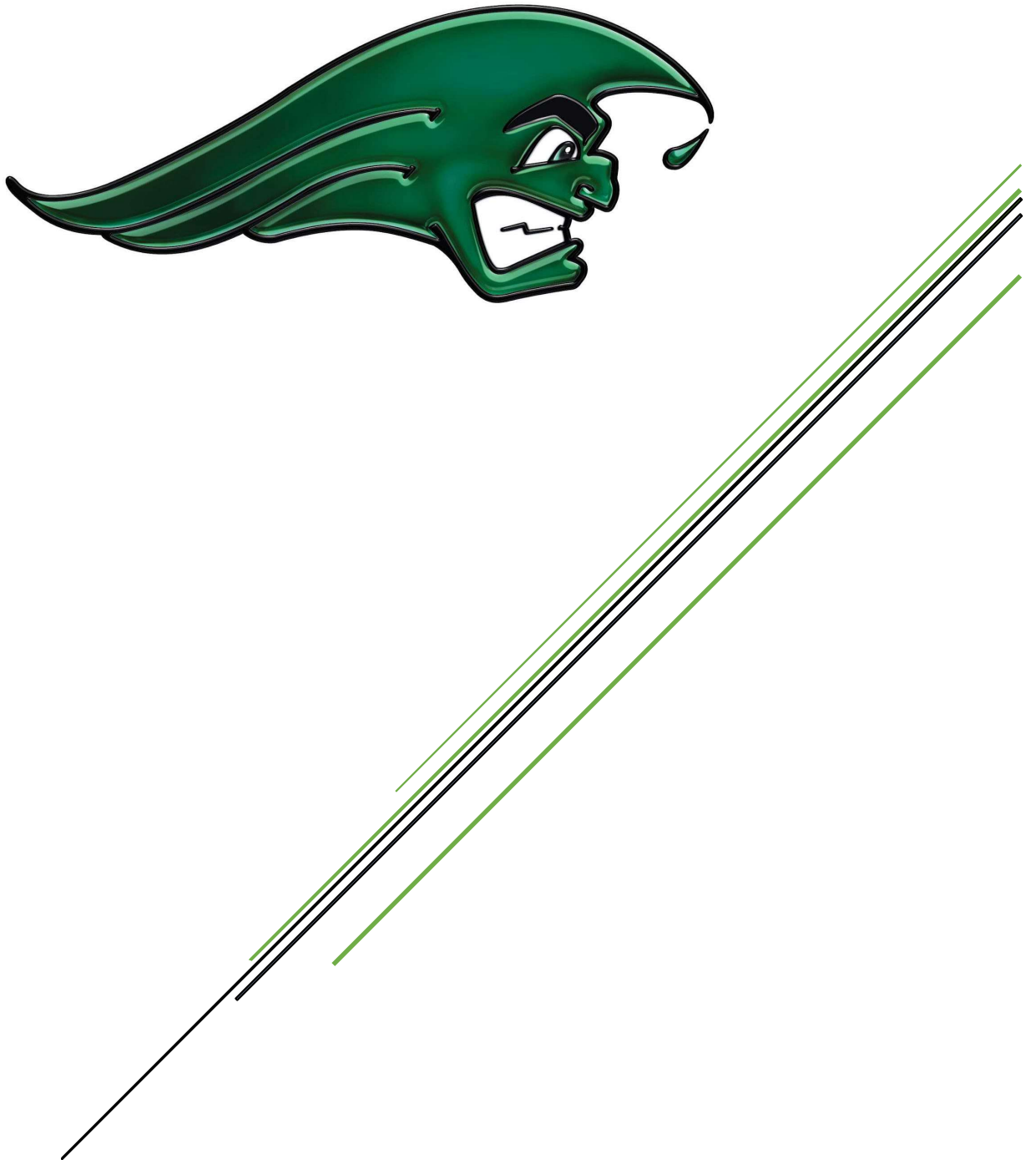


GREENVILLE ATHLETIC DEPARTMENT

2023-2024 Code of Conduct



Greenville City Schools

2023-2024
Athletic Code of Conduct

PHILOSOPHY

The Greenville City Schools provide a variety of athletic activities that complement the educational and athletic development of each student. The privilege of participation carries the responsibility of adherence to the Athletic Code of Conduct. The actions of student-athletes (hereinafter “participants”) in school and community reflect upon the overall image of the institutions and activities they represent. As representatives of Greenville City Schools, participants are expected to display exemplary conduct at all times, whether or not engaged in athletic activities. Through participation in the student athletic program, students are provided an opportunity for education and character-building experiences.

As well, conformance to this code will promote the safety and welfare of participating students. The Greenville Board of Education desires to implement a policy that will attempt to provide this district with a safe and healthful student athletic program. This policy applies to all athletes from grade 7-12.

Parents/guardians and the school community need to work together to provide these activities for our children. This code is not meant to usurp or restrict the responsibility of parents. The Greenville City School District feels very strongly that parents must monitor their own children’s behavior and impose their own discipline measures beyond those consequences outlined in this document.

This code of conduct represents the minimum standards. Each coach may have additional rules and guidelines established and approved by the administration prior to the beginning of their sport/activity.

PURPOSE OF CODE OF CONDUCT SHALL BE:

1. To provide a healthy and safe environment to all student athletes participating in the athletic program.
2. To discourage all student athletes from using tobacco, drugs, and alcohol.
 - a. Students will assume all responsibility for regulating their personal lives in ways that will result in their becoming healthful members of a team and worthy representatives of the school and community.
3. To provide athletes with the opportunity to become leaders in the student body for a drug-free school.
4. To provide solutions for the student athlete who does use drugs and alcohol.
5. To provide the athletic department with positive guidelines and disciplinary policies for violations of the drug free policy.
6. To encourage those students who participate in athletic programs to remain tobacco free, drug free, and alcohol free.
7. To reflect the Greenville community’s desire to have its youth live a tobacco, drug, and alcohol-free lives.

ENFORCEMENT OF THE ATHLETIC CODE OF CONDUCT

The Athletic Code of Conduct is enforced twenty-four (24) hours a day, seven (7) days a week, and three hundred sixty-five (365) days a year; while the participant is enrolled in high school or junior high school.

I. Types of Discipline

- a. Denial of participation.
- b. School work assignments (community service).
- c. Academic ineligibility.
- d. Restitution.
- e. Dismissal.
- f. Drug, alcohol, and/or tobacco assistance program.
- g. Other methods of discipline as outlined in the approved coaches training rules for each sport.
- h. All athletic awards will not be issued until punishment has been served for violations of the Athletic Code of Conduct.

IN-SEASON AND OFF-SEASON ATHLETIC PARTICIPATION

Any person participating in the Greenville High School athletic program and/or contests under the control and jurisdiction of the Greenville Schools and/or the Ohio High School Athletic Association (OHSAA). Any student participating in any selected athletic school sponsored activity that requires a coach and/or advisor.

In-season participation in athletic activities is defined as follows:

* For athletes, beginning with the Ohio High School Athletic Association starting date through the latter of awards night, or completion of the activity by the student.

A participant whose activity is not in-season at the time of the participant's violation of this Code shall be considered an off-season participant. A student is not considered an "off-season" athlete until they have been a member of an interscholastic sport.

STUDENT AND PARENT CONTRACT

A copy of the Athletic Code of Conduct will be included in the junior high school's and high school's Student Handbook effective 2023-2024 school year and the junior high and high school web pages effective 2023-2024 school year.

A meeting to review the Code of Conduct may be held by the athletic department for parents and student participants. The Athletic Director may utilize a power point presentation on the Athletic Code of Conduct. The presentation provides a standardized presentation for the student, parents, advisors and coaches. After the presentation, the athletic director may conduct a question, answer, and additional rules session, reemphasizing the responsibility of the participants, parents, and coaches. However, enforcement of the provisions of this Code does not depend on attendance at a review session, seeing the presentation or even whether or not such a review session is held.

SELF-REFERRALS

A student athlete may give a self-referral one (1) time during their four-year tenure at Greenville High School. A student-athlete can only self-refer BEFORE information is brought to the administration that could lead to a student athlete code violation. The student will also be required to participate in an approved Alcohol and Drug Education/Intervention Program (at the

cost of the participant) beginning with an assessment from a certified chemical dependency counselor; then following the counselor's recommendations not to exceed five (5) weeks. NO other punitive action is taken upon the student's self-referral. If another violation occurs, the next offense goes to level 2.

*Self-Referrals do not apply at the middle school (grade 7-8).

REVIEW PANEL

A Review Panel will be established by the athletic director. The High School Review Panel will include the following individuals: assistant principal, the athletic director, and non-suspending head coach. The athletic director shall investigate suspected violations of this Code. Violations that are admitted to by the student and/or parent and are clear-cut will be acted upon by the athletic director. All other violations will be taken to the Review Panel. The Panel may, in its discretion, conduct further investigation, including requesting the appearance before it, of the alleged violator and/or witnesses with information concerning the alleged violations.

Decisions rendered by the Review Panel will require a simple majority vote based on the evidence presented. A student charged with a violation of this Code will be given a written notice of violation. The student may appear before, and be heard by the Review Panel, with or without a representative. The student may appeal the decision by presenting a written request to the building principal within 24 hours after receiving the notice of violation.

The Review Panel is not bound by formal rules of evidence or procedure in the conduct of its investigations and deliberations, and there is no right on the part of the participant to record the proceedings or to confront or cross-examine witnesses. The Review Panel may withhold awards or honors pending its decision.

A participant may request review by the building principal or his/her designee of a decision by the Review Panel finding a Code violation. Such a request must be in writing and given to the principal with 24 hours of being notified of the Review Panel's decision. The review shall occur no later than 48 hours following receipt of the written request for review. The participant shall have the right to appear before the principal/designee, with or without a representative. The principal/designee's review shall be held in closed session, and the principal/designee, is not bound by formal rules of evidence or procedure. The participant shall not have right to confront or cross-examine witnesses, or to make a record of the principal/designee's proceedings. The principal/designee's decision in the matter is final. Pending the principal's review and decision, the decision of the Review Panel shall remain in full force and effect.

In cases of requested reinstatement following Code violations involving alcohol, tobacco or illegal use of drugs, the Review Panel will assess information presented by the Drug and Alcohol Counselor after the student completes substance abuse counseling. The panel will determine whether the student has fulfilled the requirements established by the Athletic Code of Conduct and further determine eligibility for further participation in athletic activities.

CODE VIOLATIONS

The following shall constitute violation of the Athletic Code of Conduct:

- A. Any conduct by a participant, which would otherwise be a violation of the Greenville Schools Code of Conduct.
- B. Any conduct by a participant that may be deemed by the Review Panel to be both of a serious nature, and a violation of state, local, or federal criminal or juvenile law.

C. Attendance by a participant at a party or other gathering (unless accompanied at all time by the participant's parent/guardian) where alcohol or illegal drugs are available for consumption by the participant or any underage individual in attendance. A participant is required to leave a party or gathering immediately upon knowing of, or detecting by use of any of the participant's senses, the availability of alcohol or illegal drugs at the party or gathering.

D. Consumption, possession, use, purchase, sale, concealment, or transmission of alcohol defined as: Any intoxicating liquor, beer, wine, mixed beverage, or malt liquor beverage as defined in the O.R.C. The term "alcoholic beverage" includes any liquid or substance, such as "near beer" which contains alcohol in any proportion or percentage. The term "alcoholic beverage" does not include a substance used for medical purposes in accordance with directions for use provided in a prescription or by the manufacturer and in accordance with school district policy and rules related to the use of prescription and non-prescription drugs, provided the substance is a) authorized by a medical prescription from a licensed physician and kept in the original container, which shall state the student's name and directions for use or b) an over-the-counter medicine

E. Or any controlled substance, inhalant, illegal/illicit drugs, paraphernalia, intoxicant, or any illegal drug and tobacco products defined as; any substance included in the U.S.C. 802(6), which an individual may not sell, offer to sell, possess, give, exchange, use, distribute, or purchase under State or Federal Law. This definition also includes all prescribed and over-the-counter drugs being used in any way other than for medical purposes in accordance with the directions for use provided for in the prescription or by the manufacturer.

F. Hazing is defined as doing any act or coercing another, including the victim, to do or initiate any act to another student that causes or creates substantial risk of causing mental or physical harm to any person ("swirling" is considered hazing). Participants involved in any hazing activity will be subject to the maximum penalty as defined in the Code Violation Consequences. For example, if the hazing incident is the participant's first code violation, the participant will lose eligibility for a number of games equal to 40% of the maximum allowable contests (as defined by the OHSAA) as well as post season contests. If the hazing incident is the participant's second code violation, the participant will lose eligibility for a number of games equal to 60% of the maximum allowable contests (as defined by the OHSAA) as well as post season contests. If the hazing incident is the participant's third code violation, the participant will be permanently excluded from all athletic activities.

G. Social Media refers to the use of web-based and mobile technologies to turn communication into interactive dialogue. Examples of Social Media include, but are not limited to: Facebook, Twitter, Instagram, YouTube, Snapchat, Vine, and Kik. The Greenville Athletic Department recognizes athletes' right to participate in social media, however, it maintains and will enforce the following expectations of athletes:

1. Student-athletes will not post sexist, racist, obscene or profane material of any kind.
2. Student-athletes will not use social media to degrade, demean, or attack any person or school.
3. Student-athletes will not post material relating to acts in violation of any Federal or State laws, or team rules.

4. Student-athletes will not post material which reflects negatively on themselves, Greenville High School, the Greenville Athletic Department, their respective teams or other schools.

Any activity or language in violation of the above provisions is subject to investigation and discipline.

H. The building principal may declare any participant ineligible at any time he or she brings discredit on up the school or for continued violations of school rules or regulations. Behavior, which reflects negatively on the participant or department would include, but is not limited to, offenses such as:

1. Repeated truancy from school or class.
2. Acts of vandalism or abuse of persons or property.
3. Repeated infractions of school rules or chronic incorrigible behavior.

CODE VIOLATION CONSEQUENCES

Any athletic participant violating the Code of Conduct, as determined by the Review Panel, will at a minimum receive a written warning. The Review Panel retains the discretion to adjust the penalty for more serious violations, and to determine further conditions for reinstatement.

A) FIRST OFFENSE

1) A student athlete may give a self-referral one (1) time during their four-year tenure at Greenville High School. A student-athlete can only self-refer BEFORE information is brought to the administration that could lead to a student athlete code violation. The student will also be required to participate in an approved Alcohol and Drug Education/Intervention Program (at the cost of the participant) beginning with an assessment from a certified chemical dependency counselor; then following the counselor's recommendations not to exceed five (5) weeks. The student must successfully complete the counseling program or else she/he will be deemed in violation of the code of conduct and will be ineligible to participate in any athletic program until the program has been completed. NO other punitive action is taken upon the student's self-referral. Parents are encouraged to attend counseling sessions with their child. If another offense occurs, the next offense goes to level 2.

*Self-referrals do not apply at the middle school (grades 7-8).

2) Upon the first violation the student shall lose eligibility for a number of games equal to 20% of the maximum allowable contests (as defined by the OHSAA), provided the participant admits to the Code violation upon questioning by the athletic director. The athlete must report to practice during this time. The contests shall be consecutive starting with the first scheduled event after the confirmation of the violation and will include post-season contests.

3) Upon the first violation the student shall lose eligibility for a number of games equal to 40% of the maximum allowable contests (as defined by the OHSAA), if the student, upon questioning by the athletic director, denies violating the Code of Conduct and is found to have violated the Code of Conduct by the review board. The athlete must report to practice during this time. The contests shall be consecutive starting with the first scheduled event after the confirmation of the violation and will include post-season

contests. The student will also be required to participate in an approved Alcohol and Drug Education/Intervention Program (at the cost of the participant) beginning with an assessment from a certified chemical dependency counselor; then following the counselor's recommendations not to exceed five (5) weeks. The student must successfully complete the counseling program or else she/he will be deemed in violation of the code of conduct and will be ineligible to participate in any athletic program until the program has been completed. Parents are encouraged to attend counseling sessions with their child. If the athlete does not complete the counseling recommendations within 6-11-week range then they will not be eligible for the next sport they participate in.

*Suspension from an athletic activity under this section does not render the participant ineligible for tryouts and auditions for future athletic activities.

*After a violation of this Code is charged, but pending appeal to the Review Panel, a participant may NOT participate in athletic activities.

B) SECOND OFFENSE

1) Upon the second violation the student shall lose eligibility for a number of games equal to 40% of the maximum allowable contests (as defined by the OHSAA), provided the participant admits to the Code violation upon questioning by the athletic director. The athlete must report to practice during this time. The contests shall be consecutive starting with the first scheduled event after the confirmation of the violation and will include post-season contests. The student will also be required to participate in an approved Alcohol and Drug Education/Intervention Program (at the cost of the participant) beginning with an assessment from a certified chemical dependency counselor; then following the counselor's recommendations not to exceed five (5) weeks. The student must successfully complete the counseling program or else she/he will be deemed in violation of the code of conduct and will be ineligible to participate in any athletic program until the program has been completed. Parents are encouraged to attend counseling sessions with their child. If the athlete does not complete the counseling recommendations within 6-11-week range then they will not be eligible for the next sport they participate in.

2) Upon the second violation the student shall lose eligibility for a number of games equal to 60% of the maximum allowable contests (as defined by the OHSAA), if the student, upon questioning by the athletic director, denies violating the Code of Conduct and is found to have violated the Code of Conduct by the review board. The athlete must report to practice during this time. The contests shall be consecutive starting with the first scheduled event after the confirmation of the violation and will include post-season contests. The student will also be required to participate in an approved Alcohol and Drug Education/Intervention Program (at the cost of the participant) beginning with an assessment from a certified chemical dependency counselor; then following the counselor's recommendations not to exceed five (5) weeks. The student must successfully complete the counseling program or else she/he will be deemed in violation of the code of conduct and will be ineligible to participate in any athletic program until the program has been completed. Parents are encouraged to attend counseling sessions with their child. If the athlete does not complete the counseling recommendations within 6-11 week range then they will not be eligible for the next sport they participate in.

***If the Second Violation occurs within three hundred sixty-five (365) days of the First Violation, there will be no reduction in penalty for honesty. The punishment will be the maximum allowed under Second Offense, which is 60% of the maximum allowable contests (as defined by the OHSAA) as well as post season contests.

C) THIRD OFFENSE

1) A third violation of this Code of Conduct will automatically result in permanent exclusion from all athletic activities offered by Greenville Schools. Violations are accumulative throughout the student's secondary school career (grades 9-12) and middle school career (7-8). But do not carry over from middle school to high school. Denial of participation will be enforced during a sport or season in which the athlete has previous participated and successfully completed the entire season. The Review Panel may choose to waive this provision on a case by case basis. This provision does not apply to Freshman, as they have not established their history of participation.

**Maximum Allowable Contests as Defined by the OHSAA
and Corresponding Denial of Participation**

Sport	Maximum Number of Contests as defined by the OHSAA Board	20% Denial of Participation (Number of Contests Denied)	40% Denial of Participation (Number of Contests Denied)	60% Denial of Participations (Number of Contests Denied)
Baseball	27 Games	5 Games	11 Games	16 Games
Basketball (Boys and Girls)	22 Games	4 Games	9 Games	13 Games
Bowling	24 Matches	5 Matches	10 Matches	14 Matches
Cross Country (Boys and Girls)	16 Meets	3 Meets	6 Meets	10 Meets
Football	10 Games	2 Games	4 Games	6 Games
Golf	20 Matches	4 Matches	8 Matches	12 Matches
Gymnastics	14 Meets	3 Meets	6 Meets	8 Meets
Soccer (Boys and Girls)	16 Matches	3 Matches	6 Matches	10 Matches
Softball	27 Games	5 Games	11 Games	16 Games
Swimming and Diving (Boys and Girls)	16 Meets	3 Meets	6 Meets	8 Meets
Tennis (Boys and Girls)	22 Matches	4 Matches	9 Matches	13 Matches
Track and Field (Boys and Girls)	16 Meets	3 Meets	6 Meets	8 Meets
Volleyball	22 Matches	4 Matches	9 Matches	13 Matches
Wrestling	20 Points	4 Points	8 Points	12 Points

*When calculating the number of contests denied, the number of maximum allowable contests are multiplied by the percentage associated with the level of offense. Any partial games (decimal values) are rounded using conventional and accepted mathematical practices.

*Cheerleading is not a recognized sport by the OHSAA. The number of contests denied will be determined by multiplying the number of scheduled contests by the percentage associated with the level of offense. Contests will include both competitions and games.

QUITTING OR DENIAL OF PARTICIPATION.

Denial of participation will be in a sport in which the athlete previously or currently participated and successfully completed the entire season. If this is not possible, the Athletic Director or Review Panel will make the decision as to which sport the athlete will be denied participation. If an athlete participating in "Sport A" either quits the squad or is denied participation for the squad, he/she is not eligible to join the organized conditioning program or go out for "Sport B" until the other members of "Sport A" are eligible to come out.

A. The organized conditioning program is defined as the conditioning period just prior to the sport season as defined by the OHSAA. Open gyms and open weight rooms are not considered as an organized conditioning program.

B. This policy also applies to the participant who becomes academically ineligible for "Sport A."

C. This policy does not apply to the athlete who is "cut" from the squad by the coach following a tryout.

D. Any exceptions to this policy must be approved by the coach of "Sport A" and the athletic director.

DISAGREEMENT BETWEEN PARTICIPANT AND COACH

Any disagreement between a participant and coach should be brought to the immediate attention of the athletic director. If this does not resolve the problem, it will then be taken to the building principal or his/her designee. Any further disagreements will then be subject to the review panel.

TWO SPORT ATHLETES

Any participant who wishes to participate in two sports during the same season needs to have permission from both Head Coaches and Athletic Director. If permission is granted, a detailed plan will need to be created describing how practice, contest and transportation conflicts will be resolved. This includes designating a primary sport in case of conflict between contests. This plan will be signed by the coaches, Athletic Director, parents and athlete.

SUSPENSION

Students enrolled in athletic activities who are under "out-of-school suspension" may not participate in practices, contests, performances, meetings, field trips, etc., sponsored by the athletic activity. Students serving "in-school-suspension" are eligible to participate in practices and contests.

SUPERVISION AND TRANSPORTION

All participants will be under the direct supervision of the coach or administrative head to and from all contests. When the school provides transportation, all student-athletes will travel to and from the scheduled event on school transportation. Athletic participants can be released only by their coach to their parents or legal guardian in an emergency or unusual circumstance or if prior arrangements have been approved by the athletic director or principal and is presented to the coach in writing.

APPEARANCE AND DRESS

On any trip or at any activity, participants will be informed as to dress and conduct. All participants will be well groomed at all times. The coach will establish minimum standards in regards to dress, conduct and grooming.

EQUIPMENT RESPONSIBILITY

Athletic participants and their parents are financially responsible for all district owned equipment or uniforms issued to the students. A late/damage fee will be assessed for any equipment/uniforms not returned by the due date or returned damaged. The fee for turning in equipment more than (7) seven days after the athlete has completed participation will be twenty dollars (\$20). An additional fee will be assessed every (7) seven days until school issued equipment/uniforms are returned or replacement cost is paid. The fee for damaged equipment will be equivalent to the cost for replacement or repair of the damaged item(s).

AWARDS

- A. Awards will be presented to each participant at end of season awards or at the conclusion of the school year. Participants are required to attend the awards presentation unless excused by the head coach or athletic director. The head coach will notify the administrator conducting the awards presentation.
- B. Unexcused absences from the awards presentation will result in all awards being held to the end of the school year at which time the participant may request their awards from the administrator conducting the awards presentation.

INCLEMENT WEATHER

When school is canceled due to inclement weather, all school events/activities/practices will also be suspended. If the weather conditions improve, these events/activities/practices may be rescheduled with the permission of the Superintendent of Schools and the Principal only. The attendance of athletic participants at any rescheduled event/activity/practice will be at the option of the athletic participant/parent.

VACATIONS

Student-athletes missing events/activities/practices due to vacations with parents/legal guardians will be considered excused absences during regularly scheduled school vacation periods only.

ABSENCES

An athletics participant must be in attendance a minimum of 4 complete classes excluding lunch, and any periods missed must be missed due to an excused absence. Any non-emergency, unusual circumstance that would prevent the athletics participant from meeting the minimum attendance requirement must have prior approval from the Athletic Director or Principal.

PHYSICAL EXAM POLICY

- A. Student athletes are required to have a physical exam done after May 1st to be applied to the next school year.
- B. The physical exam forms must be completed and on file with the athletic office prior to the first practice of the sport of choice for the student athlete.

ACADEMIC ELIGIBILITY

I. Eligibility- Grade 9-12

a. Grading Period Eligibility

- i. In order to be eligible, a student must be currently enrolled, and must have been enrolled in school the immediately preceding grading period. During the preceding grading period, the student must have passing grades in a minimum of five (5) one credit courses or the equivalent which count toward graduation.
- ii. The eligibility or ineligibility of students continues until the start of the fifth (5th) school day of the next grading period, at which time the grades from the immediately preceding grading period become effective. EXCEPTION: Eligibility or ineligibility for the first grading period commences with the start of the fall season, as opposed to the fifth (5th) school day of the grading period.
- iii. A student dropping below a 2.0 GPA in the previous grading period will be placed on academic probation with additional monitoring, and study requirements implemented. Students will be excluded from participating in the activity if they have less than a 1.2 GPA on a 4.0 scale grading scale for the previous nine weeks. In addition, students will be ineligible to participate if they fail more than two (2) classes in the previous grading period.
- iv. A student enrolled in the first grading period after advancement from the eighth grade must have passed a minimum of four (4) subjects at the conclusion of the immediately preceding grading period.
- v. Summer school grades earned may not be used to substitute for failing grades from the last grading period of the regular school year.
- vi. Failing to comply with the grading period eligibility requirements will result in academic ineligibility for the succeeding grading period.
- vii. Athletes enrolled in Virtual Academy must have completed 25% of five one credit courses at a passing rate each grading period.

b. Weekly Eligibility

- i. To remain eligible on a weekly basis, an athlete must have passing grades in a minimum of five (5) one-credit courses on the equivalent which count toward graduation.
- ii. Athletes, in season, will be checked each Thursday using the ProgressBook Gradebook Software for their cumulative grade average. The Athletic Administrator will give each varsity coach, in season, a list of athletes who have below a C- for each class in which they are currently enrolled. The coach will inform the athlete of the difficulty in that particular class.
- iii. Failure to meet the weekly eligibility requirements will result in academic ineligibility for the next sport week. A "sport week" is from midnight on Saturday to midnight the following Saturday.

c. Practice

- i. An athlete may continue to practice with the team during a period of ineligibility unless denial of participation is indicated by the coach, athletic director, or building principal.

ACADEMIC ELIGIBILITY

II. Eligibility- Grade 7-8

a. Grading Period Eligibility

- i. A student enrolling in the seventh grade for the first time will be eligible for the first grading period regardless of previous academic achievement. Thereafter, in order to be eligible, a student in grade 7 or 8 must be currently enrolled and must have been enrolled in school the immediately preceding grading period and received passing grades at the conclusion of that grading period in a minimum of four (4) of those subjects.
- ii. The eligibility or ineligibility of students continues until the start of the fifth (5th) school day of the next grading period, at which time the grades from the immediately preceding grading period become effective. **EXCEPTION:** Eligibility or ineligibility for the first grading period commences with the start of the fall season, as opposed to the fifth (5th) school day of the grading period.
- iii. A student dropping below a 2.0 GPA in the previous grading period will be placed on academic probation with additional monitoring, and study requirements implemented. Students will be excluded from participating in the activity if they have less than a 1.2 GPA on a 4.0 scale grading scale for the previous nine weeks. In addition, students will be ineligible to participate if they fail more than two (2) classes in the previous grading period.
- iv. Failing to comply with the grading period eligibility requirements will result in academic ineligibility for the succeeding grading period.

b. Weekly Eligibility

- i. To remain eligible on a weekly basis, an athlete must have passing grades in a minimum of five (5) one-credit courses on the equivalent which count toward graduation.
- ii. Athletes, in season, will be checked each Thursday using the ProgressBook Gradebook Software for their cumulative grade average. The Athletic Administrator will give each head coach, in season, a list of athletes who have below a C- for each class in which they are currently enrolled. The coach will inform the athlete of the difficulty in that particular class.
- iii. Failure to meet the weekly eligibility requirements will result in academic ineligibility for the next sport week. A "sport week" is from midnight on Saturday to midnight the following Saturday.

c. Practice

- i. An athlete may continue to practice with the team during a period of ineligibility unless denial of participation is indicated by the coach, athletic director, or building principal.