

Kermit ISD Athletic Handbook



2025-2026

It is the policy of (Kermit ISD) not to discriminate on the basis of race, color, national origin, sex, handicap, or age in its employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.

Es norma de (Kermit ISD) no discriminar en sus procedimientos de empleo por motivos de raza, color, origen nacional, sexo, impedimento o edad, tal como lo requieren el Título VI de la Ley de Derechos Civiles de 1964, según enmienda; Título IX de las Enmiendas en la Educación, de 1972, la ley de Discriminación por Edad, de 1975, según enmienda; y la Sección 504 de la Ley de Rehabilitación de 1973, según enmienda.

Kermit Independent School District Athletic Policy

Kermit Athletics Mission: It is the mission of the Kermit athletic department to develop student-athletes who are committed to excellence in the classroom, field, and in the community. We will build servant leaders through discipline and hard work while in pursuit of success on the field/court/track.

Kermit Athletics Vision: The vision of the Kermit athletic department is to build annually competitive athletic programs in pursuit of the playoffs, district championships, and winning seasons. Also, to develop well-disciplined student athletes who are successful educationally, personally, and athletically.

Objective: School athletics have a tremendous potential for meeting the needs of our youth. Competition and cooperation are prized by our American culture. Both are fostered by well-conducted and competently directed athletic contests. Therefore, an intensive, well-balanced program of interscholastic sports should be offered to all pupils. Interscholastic athletics for the physically gifted represents an area of great potential for practicing the pursuit of excellence.

Purpose: The basic purpose of the Kermit ISD Athletic Program and its operation is to help each student become the very best person that he or she can be. In order to accomplish this purpose, we must:

1. Athletic achievement requires commitment from all athletes, parents, coaches, and administrators. For all of us to be successful, effective communication must occur.
2. The school athletic department and administration believe strongly in being accessible to parents and supportive of the coaching staff.
3. We are continually attempting to improve communication with the students and parents. For our programs to be truly successful, it is necessary that everyone understands the focus and direction of the program.
4. The Kermit Athletic System will strive to employ coaches with social abilities in their field who will teach individual and group skills. But more importantly, these people should encourage participation in all sports and instill a love for competition.
5. No student is required to take part in athletics, nor is participation necessary for graduation. Belonging to a team is a privilege for any student who is capable of competing and is willing to conform to the high standards and ideals of athletics. Special standards for participation will be expected, and when individuals fail to comply, the privilege will be revoked.

Participation: It is the goal of the athletic program to offer the opportunity of participation to every student who has the ability and desire to do so. However, no student is obligated to take part in athletics nor is participation in athletics required for graduation. It is stressed that participation in the Kermit ISD Athletic Program is a privilege, not a right. Since it is a privilege, the coaching staff, in accordance with Kermit ISD Policy and Due Process Procedures, has the authority to suspend or revoke the privilege when the rules and the standards of the Athletic Program are not followed.

Athletic Period: Students who wish to participate in football, volleyball, basketball, softball, baseball, powerlifting, and track are required to be enrolled in the athletic period. Students who wish to participate in cross country, tennis, golf and unified track are not required to be enrolled in the athletic period.

Two Sport Mandate: Students who wish to participate in athletics are required to participate in a minimum of two sports.

Athletic Dismissal/Quitting: If a student athlete quits a sport during the competition period, the student will not be allowed to participate in another sport for one semester. An athlete that quits a sport may not begin working with another sport until the season ends in the sport he/she quit.

Students will be given a “try-out” period and during this time if they decide to leave that sport, they will be allowed to leave the sport without penalty. The tryout period will be at the discretion of the head coach.

The student athlete will have a 24-hour grace period to rejoin the team. This does not mean there will not be a consequence for any disrespectful behavior, or conduct unbecoming of a student athlete.

Transportation: Athletes are encouraged to ride to and from a contest in school vehicles. If there is a need to travel another way, it needs to be cleared with the coach and a signed letter from the parents is needed. No student athlete will be released to ride home with anyone other than their parents, unless previously arranged with the administration and a letter must be signed by a school administrator.

Insurance: Kermit ISD provides coverage for our student athletes. This is a co-insurance policy, which means that you must also make a claim with your insurance provider in case of an accident. Your insurance policy is the primary insurance provider and Kermit ISD’s policy is the secondary policy. If you have no insurance coverage on your child, our policy will act as the primary insurance carrier; however, it must be understood that the parent assumes

responsibility for any claims not covered by the insurance policy.

Attendance: An athlete must be in school at least ½ day on the day of competition to be eligible to participate. If any athlete misses a practice (unexcused or excused) he/she will still be responsible for making up practice according to the sport. The practice makeup will be at the discretion of the head coach. Any other special circumstances will be handled on a case by case by the head coach and the Athletic Director.

Doctor's excuses for not participating are always to be respected and turned in to the Athletic Trainer's office.

Equipment: Athletes are responsible for all equipment issued to them. If he/she fails to return the equipment, he/she will be responsible for paying for the loss of the equipment or he/she will not be allowed to participate in any UIL activities until the equipment has been returned or paid for by the athlete. Students are encouraged to provide their own locks. Senior athletes who fail to return or pay for lost equipment may have their diplomas withheld.

Removal from Athletics:

If a student athlete has given good reason to be removed from a team, the head coach of that sport and the athletic director must be notified.

Player Ejection from a contest:

A student athlete who is ejected from a UIL contest will be penalized in accordance with the UIL guidelines that will be followed by each sport.

Club Sports: A club is a sports program outside of the school that is not affiliated with UIL athletics. We feel our athlete's obligations should be to their school team first. We will not excuse our athletes to miss a school contest or practice for a club event.

Letter Jacket requirements: Lettering Policy: An athletic letter award (jacket) should require serious sacrifices on the part of the student athlete. The award should be a symbol of not only school pride, but also of the hard work and dedication in the classroom and on the playing field/court. Student Athletes may receive only one major school award during their high school career (jacket). (UIL Constitution and Contest Rules). In order to letter, you must be on a varsity team and finish the season in good standing. After receiving the one major award, certificates or similar awards (called minor awards by the UIL) shall be awarded by the respective coach. The coach of that sport must recommend the athlete.

Football – must play in approximately 50% of the games or have made a major contribution to the team, in the opinion of the coaches (the latter subject to approval by the Athletic Director).

Volleyball – must play in approximately 50% of the games or have made a major contribution to the team, in the opinion of the coaches (the latter subject to approval by the Athletic Director).

Basketball - must play in approximately 50% of the games or have made a major contribution to the team, in the opinion of the coaches (the latter subject to approval by the Athletic Director/Girls Athletic Coordinator).

Baseball - must play in approximately 50% of the games or have made a major contribution to the team, in the opinion of the coaches (the latter subject to approval by the Athletic Director).

Softball- must play in approximately 50% of the games or have made a major contribution to the team, in the opinion of the coaches (the latter subject to approval by the Athletic Director).

Track – must score at least 10 points at the meets during the season or place at Kermit ISD meet or have made a major contribution to the team, in the opinion of the coaches (the latter subject to approval by the Athletic Director).

Tennis, Golf, Powerlifting, Cross-Country – must score ten points during the season (1st = 10 pts., 2nd = 7 pts., 3rd = 4 pts., 4th = 1 pt.) or place at Kermit ISD tournament (1st, 2nd, or 3rd, 4th individual or team) or have made a major contribution to the team, in the opinion of the coaches (the latter subject to approval by the Athletic Director).

Special consideration will be given to seniors competing on the varsity teams but not fulfilling the participation requirements.

Special consideration will be given to athletes injured during the season and unable to complete the remainder of the season to fulfill participation requirements.

Athlete Conduct: Every KISD student athlete is held to the highest standards of character, discipline and responsibility. There may be instances when students fail to uphold these standards and the coach or administration needs to apply disciplinary measures. These are a few examples of reasons in which a student athlete may be suspended or dismissed from the team or the entire athletic program.

1. If an athlete is placed in In-School Suspension and/or DAEP, he/she will not participate in practice or games until he/she has been released from In-School Suspension or DAEP
2. Continuous placement in ISS/OSS/AEP may result in dismissal from athletics
3. Stealing from teammates will not be tolerated and can result in a one

calendar year suspension from the athletic program from the date of removal.

4. Profanity will not be tolerated.
5. Be in class. Be on time. If you miss an athletic period or practice, be sure that it could not be avoided. If you must be absent, please call the high school office at 432-586-1050. You will be required to make-up work missed. Repeated absences may result in dismissal from the team.
6. If a student athlete fails two six weeks or more, he/she may be removed from the athletic period for the remainder of the year.
7. Once a student is removed from athletics for disciplinary actions, the student will not be able to try-out for other sports for one calendar year from the date of removal.
8. As a representative of Kermit ISD, the participant is expected to conduct himself/herself in a professional and positive manner during out of regularly-scheduled school, including during summer break, holiday breaks, and weekends in order to set a high standard in and out of school. If a participant engages in activities which are considered inappropriate, dangerous, or illegal by District administrators and/or law enforcement, or would otherwise violate the Kermit ISD Student Code of Conduct, that participant will be subject to appropriate discipline as determined by the appropriate Athletic Director, sponsor, coach, or principal as if the participant had engaged in such conduct at school or at a school-related activity. If the participant receives a consequence or ticket from law enforcement, the appropriate District administrator will follow the Kermit ISD Student Code of Conduct when school is in session.

Hazing/Bullying: is against the law and will not be tolerated in the athletic department. “Hazing,” means any intentional, knowing, or reckless act occurring on or off school property directed against a student, by one person alone, or acting with others that endangers the mental or physical health or the safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are to include other students. Involvement in any “hazing” incident can result in a one calendar year suspension from the athletic program. Any type of bullying, including social media bullying will not be tolerated, and can result in suspension or removal from the athletic program or an athletic contest.

Social Media: Social media is an essential tool used today, but it can also be detrimental. Student athletes posting inappropriate comments or pictures that attack the integrity of the program or other student athletes may result in

physical retribution, suspension from an athletic contest or removal from the program. Furthermore, any communication including but not limited to Facebook, Twitter, Snapchat, photo sharing, inappropriate texting that is published or appearing on the internet is public domain even if it is marked private. Any member of the KISD athletic program who is involved in inappropriate, disruptive, negative, lewd, obscene, or sexual pictures, comments on any social network may result in suspension or removal from the program.

Training Guidelines: The following rules apply to all Kermit ISD student athletes:

1. NO POSSESSION OR CONSUMPTION OF ALCOHOLIC BEVERAGES
2. NO POSSESSION OR USE OF CONTROLLED SUBSTANCES
3. NO HAZING OR BULLYING
4. NO TOBACCO OR NICOTINE PRODUCT USAGE

We are not in the business of listening to hearsay or gossip. We will enforce this policy based on the citation or arrest by law enforcement, or any act witnessed by a coach, school employee or administrator. This policy is in effect from August 1st until July 31st each year. All incidences that are brought before the athletic director, coaches or administrators will be investigated and appropriate disciplinary action will be taken.

Alcohol

1st offense- 1 week of suspension from competition

2nd offense- 2-week suspension from competition

3rd offense- Suspended for one entire calendar year. Suspensions run from date of offense to that date the following year.

Tobacco

1st offense- Run the equivalent of 10 miles

2nd offense- 1 game suspension, run the equivalent of 10 miles

3rd offense- 2 game suspension, run the equivalent of 20 miles

4th offense- Suspended for one entire calendar year. Suspensions run from date of offense to that date the following year.

ANY VIOLATION ON SCHOOL PROPERTY, SCHOOL VEHICLE, SCHOOL EVENT OR SCHOOL FUNCTION WILL RESULT IN MAXIMUM SUSPENSION.

Dress Code (In-Season and Off-Season): Athletes' hair must be kept neat. Tattoos will not show during athletic trips or functions/games. Jewelry is to not be worn in the field house, gym, practice fields, weight room, athletic trips or athletic functions/games. Athletes will follow the dress code policy when representing Kermit Independent School District at any athletic function for the health and safety concerns for our athletes.

Rest and Sleep: Coaches may establish curfew regulations for the protection of the athlete and his/her team. Proper rest is necessary to combat fatigue.

Diet: Your body cannot perform to its potential without a nutritionally balanced diet. Respiration and digestive processes are important to your performance so be aware of what you put in your body.

Parent Code of Conduct: The following rules apply to all parents/guardians of Kermit ISD athletes at all times during the school year:

1. Making derogatory comments about coaches, officials, players or others
2. Swearing
3. Attending an athletic event while intoxicated
4. Assault of a coach or official
5. Being offensive in any manner

The following actions may be taken against any parent/guardian who violates this code:

1. Removal from premises
2. A written or verbal warning
3. The prohibition of contact with the team
4. Banned from school activities
5. UIL SEC disciplinary actions
6. Legal proceeding

Parent/Coach Relationships:

Both parenting and coaching are very difficult vocations. By establishing an understanding between coaches and parents, both are better able to accept the actions of the other and provide a more positive experience for everyone. Parents have the right to know, and understand, the expectations placed on them and their children. Coaches have the right to know that if parents have a concern, they will discuss it with the coach at the appropriate time & place. (See UIL Parent Manual)

Communication parents should expect from their child's coach:

- 1) Coach's philosophy.
- 2) Expectations the coach has for your son or daughter, as well as other players on the team.
- 3) Locations and times of practices and contests.
- 4) Team requirements, i.e., fees, special equipment needed, school & team rules, off-season expectations.
- 5) Procedures that will be followed if your child becomes injured during participation.

Communication coaches expect from parents:

- 1) Concerns regarding their son or daughter expressed directly to the coach at the appropriate time and place.
- 2) Specific concerns in regard to the coach's philosophy and/or expectations.
- 3) Notification of any schedule conflicts well in advance.

*As your child becomes involved in interscholastic athletics, they will experience some of the most rewarding moments of their lives. It's important to understand there may be times when things do not go the way you or your child wishes. These are the times discussion with the coach is encouraged.

Appropriate concerns to discuss with a coach:

- 1) The mental and physical treatment of your child.
- 2) What your child needs to do to improve.
- 3) Concerns about your child's behavior.

It is very difficult to accept that your child is not playing as much as you may hope. Coaches make decisions based on what they believe is in the best interests of all students participating. As you can see from the list above, certain things can and should be discussed with your child's coach. Other things, such as those listed next, must be left to the discretion of the coach.

Issues NOT appropriate for discussion with your child's coach:

- 1) How much playing time each athlete is getting?
- 2) Team strategy.
- 3) Play calling.
- 4) Any situation that deals with other student-athletes.

There are situations that may require a conference between the coach and parent. These are not discouraged, as it is important for each party to have a clear understanding of the others' position. When these conferences are necessary, the following procedure is suggested to help promote resolution to the issue.

If a parent has a concern to discuss with the coach, the following procedure should be followed:

- 1) Call the coach to set up an appointment.
 - 2) If the coach cannot be reached, call the campus athletic coordinator and ask him or her to set up a meeting with the coach for you.
 - 3) Think about what you expect to accomplish as a result of the meeting.
 - 4) Stick to discussing the facts, as you understand them.
 - 5) Do not confront the coach before, during or after a practice or contest.
- These can be emotional times for both the parent and coach. Meetings of this nature do not promote resolution of the situation, but often escalate it.

What should a parent do if the meeting with the coach didn't provide satisfactory resolution?

- 1) Call the campus athletic coordinator to set up a meeting with the athletic director, coach, and parent present.
- 2) At this meeting, an appropriate next step can be determined, if necessary.

COVID: Please be advised that Kermit ISD and the Kermit High School Athletic Program shall follow all rules, guidelines and regulations pertaining to COVID-19 issued by any state, federal, or local government agency, including, but not limited to the United States Department of Education, Texas Education Agency and University Interscholastic League.

Compliance: In its efforts to promote non-discrimination and as required by law, Kermit ISD does not discriminate on the basis of race, religion, color, national origin, gender, sex, disability, age, or any other basis prohibited by law in providing education services, activities and programs. In accordance with Title IX, Kermit ISD does not, and is required not to discriminate on the basis of sex in its educational programs or activities. The requirement to not discriminate extends to admission and employment. Inquiries about the application of Title IX may be referred to Kermit ISD's Title IX Coordinator (see below), to the Assistant Secretary for Civil Rights of the Department of Education, or both. Other laws that prohibit discrimination include Title VI, Section 504, the Age Discrimination Act., the Boys Scouts Act, and Title II. Kermit ISD has designated and authorized the following employee as the Title IX Coordinator to address concerns or inquiries regarding discrimination on the basis of sex, including sexual harassment, sexual assault, dating violence, domestic violence, stalking or gender-based harassment.

- Cecilia Hayes, Title IX Coordinator & Assistant Superintendent, 601 S. Poplar Street, Kermit, TX 79745, (432) 586-1000, cchayes@kermitisd.org.

Reports can be made at any time and by any person, including during non-business hours, by mail, phone, or email. During Kermit ISD business hours,

reports may also be made in person. Upon Kermit ISD receiving notice or an allegation of sex-based harassment, the Title IX Coordinator will promptly respond in accordance with FFH (Local).

Athletic Trainer: Kermit ISD offers athletic training services to our athletes. Our athletes are expected to see the trainer when they have an injury so that our trainer can treat the problem. When an athlete is injured, our trainer requires the athlete to immediately report the injury and receive care so that he/she can recover sooner. Athletes can receive treatment before school or after school. Unless the trainer requests, athletes will not receive treatment during the athletic period or practice. Athletes will not be allowed to miss class time in order to receive treatment. The athletic trainer or coach must approve any workout missed due to an injury prior to the workout.

Please feel free to contact the Athletic Trainer's office at any time for assistance.

Athletic Trainer: Jazmin Torres 432-586-1050

If you have any questions or concerns, please call the Athletic Office at 432-586-1050.

Athletic Office Information
601 S. Poplar
Kermit, Texas 79745
jgfellows@kermitisd.org

Thank you,

Johnathan Fellows
Athletic Director
Kermit ISD

Kermit Athletic Handbook

KERMIT INDEPENDENT SCHOOL DISTRICT PARENT-STUDENT ATHLETE AGREEMENT 2025-2026

We understand that participation in the Kermit ISD athletic program is a privilege and NOT a right. Being a member of a school team is an honor that comes with responsibility and accountability. A Kermit ISD student athlete is expected to be a role model and must make the commitment to the following:

1. Abstain from the use of illegal chemical substances including drugs, alcohol and tobacco.
2. Follow the spirit and letter of the rules and regulations of the Kermit ISD Student Code of Conduct as well as the Kermit ISD Student-Parent Athletic Handbook.
3. Attend school daily, be prompt to all classes and attend all practices and games.
4. Maintain passing grades in all classes to remain eligible throughout my career as a student athlete.
5. Treat teachers, administrators, coaches, teammates and opponents with respect.
6. Refrain from the use of profanity, poor sportsmanship, hazing, bullying and the negative use of social media.
7. Be a positive role model for my school in my attitude, appearance and behavior.
8. Treat Kermit ISD and the opponent's facilities with care and respect.
9. Follow and trust the decisions of the coaching staff and understand that the head coach will make decisions based on what is best for the team and not the individual.
10. Understand that extra-curricular activities are voluntary and we accept any additional team rules by head coaches for their respective programs.

As a participant in the Kermit ISD athletic program, we voluntarily pledge to follow the standards that are stated in this handbook. We understand that failure to satisfactorily fulfill those commitments may lead to suspension and/ or removal as a member of the team and athletic program.

We understand and consent to the responsibilities outlined in the Kermit Athletic Handbook. We also understand and agree that _____ (student) shall be held accountable for the behavior and consequences outlined in the Kermit Athletic Handbook. We understand that any athlete who violates the Athletic Code of Conduct shall be subject to disciplinary action. We also understand that the student will not participate in any game or scrimmage until this sheet is signed appropriately and returned to the coaches.

Student Athlete: _____ Date: _____

In recognition of this student-athlete's commitment to the program at KISD, we pledge our support in helping him/her honor those commitments.

Parent(s)/Guardian(s): _____ Date: _____