our students on a more personal basis.

ACTIVITIES OFFERED AT KINDRED

<u>Season</u>	<u>Boys/Girls</u>	<u>Sport</u>	<u>Grades</u>
Fall	Girls	Elem Volleyball	5-6
	Girls	JH Volleyball	7-8
	Girls	Volleyball	9-12
	Girls	Elem Basketball	5-6
	Girls	Golf	7-12
	Girls	Cross Country	7-12
	Boys	Cross Country	7-12
	Boys	JH Football	7-8
	Boys	Football	9-12
	Boys/Girls	One Act Play	7-12
	Boys	Soccer (Co-Op WFHS)	7-12
Winter	Boys	JH Basketball	7-8
	Boys	Basketball	9-12
	Boys	Wrestling	7-12
	Girls	JH Basketball	7-8
	Girls	Basketball	9-12
	Girls	Wrestling	7-12
	Boys	Hockey (Co-Op WFHS)	9-12
Spring	Girls	JH Track & Field	7-8
	Girls	Track & Field	9-12
	Girls	Softball	7-12
	Boys	Golf	7-12
	Boys	JH Track & Field	7-8
	Boys	Track & Field	9-12
	Boys	Baseball	9-12
	Boys/Girls	Speech	7-12
	Boys	Elem Basketball	5-6
	Girls	Soccer (Co-Op WFHS)	7-12

SPORTSMANSHIP CODE OF ETHICS

Courtesy, fairness and respect characterize sportsmanship. It is interpreted by the conduct of the participants, coaches, school administrators, and spectators. We at Kindred Public Schools are continually striving to maintain and improve these qualities.

Kindred Schools has adopted the following Sportsmanship Code:

1. Be a gracious host and show respect for our opponents.

2. Respect the decisions made by contest officials.
3. Be a positive role model when you create signs and cheer.
4. Realize that admission to a contest is a privilege, not a reason to act irresponsibly.
5. We will always be courteous in speech and action.
6. We will be loyal to our own team but also applaud the abilities of players on all teams.
7. We will obey instructions given by other schools, all administrators, and those in charge.
8. We believe that to have a successful team we must have a will to win, but we will enjoy each game; win, lose or draw, and be gracious to others no matter the outcome.

HAZING

Hazing means any act committed by a person, whether individually or in concert with others, against a student in connection with pledging, being initiated into, affiliating with, holding office in or maintaining membership in any organization that is affiliated with Kindred Public Schools, and; that is intended, or should reasonably be expected, to have the effect of humiliating, intimidating or demeaning the student, or endangering the mental or physical health of a student. Hazing also includes soliciting, directing, aiding or otherwise participating actively or passively in such acts. Hazing occurs regardless of the consent or willingness of a person to participate in the activity. Hazing may occur on or off campus. Students observing any hazing activities have an obligation to report it to a school staff member or administration. Because it is not always clear to individuals whether activities are unacceptable and/or constitute hazing, student leaders and members of student groups are strongly encouraged to consult with groups; advisors, coaches or other school officials responsible for the program or activity in advance of the planned event. Hazing will not be tolerated by Kindred Public Schools and is subject to severe penalties.

North Dakota Hazing Law 12.1-17-10. hazing – Penalty

A person is guilty of an offense when, in the course of another person's initiation into, or affiliation with any organization, the person willfully engages in conduct that creates a substantial risk of physical injury to that other person or a third person. The offense is a Class A misdemeanor if the actor's conduct causes physical injury. Otherwise, the offense is a Class B misdemeanor.

COMMUNICATION

Coaches/Advisors will use consistent communication when it comes to the schedule of their respective programs. As we live in a state that is unpredictable with weather any changes or cancellations due to weather, emergencies, etc. will be announced by the school district and local news agencies. When there is no school, there is no practice or competition. Coaches/Advisors are encouraged to use the Remind App/Band App and email for their parents and student/athletes to communicate quickly and effectively.

PHYSICALS

Student athletes participating in NDHSAA sanctioned sports programs (grades 7-12) will be required to file a pre-participation health history screening and physical examination clearance form with their school office prior to their participation on a **yearly basis**.

As per NDHSAA Constitution and By-Laws, physical evaluations may be done by the following medical professionals: Medical Doctor, Doctor of Osteopathy, Physician's Assistant, Nurse Practitioner (MD, DO, PA, NP); the Athletic Pre-Participation Health History Screening and Physical Examination is valid for one school year; **a physical examination must be completed on or after April 15 to be valid for participation the following school year.**

Link to NDHSAA physical exam form below.

https://d2q0tptsfejku7.cloudfront.net/uploads/files/NDHSAA_Physical_Form.pdf

ATHLETIC INJURY

Students that are injured in an athletic event or practice and require doctor care must provide the Athletic Trainer/Athletic Director with a signed statement by a doctor granting permission to resume practice or participation in any event.

ELIGIBILITY INFORMATION

Before any student can participate in an activity, the following must be completed:

- A. A current physical (done every year).
- B. All Kindred and NDHSAA forms completed.
- C. Participation Fee (Prior to first competition).
- D. Concussion baseline test done with Athletic Trainer (every two years, grades 7-12):
- E. Has 9 daily practices prior to first competition (grades 7-12).

ACADEMIC ELIGIBILITY

Participation in any school activity, including sports activities, concerts, dances, and the like is contingent upon the student's attendance in school on the day of the school activity involved. A student must be in school for the full day to practice or participate in competition.

The following days are exempt and WILL NOT count toward being ineligible.

- Medical Appointment - The appointment slip must be filled out by the doctor's office and returned to the school office.
- Family Emergency
- Family Vacation
- School sponsored activities
- Post-Secondary School Visits

Eligibility will be checked on designated dates listed on the Activities Calendar. If a student is failing one or more classes, they will be ineligible until the next grade check. Students will be able to practice but not participate in games/activities until grades are checked again. They may

ride along with their team providing the bus leaves after school. This includes academic school activities. These same rules will also apply to stats/managers of activities.

To be eligible for competitions after school is out in the spring and in the upcoming fall, 4th quarter grades and second semester final grades from the previous school year will be used in determining eligibility. Students' ineligible for the fall semester will be ineligible for the first competition of that semester.

Tardiness- After school detentions served due to tardies on Wednesday from 3:15-3:45pm will result in students being late to practice or event, their extra-curriculars are not an excuse to miss this detention. The students may be subject to extra consequences based on coaches' discretion. The AD, Principals, or Superintendent could designate a new time for detention based on certain circumstances not related to extra-curriculars that night.

ELIGIBILITY- SCHOOL EXPECTATIONS

We believe all people in a school deserve to be treated with respect. As extracurriculars are a privilege, not a right, and an extension of the school and its culture, students that are showing poor attitudes and detrimental behavior in school will be subject to the eligibility rules. If a student is found to be consistently making other students, teachers, or staff feel unsafe or mistreated the Coach/Advisor, Activities Director, Principal, and Superintendent have the discretion to suspend the student from extracurricular activity for a certain amount of time based upon the severity of the issue(s) for 1 to 3 competitions.

PERSONAL COMMUNICATION DEVICES KINDRED STUDENT HANDBOOK PG.39

As of the 2025-2026 academic school year the state of North Dakota has passed a state statute that prohibits the usage of personal communication devices including cell phones, watches, gizmos, tablets, etc. The Kindred Public School District #2 has put together a policy of how these will be stored and if students are caught with them the consequences are as follows in the student handbook. If a student is issued one of these consequences, they will not be exempt from disciplinary action because of practice, games, or events and will miss whatever is scheduled.

1st Offense- 30 min after-school detention on Wednesday 3:15-3:45pm.

*Student will miss the start of the after-school activity and go to activity once they are done with the detention.

2nd Offense- 1 day ISS

*Student will not participate in any after-school activity on the day that they serve the ISS (this includes games, practice, events, etc.)

3rd Offense- 3 day ISS

*Student will not participate in any after-school activity on the days that they are serving the ISS (this includes games, practice, events, etc.)

NDHSAA ELIGIBILITY

The NDHSAA has put into place the following rule regarding eligibility in the grades of 7-12.

- A student-athlete shall not participate in a similar athletic contest during the same sports season as a member of any other than a high school team nor as an unattached individual in non-school contests during the high school season in that sport.
 - **PENALTY:** Loss of eligibility from the date of the infraction and 6 contest after, or the remainder of the season, whichever is less.
- Students must be making satisfactory progress toward the school's requirements for graduation. The school where the student is fully enrolled and regularly attends shall determine satisfactory progress.
- Age – A student becomes ineligible for activities on the age of 20.
- Enrollment – After a student enrolls in the 9th Grade, he/she is eligible for no more than 8 semesters. The seventh and eighth semesters must be consecutive.
- Amateur Status – Participants may not receive cash for participating in any contest. Participants may not try-out for teams sponsored by professional organizations. Participants may accept any trophy, plaque, award providing the value does not exceed \$75.00.
- Transfers – Students who transfer from one school to another, without the parents' moving residents to the new district, are ineligible for varsity competition for one calendar year.

HOME SCHOOL PARTICIPATION

The NDHSAA and the state of North Dakota allow for home school students to participate in extracurriculars through public district of their residence. If you are a home school student and have questions about this, you should contact Kindred Public Schools.

CHEMICAL VIOLATIONS

Students participating in Kindred Public Schools activities shall be prohibited from the use, possession and/or sales of alcohol, tobacco, and/or illegal drugs of any form and at any time before, during, and after the regular school day, or whether they are in attendance at a school sponsored activity or representing Kindred Public Schools in any capacity.

It is against activities policy for any participant, including students aged 18 or older:

- To sell, deliver, give, or attempt to sell, deliver or give to any person any of these substances or what the student represents or believes to be any of these substances.
- To possess, procure, purchase or receive, or to attempt to possess, procure, purchase or receive any of these substances or what the student believes to be any of these substances. The student

will be determined to be “in possession” when the substance is on the student’s person or in the student’s locker, car, bag, or when they own it completely or partially.

- To be under the influence of (legal intoxication is not required), or to use or consume or attempt to do so, the listed substances or what is represented by the student to be any of the substances.
- To be in the PRESENCE of any individual or group who is using or in possession of any illegal substance. PRESENCE indicates that the student had ample opportunity to leave the gathering/area once the illegal substance was discovered and chose to remain at the gathering/area.

Prohibited Substances include:

- Tobacco (cigarettes, smokeless, e-cigarettes, vape, etc.)
- Alcohol
- Any controlled substance or dangerous drug
- Glue or aerosol paint or any other chemical substance not used in accordance with its labels.
- Prescription or nonprescription drug not taken in accordance with the authorized use policy.

Specific Violation Penalties:

1st Possession, Use, Sale, or Purchase Violation- Penalty shall be suspension for 6 consecutive weeks during the participants current season/activity, or his/her next participating season/activity.

2nd, 3rd, etc. Possession, Use, Sale, or Purchase Violation- Penalty shall be suspension for 18 consecutive weeks during the participants current season/activity, or his/her next participating season/activity.

SPECIAL NOTE: A student may be reinstated for competition upon completion of an inpatient alcohol or drug treatment program, provided the student or school provided a signed completion report from said treatment center to the NDHSAA office and eligibility is approved by the local school's administration.

General Guidelines for Penalties:

- The period of suspension shall begin with the date of notification to the violator by an administrator of the school.
- Suspension periods will cover consecutive weeks whenever a violation occurs during the school year.
- Suspension periods can/will be carried over from one season/activity to another, and from one year to another.
- Penalties are cumulative during one calendar year (365 days) from first violation (Ex. Sept1-Aug31)
- Participants must complete the season/activity for the suspension to count, or suspension will carry- over to his/her next season/activity.
- Suspensions for Music and Drama participants will not be served for graded class performances.

- Suspended participants are not allowed to be included in any public recognition, lettering, awards, or banquets during any season/activity from which they ended the season/activity suspended. A participant who is suspended early in a season/activity and rejoins the team as a participant, and finishes the season/activity in good standing, may be eligible for post-season awards, lettering, or banquet.

Kindred's first concern is to help students who are using prohibited substances. We want to do all we can to encourage you to seek help for yourself or your friends without fear of punishment. Whether policy violation is self-reported or investigated and confirmed, all cases of alcohol, drug, and tobacco usage are subject to NDHSAA policies and consequences.

NDHSAA COACH/STUDENT/SPECTATOR DISQUALIFICATION/EJECTION POLICY

The NDHSAA in Part Two, Article XIV, Section XII of the By-Laws under Rules of Eligibility outlines the following policy.

- Any student or coach ejected from an interscholastic contest by game officials for unsportsmanlike conduct, including but not limited to flagrant, violent, or verbal misconduct will be ineligible for the next regularly scheduled game/meet at that level of competition and all other games/meets in the interim at any level of competition. Any subsequent ejection in that season carries a four (4) regularly scheduled game/meet ineligibility. If penalties are imposed at the end of the sport season and no contest remains, the penalty is carried over in that particular sport until the next school year. In the case of a senior, the penalty will continue to the next sports season.

NDHSAA Spectator Ejection:

- Any attendee ejected from a regular season or NDHSAA tournament contest will incur a minimum two (2) week game/event suspension from that team's games/events and all other NDHSAA games/events in the interim at any level of competition. An attendee ejected for a second time during the school year shall be suspended for a minimum of one (1) calendar year from all NDHSAA regular and postseason events.

PRACTICES

- A. T-shirts or practice jerseys will be always worn during practices. During outdoor activities while on school property this rule still applies.
- B. No sport specific practices will be allowed on Sunday prior to 12:00pm. The only exception will be if it's playoff time or deemed necessary by administration.
- C. Wednesday is church night in the communities. JR. High teams are not allowed to practice after school on this night, they can practice in the mornings if necessary. All High School level teams will be out of the building by 6:00pm. If you are a JR. High individual on a High School level team you are allowed to practice on Wednesday nights with the team.
- D. Practices may be scheduled during school vacations if deemed necessary by Administration, Coaches, and Advisors.
- E. Wednesday after-school detention shall take priority over any scheduled practice or activity.
- F. Students should not attend morning practices prior to school unless they are well enough to attend daily classes.

- G. In the event school is released early due to inclement weather or other emergencies, there shall be no after school activities. School facilities will be closed.

TRAVEL TO CONTESTS

The coach/advisor will establish, and make known to their team, their expectations for dress at travel to contests/games.

Student participants at any level should never at any away contests venture outside of the school perimeter to gas stations, fast food chains, or other places. They should remain in the area of the competition and not wander around visiting schools. They should be in sight of the coaches and staff, as they are the sole responsibility of the coach(es). Doing this without the knowledge of the coach is a mandatory minimum one (1) game suspension and can be more based upon the severity of breaking this rule. This rule applies from the time the bus brings the students to the place of competition until the time the child either returns to the bus or is released by the coach into the care of the parents at the end of the contest.

SQUAD RULES

The coach/advisor will establish, and make known to their team, any eligibility/participation rules that exceed those of the NDHSAA and Kindred Public Schools. The coach, along with administrative permission, can make his/her own rules regarding certain aspects of their program.

UNIFORM CARE

Student-athletes are expected to wash and care for their school issued uniform(s). Uniforms are to be washed on a regular basis. If a uniform is returned dirty, stained (from not washing in a timely manner) or ruined, a fee will be charged.

Care instructions:

- Pre-treat any stains (grass, mud, blood, sweat, etc.). Do NOT use bleach!
- Wash inside-out in cold water. Remove promptly from washer when complete.
- Line dry or hang to dry is preferred.

PLAYING TIME PHILOSOPHY

Elementary (5th/6th) – Strive for equal playing time for all participants.

Jr. High (7th/8th) – Playing time will be shared by all participants, **but not on an equal time basis**. In certain activities, our number one concern is the safety of the athletes. If an athlete's physical stature could put him/her at risk of an injury, the coach could limit his/her playing time. Some competition will be designated with the players/teams skills in mind to ensure quality, competitive games where improvement is a priority. No cuts are made at this level.

Freshman, C-Squad, JV—Coaches will make every effort to get all kids into the game that have proven their ability to compete, learn the plays, and be accountable at practice/team functions;

teams will strive to be competitive. Cuts can be made at this level based upon evaluations by the coaches and the apparent need to do so.

Varsity – Play to win. Majority of the playing time will be limited to a few. There may be kids that won't get in the game.

For all levels above junior high, coaches shall have the sole discretion to determine playing time. Coaches, participants, and parents at these levels are expected to agree that the primary values of participation are in learning skills and teamwork. The amount of time played in games is not the sole measurement of a participant's value to the team.

Any discussion regarding playing time decisions or performance opportunities needs to be discussed with the head coach of the sport.

CONTACTING COACHES

The Kindred coaches/advisors have been instructed by the Kindred administration that they are not required to address concerns from parents during their off-duty hours that do not require immediate attention. This includes phone calls at home, out in the public, etc. Coaches are professionals and they make judgment decisions based on what they believe to be best for ALL students involved.

There are situations that may require a conference between the coach, activities director, and the parent. If the concern is not resolved by the athlete talking to the coach, or the parent talking to the coach, the parent should call the activities director to set up an appointment. It is important that both parties involved have a clear understanding of the others position. When these conferences are necessary, the following procedure should be followed to help promote a resolution to the issue of concern. Below you will find the 6-Step Parent Protocol for Conflict Resolution.

****Only begin this protocol if your son or daughter has talked to the coach first. Elementary or JR. High athletes may have a parent present when talking to the coach for moral support.***

****Both Parties will be allowed to speak in an uninterrupted manner. The conference will be in a non-threatening environment. Coaches/Advisors/Administration will refer to this protocol***

- **Step 1** – Contact the Head Coach via school phone, or e-mail, to arrange a meeting time. Please do not make this initial contact immediately after a game or contest. (see 24-hour rule below)
- **Step 2**– Attend meeting on set date and discuss concern and come to a resolution. Concerns are limited to your student-athlete only. Discussion of any other student is means for meeting termination. The athlete is encouraged to be present at this meeting.
- **Step 3**– Contact the Athletic Director, Brad Ambrosius, via school phone, or email to arrange a meeting time if a satisfactory resolution to the concern is not reached through Step 2. Head coach will be invited to this meeting.

- **Step 4-** Attend meeting on set date and discuss the concern and the proposed resolution to the concern by the Head Coach.
- **Step 5–** Contact the Superintendent via school phone, or e-mail, to arrange a meeting time if a satisfactory resolution to the concern is not reached through Step 4. Head Coach and Athletic Director will be invited to this meeting.
- **Step 6-** Attend meeting on set date and discuss the concern and the proposed resolution(s) to the concern by the Head Coach and Athletic Director.

24 Hour Rule- No conflict between a parent, student, official, or coach should be addressed during or immediately following a contest or production. The contest site, practice field, lobby, or locker rooms are not appropriate places to handle conflict. Coaches or Activity Supervisors are not to meet or deal with conflict at these times or places. Most conflicts are better resolved with an appropriate cooling down period.

GROUP CONFLICT- No parent group shall meet at the school to discuss team problems without representatives from the school which will include the A.D. or coach. At group meetings, individuals must speak for and represent themselves, not other individuals or groups

Appropriate concerns to discuss with a coach

- The treatment of your child, mentally and physically.
- Ways to help your child improve.
- Concerns about your child's behavior.
- Playing time

Issues not appropriate to discuss with a coach

- Team strategy.
- Other student-athletes.

Dual-Sport Athlete Permission

Any athlete that is in grades 9-12 can apply for playing in dual sports during the fall, winter, or spring seasons. The following criteria are to be met if the permission will be granted by the Coaches and Activities Director.

1. Must apply to the Activities Director.
2. Must have a 3.00 GPA or higher.
3. Both coaches must agree to allow the athlete to compete on two teams.
4. The athlete will only be allowed to miss school two (2) times per week no matter what sport is active. (i.e. yes to one baseball and one track event, but no to two baseball and one track event when departure time takes them out of school.
5. The athlete must pick a primary sport or which he/she must attend the primary sport practices when not competing at a meet or game in the other sport.
6. The primary sport will be picked at the beginning of the season in the application.

7. The primary sport will also have priority when it comes to play offs or regional competition.
8. The KHS administration has the right to stop the dual sport if the athlete's grades fall below the 3.00 GPA threshold. Must maintain a 3.00 GPA during the duration of the seasons.
9. Parents must sign the application form and agree to all terms.

The dual-sport application form can be found online on the Kindred Public School Website under the "Kindred Activities" drop-down subcategory.

**Guidelines for promoting 7th/8th grade players to high school sports squad
(Excluding: Golf, Wrestling, Cross Country, Softball)**

If the head coach wants a 7th or 8th grade student promoted to a high school squad, there are certain procedures to be followed. If not followed, the request will likely be denied. Step 1 is to be completed before mentioning anything to either the parent or the student athlete involved. The school district does not want the situation where a coach has discussed with the student-athlete, or parent, the possibility of that athlete being promoted to a high school squad and then having the request for transfer denied by a parent, or activities director. Certain things will be taken into consideration when deciding whether or not a 7th or 8th grade student-athlete should be moved to a high school sports squad.

These include, but are not restricted to:

1. Can the student-athlete handle the change physically, emotionally, and socially?
2. Will it benefit the student-athlete?
3. Will it benefit the team involved?
4. Is there a real need for the change?

The steps to be followed, in order:

1. The head coach of that sport shall discuss with the athletic director the reasons for wanting to implement such a move and ultimately the activities director has final say to approve or deny the coach's request.
2. The head coach shall contact the parent, explain what they would like to do, and ask if the parent approves the move. If they don't approve, proceed no further.
3. The head coach shall ask the student-athlete if they wish to make the move and, if they do, the coach(es), activities director, and parents will be brought in for a meeting to discuss reasons and expectations.

LETTERING AND PARTICIPATION AWARDS CRITERIA

The following guidelines for earning a letter have been established at Kindred by the coaches and activities director. In addition, the participant must complete the season to be eligible to letter and not have any chemical violations during the season.

Football – Lettering criteria:

- 1) Play at least 9 quarters in a varsity contest. One play in the quarter counts as a quarter. A player who becomes injured but would

have met the quarter requirement had the injury not occurred, will receive a letter.

- 2) 100% attendance in practice, games, lifts, team meetings (illness and family emergency exempt; 3 tardies= absence)
- 3) Completes the entire season in good standing (attendance, effort and attitude)
- 4) Upholds team standards on sportsmanship, academics, and behavior in and out of school
- 5) Remains academically eligible throughout the entire season

Volleyball – Lettering requirements:

- 1) Must be on the Varsity roster at some point in the season.
- 2) Must have played in a minimum of 5 Varsity matches.

Cross Country - Lettering requirements:

- 1) Must be on the team, grades 7-12, and finish the season in good standing.

One Act Play/Musical-Lettering requirements:

- 1) Be a part of the cast or crew and finish the season in good standing.

Girls Basketball-

Lettering requirements:

- 1) Must be on the Varsity roster.

Boys Basketball-

Lettering requirements

- 1) Must be on the Varsity roster.

Track & Field-

Lettering requirements:

- 1) Need to score at least one point at any Varsity meet.
- 2) Must be at the Regional Meet for the full duration with the team.

Baseball-

Lettering requirements:

- 1) Must be on the Varsity roster.

Softball

-

Lettering requirements:

- 1) Must be on the Varsity roster.

Boys Golf

-

Lettering requirements:

- 1) Be on the Varsity level team for at least two matches.

Girls Golf

-

Lettering requirements:

- 1) Be on the Varsity level team for at least two matches.

Mgrs/Stats

-

Lettering criteria:

- 1) Must be at 90% of Varsity level events.

- Band** - Lettering criteria:
1) Have to perform at the regional and state competitions.
- Choir** Lettering criteria:
1) Have to perform at the regional and state competitions.
- Speech** - Lettering criteria:
1) Any member, grades 7-12, that finishes the season and competes in at least 3 scheduled competitions.
- Wrestling -** Lettering criteria:
1) Any points earned in a varsity level competition that benefits the whole of the varsity team.

PARTICIPATION FEES (UPDATED 2024-2025)

Activity Fees for Grades 5 – 6:	\$ 20.00 per activity
Activity Fees for Grades 7 – 8:	\$ 30.00 per activity
Activity Fees for Grades 9-12:	\$ 40.00 per event
Family Maximum:	\$240.00 per year (9-12 only)

Kindred Public School District #2
2026-27 School Year
Communications Coordinator Work Agreement

Employee: Wendy Bernier
Position: Communications Coordinator
Months: August 2026 – July 2027
Duties: Per Job Description
As Assigned by Administration
Compensation: \$1,000 per month (\$12,000)

Job Summary:

The Communications Coordinator is a key member of the district leadership team, responsible for planning, coordinating, and delivering clear and consistent communication to students, families, staff, and the broader community. In a small district setting, this role requires a hands-on professional who can work independently, manage multiple priorities, and build strong relationships to promote the district's mission and positive image.

Primary Responsibilities:

- Develop and manage district-wide communication strategies that reflect the district's values, priorities, and initiatives.
- Serve as the primary point of contact for media inquiries and public information.
- Oversee the district's social media presence and engagement, ensuring timely and appropriate posts.
- Assist with communication support during emergencies or urgent events, including weather-related closures, safety updates, or crisis situations.
- Promote district events, student/staff achievements, and special programs.
- Attend some school and community events to gather stories and photos to highlight district accomplishments.

RETURN BY: August 24, 2026

WENDY BERNIER

DATE

SUPERINTENDENT