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By Marc J. Garofalo, MPA, MCC, MCTC at 2:45 pm, Aug 11, 2025

JUNE 16, 2025 ATHLETIC COMMITTEE MEETING

CALL TO ORDER

Ms. Tovar: Okay. I'm going to call this meeting to order. It is 5:33 on June 16th. I am going to do roll call.

OPENING CEREMONIES

Pledge of Allegiance

ROLL CALL

Ms. Tovar: Kimberly Tovar, Erica Nuzzo and Melissa Mongillo, Ken Marcucio.

ALSO PRESENT:

Dr. Matthew Conway, Superintendent of Schools.

Ms. Tovar: We do have a quorum to begin this meeting.

PUBLIC PORTION

Ms. Tovar: Does anybody from the public wish to speak?

Mr. McMahon: Yeah, Dylan McMahon.

Ms. Tovar: Yeah, one moment, Dylan. We have Mr. Chev.

Coach Chev: Hi Dyl.

Mr. McMahon: Hi, Coach Chev.

Coach Chev: I'm going to go first okay.

Ms. Tovar: Just so the record could reflect, Ken Marcucio is walking in now as well. Hi Ken, thank you for joining us.

Coach Chev: Dave Chevarella, 19 Jeanetti Drive, those of you who don't know me. I've been teacher, coach for 30 years at the high school. A graduate in 1991 from Derby High School. And in 1990 Class S Allstate Football Player from Derby High School. So, I'm here to talk about the plaque and banner policy that has been revised several times over the last few years unbeknownst to myself, like I said, been coaching for 30 years. Mr. Marcucio is here so he can probably correct some of the information if I'm wrong. But I believe back in the mid '90s is when the banners first went up in football. Based on register there's All State.

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And my understanding was because there was that there were so many Class S All States that they wanted to make it a higher standard because football was so successful. But we haven't had anybody put up on the banner since 1988 until this recent year where about a month ago I saw on Facebook, wonderful AD Moffat posted a picture of our two most recent Class S All State football athletes on a banner. So, I reached out to her right away and I said, hey Moff, can you send a picture of the other many, many players that you are putting on the banner from the past.

And then she said that she had spoke to the Athletic subcommittee and that it was only going back to 2019. One of the most recent revisions. So, I'm here to hopefully get some answers or clarify why it's only going back to 2019 when the banners were first put up in the mid '90s. They went back all the time. They didn't start in the 1990s. They went back to the 80s, 70s, 60s, 50s, probably even into the 40s by anybody that achieved any of the required achievements. And I looked at the policy after talking with Ms. Moffat again and talked about head coaches doing the research for it and stuff. So, again, just to me implies that again, they're not talking about current years, they're talking about going back and acknowledging about every athlete that has been at Derby. Not only for myself, again, I'm here advocating for but people I've coached. I've coached football with Coach George here many years. I've taught most of the people that have been acknowledged.

So, again I certainly want to have equity amongst all our athletes here both the current ones and the past. Likewise, I know the band and chorus has been added. So, I would hope that you guys would go back and acknowledge those too prior to 2019. Again, like I said, I am just looking for equity amongst all of them. If it was up to me, I would take all of the individual banners down and only put up team banners, you know. Because I believe we are building a culture where kids are me, me, me, me, me. Which is a good thing. But their aspiration shouldn't be to be on a banner. So, if you want to take them all down, you have no complaints here. But if they're going to be up again I think many classmates, friends, everybody else in other sports if their name is up there because of softball All State, picked by coaches, a football player who is also picked by coaches should also be up there because they accomplish the same thing.

Thank you for your time.

Ms. Tovar: Thank you. Does anybody else from the public wish to speak that's here in person?

We're going to hold off on our Zoom people. We are going to do our in person first if that's okay. Actually, Dylan you can go next because I was made aware that you are at work. So, we'll do the Zoom people first. Thank you.

Mr. McMahon: I'm Dylan McMahon, currently reside in Seymour. I was a Derby resident for 26 years. I am a graduate 2013, valedictorian. I was also a Class S All State football player in 2011 and 2012. I would just like to reiterate basically what Coach Chev said there. He hit the nail, right on the head. There needs to be equity if this new policy was revised the last couple of years. Every other sport, the coaches vote their players in, same thing with football not just for the classes, not just New Haven Register, but for All State. And I'm also just looking for clarity why it's only a banner for the last couple of years I guess just from where the revisions started which is completely unfair. But if anyone here has clarity on that I would like to hear that as well.

Like I said, Coach Chev said it all. I'm not going to reiterate everything he said. So, thank you for your time.

Ms. Tovar: Thank you, Dylan. Would anybody else from Zoom like to speak.

Mr. Slowik: Hello, this is Ben Slowik. If I could chime in too.

Ms. Tovar: Absolutely Ben, go ahead.

Mr. Slowik: I am sure you guys know me as well. I am Ben Slowik. I am from Derby as well. I graduated in 2015. Went Class S All State football.

Ms. Tovar: Can we just get your address before you start.

Mr. Slowik: Oh yes, 60 Chestnut Drive, Derby, Connecticut. I actually live in Arizona right now. But I have a home back home.

Ms. Tovar: Thank you.

Mr. Slowik: I'm kind of feeding off of what they said. I really don't have much to chime in other than I guess the equity of everyone else being honored. I don't know what years that it started I think there's also clarification with that needs to be brought up if it is going to get all of the names but just curious what changed. So, kind of same of what they said. So, I just want to get some answers. I know my Aunt Janine Netto. I had called her and got her involved in this too. She was looking into it. She doesn't really remember back when that policy was brought up. But just curious, what started it and what changed. And just, I guess some answers. Thank you.

Ms. Tovar: Thank you. Anybody else from Zoom like to speak? Okay. So, we're going to move into our in person. George, you can go next if you'd like.

Mr. French: George French, 22 Fairview Terrace and former head football coach here during the years I guess this policy was adopted, 2013 and 2019. My boys called me on the ride here and they were telling me about it. And those two dates, they never made its way to

their coaches. So, if this policy was adopted, it should have made its way to all of its football head coaches or all its coaches in general. I'm here to support my boys. I believe everything that Coach Chev said and they said. I mean, if we're going to, we shouldn't just be honoring two. It should be everybody who was during those times periods. It's Class S. There's Class A and B. You know how far back it goes, Mr. Marcucio. We should be honoring all of them. It just shouldn't be two out of the blue.

So, I'd like to, I wish I knew about this policy back in 2013 it would have been great to know back then as well as '19. But unfortunately, it was never relayed to us. But in support of them, I hope we get some clarity on this. And I hope everybody gets honored who is All State during those periods.

Ms. Tovar: Thank you. Hold on one second Melissa.

Ms. Mongillo: Okay.

Ms. Tovar: Having some issues with that microphone.

Ms. Netto: Janine Netto, 141 Park Avenue. I just want to have some clarification because I know my name is on the revised policy. So, back in 2019 I voted for something. I'm here to understand what it is that I voted for. I would like to see all these kids that are here today represented. I think we do need to find, I don't know that I haven't had enough time to say that I agree with everyone's name being on a wall. I do think we need to find a way to represent them all if we are going to start representing. We should go back to when it started. So, I just hope that this committee could find a way to acknowledge all. And I think that's it. And maybe Ken can clarify for me what we voted on back in 2019.

Ms. Tovar: Okay. Great. Thank you. Does anybody else wish to speak?

Dr. Conway: For clarification.

Ms. Tovar: Absolutely.

Dr. Conway: There was a change in 2019. It was to add middle school banners to the policy. The concern we're talking about tonight took place in April 8th of 2021. Just for clarification for our audience.

Ms. Tovar: Okay. Is there anybody else on Zoom that would like to speak before we move on to item number three. Going once, going twice. Okay. We are going to close our public portion.

APPROVAL OF MINUTES

Motion that the Athletic Committee approve the minutes from its February 26th, 2025 meeting. Passed with a motion made by Ms. Erica Nuzzo and a second by Mr. Ken Marcucio.

Kim Tovar **Yes**

Erica Nuzzo **Yes**

Ken Marcucio **Yes**

Melissa Mongillo **Yes**

Ms. Nuzzo: Making motion.

Mr. Marcucio: Second.

Ms. Tovar: Thank you.

DISCUSSION ON POLICY 1147 BANNERS AND PLAQUES

Ms. Tovar: We'll have Ms. Moffat take the floor on that.

Ms. Moffat: Recently, we had the banner update 2021. On the bottom of the policy. It's the last update that I had seen since 2019. When we recently had All State football players I did come to the committee and just ask how far back we should be going with the policy. I can order banners, it looks like I was ordering the other fall banners that we had. I was told to go back to 2019 which was the date on the bottom of the policy. Then I started, once we got the banners in, and took pictures of the kids holding the banners, and they got on social media, the banner was hung up in the gym. I started getting messages on Facebook. Coach Chev had come to speak with me. So, I'm bringing this to you as a committee to decide where we go from here and to start the discussion again.

Ms. Tovar: Okay. So, just to clarify a few things. So, this policy was created in 2013. And then revised in 2019, correct?

Dr. Conway: I spoke on back in 2021, it probably existed long before 2013. It's what CAFE has here when they do the creation.

Ms. Tovar: Okay. And what was the extent of the policy at that point in time?

Dr. Conway: It's up on our screen. The revision is on our screen. So, for these four sports, football, softball, baseball and basketball.

Ms. Mongillo: Doc, can you share the screen for me. I'm sorry. Thank you.

Dr. Conway: Historically, the policy had these four sports and next to it, the All State selection would be based upon football, New Haven Register, for softball, the Hartford Courant, for baseball, Hartford Courant, and basketball, the New Haven Register. At the time we brought it to the committee was following a conversation I had with Bill Pucci (phonetic) and also with the Hartford Courant at least in my time and I shared this back in 2021 didn't report on Valley Sports. So, how would our players end up in their pool for selection if they weren't covering the games is one of the conversations.

And then historically for myself, as a coach, we always, the recommendations always went to the Connecticut High School Coaches Association of the coaches. And that's what was traditionally used as the entity for identifying All State. The official entity for identifying All State. So, at the time in '21, the committee made the decision to then use high school coaches for all sports. We were using them for some according to Matt Bradshaw. At the time, soccer, as an example, but not for these four because of the policy.

Ms. Tovar: Okay.

Dr. Conway: Bill Pucci the same thing felt that it would be more appropriate to be using the Connecticut High School Coach Association.

Ms. Tovar: So, we're just going to evolve from how it was being done to that. Okay.

Dr. Conway: So, the committee made the decision at that time to use the Connecticut High School Coach Association. There was a discussion about going back but because there was such a variety of sources used for the Courant, New Haven, not even sure if the others, even cheer was brought up. Then they would leave all that be, don't take that away, but leave all that be, and then from that point forward in '21, using Connecticut High School Coach Association.

Ms. Tovar: Okay. And that would be the determination of who would make their way on to the banner if anybody.

Dr. Conway: So, we no longer have New Haven or Hartford Courant since that time.

Ms. Tovar: Okay. So, I guess my question or my thought process is, if that was made as the policy in 2021, this would be more of a policy committee discussion.

Dr. Conway: It started with Athletics. So, it went to Athletics on April 8th and it went to the policy, the following policy meeting, I believe on April 20th. And they passed, they had two reads. What the Athletic committee had recommended. A committee wanted to reconsider going to I believe going back historically to find out who the Connecticut High School Coaches Association had identified for Derby for these four sports that weren't otherwise recognized. I contacted the Executive Director, Len Porto (phonetic) today. He

put me in contact with the association who may have the information that we're looking for, you know, in a database that they could share with us. So, I'm waiting to hear back from them at this time to confirm.

Ms. Tovar: Okay. So, our discussion is really going to be, does the Athletic committee support going back and if we can get it to the policy committee to be approved to go back.

Mr. Marcucio: I've always been in favor of can't go to a certain point and say, you're going to honor those people from that time. I mean, it's not fair to those other people. Just to go back a little bit, Dave and I think you were, I don't know about George, but we were on the Board of Ed, told us to go out and investigate to see how many schools in the State put banners in the gym. We did a very extensive study, took a lot of time, it took me a lot of time I was the AD at the time, and we brought it to the Board and unfortunately, there was few people running the Board members that wanted the banners on the wall in the gym, the coaches, all the coaches, the AD, almost everybody wanted to put plaques in the common area.

Ms. Moffat: The community common area.

Mr. Marcucio: That's where people are going to see things. The only time they see things in the gym is in the winter when they play basketball and when they play wrestling. If they're out in the common areas, they're going to see those all the time. Anyway, they voted against that. They went with the banners and, you know, if we're going to do this, I don't know how many more banners. I'm still in favor of putting plaques out in the common areas. Take all those names that are out on the wall, put them in plaques in the common areas. And take all those banners down. I agree with Dave.

Ms. Tovar: I agree.

Mr. Marcucio: Years ago, all of the coaches, you know, the Board of Ed, for whatever reason because they were friendly with a few parents who decided to go against. The survey that we did and where all the coaches were. You know, so but those four things, especially football, they always went, they always went strictly with the New Haven Register picks for All State. Even other groups that pick for All State. For years, the Bridgeport papers did it. Some of our kids made that one. Now those kids are not going to get up on the wall. They're going to just do, which is good. That's just you know the coaches, which I guess is better than nothing. I mean, you can't just go back x amount of years. You got to go back all the way and who's going to do that. We've got a lot of help, a lot of coaches and people to find out, you know, exactly who made it.

I just think we have to be fair with everybody. We can't put somebody in 2014 who made it and not somebody in 2013. Where do you draw that line. You got to go back all the way. We've been playing football since 1900. Almost 100 years.

Ms. Tovar: I think the plaque idea would have been a great idea. Because again, you know, like he said, there's only so much space in that gym, you know, even cost-effective-wise, I know how the banners are expensive and once you run out of space okay well, who makes it and who doesn't.

Ms. Moffat: There's other alternatives as well. There's electronic, like large, large screen plasma TVs that you could go in, almost like a Hall of Fame.

Ms. Tovar: Yes.

Ms. Moffat: They sell them like that. You could choose what sport and then you can choose what year and then you can choose who you want to see and then it rotates when no one is actually trying to do that. But there are those options as well. Those are expensive but they may be more cost-effective.

Mr. Slowik: So, to chime in on that, if you're going to plaques and doing away with banners, what then would happen with the banners in the gym be removed there now and everything would go to plaques. Because I think the thing was growing up as a kid through Derby sports, seeing your name on that banner in the gym, that was the point of it, you know. Whether it be the gym or the new fieldhouse, to see your name on the banner was an honor. So, if you're going to go with the plaques then where does, what is it going to get chipped off on.

Ms. Tovar: Yeah, I think that would be a discussion for the future. We're not sure what we're looking to do. It's just you know, something that had been brought up in the past, Mr. Marcucio was saying. But once we come up with, again, this will have to go to the policy committee. And whatever they determine, then we'll base from there. We'll have to make a determination. And then we'll have another meeting and, you know, whoever would like to be a part of that would be able to take part in the public participation and go from there.

Mr. Slowik: I apologize. I didn't realize we were done with public portion.

Ms. Tovar: That's okay. Melissa, do you have anything?

Ms. Mongillo: I mean, I agree we shouldn't be excluding anyone. I think that's, I had to think about whether I was actually on the committee or not. And thinking did I vote on this. But I did not. I don't think anyone should be excluded. So, I definitely think we should cover all of those years. It's just a matter of figuring out let's make sure we have the right resources in the policy. It sounds like we've eliminated the right ones. But are we missing any. Can

we figure out together the right resources are and make sure we got all sports covered. And let's find the most cost-effective way to keep this going so we can figure out, are we taking banners down? I don't really love that but I realize that's probably not the, you know, much room on the walls to continue to put names up. So, how do we figure out what stays up as a banner? And then what becomes, I don't know, a plaque or whether the screen that Moff just mentioned is the way to go going forward. We have to figure out, you know, even if we break that up by years. Like what's up in the gym is maybe that stays and then maybe we have a go policy of anyone from these years is on a plaque or it's digital or whatever it might be but I would agree. And I know I would be better to just agree than to disagree with the gentleman in the room who've come today to speak in public portion that they're passionate about Derby Sports and, you know, we need to hear them. This is not something that we should disregard.

Those that have been honored for their efforts and our athletics should be remembered. I mean we have plenty of resources to figure this out. I realize it's not going to be an easy task, but we've got people like Bill Pucci and people that we can all fall on to figure out who got these awards and need to be honored going forward.

Ms. Tovar: Absolutely. And I think Moff and I can probably put some work to the Athletic Hall of Fame committee and see what we can put together.

Ms. Mongillo: And maybe we use, maybe they go down in the fieldhouse. Maybe it's something down there where it's a smaller plaque where we just keep adding names. I mean that would work as well. I mean I want to make sure we cover all sports. I only see what's listed here. There's a handful missing. So, let's make sure we've got all the right resources listed on the policy so that we're not missing or excluding any sports.

Dr. Conway: So, on your screen, what's in red is what's in current policy. So, these four were eliminated and all State selection for each sport that we offer is determined by the Connecticut High School Coaches Association. So, it doesn't exclude any from that as all of them are through the exact same resource no matter what sport.

Ms. Mongillo: Okay. Thank you.

Ms. Tovar: So, based on this conversation I believe we can agree to now move forward and bring this to the policy committee and go from there. Do I have to make a motion on that or we can just do that.

Dr. Conway: Might as well.

Ms. Mongillo: Do we need to determine what we're recommending though? We need to, I think, as a committee need to determine what are we asking the policy committee to put in the policy? What do we want it to be, banners? Plaques or am I wrong.

Ms. Tovar: So, I think, personally, myself, I think we need to determine first, are we going to go back that far? Are we going to change the policy to go back that far to reflect something for those individuals. And then at that time, maybe determine yay or nay, what are we going to move forward with, it's a banner, it's a plaque, it's a screen. Because we are going to have to have at that point in time see funding source, how are we going to pay for it?

Ms. Mongillo: I think we need to understand what we're talking about. How many people are? Who's excluded? And then what does that mean for us cost-wise. I don't even have any understanding of how far back we're missing or how many people and what that even looks like so before we vote on what we want it to be, we need to know the cost so that we can determine what it should be.

Ms. Moffat: Both Doc and I spoke with Len from Connecticut High School Coaches Association today and that's our first is, just getting information back from him and getting it back to you.

Ms. Tovar: Okay. To then determine. Okay. So that's what we'll do. We're going to wait on information to determine exactly how many people it is, who does it reflect, and then we'll move forward from there.

Dr. Conway: If I recall too, just for consideration, we did a little, I can't remember how exactly in depth we went but the names of the Connecticut High School Associations at the time I was able to find and cross reference it with New Haven Register for example for football. I think we're going to find a lot of similar names. So, it's not like you're adding X number because they were probably identified by both, in some situations, organizations for the same years. So, those names were already up there so we would just be adding those that maybe the Connecticut High School Coaches Association can identify if the New Haven Register didn't. I don't think we're talking about a large number.

Mr. Marcucio: For a time there, we went to the New Haven Register. They dropped the class sizes for a while too. So, a lot of kids made class, All State with other groups because there was no class there. There was one All State for the whole.

Ms. Moffat: Yeah, New Haven was like the top of the top you didn't have to make.

Mr. Marcucio: There weren't any class. There weren't any of those. One State a whole State.

Ms. Tovar: It was harder, much harder. Okay. So, that's what we'll do, we'll wait to hear from that avenue and move forward from there. Does anybody have anything else there that they would like to add before we move on?

Mr. McMahon: I have a question. Dylan McMahon. How do I know when these meetings occur and they're talking about this specific agenda. I only knew it because Moff reached out to me.

Ms. Moffat: The information I know I will continue to pass on.

Mr. McMahon: Thank you.

REVIEW OF TEAM RULES AND REGULATIONS

Ms. Tovar: Review of team rules and regulations.

Ms. Moffat: So, it came up in an end of season coach's meeting recently that each one of our teams at the beginning of each season puts out a team rules and regulations that parents have to sign. So, they are agreeing to whether it's, you know, attendance policy, behavioral policy, equipment policy, returning you know any equipment, uniforms, all of that, they are signing this saying that they agree with all of this, their student athlete is going to participate under these guidelines. And if anything happens outside of that there will be meetings with coaches and with myself for you know, going forward. Each team makes up their own, shows it to me. I approve it based on most of them are fairly identical, not exactly So, the question came up is, do we, as an Athletic subcommittee do you want one generic team rules and regulations to go out or can we allow our individual teams to create their own based on more sport specific information.

Ms. Tovar: Has there been any issues arising that we feel or you feel as an AD requires us to create a generic one or would you prefer each coach to have their own specific?

Ms. Moffat: It doesn't matter to me really. I mean, most of them like I said are fairly identical. But there are a few sport specific things we get into for instance we'll go with football. There's still so much more equipment that needs to be returned. And so many different practice shirts and things like that. So, they may have a separate just for their equipment. And anything that's given out by the team is not funded by fundraising money that the students then own. So, I personally think that each team should be able to do their own and just have it. If you guys just want to review them once a year, have them sent over the summer and you review them so that when the teams start I think that's the best way to go personally so that you could put eyes on it. If you have any questions on anything, you can make the adjustment. But then every team has what they need but that's just my opinion.

Mr. Marcucio: I agree with that. I think there should be a combination of both. You should handle what should be in all of them. You talking with the coaches to figure out what has to be in all of the handbooks for each of the sports. And then the individual sports can put whatever they want in their approval.

Ms. Tovar: I agree.

Ms. Moffat: So, a combo of both. Okay.

Dr. Conway: It will make it easier for a parent read, here's all the generic, here's sports specifics at the bottom each one as a separate section. Similar to why we do the handbooks.

Ms. Tovar: I agree. And then it can come back to us and we can review it. And say, hey yeah, this looks great. Or, you know, hey, we want to add X, Y and Z, you know and go from there. Okay. Melissa, do you have anything that you would like to add to that?

Ms. Mongillo: I mean, I tend to disagree a little bit. I don't know that we belong in that. That's just my philosophy. I trust our coaches. I trust our AD. I trust our Superintendent. So, I can't imagine what would be on there to be, you know, not necessary. We hire people to do their job. I just don't know if the committee needs to be in the weeds like that. But I'll look at it. I'm happy to look at it if we feel like we need to. But I would imagine the school policies are going to be on there and the general stuff. And if, you know, the football coach wants to make sure his jersey's come back, that's just ideal. And there should be things in place if they don't get returned. That's just my opinion. I just would rather not be in those weeds because I trust people to do their job. I'm happy to look at it but I don't know that this committee needs to do that. That's my opinion.

Ms. Tovar: Do you feel like there's an issue?

Ms. Mongillo: If there's an issue, somebody is going to tell us but I just don't know that we need to be reviewing those things. But just my opinion.

Ms. Tovar: Can the coaches come up with a generic one, the sports and then a separate one on their own if they want something added or it has to come from us to approve it.

Dr. Conway: No, I think what normally would come from a Board is that we have to have team rules and regulations, which is and then the AD would follow the policy by making sure each AD Moffat would review those team rules and regulations with the coaches, have the discussion about generic, this is in everybody's and here's sports specific. That's what I think it should be. I agree I would think that she could pass it by Jen Olson.

Ms. Mongillo: Bring it to us if you need us. But I just don't think we need to be doing that.

Ms. Tovar: Okay. Thank you. Any other questions guys anything you want to add to that. Okay.

SUMMER PRACTICE FACILITIES USAGE

Ms. Tovar: Number six, summer practice facilities usage.

Ms. Moffat: So, last year was the first year for our practices being allowed by CAD and CIAC. Two days a week for two hours at maximum. They can do conditioning other days, but those are sports specific with balls and equipment. Full contact for football. Last year we ran it through the Park and Rec Department which is what we're looking to do this year. I know we utilize all of our facilities. Just we would use Payden. We used the DeFilippo field. We used the high school gym last year. The wrestling room and the weight room, fitness center. I remember having a conversation I believe it was here with Dennis O'Connell (phonetic) that he signed off on that. I know Mr. Marcucio had a question just as far as utilizing the high school facilities meaning the gym and weight room and things in the weight room and the wrestling room just wanted to make sure that we get the sign off from the committee to be able to do that again this year. It is running under Park and Rec. And liability is under them as well because it is scheduled to start today. The teams are planning on starting today. And it does run through August 9th. I am putting together a schedule now for time and field use and gym use requested that I will run past both principals Ms. Olson and Mr. Hoffman to sign off on them and get the those dates and times so that's where we are right now. And we'll be through.

Ms. Tovar: I don't have a problem with it. Melissa, any issue on your end.

Ms. Mongillo: We're following the CIAC rules, right. And we can't run it through the school, it has to go through Park and Rec. And the liabilities, insurance there. I am sure you've checked all the boxes with insurance and all that stuff, right.

Ms. Moffat: Yes, Dennis has that covered.

Ms. Mongillo: Permission slips, that stuff?

Ms. Moffat: Yes. There's a sign out form that goes out to all of our coaches no student athlete will participate unless that is signed off on.

Ms. Mongillo: And who's staffing it?

Ms. Moffat: So, the coaches can choose to participate or they can choose not to. So, not every sport will have something but those that choose to participate.

Ms. Mongillo: How is supervision handled? Is there a ratio or do we have to worry about that?

Ms. Moffat: Not that it wouldn't be under us, it would be under Park and Rec and it seems like most of our coaches are involved just like they would be during the normal season if they are choosing to participate.

Ms. Mongillo: And they're in our building so it would be like in the weight room and in the wrestling room. If the building is armed, they would stay in.

Ms. Moffat: They would stay in that room and just do their wrestling activities and they would be in just the gym.

Ms. Mongillo: So, they're not alone. There's always supervision. My only concern. Okay. I'm good.

Ms. Moffat: The schedule sure. Just finishing it up waiting most coaches aren't starting until July 1st or so.

Ms. Tovar: Do I have to make a motion to because we're just repeating what we did okay. Going to move on to item number seven, locker room usage.

LOCKER ROOM USAGE

Ms. Tovar: so, this is something that I actually wanted to bring up and discuss and come up with whether it's a policy or rule or something in light of some of the issues that we've previously had concerns with incidents taking place in the locker room during events. So, currently right now, what is the locker room policy during events?

A certain issue, we've had some discipline issues with some of our kids and other schools coming in and utilizing the facilities that's caused issues that are unnecessary that you know could cause quite a bit of concern. So, to eliminate that I feel like we shouldn't be allowing the locker room should be locked down and the kid shouldn't be in there without an adult. So, it's a conversation that I'd like to have.

Ms. Moffat: Yeah, so just to protect ourselves and staff so, Dr. Conway and Principal Olson and I had a conversation going forward starting in the fall all locker rooms will be locked during both practices and games or meets once the last coach leaves that locker room, if anything, they will need to utilize the public facilities. In the past, what was that they haven't been locked in the past. They have from time to time but they don't do it consistently because especially with football and track, there's so many kids they need to get something out of their locker and there's only so many coaches to be able to kind of disburse. There was never a policy in place for that. But going forward there will be once the last coach has left the locker room, the locker room will be locked. We don't want theft. We don't want you know athletes or non-athletes you know from other schools being in our facilities. It's, they can be in the public areas only.

Ms. Mongillo: And you said for practice and games.

Ms. Moffat: Yes.

Ms. Mongillo: And not inside and out like the gym and Payden.

Ms. Moffat: Yes. I mean, the gym doesn't the locker rooms don't really get used all that often. The visiting team is usually the only one that's in our locker rooms for basketball and really wrestling which has also basketball season that's been an issue correct. A big issue. So, we actually started locking one door so we can see everyone that goes in and goes out during basketball as well. We started that this basketball, this winter. Accompanied by an adult. Correct, so I'm going to you know, with they will have to have either one of the coaches or volunteer or site manager that's on duty if it's a game day. They will be responsible for bringing that student athlete in letting them you know, if they need to get something out of their locker and the making sure that they leave.

Ms. Tovar: Okay. I'm glad there was that discussion. That's all I have.

Ms. Mongillo: I would just add, I think I would just be mindful and careful away as well and have something in place. I know you're not locking our kids out of lockers away, but I would just, my mind just goes to we're at an away game at someone else's site, I don't necessarily think that not having something in place for our kids going to an away game or an away locker room alone. Just to be mindful, you never know.

ADJOURN

Motion that the Athletic Committee adjourn it's meeting. Passed with a motion made by Ms. Kim Tovar and a second by Ms. Melissa Mongillo.

Kim Tovar Yes

Erica Nuzzo Yes

Melissa Mongillo Yes

Ken Marcucio Yes

Marianne Samokar

Recording Secretary

ATHLETIC PROGRAM

The purpose of the sports program at DHS is to help our student- athletes become better citizens and physically fit while participating in a sport program. There are varsity sports for boys and girls in competition with schools of the Naugatuck Valley League and other area high schools. Besides the physical requirements which must be met before the person may participate in the sports program, there are also certain scholastic requirements. Students must be passing at least 4 full time academic subjects at the end of each quarter and pass 4 full time academic subjects for the year to be eligible for fall sports..

ACADEMIC ELIGIBILITY FOR THE NCAA

Students wishing to participate on the Division I and Division II college level in athletics must abide by the NCAA rules. They must first register with the NCAA clearinghouse through the guidance department or visit the <https://web3.ncaa.org/ecwr3/> for information.

Students should sit with their counselors to review their transcripts. Ultimately it becomes the responsibility of the student to meet all NCAA eligibility requirements, **PLEASE CHECK WITH OUR GUIDANCE DEPARTMENT, ATHLETIC DIRECTOR, FOR ADDITIONAL INFORMATION ABOUT THE NCAA ELIGIBILITY CENTER AND SAT REGISTRATION.**

DHS SPORTS PROGRAM

FALL SPORTS

FOOTBALL - VARSITY, JV
BOYS & GIRLS CROSS COUNTRY - VARSITY, JV
BOYS SOCCER - VARSITY, JV
GIRLS SOCCER - VARSITY, JV
CHEERLEADING - VARSITY

WINTER SPORTS

BASKETBALL BOYS - VARSITY, JV,
BASKETBALL GIRLS - VARSITY, JV
WRESTLING - VARSITY, JV
CHEERLEADING - VARSITY
INDOOR TRACK BOYS & GIRLS - VARSITY, JV

SPRING SPORTS

BASEBALL - VARSITY, JV
SOFTBALL - VARSITY, JV
OUTDOOR TRACK & FIELD BOYS/GIRLS - VARSITY, JV

DANCE DIVERSITY TEAM

Club Activity- This group is comprised of students in the freshman through senior classes to foster school spirit by performing in musical dance routines. They participate at some sporting

events, pep rallies and parades. Students try out in the spring for this organization. The group is led by a captain or co-captains. Grades will be checked after every marking period to be sure that academic standards are met.

CHEERLEADING

The varsity cheerleading squad is comprised of girls with special competition alternates. They lead the cheering at pep assemblies, football games and boys' basketball games. Tryouts are supervised by the coaches and a committee of judges in the spring. Grades will be checked after every marking period to be sure that academic standards are met.

MISSION STATEMENT - DERBY HIGH SCHOOL ATHLETIC PROGRAM

The Derby Athletic Department believes that interscholastic athletics is an integral and significant part of the student-athlete's academic, social, emotional, and physical development. Our athletic program is designed to be consistent with the basic philosophy of Derby High School and complete the total educational experience for our athletes. We will motivate our student-athletes to strive for excellence in academics and athletics, teach high moral and ethical values, and encourage them to reach their full potential in and out of the sports arena.

PHILOSOPHY

Successful athletic programs have specific goals. Some of those include: a positive experience for every athlete and a great sense of camaraderie and unity within their team; an environment that ensures high ethical standards and expectations for fairness, equity, and sportsmanship for all of our student-athletes and coaches. In addition, the athlete learns the value of good sportsmanship and citizenship and gains self-reliance and understanding of the necessity for self-discipline and hard work to attain success. Students should learn that participation in athletics is not only a privilege but is also an honor that requires responsibility for maintaining one's academic standing in the classroom and for maintaining a high standard of conduct inside and outside of school hours as outlined in the student handbook and the Code of Conduct for Derby Public Schools.

A true athlete is someone of high moral character with a genuine work ethic. They contribute to a team in many different roles and always strive for improvement and efficient execution of skills, in practice as well as in competition. Play hard, play fair, and dedicate yourself to be the best you can possibly be, but most importantly, have fun! The rewards will stay with you for the rest of your life.

OBJECTIVES OF THE DERBY HIGH SCHOOL ATHLETIC PROGRAM

Listed below are the stated objectives of the Derby High School Athletic Program. These objectives relate to all activities and entities of the overall athletic program.

1. Develop within participants an understanding of athletics as a privilege within the school structure. With that privilege comes a series of responsibilities that one must meet and respect.
2. Provide for lasting friendships with teammates and opponents.
3. Teach good sportsmanship and fair play.

4. Learn to accept decisions of officials, to win and lose graciously.
5. Encourage ACADEMIC and ATHLETIC success.
6. Develop good health and safety habits and overall physical fitness.
7. Encourage good dress and grooming.
8. Develop self-discipline.
9. Develop an attitude that working together within a group toward a common goal accomplishes successful results.
10. Provide a means for the understanding of competition and the components under which it thrives for the individual and our society.
11. Provide opportunities for team work, togetherness, friendship and group interaction with teammates, opponents and other members of the student body and faculty.
12. Develop an understanding of health, sanitation and safety.
13. Stress the importance of sportsmanship and its long range impact on occupation and family.
14. Provide an opportunity for participants of the positive experience brought about as a result of self-sacrifice. This satisfaction will transcend team records and develop a feeling of unity, belonging, and team pride.
15. Provide an opportunity for participants to place group/team needs above self. In addition, focus attention on self discipline and hard work in practice and hard work in practice for the overall benefit of the group/team.
16. Develop an appreciation within participants of the positive experience brought about as a result of self-sacrifice. This satisfaction will transcend team records and develop a feeling of unity, belonging and team pride.
17. Develop within each participant an understanding of the fact that he/she represents the school and that this responsibility must be realized in the classroom, community and on the playing field.

ELIGIBILITY

Athletes and coaches alike must remember that participation in athletics is a **privilege** and like any other **privilege**, it must be earned.

The rules of eligibility are designed to ensure that the proper perspective on education is maintained at all times. All coaches should be keenly aware of the specifics of eligibility and the enforcement of these rules. This section of the handbook covers far more than eligibility. It deals with the establishment of rules as we strive to maintain standards of achievement and athletic program development. Discipline in athletics begins with the adherence to these standards.

A Derby High School student is not automatically eligible for the athletic program. Each student desiring to participate in one or more varsity athletic teams at Derby must comply with the following rules:

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By Marc J. Garofalo, MPA, MCC, MCTC at 2:46 pm, Aug 11, 2025

Basic requirements for participation:

1. Each Derby High School student desiring to participate in a varsity athletic program must have a permission slip signed by a parent or guardian prior to the beginning of the tryout or practice period in preseason.
2. Each Derby High School student desiring to participate in a varsity athletic program must have a physical examination and screening prior to the beginning of the tryout or practice period in preseason. The physical is good for one year. The screening will take place once at the beginning of the athlete's career at DHS. If a student does not utilize the free examination, offered by the school, he/she will be required to secure an examination by the physician of his /her choice, at his/her own expense. A waiver form must be signed by a parent/guardian, indicating what insurance company the parents have and whether or not the school insurance has been taken for that school year.
3. Each Derby High School student desiring to participate in a varsity athletic program or any extracurricular activity must be academically and legally eligible as detailed in regulations by the Connecticut Interscholastic Athletic Conference (C.I.A.C.).
4. Athletes are allowed to switch sports programs during the same season under the following conditions. He or she notifies the current head coach of his/her decision and the new head coach. Then each head coach along with the AD agrees to the switch. The switch must be made prior to the entry of the official team roster on the CIAC roster site.

CONNECTICUT INTERSCHOLASTIC ATHLETIC CONFERENCE

ELIGIBILITY RULES

The C.I.A.C. is the coordinating body for all athletic competition in Connecticut High Schools. As a cooperating member of the C.I.A.C., Derby High School is obliged to comply with all the C.I.A.C. rules of eligibility. An athlete must pass 4 full time academic subjects for each marking period in order to qualify to participate in a sport program. (PE class does not count) The exception is the 4th marking period. For the fall season, the athlete must have passed 4 full time academic subjects for the previous year-not just the 4th marking period. A current (1 year) and valid physical must be approved by the school nurse. We will provide free physicals in June and in late November for our athletes.

ATTENDANCE RULES

1. An athlete will not be allowed to participate in a practice or game unless he/she was in attendance at school on that day. Individual exceptions may be made if prior approval is secured in advance from the athletic director - appropriate form must be completed.
2. In order for an athlete to be considered in attendance in school on the day of a practice or game, he/she must have been logged in by 10:00 a.m. Individual exceptions may be made if prior approval is secured in advance from the athletic director. **ATHLETES WHO COME TO SCHOOL AND ARE EXCUSED MUST GET THE APPROVAL OF THE ATHLETIC DIRECTOR BEFORE HE/SHE CAN PRACTICE OR PLAY IN A GAME THAT DAY.**

3. Excessive unexcused absences from practice are grounds for dismissal from the team. The Head Coach will determine the validity and excessiveness of absences. ** A written record of absences will be kept. **
4. Tardiness to practice is grounds for denial of practice time, suspension from game participation or dismissal from the team. The Head Coach will determine the validity and excessiveness of lateness to practice.
5. It is the responsibility of the athlete to arrive at the designated departure location at the time prescribed by the Head Coach. If the athlete is absent the day prior to a weekday game, it is his/her responsibility to contact the Head Coach for departure time and location.
6. Athletes are not allowed to travel to sporting events or from sporting events on their own or with anyone else. They must travel with the team on the team carrier.

BASIC DUTIES OF CAPTAINS

Captains will be nominated by the head coach and then approved by the Athletic Director. Although the Head Coach assumes the responsibility for his entire program and the activities involved, listed below are the basic duties and responsibilities of a team captain:

1. The captains will conduct themselves, on and off the field and throughout the year, in an exemplary manner demonstrating high standards of leadership, citizenship, academics and sportsmanship which is representative of Derby High School.
2. The captain(s) have the responsibility to help lead the team and be a connection between the athletes and coaches.
3. The captain(s) should help the head coach keep accurate and up-to-date records of all athletes who are participating in the particular sport.
4. Captain(s) should help the head coach keep accurate and up-to-date records of all athletes who are participating in the particular sport and be part of the phone chain for cancelled practices and games.

ELIGIBILITY, SELECTION, AND STANDARDS FOR CAPTAINS

1. Purpose. Captains will be used as a liaison between athletes and the coach. The role of the captain is also to model good sportsmanship and to help lead the team by example.
2. Selection. Teams may use athletes as part of the selection process. Coaches will have the final decision for nominating a captain and the athletic director will give final approval. It is not mandatory for a team to have a captain.
3. Eligibility. The position of captain is available to seniors with two years of play, exceptional juniors may be considered who have two years of play. In the event no Junior or Senior is eligible a captain may be selected at the discretion of the coach and approval of the Athletic Director
4. Standards. 1) Captains will adhere to rules and policies of the Derby School District, league, and CIAC. 2) Adhere to rules set forth by the athletic department, coaches, and staff. 3) Conduct yourself in an exemplary manner with high standards of conduct, citizenship, and sportsmanship. 4) Maintain a 70 average with no more than 1 failure.

5. Dismissal. Failure to adhere to the standards will result in a meeting to discuss possible dismissal as a captain.

TRAVEL TO AWAY CONTESTS

Players will understand that they represent the good name of Derby High School when they do travel and that their conduct is a direct reflection on our athletic program.

Players will not inflict damage to any part of the bus. Players will not bang on the outer hull, stand or pound on seats, write on any wall or seat or damage windows. Cleats are not to be worn on the bus at any time. They should be taken off before the student athlete enters the bus. Further, the bus driver will be treated with respect at all times. Profanity will not be tolerated. All team members will travel to away games and return from away games on the team bus. Riding home from away games with friends or relatives is not permissible. Team members are the responsibility of the high school until they arrive back at the school or field.

When team members travel to or from an away game they are under the jurisdiction of the coach and the high school. If a player should ride home with a friend or relative from a game and become involved in a car accident, the liability for the incurring injuries may fall on the coach and the high school. With this in mind, coaches should take care to insure the safe departure and return of their players.

When using the opponents' dressing room. Player's conduct is of the utmost importance. Note the general condition of the room both upon arrival and departure. If there is damage of any kind report it to your coach. At the end of the game, players should shower and dress as expeditiously as possible. Leave the opponents school or field as quickly as possible and do not return any cat calls that may be directed at you.

REPORTING ATHLETIC INJURIES

When an injury occurs, an accident report must be filled out by the trainer or coach and submitted to the school nurse. A copy should also be given to the Athletic Director. This process must be completed regardless of how severe the injury may have been.

The school insurance is a **secondary insurance** which is a supplement for some medical expenses after the parent's primary insurance has been exhausted. The injured athlete must return all other insurance forms and bills so they can be sent to the school insurance carrier.

Our insurance carrier will determine if there will be any reimbursement. Derby High School is not responsible for any athlete's medical bills.

Every athlete must maintain a primary insurance carrier or sign a waiver to private pay any medical expenses before he or she can participate in our athletic program.

RULES OF CONDUCT FOR DERBY HIGH SCHOOL ATHLETES

GENERAL STATEMENT

The rules of conduct that govern the participation of any member of a team are established on the premise that the best possible atmosphere for success can be created. Further, the code of conduct for athletes is set forth with the purpose of assisting all participants to perform to their maximum potential in the best interest of their respective teams and the overall athletic program at Derby High School. In order to execute the philosophy of the Derby Athletic Program with the resulting benefits to student, coach, student body, school and the community, the code of conduct must be followed. These rules will be enforced and fairly administered for all participants. Each program will have a set of rules for conduct which will be signed by the athlete and his/her parent or guardian.

SCHOOL ATTENDANCE

Participants in Derby athletic programs must be in attendance in school by 10:00 a.m. to be eligible for participation in the respective day's practice and/or game. Individual exceptions may be approved by the Derby High School administration when arranged in advance.

****Unexcused single period absences or cuts during a given day will result in an athlete being withheld from attending practice or a game on that respective day. ****

Extended absences for health or other reasons may result in the reexamining of the respective athlete's participation on an athletic team.

SCHOOL SUSPENSIONS DURING THE SEASON

If an athlete receives an in-school or out of school suspension they cannot participate in any sport activity or attend any home sport event during his/her suspension. Any violation will result in an immediate one week suspension (or additional week) from any team activity. If the same athlete receives **3 or more school suspensions** during their current season, he/she will forfeit an additional week of participation in their sport. The penalty will start immediately. Also, there will be a meeting between the athlete, his/her parent/guardian(s), the coach, the athletic director, and the principal to discuss their continuation with the team.

CONDUCT ON BUS TRIPS AND AT OPPONENTS' SCHOOLS

Participants in the Derby athletic programs will keep in mind that they are considered goodwill ambassadors or representatives of the school. Each athlete will act in a mature and positive manner. Further, athletes will be expected to act with the good grace and sportsmanship of "ladies" and "gentlemen" at all times.

Athletes will board buses on time for away games. Coaches will not be required to wait for team participants who are late in arriving for departure to away games. Any abuse to a bus will not be tolerated. Enthusiasm is understandable and expected, but it should not include pounding, stomping or any other form of physical injury to the bus.

In addition, athletes will refrain from any action that impedes the concentration and/or performance of the bus driver and his/her duties. Any damage to buses, caused by athletes, will be paid by the athletes of that team. Specific athletes entering into any of this negative behavior will be subject to dismissal from the team.

Athletes traveling to away contests will dress in a reasonable manner.

Athletes should refrain from bringing valuables along with them to away games, as the possibility of theft is a danger. Items that should be carefully checked, if brought in the first place, include wallets, handbags, electronic devices, jewelry and sums of cash, Keep in mind that the schools you are visiting, the bus company, and Derby are not responsible for lost property.

When visiting other schools for away games, the utmost respect should be shown to that respective school's property including locker rooms, rest rooms, meeting rooms, gym, fields, grandstands, and equipment. Theft by any member of a Derby athletic team or the defacing of any property will result in the possible suspension or dismissal of that individual from the team.

Proper respect will be demonstrated to all individuals that the Derby athletic team participant comes in contact with during away games. Athletes will show a constant respect for all officials and their judgments. This same respect will be shown to members of the opponents' team and their coaches. Should fans in attendance, opponent team members, or even coaches, aim various comments or gestures at a Derby athlete, these forms of communication will not be returned. In returning such language or gestures, the Derby athlete lowers himself/herself to the level of those that can not control themselves. True sportsmanship and class can only be shown with what is performed on the courts or playing fields, and not with gestures, or language. Athletes who choose to utilize foul language, gestures, or other means of improper communication will subject themselves to suspension or possible dismissal from the team. Regardless of the outcome of the game at an opponents' school, athletes will board the bus in a quiet orderly manner. Athletes will not instigate any discussion with opponent fans, players or students that could result in a possible confrontation. By the same token, comments, gestures or thrown objects by fans, opponent school students or others will not be provoked or returned. On the return trip to Derby High School, athletes will refrain from sticking hands or other items out the windows. Gestures of an obscene nature or foul language to persons outside of the bus or in will not be tolerated. Once again, such action on the part of the athlete will result in the suspension or possible dismissal of the athlete(s) involved.

TRANSPORTATION TO AND FROM PRACTICES

Athletes wishing to participate in a Derby High School athletic program must make arrangements with parents or relatives to secure transportation to and from practice. Athletes should inform the person who is to pick them up at the time that the practice session will end. Athletes who live within walking distance of the school may use this method of transportation to and from practice. Athletes must plan to arrive for practice on time.

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By Marc J. Garofalo, MPA, MCC, MCTC at 2:47 pm, Aug 11, 2025

TRANSPORTATION TO GAMES

Transportation to away games is provided by Derby High School. Athletes are required to travel by that mode of transportation to away games only. Athletes are not allowed to use their own transportation or that of a friend or relative. Once again, the athlete must travel by bus or other carrier prescribed by the Director of Athletics. Further, all athletes traveling by bus or other transportation as sanctioned by the Athletic Department to away games will return by the same carrier. A parent may request a bus waiver for his/her son/daughter if there is an extenuating family situation that will prevent the athlete from using the team bus. The waiver releases Derby High School from any transportation liability.

CARE OF PERSONAL EQUIPMENT AND PROPERTY

All athletes are responsible for the security of their personal property. Prior to practice or home games, clothing and any other items of a personal nature should be locked securely in the athlete's locker.

Athletes should refrain from using another athlete's locker or lock as this can cause problems should one of these athletes leave practice early or forget that he/she is sharing a locker or lock on that day. Items of particular value should be given to the Head Coach who may choose to lock these items in the coach's office.

At the onset of each season, the athlete is loaned the appropriate equipment, practice uniforms and game uniforms for his/her specific team. Once the athlete takes possession of this equipment and uniforms, it becomes the responsibility of that athlete to take reasonable care of these materials throughout the season.

Every item that is given to the athlete at the beginning of the season must be returned to the Head Coach at the end of the season. If the athlete fails to do so, he/she will be charged the replacement cost of those items that are not returned. **An athlete will not be allowed to participate in any other sport until payment has been received.** Also, that individual may be asked to give a deposit for his/her uniform each season. Keep in mind, that regardless of the condition of the equipment and/or uniform at the end of the season, all items must be returned. If the item is not returned or monetarily replaced, then that senior athlete will not be given a cap and gown for graduation.

Game uniforms will be worn for games in the manner detailed by the Head Coach. Uniforms will not be altered in a permanent way as to restrict the uniform's use in the coming seasons. Uniforms must be washed after every game. Athletes will pay for any uniforms that are discolored because they were not taken care of during the season. Sneakers, spikes or other forms of athlete team foot apparel are the responsibility of the individual athlete. The school will not supply these items.

SERIOUS OFFENSES AND RESULTING PENALTIES

As noted a number of times in this handbook, the athlete is a representative of Derby High School and is expected to portray a positive image. It is realized that athletes like all individuals are subject to error from time to time, however, the integrity of Derby High School and its athletic programs will be maintained at all times. In essence, this means that flagrant disregard for rules and the fundamental philosophy of Derby High School athletics will not be tolerated.

In the previous paragraphs of this section of the handbook, specific rules that deal with common sense, safety, respect for others and team decorum are detailed. What follows are offenses that when committed by an athlete, have a far reaching negative impact on the school, athletic program, and students. These offenses will be dealt with swiftly and in the best interest of the parties noted above.

When there is a question as to whether a serious offense has occurred, a meeting will be held with the director of athletics, coach, and principal. Penalties will be determined by the above mentioned people. It should be understood that participation in athletics is a privilege and additional punishment may be given when the principal, athletic director or coach think it is warranted.

Every team participant should be made aware of the consequences of undertaking in any way, one or more of the major offenses listed below:

1. Possession and/or the use of dangerous drugs or alcoholic beverages

The possession of and/or use of any illegal drug, other dangerous controlled drug, or alcohol is a serious offense at any time of the year since it breaks state and federal laws governing same. Participants in Derby High School athletic programs should not possess or consume the aforementioned substances. Any student-athlete determined to be in possession of drugs or alcohol, or demonstrating documented symptoms of being under the influence of drugs or alcohol on school property, at school sponsored events, on school buses, or en route to or from school sponsored events by any means of travel for the first time during his or her tenure in the school district is subject to the following disciplinary procedure:

Any athlete violating this rule will be subject to the Derby Public School chemical health policy. In addition the punishment for the first violation will be an automatic suspension for $\frac{1}{4}$ or 4 weeks of the season. The second violation will result in automatic dismissal from the team for that season. The third violation will result in dismissal from the athletic program for the **entire year**. Performance enhancing drugs (PED's) also fall under this category and are subject to school discipline policies. Further, CIAC policy states a 180 school day suspension from athletics for anyone caught using PED's in or out of season. Any game where the athlete participated or set a record under the influence of PED's will be forfeited.

2. Theft

An act of theft involving teammates, opponents, or other members of the school community will be considered a serious offense and dealt with accordingly. One of the fundamental

components of athletics is trust among all parties involved. If an athlete steals from his/her teammates or opponent, it is safe to assume that the person involved will demonstrate other dishonest acts which will ultimately damage the success of the team and overall athletic program at Derby High School. The punishment for the above violation will be an immediate indefinite suspension or possible dismissal from the team for the season.

3. Vandalism

An act of vandalism and/or any other act of criminal mischief involving teammates, opponents or other members of the school community will be considered a serious offense and dealt with accordingly. Any intentional or reckless act of damage to tangible property of another including our school or any opponent's school by an athlete will impair the success of the team and overall athletic program at Derby High School.

The punishment for an intentional act of vandalism or criminal mischief will be an immediate suspension from the team for the season. The punishment for the first violation will be a suspension for 2/10 of the season. A second violation will result in automatic indefinite suspension from the team for the season.

4. Tobacco smoking/vaping and/or chewing

Participants in Derby High School athletic programs shall not smoke/vape or chew any type of tobacco product. Athletes participating in such acts will be subject to the penalties of a major offense. From a health and training standpoint, there is nothing positive about smoking/vaping or chewing tobacco. The punishment for the first violation will be a mandatory penalty by the coach, which must be approved by the athletic director. A second violation will result in a mandatory suspension for 1/10 of the season. A third violation will result in immediate dismissal from the team for the season.

5. Hazing

Any act of hazing, or any act that recklessly or intentionally endangers the health and/or safety of a person for the purpose of initiation or admission into or as a condition of membership of, admission to or affiliation with, a sports activity or any athletic team is strictly prohibited. Refer to BOE policy 5131.91 and CT General Statute 10-233a, et seq. and 53-23a. Any one determined to be involved directly or indirectly with an act of hazing will be subject to an immediate indefinite suspension for their season or longer suspension as determined by the school administration.

****the following is related to numbers 1, 2, 3 & 5 above and also to number 4 when the third violation occurs:**

Further, regardless of what part of the season the act occurs in (beginning, middle, or end), the individual involved will lose all rights to varsity level status and awards of any kind involving Derby High School athletics and attendance at the end of the year banquet or picnic when the violation occurs a second time.

DISCIPLINARY ACTION DUE TO INFRACTIONS

RECEIVED

By Marc J. Garofalo, MPA, MCC, MCTC at 2:47 pm, Aug 11, 2025

Should any of the rules noted above not be observed, the student will be ruled ineligible. Failure to have a Permission Slip and/or Physical Examination will result in a student being restricted from practicing or attending team functions and games. If a student is not in compliance with the C.I.A.C. rules, he/she will remain ineligible until the violation of rule(s) has been corrected. This is to be done: a) bringing scholastic grades up to the required level, b) taking the required number of courses. c) Satisfying local registration requirements. Obviously, some regulations of the C.I.A.C. are restrictions and will call for a student to be classified ineligible because of age, residency, and/or other basic infractions. Please consult the section of the handbook that deals directly with all C.I.A.C. regulations appendix.

DISMISSAL MEETING

Should it become necessary to dismiss a member of a team for the reasons stated in this section, or for other reasons, a dismissal meeting will be held. To explain more fully, often-times the act of dismissing a participant from a team brings about a great deal of heated emotion on the part of the coach and student/athlete. Things that are said may often be misunderstood. The dismissal meeting is a communications avenue to eliminate as much of the needless activity connected with the unfortunate activities as possible. Finally, this meeting insures that the right decision is made based on the facts available in the best interests of the team, school and student.

The procedure is quite simple. When a coach is contemplating dismissing a participant for any reason, the coach is to arrange a meeting with the Athletic Director to discuss the problem and related instances prior to announcing such a decision. A participant may be suspended by a coach as a temporary measure as called for in the Coaches' Handbook, until such time as the aforementioned meeting is held. In the final analysis, it will be better to proceed as described above to insure fairness for all involved.