

EASTERN MIDLANDS CONFERENCE CONSTITUTION
(Revised October 2020)

ARTICLE I

Name

Section 1

The name of the conference shall be EASTERN MIDLANDS CONFERENCE

ARTICLE II

Purpose

Section 1

The purpose of this conference is to establish positive relationships between and within member schools and to bind said schools into an organization which will encourage and support competitive and noncompetitive interscholastic activities, all the while maintaining a sensitivity to appropriate balance between academics and activities and a healthy regard for the integrity of the "school day" in respective member schools.

ARTICLE III

Membership and Organization **(amended May 30th, 2019) (amended February 19, 2020)**

Section 1

The charter members of this conference shall be composed of BENNINGTON, BLAIR, ELKHORN, ELKHORN NORTH, NORRIS, and WAVERLY. Other schools may become members by a three-fourths vote of the Executive Council. Schools wishing to withdraw should give two years notice to their anticipated withdrawal date.

Section 2

Any member school that violates the constitution or by-laws, or refuses to perform according to the assignment of the Executive Council may be expelled by a three-fourths vote of the member schools, but a motion to expel shall always lay over to the meeting following that at which it is offered.

Section 3

Each school must be a member in good standing of Nebraska Schools Activities Association in order to maintain membership in the conference and where applicable, adhere to the rules of the NSAA.

Section 4

A school may be reinstated by a three-fourth vote of the member schools.

ARTICLE IV

Administration

Section 1

The administration of this conference shall be vested in an Executive Council composed of the Superintendent and Principal of each member school which shall serve as an internal standing committee to aid the officers in matters of general conference policy.

ARTICLE V

Officers and Elections

Section 1 **(amended 11/20/09) (amended February 19, 2020)**

Officers serving this organization shall be a President, Vice President and a Secretary-Treasurer. The Presidency shall rotate from **(district)** to **(district)** in alphabetical sequence. The Vice President shall be from the second school in the conference rotation. The Secretary-Treasurer will be appointed by the Executive Council at the May meeting and will continue in the post as long as it is agreeable to the appointee and the Executive Council.

Section 2

The President will preside at all meetings, appoint committees to function under his direction, and call special meetings necessary to transact and execute conference business.

Section 3

The Vice-President will serve in the absence of the President and assist the President in such matters and methods the President requests.

Section 4

The Secretary-Treasurer will keep the minutes of the meetings, email a copy of the minutes of meetings to each school, and execute and control those matters, obligations, and receipts of a financial nature, take care of correspondence, certificates, supplies, passes, etc., as directed by the activities and serve as historian for the conference. The Secretary-Treasurer will receive a stipend which will be set annually at the spring meeting by the Executive Council.

Section 5

Officers will assume their duties at the close of the last spring meeting.

ARTICLE VI

Meetings

Section 1 **(amended 8-27-08)**

There shall be four regular Executive Council meetings each year to be held in AUGUST, OCTOBER- **(FALL RETREAT)**, MARCH and MAY. Special meetings may be called by the President and/or any three-member schools.

Section 2

The first meeting of the conference will be in the last week of August. The date of this meeting will be set by the Executive Council at its organizational meeting in spring.

Section 3 **(amended 8-27-08)**

The EMC Activities /Athletic Directors will meet as needed to conduct conference business.

- a. The A. D. from the school that currently presides as the president of the Executive Council will serve as the President/Agenda leader of said meetings.
- b. The A. D. from the school that was president the previous year will serve as the Secretary/Reporter of said meetings.

ARTICLE VII

Voting

Section 1 (amended 11/20/09)

Each member (**school**) will have the right to cast one vote and TWO-THIRDS OF THE MEMBER (**schools**) FORM a QUORUM. Business transactions and decisions made will not be valid unless passed with a majority vote in a meeting wherein two-thirds of the conference schools are present.

ARTICLE VIII

Standing Committees

Section 1

Standing committees will be appointed as deemed necessary by the Executive Council in those areas where additional help is required. The duties of these committees are to advise and counsel the Executive Council to make those changes and arrangements vital for the efficient operation of the conference.

Section 2

No conference activity may be conducted without prior approval by the Executive Council.

ARTICLE IX

Dues

Section 1 (amended 8-27-09)

The dues (if necessary) to the member schools will be set at the spring Executive Council meeting for the ensuing year. These dues are payable to the Secretary-Treasurer by the Fall EMC meeting. Any additional monies necessary for the operation of the conference must be passed by a (**two-thirds**) vote of the Executive Council.

ARTICLE X

Constitution Changes

Section 1 (amended 11/20/09)

This constitution and by-laws may be amended at any regular or special meeting. Such amendment shall require an affirmative vote of (**two-thirds**) or more member (**schools**) to be adopted.

Section 2

Any constitution or by law revision must be submitted and introduced at a regular or special meeting of the Executive Council and be voted on at the following meeting.

BY-LAWS OF THE EASTERN MIDLANDS CONFERENCE

ARTICLE I (amended 8-27-08)

Conference Activities

The Eastern Midlands Conference shall administer only programs at the varsity level of competition. The Programs governed by the Conference are:

- | | | |
|---------------------------------|--------------------------------------|---------------------|
| 1. Football | 9. Play Production | 17. Girls Tennis |
| 2. Volleyball | 10. Art | 18. Baseball |
| 3. Basketball (Boys & Girls) | 11. Vocal Music | 19. Unified Bowling |
| 4. Wrestling | 12. Instrumental Music | |
| 5. Track (Boys & Girls) | 13. Academic championships Quiz Bowl | |
| 6. Cross-Country (Boys & Girls) | 14. Soccer (Boys & Girls) | |
| 7. Golf (Boys & Girls) | 15. Softball | |
| 8. Speech | 16. Academic Decathlon | |

A program will come under conference administration whenever (two-thirds) of the member schools participate and indicate a desire to hold conference competition in the event.

ARTICLE II

Annual Organizational Meeting

Within two weeks of the conclusion of an EMC activity, the coaches of that activity will meet and/or communicate to discuss any revisions or new proposals to the by-laws. Any new proposals coming from this meeting are to be forwarded to the current EMC President school's Activity Director. Throughout each school year the Activity Directors will meet to discuss and decide which proposals will be forwarded to the Executive Council. The sponsor/coach of the school hosting the meeting will act as the chairperson.

All proposals submitted to the Executive Council must be in writing with supporting rationale and /or research appended. If circumstances warrant, the Executive Council will also entertain oral presentations from representatives, coaches or sponsors of a particular EMC program.

The Executive Council will hold its first meeting during the last week of August.

ARTICLE III

Awards (amended May 8th, 2019)

The NSAA roster limits will be followed when presenting EMC awards.

The following awards will be given annually in the conference sponsored activities. IN THE CASE OF TIES IN TEAM EVENTS, AND THE ESTABLISHED TIE-BREAKERS CANNOT DETERMINE A WINNER, DUPLICATE AWARDS WILL BE GIVEN.

1. Volleyball
 - 1 Season Championship Plate
 - 1 Tournament Champion Plate
 - 1 Runner-up Tournament Plate
 - 14 Medals to Tournament and Season Champion Teams

2. Girls Golf
 - 1 Tournament Champion Plate
 - 1 Runner-up Tournament Plate
 - 10 Medals (10 best scorers)
 - 5 Medals to Championship Team

3. Boys Cross Country
 - 1 Meet Champion Plate
 - 1 Runner-up Tournament Plate
 - 15 Medals (15 best scorers)
 - 6 Medals to Championship Team

4. Girls Cross Country
 - 1 Meet Champion Plate
 - 1 Runner-up Tournament Plate
 - 15 Medals (15 best scorers)
 - 6 Medals to Championship Team

5. Softball
 - 1 Season Championship Plate
 - 1 Tournament Championship Plate
 - 1 Runner-up Tournament Plate
 - 20 Medals for Tournament and Season Champion Teams

6. Play Production
 - 1 Best Play Plate
 - 1 Runner-up Play Plate
 - 2 Medals for best performers
 - 15 medals to Championship Team

7. Wrestling
 - 1 Tournament Champion Plate
 - 1 Runner-up Tournament Plate
 - 56 Medals (14 weight classes X 4 medals each class=56)
 - 1 Dual Team Tournament Champion Plate
 - 1 Dual Team Tournament Runner-up Plate
 - 14 1st Place Dual Team Tournament Medals

8. Boys Basketball

1 Season Championship Plate
 1 Tournament Champion Plate
 1 Runner-up Tournament Plate
 14 Medals to Season and Tournament Champion Teams

9. Girls Basketball

1 Season Championship Plate
 1 Tournament Championship Plate
 1 Tournament Champion Plate
 1 Runner-up Tournament Plate
 14 Medals to Season and Tournament Champion Teams

10. Speech (same as NSAA)

1 Contest Championship Plate
 1 Runner-up Plate
 49 Medals (7 individual events X4 places = 28)
 (3 Group Events x 5-O.I.D. & 2 D.A.=21)

11. Academic Championships (Quiz Bowl)

1 Championship Plate
 1 Runner-up Plate
 8 Medals (4 to the members of 1st place team)
 (4 to members of 2nd place team)

12. Art

Certificate to each student displaying artwork

13. Boys Golf

1 Tournament Champion Plate
 1 Runner-up Tournament Plate
 10 Medals (10 best scorers)
 5 Medals to Champion Team

14. Boys Track

1 Meet Champion Plate
 1 Runner-up Meet Plate
 120 Medals (14 individual events X 6 places =84
 3 Relays X 4 (1st Place) =12
 3 Relays X 4 (2nd Place) =12
 3 Relays X 4 (3rd Place) =12
 120

15. Girls Track

1 Meet Champion Plate
 1 Runner-up Meet Plate

	120 Medals	(14 individual events X 6 places	=84
		3 Relays X 4 (1st Place)	=12
		3 Relays X 4 (2nd Place)	=12
		3 Relays X 4 (3rd Place)	=12
			120
16.	Unified Track		
	24 Medals	(2 partner events x 3 places)	=12
		(1 Relay - 4 medals x 3 teams)	=12
			24
17.	Boys Soccer		
		1 Season Championship Plate	
		1 Tournament Championship Plate	
		1 Runner-up Tournament Plate	
		22 Medals each for Season and Tournament Champion Teams	
18.	Girls Soccer		
		1 Season Championship Plate	
		1 Tournament Championship Plate	
		1 Runner-up Tournament Plate	
		22 Medals each for Season and Tournament Champion Teams	
19.	Tennis		
		1 Tournament Championship Plate	
		1 Runner-up Tournament Champion Plate	
		6 Medals for Tournament Champion Team	
		1-4 Medals #1 Singles, #1 Doubles	
		1-4 Medals #2 Singles, #2 Doubles	
20.	Baseball		
		1 Season Championship Plate	
		1 Tournament Championship Plate	
		1 Runner-up Tournament Plate	
		22 Medals each for Season and Tournament Champion	
21	Unified Bowling		
		1 Tournament Championship Plate	
		1 Runner-up Tournament Championship Plate	
		5 Medals to Champion Team	
22.	1 SPORTSMANSHIP PLATE		

ARTICLE IV

Scheduling (revised 9-1-09)

Conference schools will follow a round robin schedule each year as established by EMC Activities Directors with other conference schools in all conference varsity sports. In all other activities, first consideration should be given to conference members in scheduling dual meets, triangular, and individual contests.

ARTICLE V

Rotation of Hosting-Organizing Conference Activities

The responsibility for hosting-organizing conference tournaments, meets, contests and clinics will be on a rotation with the following guidelines (Article VI to the end of the by-laws) applicable in all cases, providing you have the facilities to be the host.

ARTICLE VI

Tournaments (Athletic) (**amended 8-28-14**)

Tournament or meets will be held in the following activities and be conducted in the following manner. At all tournaments the official traveling party will be admitted free. Pep Bands (of schools playing that night) accompanied by their director will be admitted free. Dance and Cheerleaders in uniform from competing schools will be admitted free.

***At the basketball, baseball, soccer and tournaments the 1st, 2nd, and final round Host Schools are to pay the officials used at their sites. A financial statement (including the transaction) is to be forwarded to the **tournament director**.

BASKETBALL (Boys & Girls) (**amended 5/10/17**)

1. Tournament to be played during NSAA Week 30.
2. First round & Semifinal games will be played at higher seeded teams.
3. The Finals will be hosted by the highest seeded remaining team on a gender-rotating basis. Even years = Girls, Odd years = Boys.
4. Host school is defined as the school that is the highest seed in their respective bracket.
5. All tournaments will follow NSAA District Tournament Formats.

CROSS COUNTRY

The EMC Cross Country Championships will be held during week 14 of the NSAA Calendar. The meet will be held and conducted according to NSAA Guidelines. The meet will be conducted on a suitable date to be determined by the availability of the course (including rescheduled dates due to weather).

GIRLS & BOYS GOLF

The EMC Girls Golf Championships will be held during week 13 of the NSAA Calendar. The EMC Boys Golf Championships will be held during week 44 of the NSAA Calendar. Format will be an Eighteen (18) Hole Tournament conducted according to NSAA

Guidelines. The tournament will be rotated to all participating schools. Host school is responsible for securing the golf course.

VOLLEYBALL (amended 5/10/17)

The volleyball tournament will be played on a Saturday; week 14 of the NSAA calendar, will be the preferred date. The tournament will be a one-day tournament. The tournament will be played out to three rounds. The site will be determined and placed on the conference rotation schedule as all member schools will have the opportunity to host. The format will be best 2 out of 3. Gate prices will be \$8 for adults and \$6 for students. Seeding date will be Monday prior to the tournament.

WRESTLING (amended August 2018)

The EMC Dual Team Tournament will take place (NSAA Week 27) on Friday with no makeup date.

The EMC Individual Wrestling Tournament will take place during Week 30 of the NSAA Calendar on Saturday with Friday as an option if inclement weather is imminent. The move to Friday would require facility availability and approval from member schools. Seeding done through Trackwrestling with coaches meeting prior to Saturday's competition to confirm brackets and position of each wrestler.

TRACK (revised 8/29/01)

An annual meet will be held to determine the Boys and Girls Track Champion during Week 44 of the NSAA Calendar. NSAA Guidelines will govern the meet. A combination Boys and Girls meet will be held on Tuesday with Thursday serving as the make-up date. All efforts will be made to incorporate Unified Track and Field Events into the EMC Conference Meet.

SOFTBALL (amended 5/10/17)

The softball tournament will be played on a Saturday; Week #10 of the NSAA calendar will be the preferred date. The Saturday of Week #13 will be the make-up date. The tournament will be a one-day tournament. The tournament will be played out to three rounds. A site will be determined based on the availability of four centrally located fields at the May meeting and confirmed at the August meeting. Gate prices will be \$8 for adults and \$6 for students. Seeding date will be Monday prior to the tournament.

For all EMC tournament games, the higher seeded team will be the home team..

BASEBALL (amended March 1, 2019)

A tournament will be scheduled on Week 41 of the NSAA standardized calendar. For all EMC Tournament games, the highest seeded team will be the home team. Seeding date

will be on Wednesday of week 40 prior to the tournament based on NSAA wildcard points.

For all EMC tournament games, the higher seeded team will be the home team.

BOYS AND GIRLS SOCCER (amended 2/19/20)

A tournament will be scheduled on Week 41 of the NSAA standardized calendar. Weather permitting games will be played on Monday, Tuesday, Thursday and Friday for 2020-21. For all EMC Tournament games, the highest seeded team will be the home team. Seeding date will be on Wednesday of week 40 prior to the tournament based on NSAA wildcard points.

The Finals will be hosted by the highest seeded remaining team on a gender-rotating basis. Even years = Girls, Odd years = Boys.

UNIFIED BOWLING

A tournament will be scheduled during Week 19 of the NSAA standardized calendar. Format will be conducted according to NSAA Guidelines. The tournament will be rotated to all participating schools. Host school is responsible for securing the facility.

ARTICLE VII

Tournaments (Non-Athletic) (amended 8/22/12)

DRAMA / PLAY PRODUCTION

A tournament will be scheduled on Week 21 of the NSAA standardized calendar. The tournament will operate in the same format as the NSAA sponsored competition. Admission is \$3 per person as defined in Article XVIII.

SPEECH

A tournament will be scheduled on Week 33 of the NSAA standardized calendar. The tournament will operate in the same format as the NSAA sponsored competition.

ART

A tournament will be scheduled on Week 40 of the NSAA standardized calendar. A show will be sponsored annually. The host school is responsible for securing presenters for the workshop and site. Each school will bring no more than 15 students.

VOCAL MUSIC

A clinic will be scheduled on Week 19 of the NSAA standardized calendar. A clinic will be held, commencing no earlier than 1:00 PM, a concert will be held on the same day. \$3 admission will be charged. The host school is responsible for securing a clinician.

INSTRUMENTAL MUSIC

Each school will hire their own clinician(s) at a total dollar amount not to exceed \$225.
(Including mileage)

QUIZ BOWL (Academic Championship)

An academic contest will be held annually.

ACADEMIC DECATHLON

An Academic Decathlon will be held annually.

ARTICLE VIII

Seeding Procedures (revised 8-29-01)

For all events that require seeding, teams and individuals will be seeded according to current NSAA district seeding procedures for their respective activity. Seeding date for baseball, basketball, & soccer will be the Wednesday preceding the tournament. Seeding for the volleyball and softball tournaments will take place the Monday prior to the Conference Tournament. If there is still a tie(s) then it will be broken using the NSAA Manual for that respective sport.

ARTICLE IX

Reimbursement Schedule When Hosting Conference Events(**revised 9-1-09**)

The cost of all awards given is a conference expense and thus not reimbursable. First, second and final round tournaments hosts are to pay for officials and send an expense report with receipts to the tournament director.

Host schools for Cross Country, Wrestling, Track, and Golf are reimbursed for officials, software programs needed (trackwrestling/timing system), green fees, and other rental costs incurred for off-campus use to conduct the event. All other activities are reimbursed \$250 per night.

Vocal Music Clinic

The host school will be reimbursed the cost of the guest clinician and the cost of the pianist. The host school shall submit to the Secretary-Treasurer of the EMC a complete financial statement and a result summary immediately upon the completion of the contest.

Play Production Contest

The host school will be reimbursed the cost of three judges. The host school shall submit to the Secretary-Treasurer of the EMC a complete financial statement and a result summary immediately upon completion of the contest.

Student Council Exchange

No reimbursement

Speech Contest

The host school will be reimbursed for the hiring of judges. In addition, that school may present an expense voucher for the following (should such expenses be incurred): meet software, hospitality room not to exceed \$250. The host school shall submit to the Secretary-Treasurer of the EMC a complete financial statement and a results summary immediately upon the completion of the tournament.

Quiz Bowl (Academic Championships)

The host school will be reimbursed for sets of Quiz Bowl questions, stipend for six readers or \$30, timers/scorekeepers, and hospitality room expenses not to exceed \$250.

The host school shall submit to the Secretary-Treasurer of the EMC a complete financial statement and a results summary immediately upon the completion of the event.

Instrumental Music

Schools that wish to participate may be reimbursed for the cost of a clinician (not to exceed \$225 per school per year.) Such requests should be sent to the Secretary-treasurer of the EMC along with a report of the clinician used and date.

Art Show and Clinic

The host school will be reimbursed for the cost of the guest artists (3 or less). The host school shall submit to the Secretary-treasurer of the EMC a complete financial statement and a result summary immediately upon the completion of the show.

EMC Dual Wrestling

The host of the EMC Dual Wrestling Tournament will keep gate receipts minus award expenses.

ARTICLE X

Officials

Fees allowed for contracting officials or judges for non athletics will be paid the same as NSAA District officials and judges.

Fees allowed for officials for EMC Tournament contests in softball, volleyball, basketball and baseball will be the average of the rate paid by member schools each season. Track, wrestling, cross country, and soccer officials will be paid an agreed upon rate by the host school (tournament director) contracted officials.

ARTICLE XI

Meetings

All Conference selection meetings will be held outside the regular school day.

ARTICLE XII

Conference Passes

There will be conference passes issued to all member schools. Passes will admit A STAFF MEMBER PLUS ONE. Each school/district is responsible for coordinating passes with their employees after receiving the passes from the EMC secretary/treasurer.

ARTICLE XIII

Operating Code of the Eastern Midlands Conference

The following items are deemed in the best interests of the conference and the student it represents. They apply to all conference activities.

1. No artificial noisemakers are to be used at conference activities.
2. Music instruments are to be played only as part of and organized yell or a directed Pep Band.
3. No confetti or other items are to be thrown on the field or floor.
4. Inappropriate gestures and cheers are not acceptable. Schools should make every effort possible in controlling booing and unnecessary disruption during a game.
5. Signs and posters are acceptable with approval of the host school at conference-sponsored activities
6. School appropriate and respectful language is used at all times.
7. Refer to NSAA Sportsmanship Manual.

ARTICLE XIV

All Conference Selection (**amended 5/20/12**)

The conference will honor All-Conference participants in Boys and Girls Basketball, Volleyball, Football, Boys and Girls Soccer, Baseball and Softball. In all other activities, the conference individual winners are decided in the area. The following guidelines regarding All-Conference selection will be adhered to.

*If there are ties HEAD to HEAD record will be used to determine order/ranking. Teams that remain tied will receive the highest number of picks available based on their standing/ranking. Example: a two-way tie for 1st, both teams would receive the # of selections for 1st Place and there would be no 2nd place selections. If coaches feel they do not have quality players to fill their spots they can choose to only pick the number of quality players they believe are deserving & give up a selection.

FOOTBALL: The conference will honor twenty four (24) players regardless of position. Each school will nominate their own players. Players may be added to the list at the completion of the All-Conference selections by the coaches, and will receive honorable mention status.

Due to new NSAA scheduling procedures, the NSAA power points at the end of the 9th regular season game will determine rank. Highest ranking team = 1, second = 2, etc.

Number of selections as per rank after regular season:

#1 Team = 7 selections to All-Conf	#4 Team = 3 selections	#7 Team = 2 selections
#2 Team = 5 selections	#5 Team = 3 selections	
#3 Team = 4 selections	#6 Team = 2 selections	

BASKETBALL: (Boys and Girls) The conference will honor twelve (12) players regardless of position. Each school will nominate their own players.. Players may be added to the list at the completion of the All-Conference selections by the coaches, and will receive honorable mention status.

Number of selections as per rank after Regular Season:

#1 Team = 3 selections to All-Conf	#4 Team = 2 selections	#7 Team = 1 selection
#2 Team = 2 selections	#5 Team = 2 selection	#8 Team = 1 selection
#3 Team = 2 selections	#6 Team = 1 selection	

VOLLEYBALL: The conference will honor fourteen (14) players regardless of position. Each school will nominate their own players.. Players may be added to the list at the completion of the All-Conference selections by the coaches, and will receive honorable mention status.

Number of selections as per rank after Regular Season:

#1 Team = 4 selections to All-Conf	#4 Team = 2 selections	#7 Team = 1 selection
#2 Team = 3 selections	#5 Team = 2 selection	#8 Team = 1 selection
#3 Team = 2 selections	#6 Team = 1 selection	

SOCCER: All-Conference team selections are based on team place of finish in the regular season schedule. Each school will nominate their own players. The total number will be twenty-four (24) on the All-Conference team with Honorable Mention selections at the discretion of each coach. The selections will be as follows:

1st Place Team receives	7 selections	5th Place Team receives	3 selections
2nd Place Team receives	5 selections	6th Place Team receives	2 selections
3rd Place Team receives	4 selections	7th Place Team receives	2 selections
4th Place Team receives	3 selections	8th Place Team receives	1 selection

SOFTBALL: All-Conference team selections are based on team place of finish in the regular season schedule. Each school will nominate their own players. The total number will be twenty (20). Honorable Mention selections will be at the discretion of each coach. At any time a coach may give up a selection if not applicable.

All-Conference

1st	6 selections	5th	2 selections
2nd	4 selections	6th	2 selections
3rd	3 selections	7th	1 selection
4th	3 selections	8th	1 selection

BASEBALL: All-Conference team selections are based on team place of finish in the regular season schedule. Each school will nominate their own players. The total number will be twenty (20). Honorable Mention selections will be at the discretion of each coach. At any time a coach may give up a selection if not applicable.

All-Conference

1st	6 selections	5th	2 selections
2nd	4 selections	6th	2 selections

3rd	3 selections	7th	1 selection
4th	3 selections	8th	1 selection

ARTICLE XV

Broadcasting Conference Events

The EMC schools will make provisions for conference-sponsored events to provide for TV and or radio stations to film or broadcast such events.

ARTICLE XVI

Academic All-Conference Selection

The conference will honor Academic All-Conference participants in each of the varsity interscholastic boys and girls programs that contend for a conference championship (as defined by Article 1)

Criteria

The following criteria must be met (in total) in order for a student-athlete to receive the EMC Academic All-Conference Award as defined in Article 1.

1. A student must be a contributor of a varsity team and have been in that role in at least one half of the contests in which the school participated.
2. The student must be a junior or senior at the nominating school. Grade level status is determined by individual school policy.
3. The student must have a cumulative GPA of 3.5 or better in a B+ based on a standard 4.0 scale. In addition, the student may not have any permanent failures recorded on his/her transcript for the previous semester.

Selection

All student athletes submitted by their respective coaches will be granted the EMC Academic All-Conference Award in their respective sports.

The EMC Secretary will prepare a press release for each student athlete's hometown newspaper and present certificates to the school to be presented to the student at a ceremony determined by the school.

Records

The EMC Secretary will record in the annual Record book, each year, those students and their respective schools, who receive the Academic All-Conference Award.

ARTICLE XVII

Sportsmanship Award

(revised 9/5/2000)

Beginning with the 1988-89 school year, a traveling sportsmanship trophy will be awarded. Ratings will be applicable for all intra-conference, varsity, competition and activities including conference tournaments and will be as follows: Management, Player Conduct, Coaches Conduct, Student Conduct, and Fan Conduct. At the close of the spring seasons, said individual will tally all rating sheets for the year and then send them to the Conference Secretary, who will assemble a composite rating and then notify all conference schools. Schools may not vote for themselves. A conference official will award the trophy at the Spring EMC Executive Council meeting. Any school winning the trophy for three consecutive years will maintain permanent possession, and the conference will purchase another trophy. The Conference Secretary will provide sample rating sheets.

The trophy will be awarded in the fall of each year based on the previous year's cumulative ranking:

ARTICLE XVIII

Schedule of Admission Prices

(revised 5/11/16)

REGULAR SEASON EMC VARSITY CONTESTS FOR VOLLEYBALL, SOFTBALL, BASKETBALL, FOOTBALL, SOCCER, BASEBALL:

	Students \$4	Adults \$6	
VOCAL MUSIC CONCERT:	Everyone	\$3	
PLAY PRODUCTION CONTEST:	Everyone	\$3	
WRESTLING TOURNAMENTS:	<u>EMC Tournament</u>	<u>EMC Dual Tour</u>	
ALL DAY PASS	Students	\$6	Fri: \$6 & \$4
	Adults	\$8	Sat: \$6 & \$4

Volleyball, Track, & Softball Tournament: Students \$6 / Adults \$8.

TO ALL OF THE ABOVE, EMC SCHOOL PASSES SHALL BE HONORED. Pep bands (of schools participating in a particular session) accompanied by their director will be admitted free of charge to EMC Tournaments.

Cheerleaders (in uniform) from competing schools will be admitted free of charge to all of the above.

Article XIX (Revised 5-1-06)

RECRUITING (Undue Influence) EMC Protocol

RATIONALE: The recruiting of children for high school athletic and activity purposes is a reality in our state. Private and public schools are involved. The Eastern Midlands Conference (EMC) wishes to address this problem by raising awareness and taking action as a conference in accordance with the bylaws of the Nebraska State Activities Association (NSAA).

The following excerpts 2.8 through 2.8.2.7 are found in the Nebraska School Activities Association Bylaws for All Activities Article 2, page 8.

1. **UNDUE INFLUENCE** (NSAA established approved rulings and interpretations)
 1. The use of undue influence by anyone causing a student in one school to transfer to another school or attend a school for activity participation purposes shall render that student ineligible. The length of ineligibility shall be determined by the Board of Control.
 2. The Board of Control shall determine what shall constitute undue influence. Undue influence shall always include but not be limited to the following: Offer or acceptance of money, room, board, clothing, or other valuable considerations to a student.
 1. Offer or acceptance of a home or living quarters with any person affiliated with the school. (Extenuating circumstances will be considered if presented to the Board of Control for review).
 2. Offer or acceptance of any school privilege not available to other pupils.
 3. Free or reduced rent for parents.
 4. Payment of the moving expenses of the parents.
 5. Offer or acceptance of employment for the parents in order to entice the family to move to a certain community so as to gain the services of a child in the school's activity program.
 6. Any attempt by a representative of a school or any individual or group outside the school to recruit a student(s) in order to gain his/her services in the school's activity program.

Eastern Midlands Conference Recruiting (Allegations) Violations Review Board

The Eastern Midlands Conference Executive Committee will appoint a 3 member Recruiting (Allegations) Violations Review Board. Each member will be a superintendent or principal from member schools and serve 3-year terms. The 3-year term rotations are to be determined by the EMC Executive Committee.

Allegations Review Board Responsibilities

When a member school suspects a recruiting violation of one of their students, the member school will conduct an investigation. If the member school determines that a violation has occurred, they will submit a letter to the review board that includes all factual information. This letter must be approved and signed by the district superintendent.

The board will review the contents of the letter and determine whether to forward the letter to the violating school and the N.S.A.A. If the review board considers the allegations to be valid, the following procedures will be followed:

1. The review board will send a letter (from the EMC) to the superintendent, principal and activities director of the alleged offending school informing them of the recruiting allegations and that this information has been forwarded to the Nebraska School Activities Association.
2. The review board will submit a letter (from the EMC) to the N.S.A.A. that includes all factual and relevant information concerning the alleged recruiting violation.

The following excerpts 2.11 through 2.11.2 are found in the Nebraska School Activities Association Bylaws for All Activities Article 2, page 8.

2.11 Penalties (NSAA established approved rulings and interpretations). In addition to the penalties stated below, other penalties may be enforced which are listed in the Bylaws and/or Approved Rulings accompanying activities elsewhere in the NSAA Yearbook.

- 2.11.1 School Violations.** For violation by a member school of any of the provisions of the Constitution, Bylaws, or rules adopted by the Representative Assembly or approved by the member schools or approved by the Board of Control, the Board of Control or Executive Director may impose, but not be limited to, one or more of the following penalties:
- 2.11.1.2** Issue a private or public reprimand to the school.
 - 2.11.1.3** Recommend that the responsible school official receive a private or public reprimand.
 - 2.11.1.4** Enforce the forfeiture of one or more contests in team or individual sports.
 - 2.11.1.5** Enforce the forfeiture of points scored by students in individual competition.
 - 2.11.1.6** A student or staff member may be reprimanded, placed on probation, or suspended from participation for one or more contests.
 - 2.11.1.7** Recommend that the school declare the guilty student ineligible for up to ninety school days or the remainder of the school year.

- 2.11.1.8 Place the school on probation for a period not to exceed one calendar year.
- 2.11.1.9 Suspend a school for part of the season of an activity
- 2.11.1.10 Expel the school from Association membership for a period not to exceed one calendar year.

2.11.2 Student Violations. If a student violates any of the provisions of the Constitution, Bylaws, or Approved Rulings during the course of an Association-sponsored district contest, playoff, or state contest, the Board of Control or Executive Director may suspend the student from further competition for any portion or all of the remainder of the sub-district, district, playoff, or state contests.

1. **Investigation.** Prior to the assessment of any penalty, the Executive Director will gather data in order to establish intent, fault, and the effect an ineligible participant had on any interschool contest. These factors shall be weighed in determining the severity of the penalty assessed. The Executive Director's decision may be appealed to the Board of Control.

In addition to the EASTERN MIDLANDS CONFERENCE BYLAWS, Article XIX, RECRUITING (Undue Influence) EMC Protocol, it is recommended by the EMC Executive Board that the Board of Education of each EMC member school adopt a Board Policy with respect to recruiting or the use of undue influence to cause a student in one school to transfer to another school or attend a school for activity participation purposes.

A sample policy is provided for your consideration

**Instruction
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Student Recruiting (Undue Influence)

The purpose of this policy is to inform school district employees, volunteer sponsors, or volunteer coaches that they are not to engage in the use of undue influence or recruiting practices to cause a student in one school or district to transfer to another school or district or attend a school for activity participation purposes.

It is the policy of this district to direct those seeking information about district schools, programs, organizations, and activities to the school superintendent, building principal, or activities director. The school administrators shall make available public information regarding the school district, its schools, programs, policies, and procedures with said purpose to assist in the process of fully

informed decision making regarding school enrollment and to enhance the visibility and image of district schools. The building principal shall determine if the activities director or coaches/sponsors shall meet and confer with interested students and parents and if so determined, said meeting will take place within the presence of a school administrator.

Undue influence shall be defined in accordance to the Nebraska School Activities Association Bylaws for Activities and as presented in the Eastern Midland Conference Bylaws Article XIX titled Recruiting (Undue Influence) EMC Protocol. Employees are further prohibited from encouraging others to engage in such contact on behalf of the district.

Employees who violate the provisions of the policy shall be subject to disciplinary action as appropriate. Disciplinary action shall be made pursuant to district policies, applicable statutory authority, and the bylaws of the Nebraska School Activities Association.