

INTERGOVERNMENTAL AGREEMENT FOR COOPERATIVE ATHLETIC TEAMS

Kansas High School, Oakland High School, and Shiloh High School

Kansas Community Unit School District #3 (hereinafter referred to as Kansas), Oakland Community Unit School District #5 (hereinafter referred to as Oakland), and Shiloh Community School District #1 (hereinafter referred to as Shiloh), hereby agree to the following terms and provisions relative to cooperative athletic teams:

Term: This agreement is to continue and enhance athletic opportunities in all areas of athletics including the following (high school unless otherwise indicated):

HS Boys

Football
Golf
Basketball
Baseball
Track
Scholastic Bowl* (activity)
Cross Country
Bass Fishing (activity)

HS Girls

Volleyball
Basketball
Golf
Softball
Track
Scholastic Bowl (activity)
Cheerleading
Dance Team
Cross Country
Bass Fishing (activity)

JH Boys

Jr. High Cross Country
Jr. High Baseball
Jr. High Basketball*
Jr. High Scholastic Bowl*
5th & 6th Grade Basketball* Jr. High
Jr. High Track

JH Girls

Jr. High Cross Country
Jr. High Softball
Jr. High Basketball*
Jr. High Cheerleading*
Scholastic Bowl*
5th & 6th Grade Basketball*
Jr. High Volleyball*
5th & 6th Grade Volleyball*
Jr. High Track

(*) Indicates sports in which only Kansas and Oakland will co-op. Junior Varsity teams will be selected to represent the cooperative. Freshman teams will be selected if numbers are available.

Purpose: The purpose of the cooperative athletic teams is to provide equitable competitive opportunities for the student-athletes of Kansas Jr./High School, Oakland High School/Lake Crest Grade School, and Shiloh High School in all programs unless otherwise indicated above.

Name/Mascot: The official name of all cooperative teams (high school and junior high) shall be Tri-County Titans.

Colors: The official colors of all cooperative teams shall be Orange, Purple, and Blue.

Terms of the Agreement

A. Length of Cooperative, Host School, Coaching Assignments and Compensation:

This agreement shall be in effect for the 2024-2025 and 2025-2026 school years, and shall be operated in full compliance with those rules and regulations of the Illinois High School Association. This agreement may be renewed with any changes for the 2026-2027 school year and beyond by mutual agreement between the Boards of Education of the participating school districts, any appropriate conference, and the Illinois High School Association. The Boards of Education shall formally consider the continuation of participation by no later than December 1, 2025.

Kansas shall be the host school for the following cooperative teams:

High School
 HS Volleyball
 HS Cheerleading
 HS Scholastic Bowl
 HS Baseball
 HS Bass Fishing

Junior High
 JH Boys Basketball*
 JH Baseball
 JH Cross Country

Oakland shall be the host school for the following cooperative teams:

High School
 HS Cross Country
 HS Dance Squad
 HS Football
 HS Golf

Junior High
 JH Girls Basketball*
 JH Volleyball
 JH Scholastic Bowl*
 JH Cheerleading*
 JH Boys Track
 JH Girls Track

Shiloh shall be the host school for the following cooperative teams:

High School
 HS Boys Basketball
 HS Girls Basketball
 HS Boys Track
 HS Girls Track
 HS Girls Softball

Junior High
 JH Softball

(*) Indicates sports in which only Kansas and Oakland will co-op. Junior Varsity teams will be selected to represent the cooperative. Freshman teams will be selected if numbers are available.

<p>Kansas School Board shall employ, assign, control, direct, and evaluate the following position upon the recommendation of the hiring committee:</p> <p><u>High School</u> Volleyball - Head Coach, Asst. Coach Cheerleading - Head Coach Baseball- Head Coach, Asst. Coach Scholastic Bowl - Head Coach Bass Fishing - Head Coach</p> <p><u>Junior High</u> Boys Basketball - Head Coach, Asst. Coach Baseball - Head Coach, Asst. Coach 5th & 6th Boys Basketball - Head Coach Cross Country - Head Coach</p>	<p>Oakland School Board shall employ, assign, control, direct, and evaluate the following position upon the recommendation of the hiring committee:</p> <p><u>High School</u> Golf- Head Coach Football - Heach Coach, 2 Asst. Coach Dance - Head Coach Cross Country - Head Coach</p> <p><u>Junior High</u> Girls Basketball - Head Coach, Asst. Coach Volleyball - Head Coach, Asst. Coach Scholastic Bowl - Head Coach Cheerleading - Head Coach</p>	<p>Shiloh School Board shall employ, assign, control, direct, and evaluate the following position upon the recommendation of the hiring committee:</p> <p><u>High School</u> Boys Basketball - Head Coach, Asst. Coach Girls Basketball - Head Coach, Asst. Coach Boys Track - Head Coach Girls Track - Head Coach Girls Softball - Head Coach, Asst. Coach</p> <p><u>Junior High</u> Softball - Head Coach</p>
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The hiring committee shall have equal representation from each school in the cooperative and shall be made up of the Kansas High School Principal, the Oakland High School Principal, and the Shiloh High School Principal or a designee appointed by the principal. The hiring committee will complete interviews, come to a consensus, and recommend a candidate to the host school board. Volunteer coaches for all sports/activities must be approved in the same manner.

Coaches are free to resign from the position at will, at any time, with or without cause. Similarly, coaches may be terminated at will at any time, with or without notice or cause, as long as the committee comes to a consensus on the

termination. All coaches must have their ASEP certification to be hired or approved as a coach and will be subject to a criminal background check.

The hiring committee shall meet a minimum of three times a year to discuss coaching and other aspects of the cooperative.

All volunteer sports coaches must have their ASEP certification to be hired or approved as a coach and will be subject to a criminal background check. All volunteer activity coaches will be subject to a criminal background check.

All head coaches and assistants shall be selected by mutual agreement of the three districts from the best-qualified and available candidates. The district assuming the responsibility of the coach as described above shall also be responsible for the total cost of the coach's salaries and benefits.

B. Athletic Director:

The Tri-County Athletic Director shall be the primary contact for the activities hosted by Oakland and Kansas in this agreement. The Shiloh Athletic Director shall be the primary contact for activities hosted by Shiloh in this agreement. The Tri-County Athletic Director will work in conjunction with the Shiloh Athletic Director to coordinate scheduling, transportation, supervision, and any other details specific to the activities of this agreement.

If Kansas or Oakland hosts a tournament on their campus the Tri-County Athletic Director will organize the teams, officials, supervision, and all other areas associated with the competition. If Shiloh hosts a tournament on their campus, the Shiloh AD will be responsible for all aspects of preparing and operating the competition.

The Tri-County Athletic Director and/or Shiloh Athletic Director will meet a minimum of three times a year, once at the end of each season (fall, winter, and spring).

The Tri-County Athletic Director and/or Shiloh Athletic Director may be employed, as a coach in this cooperative, if it is approved by all three school boards.

C. Conference Affiliation:

The high school cooperative teams will be members of and participate in the Lincoln Prairie Conference (hereinafter referred to as the LPC) for all sports. The junior high cooperative teams will play as an independent team for all sports.

Oakland and Kansas cooperative for junior high school has joined the JHOC conference for all sports they co-op.

D. School Colors/Mascots:

For purposes unrelated to cooperative teams, the school colors and mascots of each school will be unchanged.

E. Uniforms:

Uniforms for all teams shall be supplied through purchase of uniforms with the co-op colors and mascot. All three districts will equally share in expenses associated with uniforms from the date this agreement is approved forward.

Pursuant to 105 ILCS 5/10-20.73

The Tri County Cooperative will allow a student athlete to modify his or her athletic or team uniform for the purpose of modesty in clothing or attire that is in accordance with the values or modesty preferences. The modification of the athletic or team uniform may include, but is not limited to, the wearing of a hijab, an undershirt or leggings. If a student chooses to modify his or her athletic or team uniform, the student is responsible for all costs associated with the modification of the uniform, and the student shall not be required to receive prior approval from the school boards for such modification. However nothing permits a school from providing the modification to the student.

At a minimum, any modification of the athletic or team uniform must not interfere with the movement of the student or pose a safety hazard to the student or to other athletes or players. The modification of headgear is permitted if the headgear:

- a. Is black, white, the predominant color of the uniform, or the same color for all players on the team
- b. Does not cover any part of the face
- c. Is not dangerous to the player or to the other players
- d. Has no opening or closing elements around the face and neck
- e. Has no parts extruding from its surface

F. Activity Funds:

The activity funds for each sport will be held at the host school (Supt. will decide).

G. Sports Awards/Letters:

The date, time and agenda that will take place at the awards program will need to be approved by the three principals. The Tri-County Athletic Director, Shiloh Athletic Director, and booster club will work together to help organize the sports awards programs.

Coaches for each sport will hold individual award ceremonies following the conclusion of each season. The award nights will take place within a month of the season ending.

Awards may include:

- 1. Athletic Letters
- 2. Pins
- 3. Numerals
- 4. Other awards determined by the cooperative
- 5.

H. Team Equipment:

Each school will inventory, identify, properly repair, and store their equipment purchased prior to the effective date of the 2014 - 2015 cooperative agreement between the schools. Such equipment shall be identified as being the property of either Tri-County or Shiloh. Any new equipment (purchased during the term of this agreement) shall be (and be identified as being) the property of the cooperative. **THE ATHLETIC DIRECTOR MUST HAVE APPROVAL, FROM ALL THREE SUPERINTENDENTS OF THE CO-OP SCHOOLS, FOR ANY AND ALL PURCHASES OF SUPPLIES AND/OR EQUIPMENT BEFORE AN ORDER WILL BE PLACED WITH THE INTENTIONS OF DIVIDING THE COST.** In the event of a termination or non-renewal of this Agreement, the cooperative equipment shall be divided equally between the schools and the individually identified equipment returned to the designated school.

I. Transportation:

Each school will be responsible for transporting student-athletes to team practices. Transportation to games will be coordinated on an equal basis as possible between the schools.

Transportation to practices will be provided. In order to drive to practice, a student must follow Illinois state rules and guidelines and provide a waiver with signed parental consent. Permission to drive must be granted by the administration.

In accordance with other activity schedules, the Tri-County Athletic Director, Shiloh Athletic Director, all transportation directors will collaborate to provide the most equitable, cost-effective transportation schedule.

As a general policy, unless agreed otherwise by all three superintendents, transportation to away contests will be split equally by using the most practical route of travel as determined by both Athletic Directors. If there are significantly more trips in one direction, the districts will come to an agreement on who provides the transportation.

All transportation issues will be overseen/handled/scheduled by the Athletic Directors.

All transportation provided to support the programs provided in this agreement shall be in full compliance with all federal, state, and local laws pertaining to the transportation of students.

Monthly transportation schedules will be communicated to transportation directors no less than 5 school days prior to the end of each month. Any transportation changes need to be communicated to all stakeholders in all three schools; including but not limited to secretaries, transportation directors, and principals, coaches, ADs, and liaison ADs.

J. Liability:

Liability for all students utilizing transportation shall be with the transporting school and/or its carrier.

Premises liability shall be borne by the participating district in which the activity is taking place.

K. Revenue/Expenses:

The host school for each activity described in this agreement will retain all revenues for that activity. Expenses for uniforms, equipment, and supplies will be shared equally.

L. Fundraising

All fundraisers involving the sports co-operative must be approved by the principal committee. It is recommended that each sport has no more than two fundraisers per season.

M. Homecoming:

All three schools will continue to hold homecoming activities in the same fashion as they did before the cooperative. Oakland will hold its homecoming during the football season, Kansas and Shiloh will hold its homecoming during the boys' basketball season. Homecoming expenses unrelated to the game itself shall be borne by the school incurring the expense. Each school's cooperative participants shall be permitted to participate in the other's homecoming events, i.e., parade, etc.; it being the express intention of this agreement to promote team spirit, and camaraderie among the students of all three schools.

N. Athletic Code of Conduct:

The Athletic Code of Conduct being used by each district prior to this agreement will continue to be used on an individual district basis. This may include common academic eligibility rules, common disciplinary action for drug, tobacco, or alcohol violations, and school attendance for participation in practices and games. Each team, subject to the concurrent approval of the administration of each school, may develop additional rules.

In the case of a violation of training rules and regulations regarding drugs, steroids, alcohol, or intoxicants of any kind, an Athletic/Extracurricular Disciplinary Committee will meet and review any alleged infractions and determine the appropriate penalty, if any.

The Athletic/Extracurricular Disciplinary Committee may consist of the following members:

1. Administrator of home school
2. Host Athletic Director
3. Administrator of host sport
4. Administrator or administrator designee of other co-op schools

O. Fan Conduct at Extracurricular Activities

Students, school staff, boards of education, spectators and all other persons connected directly or indirectly with a member school shall practice and promote the highest principles of sportsmanship and the ethics of competition in

all interscholastic relationships. The administration shall have the authority to invoke penalties against an individuals whose conduct in connection with an interscholastic contest violates these principles or ethics.

A fan ejected from a contest for unsportsmanlike behavior is required to meet with the home school administrator to address the behavior and to be informed of the consequences. The fan will be ineligible from attending the next Tri-County home game at that same level of the same sport, whether hosted by Kansas, Oakland, and Shiloh and is suspended from attending any Tri-County extracurricular events at any level in the interim until a meeting has been held with the administrator. This is the minimum penalty.

In the event that a fan is ejected from the last competition of the season, the fan is still required to meet with the home school administrator to address the behavior and to be informed of the consequences and is suspended from attending any Tri-County extracurricular events at any level in the interim until a meeting has been held with the administrator. In addition, the fan will be ineligible from attending the first home game of the following season of the same sport of the same level. This is the minimum penalty.

Additional sanctions to the fan may be given by home school administration in addition to other penalties IHSA may assess.

P. Physical Examinations:

Each student athlete will be responsible for obtaining and paying for his or her own annual physical examination, which must be completed prior to participation on any team.

Q. Fight Song:

Notre Dame Fight Song

R. Game Passes:

Tri-County cooperative game passes and Shiloh issued game passes will be honored at all home games that are a part of this cooperative agreement.

S. Game Sites:

It is the intention of this agreement that each school be the site of an equal number of home games in each sport. For seasons having an odd number of games, a rotational basis will be established between the schools. The host school will start the rotation and receive the extra home game with the other schools receiving the extra home game in the following years.

Tournaments will not count as regular season games.

As close to the last regular season game in each sport as possible shall be designated "Senior Night" and the site of "Senior Night" for each sport shall rotate between the schools each year. Host school receives the first "Senior Night" for those sports. All following "Senior Nights" will be held on a rotating basis.

The senior players and parents will be recognized between the JV and varsity games. The senior parents will receive a flower. All gifts, balloons, etc. will not be given to the players until after the completion of the varsity game.

T. Student Participation:

It being the express policy of the cooperative to encourage participation by all students, limiting team numbers by cuts will be allowed only by prior approval of all three schools. In cheerleading and dance, the squad will have a minimum of four members, not more than twelve members, as determined by the coach. Any athlete who decides to quit before the conclusion of the season may not join the pre-season of the next sport until the sport that was quit has concluded nor may the athlete join another sport in that same season. Administrative discretion may be used in extraordinary circumstances.

Junior high teams will be made up only of 7th and 8th graders with 6th graders allowed as needed. These numbers will be decided by the administration and the AD. Numbers to be considered for 6th graders to participate are: Jr.

High Baseball – minimum of 12 players, Jr. High Girls & Boys Basketball – minimum of 8 players per class, and Jr. High Volleyball – minimum of 9 players per class.

U. Eligibility:

Eligibility shall be determined by the standards adopted by the Illinois High School Association/Illinois Elementary School Association and an agreement determined by the administration of all participating schools. Eligibility requirements shall be those required mutually by the co-op schools. Academic eligibility will be reported to both administrations by (to be determined by administration and AD).

Students removed from the team due to not meeting eligibility requirements are not allowed to serve in a different role on the team or be a volunteer for the team.

V. Practice Sites:

Practice sites will be alternated monthly according to a schedule jointly developed by the Tri-County Athletic Director and Shiloh athletic director, it being the express policy of the cooperative that each school be the site of practices while maintaining a cost-effective transportation schedule.

Team practices may not begin until the traveling team members have arrived at the practice site.

In cases of weather-related emergencies, practices may be determined by the administration, AD(s), and coach(es). No practices shall take place on Thanksgiving Day, Christmas Day, or any Sunday. Exceptions may be made because of state tournament play, but must be agreed upon by administrators from all three schools.

W. Supervision:

The coaching staff of the current season shall be responsible for supervising the student athletes during all practices and while traveling to and from contests and during contests. Cheerleading sponsors are also required to ride the bus to and from games.

Home contests: shall be supervised by the school hosting the event. An administrator, the AD, or an appointed certified members of the staff shall be at each home event. The AD shall help to set up the supervision schedules with the administration of all three schools.

Away contests: the coaching staff shall be responsible for supervising the student athletes on the bus and at the activity site. All students must ride to the event on the transportation provided by the cooperative schools, unless permission is given from an administrator.

High School and Junior High students will be required to ride cooperative transportation to games and then may be allowed to ride home with their guardians and/or pre-approved designee upon signing out.

Home games will be treated as such. Students will get to whichever facility is hosting the event on their own.

X. Practice Times/Priority of Gyms:

Practice schedules will be done by the Tri-County Athletic Director and Shiloh Athletic Director in consultation with the coaches and administration.

The AD will use the following criteria: in-season sports have priority above out-of-season sports and high school sports have priority above junior high sports, unless special circumstances dictate otherwise.

Y. Required Documents/Permission Forms/Fees:

Prior to participating in any type of practice, each student-athlete must have all required forms, documentation, and fees on file with their host school. Fees must be paid prior to the first contest. These will be located at the student's home school.

Z. Concessions:

The game site school, or its authorized organizations, will be responsible for all concessions and will be liable for all concession expenses and will retain all concession revenue, which shall not be considered expenses or revenue of the cooperative.

AA. Booster Organizations:

Administration of all three schools will coordinate with parent athletic booster organizations that will benefit all parties involved.

BB. Maintenance:

It is the responsibility of the site school to prepare its facilities for practices/games.

CC. Weather-Related Cancellations:

1. In the event of inclement weather, the administrations from all three districts, not coaches, will make final decisions regarding weather-related cancellations of contests and/or practices.
2. On any day, in which any of schools are canceled or dismissed early, practices or contests may only be authorized by administration following direct communication between all three districts' administrators.

DD. Calendar:

The administration of each school shall do its best to develop a coordinated school calendar.

EE. Game Officials:

All contest officials shall be paid at the rate established by the athletic conference when applicable.

It is the responsibility of the host site to provide and compensate game workers for home events.

FF. Standard Operational Procedures:

Athletes, parents, grandparents, and interested parties are required to use the following steps when addressing issues involving the cooperative.

- a. Coach
- b. Athletic Director
- c. Principal of Host School/Principal Cooperative School
- d. Superintendent of Host School/Superintendent of Cooperative School
- e. School Boards

GG. Conflict Resolution:

To work through intensified or emotional conflicts among the CO-OP. The (3) Superintendents will meet to discuss resolutions for the issues at hand. The Administrators will then present their proposals to the Presidents of each District. If needed, the Superintendents will continue to work on an outcome to benefit students.

The process will include:

- 1) Collect information on the conflict from the party introducing a conflict
- 2) Collect information from any staff involved in the conflict
- 3) Review the Tri-County CO-OP Agreement for guidance
- 4) Superintendents will determine if the conflict is "founded"
- 5) Superintendents will collaborate to determined next steps and present to each BOE
- 6) If a consensus is not reachable, the CO-OP would consider using a mediator to facilitate this process

HH. Evaluation of Cooperative:

The administration of all three schools shall cooperatively evaluate the programs under this agreement at least

HH. Evaluation of Cooperative:

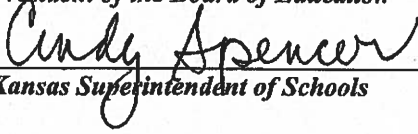
The administration of all three schools shall cooperatively evaluate the programs under this agreement at least annually and submit their evaluation report to the Boards of Education of each school.

Approved and signed the _____ day of _____, 2024.

Kansas Community Unit School District #3, by:



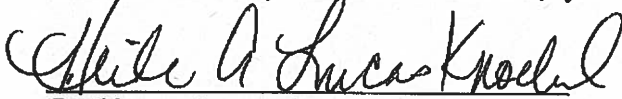
President of the Board of Education



Kansas Superintendent of Schools

Approved and signed the 17 day of January, 2024.

Oakland Community Unit School District #5, by:



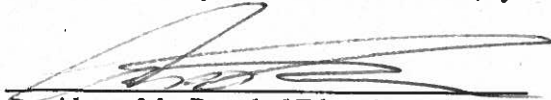
President of the Board of Education



Oakland Superintendent of Schools

Approved and signed the 18 day of January, 2024.

Shiloh Community Unit School District #1, by:



President of the Board of Education



Shiloh Superintendent of Schools