

Cross Country

Regina Merritt <pro_pt@yahoo.com>

Tue, Aug 15, 2023 at 9:15 AM

To: maddie.g.nichols@gmail.com, jlnchl31@gmail.com, jordannicholsgc@hotmail.com

Cc: Ricci Green <greenrj@bay.k12.fl.us>, franklin merritt <vitalitydoc@yahoo.com>, stacyfaeflores@gmail.com

We the XC coaches and athletic director have discussed Maddie's attitude and behavior during practices. AD Green suggests a meeting with athlete, parent, coaches and athletic director after a one week period during which she will train separate from team practices but will receive credit for training (see below).

Available dates 8/22 and 8/24 from 0745-0810.

*In consideration of Maddie's injury, satisfactory training will include but not be limited to 30 minutes of stationary bike.

Regina and Frank Merritt

This is clearly a suspension - not a cool down. There has been no documented evidence provided to support the need for a suspension.

This was sent 3 hours after Madelynn's father approached the coaches with concerns about her interaction with them the day before when she asked how for clarification on her comment that was perceived as rude so that she could avoid repeating it.

AD Green never consulted the athlete or parents to get understanding of a situation warranting suspension.

Cross Country

Tue, Aug 15, 2023 at 1:58 PM

NICHOLS, JORDAN L Maj USAF AETC 350 SWTS/Det 1 <jordan.nichols.1@us.af.mil>

To: "pro_pt@yahoo.com" <pro_pt@yahoo.com>, "greenrj@bay.k12.fl.us" <greenrj@bay.k12.fl.us>
Cc: "maddie.g.nichols@gmail.com" <maddie.g.nichols@gmail.com>, Lauren Nichols <jlnchl31@gmail.com>,
"jordannicholsgc@hotmail.com" <jordannicholsgc@hotmail.com>, "vitalitydoc@yahoo.com" <vitalitydoc@yahoo.com>,
"stacyfaeflores@gmail.com" <stacyfaeflores@gmail.com>, Joseph Smith <smithjb@bay.k12.fl.us>

+Mr. Smith (cc'd)

Mrs. Merritt,

-I request that Madelynn continue to go to practice (riding the stationary bike) and NOT be separated/isolated from her team. As the Bay District Extracurricular Activities Handbook states, "Student activities are an integral part of the educational offerings in the Bay District School System. These activities provide our students with the opportunities to develop and maintain the mental, physical, social vigor, and stamina required to realize their potential as citizens. Structured activities provide students the means to develop habits, attitudes, and ideals that can afford them success and happiness through ethical competition and effective cooperation in a free society. A full extracurricular experience should be offered to all students of Bay County."

-Madelynn values the social, physical, and emotional aspects that being on the XC team offers. We do not believe that it is in her best interest to be isolated from the team. The handbook goes on to say that "the welfare of the participant should be placed above any other consideration. What happens to the participant in the activity program is of primary importance. His or her welfare should transcend any other consideration."

-Furthermore, I believe that Madelynn will be exposed to embarrassment and into a situation where she is discredited if she were to be isolated. The Handbook states that "THE COACH...should never expose an athlete to unnecessary embarrassment or place an athlete into a situation where he or she may be discredited," and, "THE COACH...should make reasonable efforts to protect the athlete from conditions harmful to the athlete's mental, physical and emotional well-being."

-I do not believe that suspending Madelynn from practice is warranted. I believe that the below recommendation of suspending her from practice is because I brought up concerns to you about other kids that feel unwanted and targeted (Remi Kepran, Zana September, and Naomi Frakes).

* We clearly communicated this appeared to be a suspension.

Additionally, up until this morning, the terms "bad attitude" and "bad behavior" were never mentioned. Madelynn was described simply as being "unhappy" or "acting different."

assumed

Break

Mr. Green,

-My wife and I will be happy to meet with you on 8/22 at 0745. meeting time / date.

-Arnold High School Athletics should be about inclusiveness and belonging...not isolation and seclusion.

-Please feel free to contact any of Madelynn's coaches or teachers (past or present) about her positive attitude: William Wolff, David Pleat, Tom Dever, Coach Lapadat, Coach Jade, etc.

[Quoted text hidden]

Cross Country

Regina Merritt <pro_pt@yahoo.com>

Tue, Aug 15, 2023 at 5:43 PM

To: "NICHOLS, JORDAN L Maj USAF AETC 350 SWTS/Det 1" <jordan.nichols.1@us.af.mil>

Cc: greenrj@bay.k12.fl.us, maddie.g.nichols@gmail.com, Lauren Nichols <jlnchl31@gmail.com>, jordannicholsge@hotmail.com, vitalitydoc@yahoo.com, stacyfaeflores@gmail.com, Joseph Smith <smithjb@bay.k12.fl.us>

Jordan,

Not a cool down

Because we are having an issue, we need to meet before we make a decision on whether to allow Maddie back to practice. We spoke to Coach Green and he is available to meet in the morning at 8:00 so we can expedite the situation. If you all can meet, let us know, and we will meet you in the front office area at 8:00 a. m., August 16.

Green declined - they cancelled our meeting on 8/22

Regina and Frank Merritt

* we still don't know what the issue is.

Sent from my iPad

On Aug 15, 2023, at 1:59 PM, NICHOLS, JORDAN L Maj USAF AETC 350 SWTS/Det 1 <jordan.nichols.1@us.af.mil> wrote:

[Quoted text hidden]

The Merritts claim this was not a suspension AD Green claims he thought this separate training was due to her injury. This email clearly shows this about an "issue". We still have no evidence or even mention of what the issue is. An issue of this degree should be clearly communicated & documented. Any such documentation should be available to the parents.

Cross Country

Tue, Aug 15, 2023 at 8:56 PM

Jordan Nichols <jordannicholsgc@hotmail.com>

To: Regina Merritt <pro_pt@yahoo.com>, "NICHOLS, JORDAN L Maj USAF AETC 350 SWTS/Det 1" <jordan.nichols.1@us.af.mil>

Cc: "greenrj@bay.k12.fl.us" <greenrj@bay.k12.fl.us>, "maddie.g.nichols@gmail.com" <maddie.g.nichols@gmail.com>, Lauren Nichols <jlnchl31@gmail.com>, "vitalitydoc@yahoo.com" <vitalitydoc@yahoo.com>, "stacyfaeflores@gmail.com" <stacyfaeflores@gmail.com>, Joseph Smith <smithjb@bay.k12.fl.us>

Mrs. Merritt,

I would like a private audience with Mr. Green. The fact that a decision to isolate Madelynn from the team without hearing all sides from all parties involved has further escalated my concerns for retaliation against my daughter when I raised valid concerns.

I realize this email is going out late. My wife and I will be at the school at 0800 to meet with Mr. Green privately.

Jordan Nichols

We declined their offer for an expedited meeting to first meet w/ AD Green. They cancelled our mtg on 8/22 to further extend the situation.

From: Regina Merritt <pro_pt@yahoo.com>

Sent: Tuesday, August 15, 2023 5:43 PM

To: NICHOLS, JORDAN L Maj USAF AETC 350 SWTS/Det 1 <jordan.nichols.1@us.af.mil>

Cc: greenrj@bay.k12.fl.us <greenrj@bay.k12.fl.us>; maddie.g.nichols@gmail.com <maddie.g.nichols@gmail.com>; Lauren Nichols <jlnchl31@gmail.com>; jordannicholsgc@hotmail.com <jordannicholsgc@hotmail.com>; vitalitydoc@yahoo.com <vitalitydoc@yahoo.com>; stacyfaeflores@gmail.com <stacyfaeflores@gmail.com>; Joseph Smith <smithjb@bay.k12.fl.us>

Subject: Re: Cross Country

[Quoted text hidden]

Cross Country

Tue, Aug 15, 2023 at 9:03 PM

Regina Merritt <pro_pt@yahoo.com>

To: "NICHOLS, JORDAN L Maj USAF AETC 350 SWTS/Det 1" <jordan.nichols.1@us.af.mil>

Cc: "greenrj@bay.k12.fl.us" <greenrj@bay.k12.fl.us>, "maddie.g.nichols@gmail.com" <maddie.g.nichols@gmail.com>, Lauren Nichols <jlnchl31@gmail.com>, "jordannicholsgc@hotmail.com" <jordannicholsgc@hotmail.com>, "vitalitydoc@yahoo.com" <vitalitydoc@yahoo.com>, "stacyfaeflores@gmail.com" <stacyfaeflores@gmail.com>, Joseph Smith <smithjb@bay.k12.fl.us>

Jordan,

We all agree that training/practicing with your team is important for the reasons you mentioned and many more. For the record, Maddie elected to attend only 2 of 17 team practices this summer. These were volunteer practices but most of our runners attended 50% or more to show their interest and grow with their teammates. Additionally, she has not participated in 4 of the 9 mandatory practices so far this season. We have made special accommodations for her to participate, that no other athlete has received, since our discussion on Sunday. *2 days of accommodations for an injury*

We are happy for athletes to get training wherever helps them. We presently have multiple athletes getting supplemental training with other coaches and/or other sports but they attend a large majority of cross country practices because team practices are important to them.

Sincerely,
Regina and Frank Merritt
[Quoted text hidden]

→ this implies that Madelynn doesn't think team practices are important - quite the opposite! She values the social/emotional aspects of a team as much or more than the physical.

- Madelynn was given express approval at the beginning of the summer to train w/ Jim. Dr. Merritt called Madelynn to confirm his approval and only suggested that she not flip back & forth between training programs, but to be consistent as to not get injured. She was following Dr. Merritt's suggestion.
- Madelynn has provided documentation to AD Green showing that she has been at every practice except 1 during the summer when she had to work. She communicated this to Regina & was excused. The other practices she was either training at an alternate location so she could use the bike, or there cheering on her team awaiting the rehab of her injury. ALL EXCUSED



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Cross Country

Mon, Aug 21, 2023 at 12:04 PM

NICHOLS, JORDAN L Maj USAF AETC 350 SWTS/Det 1 <jordan.nichols.1@us.af.mil>

To: Regina Merritt <pro_pt@yahoo.com>, Joseph Smith <smithjb@bay.k12.fl.us>
Cc: "greenrj@bay.k12.fl.us" <greenrj@bay.k12.fl.us>, "maddie.g.nichols@gmail.com" <maddie.g.nichols@gmail.com>, Lauren Nichols <jlnchl31@gmail.com>, "vitalitydoc@yahoo.com" <vitalitydoc@yahoo.com>, "stacyfaeflores@gmail.com" <stacyfaeflores@gmail.com>, Jordan Nichols <jordannicholsgc@hotmail.com>

Mrs. Merritt,

-I will be at whatever meeting is requested to advocate for my daughter. What time is the meeting?

-Is the meeting on Thursday a requirement for Madelynn to return to practice?

Break

Mr. Smith/Mr. Green,

-We are still awaiting an answer/decision. Is Madelynn allowed back to practice or not?

-I am concerned about her mental health because of this exclusion...there have been lots of tears at my house this past week because she has yet to truly know what she did to be secluded.

-AHS XC is a public-funded organization. It is concerning that there are not checks and balances for decisions to dismiss a child without just cause.

-My hope is that she can be a part of a team and with coaches that exhibit love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control.

Standing by.

NS

JORDAN L. NICHOLS, Maj, USAF

Air Force Combat Dive Detachment Commander

350 Special Warfare Training Squadron, Det 1

NSA-Panama City Beach, FL

DSN: 436-6244 / COMM: 850-636-6244 / CELL: 620-872-4904

Re: Return to Practice

Jordan Nichols <jordannicholsgc@hotmail.com>

Sun 8/27/2023 5:40 PM

To: Regina Merritt <pro_pt@yahoo.com>; Ricci Green <greenrj@bay.k12.fl.us>; stacyfaeflores@gmail.com <stacyfaeflores@gmail.com>; franklin merritt <vitalitydoc@yahoo.com>; pagvan229@yahoo.com <pagvan229@yahoo.com>; JLNCHL31@GMAIL.COM <jlnchl31@gmail.com>

Mrs. Merritt,

-Madelynn intends to run this weekend at the Dolphin Dash. Her hip is feeling much better, but she is still hesitant to do speed workouts.

-My assumption is that those details (injury improvement, limitations, work up, mobility, stability, etc.) are topics of discussion for her return to practice tomorrow.

Jordan Nichols

We are still under the impression that this meeting is not a result of a suspension but a cooldown.

Sent from my T-Mobile 5G Device
Get [Outlook for Android](#)

From: Regina Merritt <pro_pt@yahoo.com>

Sent: Thursday, August 24, 2023 6:19:23 PM

To: jordannicholsgc@hotmail.com <jordannicholsgc@hotmail.com>; Ricci Green <greenrj@bay.k12.fl.us>; stacyfaeflores@gmail.com <stacyfaeflores@gmail.com>; franklin merritt <vitalitydoc@yahoo.com>; pagvan229@yahoo.com <pagvan229@yahoo.com>

Subject: Return to Practice

Nichols family,

We the coaches are finalizing last minute details for Saturday's meet and are fine with the understanding that Maddie will be joining her team to cheer for them on Saturday. We hope this will be a positive experience for all runners, families and coaches. After the meet, probably on Sunday, we will work out the details for her return to practice, etc. and email those to you. In an effort for her teammates to be successful, we ask your family and coaches to honor silence on this matter until after the meet.

Regina Merritt

- We were told we would have an answer by Thursday at lunch. Now they have delayed this until Sunday.

- They have made it clear that we are not allowed to discuss the matter with anyone.

Fw: Maddie's return to practice

Jordan Nichols <jordannicholsgc@hotmail.com>
To: "JLNCHL31@GMAIL.COM" <jlnchl31@gmail.com>

Sun, Aug 27, 2023 at 7:53 PM

From: Regina Merritt <pro_pt@yahoo.com>
Sent: Sunday, August 27, 2023 7:38 PM
To: jordannicholsgc@hotmail.com <jordannicholsgc@hotmail.com>; franklin merritt <vitalitydoc@yahoo.com>; stacyfaeflores@gmail.com <stacyfaeflores@gmail.com>; Ricci Green <greenrj@bay.k12.fl.us>; pagvan229@yahoo.com <pagvan229@yahoo.com>
Subject: Maddie's return to practice

Good evening everyone. Hope you all enjoyed the weekend.

As far as Maddie returning to practice, the coaches, along with guidance from Rick Green, have agreed on the following:

Written apology letter from Maddie to the coaches. — For what? We still don't know what she did - Cool down?
Read, review, print, sign and turn in a copy of the Sportsmanship Agreement she signed on home campus for athletic clearance.

Compliance with closed practices meaning that parents are welcome to stay at the outside fence where the ticket box to the stadium is located (you will see other parents/grandparents doing this already).

Coach Green has assigned a dedicated area for Maddie's "return to competition" training to be done which is on the concrete just outside the track on the corner as you first walk in to Gavlak Stadium (near the ticket box). This is where she can work out with her bike and any other necessary equipment so she can still cheer on her teammates as she works out. *See map (approx 100 m away from team)

Coach Green has added a new team rule that all valuables, including, but not limited to, cell phones, keys, wallets, purses, be locked up during practices in the football storage room. Cell phones MUST be locked up. This was implemented last week for all teammates. She can leave all this while she gets her bike out. They think we are recording them (not true) so how are they hiding?

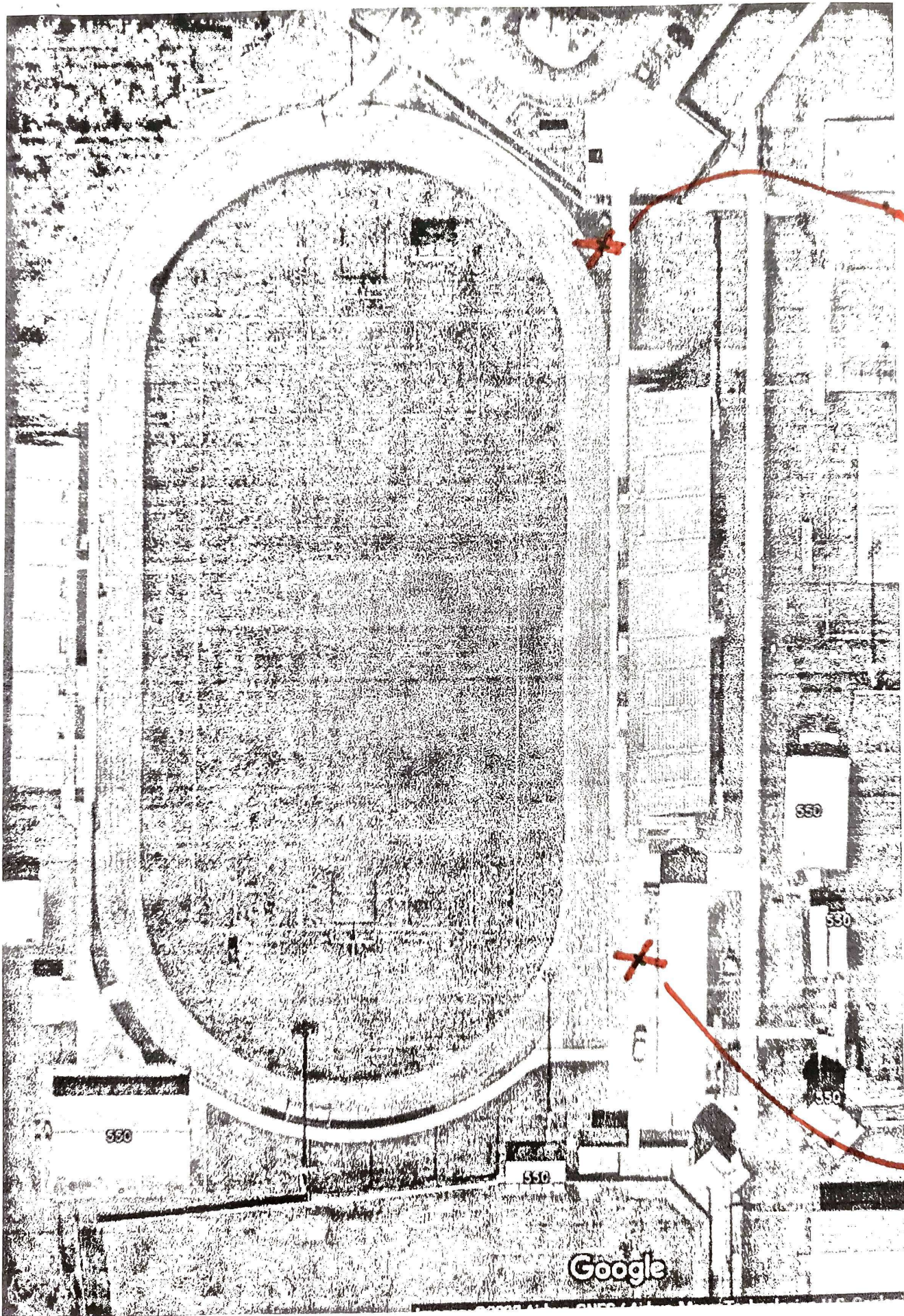
We will need a note from a medical doctor when she can return to training/running on the track/road, and then another medical doctor clearance when she can return to competition.

Multiple steps to clearance - We are the parents. We should be the ones to decide her medical treatment.

Looking forward to all of us working together in unity for the success of ALL of our runners!

The Cross Country Coaches

*Madelynn will have to drag the stationary bike approx. 100 m. to the other side of the track to do her training. This is another method to separate her from her team, as the team meets where the bike is stored.



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- Madelynn's designated training area
- She must wheel the bike approx 100m away from the team

- where the bike is stored
- where the team meets

< **RM** Regina Merritt



< Frank Merritt



June 7, 8:30 PM



Jordan Nichols
Coach Regina, I just want to say thank you for coaching! Please let Lauren and I know how we can support you.



Jordan Nichols
We are so blessed to have people like you in the community



RM

Regina Merritt
Y'all are so kind and we totally enjoy you guys! We are looking forward to an awesome season!! We will depend on our families to support our efforts for sure!! Thank you so much!!



June 7, 8:27 PM



Jordan Nichols
Coach Merritt, thank you so much for coaching. I continue to pray for positive male role models for Maddie. Please let Lauren and I know how we can support you and your efforts.



✓ Read June 7, 8:28 PM

August 13, 8:57 PM



Jordan Nichols
Coach Merritt,
Good evening. Maddie will be seeing my PT tomorrow or Tuesday.



Frank Merritt
Thank you. We'll only be as good as our families so your constant participation is solicited. Regina will be the ladies coach and I'll be the guy's. 🙏ing.



+ Send Message ➤



+ Send Message ➤





Lauren Nichols <jlnchl31@gmail.com>

Meeting Request (4 families)

NICHOLS, JORDAN L Maj USAF AETC 350 SWTS/Det 1 <jordan.nichols.1@us.af.mil>

Sun, Aug 27, 2023 at 8:48 PM

To: "mossst@bay.k12.fl.us" <mossst@bay.k12.fl.us>, "mcquemt@bay.k12.fl.us" <mcquemt@bay.k12.fl.us>,"laatsj@bay.k12.fl.us" <laatsj@bay.k12.fl.us>

Cc: "ifrakes11@gmail.com" <ifrakes11@gmail.com>, "ikepran@gmail.com" <ikepran@gmail.com>, "katkepran@hotmail.com" <katkepran@hotmail.com>, Lauren Nichols <jlnchl31@gmail.com>, "septemberclan@gmail.com" <septemberclan@gmail.com>, "dseptember@hotmail.com" <dseptember@hotmail.com>, Jordan Nichols <jordannicholsgc@hotmail.com>

Mr. McQueen, Mr. Moss, and Mr. Laatsch,

-We have an urgent matter that needs to be brought to your attention. Four families (cc'd) have made numerous attempts to get help from Arnold High School administration, but there is no accountability.

-Our children have been targeted, discriminated, and retaliated against. This is affecting their daily lives and emotional well-being....this needs to be dealt with immediately.

-I've cc'd each parent of the children being targeted. All of us want to meet at the same time to tell our stories.

Ian Kepran 850-708-4119

Katrina Kepran 850-890-2968

Irina Frakes 920-395-4768

Donovan September 850-252-2364

Ambereen Latif 850-276-7809

Lauren Nichols 620-872-4904

When can we meet?

Thank you.

JORDAN L. NICHOLS, Maj, USAF
Air Force Combat Dive Detachment Commander
350 Special Warfare Training Squadron, Det 1
NSA-Panama City Beach, FL
DSN: 436-6244 / COMM: 850-636-6244 / CELL: 620-872-4904



Lauren Nichols <jlnchl31@gmail.com>

Meeting Request (4 families)

Steven Moss <mossst@bay.k12.fl.us>

Mon, Aug 28, 2023 at 4:11 PM

To: "NICHOLS, JORDAN L Maj USAF AETC 350 SWTS/Det 1" <jordan.nichols.1@us.af.mil>, Mark McQueen <mcquemt@bay.k12.fl.us>, Joshua Laatsch <laatsj@bay.k12.fl.us>

Cc: "ifrakes11@gmail.com" <ifrakes11@gmail.com>, "ikepran@gmail.com" <ikepran@gmail.com>, "katkepran@hotmail.com" <katkepran@hotmail.com>, Lauren Nichols <jlnchl31@gmail.com>, "septemberclan@gmail.com" <septemberclan@gmail.com>, "dseptember@hotmail.com" <dseptember@hotmail.com>, Jordan Nichols <jordannicholsgc@hotmail.com>

Hello Mr. Nichols,

Thanks for reaching out. Once I received your email requesting a group parent meeting, I called Arnold High School to get some additional clarification and background on the current situation.

I spoke with Mr. Smith both in person and via phone earlier today regarding the track program and specifically Coach Merritt. I also spoke to Mr. Laatsch via phone regarding the track program and specifically Coach Merritt. Whenever I am contacted by a parent regarding a school based situation, I always reach out to the site based administrators first for background. Honestly they know their faculty, students and staff a lot better than anyone at the district offices. Mr. Smith explained to me the allegations and issues raised by several of the track parents regarding Coach Merritt. He assured me that those allegations were researched and investigated and that he had even met personally with many (if not all) of the parents that had originally contacted him with these issues. I believe Mr. Smith was genuinely surprised that you had reached out to the superintendent and me requesting an additional meeting, because he thought that the both parties involved (the upset parents and Coach Merritt) were now on the same page and that many of the issues were now resolved.

I can tell you that in my 13 years as a school board member, the superintendent and I have never agreed to meet with a group of upset parents unless the allegations were criminal in nature. I understand that we have a new superintendent in office and maybe he is more open to group meetings with upset parents than the previous superintendent. That being said, after speaking with Mr. Smith and Mr. Laatch, the issues they both shared with me did not in any way come close to criminal in nature, therefore it's hard for me to see how meeting with district staff would change the decisions and solutions enacted by Mr. Smith to remedy the situation.

I can share with you on a personal note that my many interactions with Coach Merritt in the past have been nothing but positive. He has worked with hundreds of our student athletes across numerous sports over the years and I have never received any complaints from any parents until now. In fact, it's been just the opposite. Most if not all of the student athletes and their parents have shared that they really enjoyed working with him. They shared that the time their sons or daughters have spent with him was time well spent.

I can obviously not dictate whether the superintendent will be willing to meet with the group of parents mentioned in your email. As for me personally, I am comfortable and satisfied with the school's investigation and remedies they have enacted to help the situation improve. I will therefore respectfully decline to meet with the group and sincerely hope these parents decide to continue to allow their student athlete to participate in the track program there at Arnold High School.

Take care,
Steve

[Quoted text hidden]

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Steve Moss
School Board Chairman
Bay County School Board
 (850) 866-9020 (cell)
 (850) 767-4222 (office)

"Our progress as a nation can be no swifter than our progress in education. The human mind is our fundamental resource."

President John F. Kennedy, 1962

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Meeting Request (4 families)

NICHOLS, JORDAN L Maj USAF AETC 350 SWTS/Det 1 <jordan.nichols.1@us.af.mil>

Wed, Aug 30, 2023 at 3:16 PM

To: Steven Moss <mossst@bay.k12.fl.us>, Joshua Laatsch <laatsj@bay.k12.fl.us>

Cc: "ifrakes11@gmail.com" <ifrakes11@gmail.com>, "ikepran@gmail.com" <ikepran@gmail.com>, "katkepran@hotmail.com" <katkepran@hotmail.com>, Lauren Nichols <jlnchl31@gmail.com>, "septemberclan@gmail.com" <septemberclan@gmail.com>, "dseptember@hotmail.com" <dseptember@hotmail.com>, Jordan Nichols <jordannicholsgc@hotmail.com>

(- Mr. McQueen)

Mr. Moss,

-Thank you for the speedy response.

-My family reviewed the Sportsmanship training on the Athletic Clearance website and reviewed the portion about conflict resolution (see below). I acknowledge that we need to speak with Mr. Laatsch as the next step. Also, as our concerns may not be criminal in nature, they do deal with discrimination and retaliation to four very good kids which we would like to point out to Mr. Laatsch. I can't say it any more plainly...the Merritts are liars. When you hear all of our stories combined, you see that there is a pattern of manipulation, lying, and retaliation.

-To be clear, we informed Mr. Smith and Mr. Green that we would be informing the district on this matter. Both Mr. Smith and Mr. Green listened intently during our multiple meetings, but nothing was truly resolved. If anything, more seclusion and retaliation was doled out by the Merritts (in my daughter's case and with other students) after the meetings. I am actually hesitant to continue bringing up concerns out of fear that my daughter may face more retaliation or undue negative treatment if she is to remain on the XC team.

-I must admit, however, that is disheartening that you are not willing to meet with us. My understanding is that school board members represent the community, so in my opinion, hearing concerns from community members is why you are placed in this position. If a private meeting is not feasible, we will bring up our issues at the next school board meeting. Additionally, we wanted to bring to light some issues about parental consent with regards to the Vitality Pro contract that was in place last year.

-As for my daughter continuing to participate in athletics at Arnold High School: there are/have been some top-notch coaches at Arnold High School. Our daughter has been mentored by amazing people. She has had a great experience at Arnold High School up until this point. She plans on playing golf, basketball, and running track. This will be our last year in Bay District school as we are a military family, so I hope you understand that I am highlighting these issues out of my desire to protect children.

-Per the protocol (below), we have a meeting set up with Mr. Laatsch as the next step.

APPROPRIATE CONCERNS TO DISCUSS WITH COACHES:

1. The mental and physical treatment of your child.
2. Ways to help your child improve skill development.
3. Behavior problems, medical problems and/or academic problems.

ISSUES NOT APPROPRIATE TO DISCUSS WITH COACHES:

1. Amount of playing time.
2. Team strategy.
3. Play calling.
4. Other student-athletes.

PROCEDURES FOR CONFLICT RESOLUTION:

FIRST STEP: Contact the coach but NOT prior to, during or after a contest, practice and/or when other students are present.

SECOND STEP: If a satisfactory solution is not reached through direct contact with the coach, the student/parent should contact the Athletic Director.

THIRD STEP: If a satisfactory solution is not reached with the coach and the AD, the student/parent should make a personal appointment with the principal. The principal and the AD should meet with the parent and athlete to discuss the issue for a possible resolution.

FOURTH STEP: If a satisfactory resolution is not accomplished, the parent should contact the County Athletic Director who will act as a liaison between the parent and principal.

FIFTH STEP: If a satisfactory resolution is not reached with the County AD, the parent may contact the Superintendent of Schools. The decision of the Superintendent of Schools will be the final step in the conflict resolution process.

[Quoted text hidden]