

- (f) **SCHOOL DISTRICT PERSONNEL PENALTY GUIDELINES.** School district personnel violations of UIL rules generally fall into three categories, Category A, Category B and Category C. (Refer to Section 51). As set out in this section, the penalties that may be imposed on school district personnel are reprimand, public reprimand or suspension from UIL activities.

In determining penalties to be imposed on school district personnel, the State Executive Committee hearing panel shall give due consideration to the guidelines below and the penalty criteria set out for school district personnel in this section. These guidelines are intended to provide a hearing panel of the State Executive Committee with general guidance only and are not intended as a substitute for a careful review of each case and, based upon the facts of each case, the exercise of appropriate discretion by the hearing panel when determining a penalty to impose on school district personnel.

In addition to any particular sanction or penalty stated in a specific rule, school district personnel found to have violated UIL rules are subject to the imposition of penalties consistent with the following guidelines:

- (1) *Category A Violations.* Category A violations for school district personnel are:
 - (A) violating eligibility rules;
 - (B) improper interaction with officials, judges, referees;
 - (C) ejection from contest or receipt of two 15-yard penalties in football during one contest;
 - (D) removing a team from a contest, as in protest;
 - (E) falsifying records or reports;
 - (F) failing to report known violations in a timely manner or withholding information;
 - (G) pressuring teachers to modify the grade or grades of UIL participants in such a manner as to affect eligibility;
 - (H) recruiting;
 - (I) failing to comply with applicable state laws regarding extracurricular activities; or

- (J) failing to comply with the amateur rule, the awards rules, the gifts/awards to coaches rule, the rebate rule, or the coaches employment and source of pay rule.
- (2) *Minimum Penalty.* In addition to any specifically required sanction or penalty for violation of a particular rule as set out in the *Constitution and Contest Rules* and absent any grounds for enhancement, the minimum penalty for a Category A violation is a public reprimand. A public reprimand shall be in writing and shall state the violation found.
 - (3) *Enhanced Penalty Factors.*
 - (A) *Repeat Offense* – In cases where a Category A violation is found and the school district employee in question has previously been found in violation of a Category A rule, the penalty may be enhanced. An enhanced penalty for repeat Category A violators may include a probationary period of up to three (3) years and may also include the imposition of reasonable conditions which must be fulfilled. An enhanced penalty for such violators may also include a period of suspension. If imposed, suspension shall include a prohibition against coaching for at least one (1) contest and may include suspension from other activities, such as attending the germane contest, scouting, practicing with the athlete(s), or any other reasonable condition the State Executive Committee chooses to impose.
 - (B) *Prior Conditions/Probation* – In cases where a Category A violation is found and school employee in question has failed to comply with previously imposed conditions due to a prior violation of UIL rules or has committed a Category A violation during a previously imposed probationary period, the penalty for a Category A violation may be enhanced. An enhanced penalty for such violators may include a requirement that prior conditions be satisfied as well as any new reasonable conditions imposed and/or the imposition of a probationary period of up to three (3) years. The penalty may also include a period of suspension from competition, including practices, in all germane activities for a period of one

- (1) day to three (3) years. If imposed, suspension shall include a prohibition against coaching for at least one (1) contest and may include suspension from other activities, such as attending the germane contest, scouting, practicing with the athlete(s), or any other reasonable condition the State Executive Committee chooses to impose.
- (C) Intent/Harm - In cases where a Category A violation is found to be deliberate and to have provided a competitive advantage or the violation caused physical harm to a person or property, the penalty for a Category A violation may be enhanced. An enhanced penalty for such violators may include reasonable conditions and/or the imposition of a probation period of up to three (3) years. The penalty may also include a period of suspension from competition, including practices, in all germane activities for a period of one (1) day to three (3) years. If imposed, suspension shall include a prohibition against coaching for at least one (1) contest and may include suspension from other activities, such as attending the germane contest, scouting, practicing with the athlete(s), or any other reasonable condition the State Executive Committee chooses to impose.
- (D) Other Factors – In cases where a Category A violation is found and two (2) or more enhancement factors are present or there are other circumstances found that in the opinion of the State Executive Committee hearing panel warrant increased sanctions, the penalty may be enhanced. An enhanced penalty for such violators may include reasonable conditions and/or the imposition of a probation period for up to three (3) years. The penalty may also include a period of suspension from competition, including practices, in all germane activities for a period of one (1) day to three (3) years. If imposed, suspension shall include a prohibition against coaching for at least one (1) contest and may include suspension from other activities, such as attending the germane contest, scouting, practicing with the athlete(s), or any other reasonable condition the State Executive Committee chooses to impose.
- (4) *Category B Violations.*
- (A) Category B violations for school district personnel are:
- (i) failing to comply with the Athletic Code, Athletic Code for Coaches, Music Code, Academic Code or One-Act Play Code;
 - (ii) breaking contracts;
 - (iii) coercing contestants; or
 - (iv) scouting (debate).
- (5) *Minimum Penalty.* In addition to any specifically required sanction or penalty for violation of a particular rule as set out in the *Constitution and Contest Rules* and absent any grounds for enhancement, the minimum penalty for a Category B violation is a reprimand. A reprimand shall be in writing and shall state the violation found but shall not be published in the *Leaguer*. At the discretion of the hearing panel, the reprimand may be made public.
- (6) *Enhanced Penalty Factors.*
- (A) Repeat Offense – In cases where a Category B violation is found and the school district employee has previously been found in violation of a Category B rule, the penalty may be enhanced. An enhanced penalty for repeat violators of a Category B violation may include a probationary period of up to three (3) years and may also include the imposition of reasonable conditions which must be fulfilled.
- (B) Prior Conditions/Probation – In cases where a Category B violation is found and the school district employee has failed to comply with previously imposed conditions due to a prior violation of UIL rules or has committed a Category B violation during a previously imposed probationary period, the penalty for a Category B violation may be enhanced. An enhanced penalty for such violators may include a requirement that the prior conditions be satisfied as well as any new reasonable conditions and/or the imposition of a probationary period of up to three (3) years.
- (C) Intent/Harm - In cases where a Category B violation is found to be deliberate

ate and to have provided a competitive advantage or the violation caused physical harm to a person or property, the penalty for a Category B violation may be enhanced. An enhanced penalty for such violators may include reasonable conditions and/or the imposition of a probation period of up to three (3) years. The penalty may also include a period of suspension from competition, including practices, in all germane activities for a period of one (1) day to three (3) years. If imposed, suspension shall include a prohibition against coaching for at least one (1) contest and may include suspension from other activities, such as attending the germane contest, scouting, practicing with the athlete(s), or any other reasonable condition the State Executive Committee chooses to impose.

- (D) Other Factors - In cases where a Category B violation is found and two or more enhancement factors are present or there are other circumstances found that in the opinion of the State Executive Committee hearing panel warrant increased sanctions, the penalty may be enhanced. An enhanced penalty for such violators may include reasonable conditions and/or the imposition of a probation period for up to three (3) years. The penalty may also include a period of suspension from competition, including practices, in all germane activities for a period of one (1) day to three (3) years. If imposed, suspension shall include a prohibition against coaching for at least one (1) contest and may include suspension from other activities, such as attending the germane contest, scouting, practicing with the athlete(s), or any other reasonable condition the State Executive Committee chooses to impose.
- (7) *Category C Violations.*
- (A) Category C violations for school district personnel are:
- (i) failing to comply with rules and regulations in individual plans and/or UIL manuals; or
 - (ii) violation of reporting requirements concerning:

- (aa) eligibility forms;
- (bb) professional acknowledgment;
- (cc) previous participation;
- (dd) parent/acknowledgment;
- (ee) medical/physical examinations; or
- (ff) weekly or season contest reports.

(8) *Minimum Penalty* In addition to any specifically required sanction or penalty for violation of a particular rule as set out in the *Constitution and Contest Rules* and absent any grounds for enhancement, the minimum penalty for a Category C violation is a reprimand. A reprimand shall be in writing and shall state the violation found but shall not be published in the *Leaguer*.

(9) *Enhanced Penalty Factors*

- (A) Repeat Offense – In cases where a Category C violation is found and the school employee has previously been found in violation of Category C rule, the penalty may be enhanced. An enhanced penalty for repeat violators of a Category C violation may include a probationary period of up to three (3) years and may also include the imposition of reasonable conditions which must be fulfilled.
- (B) Prior Conditions/Probation – In cases where a Category C violation is found and the school district employee has failed to comply with previously imposed conditions due to a prior violation of UIL rules or has committed a Category C violation during a previously imposed probationary period, the penalty for a Category C violation may be enhanced. An enhanced penalty for such violators may include a requirement that the prior conditions be satisfied as well as any new reasonable conditions and/or the imposition of a probationary period of up to three (3) years.
- (C) Intent/Harm - In cases where a Category C violation is found to be deliberate and to have provided a competitive advantage or the violation caused physical harm to a person or property, the penalty for a Category C violation may be enhanced. An enhanced penalty for

such violators may include reasonable conditions and/or the imposition of a probation period of up to three (3) years.

In cases where there is physical harm to a person or property, the penalty may also include a period of suspension from competition, including practices, in all germane activities for a period of one (1) day to three (3) years. If imposed, suspension shall include a prohibition against coaching for at least one (1) contest and may include suspension from other activities, such as attending the germane contest, scouting, practicing with the athlete(s), or any other reasonable condition the State Executive Committee chooses to impose.

- (D) Other Factors – In cases where a Category C violation is found and two (2) or more enhancement factors are present or there are other circumstances found that in the opinion of the State Executive Committee hearing panel warrant increased sanctions, the penalty may be enhanced. The penalty may also include a period of suspension from competition, including practices, in all germane activities for a period of one (1) day to three (3) years. If imposed, suspension shall include a prohibition against coaching for at least one (1) contest and may include suspension from other activities, such as attending the germane contest, scouting, practicing with the athlete(s), or any other reasonable condition the State Executive Committee chooses to impose.