

2023-2024
**NEPSAC By-Law and
Policy Handbook**



www.nepsac.org

2023-2024 NEPSAC By-Law and Policy Handbook

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← [View NEPSAC's online directory of member schools.](#)

New England Preparatory School Athletic Council

EXECUTIVE BOARD

President

Ryan Frost
Cardigan Mountain School

Vice-President

Tim Joncas
Westminster School

Secretary

Lisa Joel
Phillips Andover

Treasurer

Jim Smucker
Berwick Academy

Co-Directors of Championships

Jamie Arsenault *New Hampton School*
Bob Howe *Deerfield Academy*
Lisa Joel *Phillips Andover*

Director of Classifications

Sean Kelly *The Wheeler School*

Coordinator of Diversity, Equity and Inclusion

Lamar Reddicks *Milton Academy*

Past Presidents

George Tahan *Belmont Hill School*
Bob Howe *Deerfield Academy*
Jamie Arsenault *New Hampton School*

Mark Conroy *Williston Northampton School*
Martha Brousseau *Greenwich Academy*

Middle School Representatives

Rob Feingold *The Fay School*

Amber Kuntz *Beaver Country Day School*

District I Representatives

Stefan Jensen *Hyde School*

District II Representatives

Tara Brisson *Tilton School*
Jenna Simon *Holderness School*
Connor Wells *Brewster Academy*

District III Representatives

Betsy Kennedy *Pingree School*
Jen Viana *Cushing Academy*
Sean Kelly *The Wheeler School*
Andrew Mitchell *Lexington Christian Academy*

District IV Representatives

Mike Marich *The Frederick Gunn School*
Mo Gaitán *Pomfret School*

Communications Specialist

Laurie Sachs *The Rivers School*

2023–2024 Meetings

Note: All meetings are subject to change and may be held via Zoom.

NEPSAC Executive Board

Tuesday, September 19	Executive Board	8:15 a.m.	Remote
Tuesday, October 10	Executive Board	8:15 a.m.	Remote
Thursday, November 16	Executive Board	4:00 p.m.	Boxborough MA
	Boxborough Regency		
Friday, November 17	Annual Business Meeting	TBA	Boxborough MA
	Boxborough Regency		
Tuesday, January 9	Executive Board	8:15 a.m.	Remote
Tuesday, February 13	Executive Board	8:15 a.m.	Remote
Tuesday, April 30	Executive Board	10:00 a.m.	Cushing Academy

Middle Schools

Thursday, March 29	Fay School	10:00 a.m.
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District I

Monday, September 11	Hyde School	10:00 a.m.
Monday, November 13	Hyde School	10:00 a.m.
Monday, February 26	Hyde School	10:00 a.m.
Monday, May 20	Hyde School	10:00 a.m.

Monthly Zoom meetings may be held if needed in October, January and April - Time TBD

District II

From August 15, 2023 until May 7, 2024 meetings will be conducted weekly via Zoom; TBD what day of week.

Thursday, October 19	Holderness School	9:00 a.m.
Thursday, February 8	Tilton School	9:00 a.m.
Thursday, May 2	New Hampton School	9:00 a.m.

District III

Tuesday, October 3	Zoom	10:00 a.m.
Tuesday, January 23	TBD	11:00 a.m.
Tuesday, April 23	Zoom	10:00 a.m.

District IV

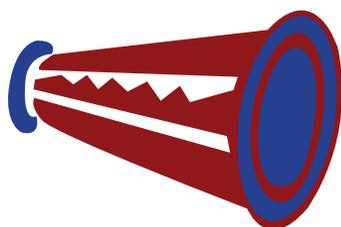
Tuesday, September 26	Choate Rosemary Hall	10:00 a.m.
Thursday, April 2	TBA	6:00 p.m.

Promote Your School!

NEPSAC News: Send news about your athletes, coaches, alumni, program and school to NEPSAC. We would love to feature your accomplishments in our quarterly magazine *NEPSAC News*. The magazine includes long features, short profiles of athletes, coaches, notable alumni, and facilities in addition to team accomplishments and programs.

Social Media: Don't forget to tag NEPSAC (#nepsac) in your social media posts so we can feature those as well.

Send your news to NEPSAC Communications Specialist Laurie Sachs, communications@nepsac.org



Meet the Executive Board



President

Ryan Frost

Director of Athletics
Cardigan Mountain School
B.A. Franklin & Marshall College
M.S., M.Ed. Springfield College



Vice President

Tim Joncas

Director of Athletics
Westminster School
B.A. Trinity College
M.A.L.S. Wesleyan University



Secretary

Lisa Joel

Director of Athletics
Phillips Andover Academy
B.A. Amherst College
M.Ed. Boston University



Treasurer

Jim Smucker

Mathematics
Berwick Academy
B.A. The College of Wooster
M.Ed. Springfield College



Co-Director of Championships

Jamie Arsenault

Athletic Director
New Hampton School
B.A. Colby College
M.A. Trinity College – Hartford



Co-Director of Championships

Bob Howe

Athletic Director
Deerfield Academy
B.A. Hamilton College



Co-Director of Championships

Lisa Joel

Director of Athletics
Phillips Andover Academy
B.A. Amherst College
M.Ed. Boston University



Director of Classifications

Sean Kelly

Athletics Director
The Wheeler School
B.A. Wheaton College
M.F.A. Emerson College



Coordinator of Diversity, Equity and Inclusion

Lamar Reddicks

Athletic Director
Milton Academy
B.S. Bentley University



Communications Specialist

Laurie Sachs

Communications
The Rivers School
B.A. Connecticut College
M.S. Northeastern University

Meet the Executive Board



Middle School Representative

Rob Feingold

Director of Athletics
The Fay School
B.A. Lewis and Clark College
M.Ed. Boston University



Middle School Representative

Amber Kuntz

Director of Middle School Student Life
and Athletic Programs
Beaver Country Day School
B.A. Washington & Jefferson College
M.A. Durham University (England)



District I President

Stefan Jensen

Athletic Director & Maine Leadership
Program Director
Hyde School
B.S., M.Ed., Endicott College



District I Vice President

TBA



District II President

Tara Brisson

Director of Athletics
Tilton School
B.A. Hobart and William Smith Colleges
M.Ed. Plymouth State University



District II Vice President

Jenna Simon

Athletics Director
Holderness School
B.A. Boston College



District II Secretary

Connor Wells

Athletic Director
Brewster Academy
B.S. Trinity College
M.S. Wesleyan University



District III President

Betsy Kennedy

Director of Athletics
Pingree School
B.A. Bowdoin College



District III Vice President

Jen Viana

Director of Athletics
Cushing Academy
B.S. Bentley University
M.A. Lesley University



District III Secretary

Sean Kelly

Athletics Director
The Wheeler School
B.A. Wheaton College
M.F.A. Emerson College

Meet the Executive Board



District III Treasurer

Andrew Mitchell

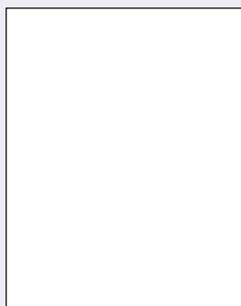
Director of Athletics
Lexington Christian Academy
B.S., M.S. Eastern Nazarene College



District IV President

Mike Marich

Administrator
The Frederick Gunn School
B.B.A. Hofstra University



District IV Vice President

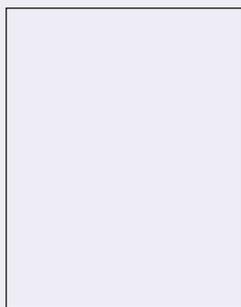
TBA



District IV Secretary

Mo Gaitán

Director of Athletics and Afternoon Programs
Pomfret School
B.A. St. Cloud State University
M.A. Augsburg University



District IV Treasurer

TBD



Past President

George Tahan

Director of Athletics
Belmont Hill School
B.S. SUNY Buffalo
J.D. Boston University



Past President

Jamie Arsenault

Athletic Director
New Hampton School
B.A. Colby College
M.A. Trinity College – Hartford



Past President

Bob Howe

Athletic Director
Deerfield Academy
B.A. Hamilton College



Past President

Mark Conroy

Director of Athletics
Williston Northampton School
B.A. Middlebury College
M.Ed. Azusa Pacific University



Past President

Martha Brousseau

Director of Athletics and Physical Education
Greenwich Academy
B.S. Springfield College
M.S. Smith College

NEPSAC Award Recipients

The Martin William Souders Memorial Award

Established in 1967 in memory of Martin William Souders, Director of Physical Education at Milton Academy, 1919–1929, and at Phillips Exeter Academy, 1930–1962, and the first President of the New England Preparatory School Athletic Council.

In recognition of his leadership, vision, dedication and the constant and valuable contributions which he made to the cause and stature of Physical Education and Athletics among New England Independent Schools.

To be awarded annually to a graduate of a New England Independent School who made a distinguished record in sports and who has since made a distinguished record in life through high ideals, leadership and accomplishments.

RECIPIENTS:

1967–1968	William G. Saltonstall <i>Milton '23; Phillips Exeter Academy '24</i>	1993–1994	Michael Eruzione <i>Berwick Academy, '73</i>
1968–1969	Dr. William Barry Wood <i>Milton '27; Thacher School '28</i>	1994–1995	Patricia Melton <i>Middlesex School, '77</i>
1969–1970	George Peabody Gardner <i>St. Mark's School '07</i>	1995–1996	William Torrey <i>Vermont Academy '52</i>
1970–1971	George H.W. Bush <i>Phillips Academy '42</i>	1996–1997	Sargent Shriver <i>Canterbury School, '34</i>
1971–1972	Dr. John H. Knowles <i>Belmont Hill School '44</i>	1997–1998	Lyle Blair Torrey Jr. <i>Hotchkiss School, '50</i>
1972–1973	Dr. Daniel F. Hanley <i>Governor Dummer Academy '35</i>	1998–1999	Gordon Gund <i>Groton School '57</i>
	Dr. Frederick Tremaine Billings <i>Choate '29</i>	1999–2000	Emily Ridgeway Crisp <i>Miss Porter's School '59</i>
1973–1974	Kenneth D. Clapp <i>Moses Brown '36</i>	2000–2001	William Clough <i>Holderness School '57</i>
1974–1975	Dr. Warren R. Guild <i>Kimball Union Academy '44</i>	2001–2002	John Nichols <i>Loomis Chaffee School '49</i>
1975–1976	Hollis P. Nicols <i>Roxbury Latin School '27</i>	2002–2003	No recipient
1976–1977	Alan Reich <i>Loomis School '47</i>	2003–2004	Lyman G. Bullard <i>Berkshire School '73</i>
1977–1978	Leverett Saltonstall <i>Noble & Greenough '10</i>	2004–2005	William Richardson <i>Middlesex School '66</i>
	Sidney Towle <i>Kent School '31</i>	2005–2006	Carol Semple Thompson <i>Miss Porter's School '66</i>
1978–1979	H. Meade Alcorn, Jr. <i>Suffield Academy '26</i>	2006–2007	Dr. John R. Adler, Jr. <i>Suffield Academy '72</i>
1979–1980	Dr. John Marshall <i>Vermont Academy '56</i>	2007–2008	No recipient
1980–1981	John T. Downey <i>Choate School '47</i>	2008–2009	Tom Yankus <i>Choate Rosemary Hall '52</i>
1981–1982	Fred H. Harrison <i>Phillips Academy '38</i>	2009–2010	Dr. Anthony D. Whittemore <i>The Governor's Academy '62</i>
1982–1983	Eugene L. Scott <i>St. Mark's School '55</i>	2010–2011	Gene DeFilippo <i>Williston Northampton '69</i>
1983–1984	Hans H. Estin <i>Tabor Academy '45</i>	2011–2012	Thomas Blackburn <i>Deerfield Academy '52</i>
1984–1985	John M. Barnaby <i>Williston Northampton School '28</i>	2012–2013	Bill Belichick <i>Phillips Andover Academy '71</i>
	Albert H. Gordon <i>Roxbury Latin School '19</i>	2013–2014	Susan Ford <i>The Ethel Walker School '63</i>
1985–1986	Joshua L. Miner <i>Phillips Exeter Academy '39</i>	2014–2015	Katey Stone <i>Taft School '85</i>
1986–1987	Robert A. Bryan <i>Hotchkiss School '49 and Hebron Academy '50</i>	2015–2016	John Virden <i>The Hotchkiss School '64</i>
1987–1988	William J. Cleary, Jr. <i>Shady Hill School '48; Belmont Hill '52</i>	2016–2017	James Oates <i>Middlesex School '65</i>
1988–1989	Donald Rowe <i>Worcester Academy '47</i>	2017–2018	Jeremy Foley <i>Holderness School '70</i>
1989–1990	Edward R. Childs, Jr. <i>Middlesex School, '45</i>	2018–2019	Peter Gammons <i>Groton School '63</i>
1990–1991	William Flynn <i>Lawrence Academy, '35</i>	2019–2020	General Mark A. Milley <i>Belmont Hill School '76</i>
1991–1992	C. Nelson Corey <i>Governor Dummer Academy '35</i>	2020–2021	Commander Rebecca Dowling Calder <i>Phillips Academy '94</i>
1992–1993	Dodge David Morgan <i>Governor Dummer Academy, '50</i>	2021–2022	Travis Roy <i>North Yarmouth Academy '94, Tabor Academy '95</i>
		2022–2023	Derek Green <i>Kingswood Oxford School '81</i>

To submit the name of a graduate from your school to be considered by the Selection Committee as a recipient of this award, please contact Ryan Frost, Cardigan Mountain School.



← [View NEPSAC's honors and recognition site from Rocket Alumni Solutions.](#)

Distinguished Service Award

To be awarded annually to the individual who has contributed significantly to New England Independent School Athletics and Physical Education through enthusiasm, dedication, leadership and vision.

1984–1985	Frank F. DiClemente <i>Phillips Academy, 1935–1975</i>		
1985–1986	Herbert G. Stokinger <i>Milton Academy, 1929–1971</i>	2005–2006	James N. Marrion <i>Cardigan Mountain School, 1967–2009</i>
1986–1987	MacDonald Murphy <i>Governor Dummer Academy, 1931–1974</i>	2006–2007	Frank Millard <i>Northfield Mount Hermon School, 1985–2008</i>
1987–1988	William E. Croke <i>Belmont Hill School, 1943–1990</i>	2007–2008	Angela Tammaro <i>Greenwich Academy, 1965–Present</i>
1988–1989	John H. Etter <i>Buckingham, Browne & Nichols, 1953–1994</i>	2008–2009	William Pottle <i>Brewster Academy, 1976–99; Kimball Union Academy, 1999–2008</i>
1989–1990	Nicholas P. Moutis <i>Phillips Exeter Academy, 1954–1978</i>	2009–2010	Brad Perham <i>Roxbury Latin School, 1973–2009</i>
1990–1991	Shirley J. Richie <i>Abbott Academy, 1961–1970; Phillips Andover, 1970–1984</i>	2010–2011	Tom Flaherty <i>Milton Academy, 1982–2009</i>
1991–1992	Thomas H. Buffinton <i>Tabor Academy, 1952–1990</i>	2011–2012	Bradley Smith <i>Bridgton Academy 1991–2010; Hebron Academy, 1989–1991</i>
1992–1993	Jackman Stewart <i>Berkshire School, 1956–1990</i>	2012–2013	Jane Hardy <i>Shady Hill School, 1967–2012</i>
1993–1994	Joseph R. Basinet <i>Fessenden School, 1951–1992</i>	2013–2014	Ken Martin <i>Belmont Hill School, 1972–present</i>
1994–1995	Jerry Zeoli <i>Moses Brown School, 1955–1993</i>	2014–2015	Ken Hollingsworth <i>Tilton School, 1980–present</i>
1995–1996	Lawrence Stone <i>Taft School, 1962–1996</i>	2015–2016	Kathy Noble <i>Loomis Chaffee, 1980–1994; The Rivers School, 1994–1996; Miss Porter’s School, 1996–2004; Proctor Academy, 2004–2009; Lawrence Academy, 2009–2011; Williston Northampton School, 2011–present</i>
1996–1997	Arthur Valicenti <i>Thayer Academy, 1958–1991</i>		
1997–1998	Charles W. Howard III <i>St. George’s School, 1968–1997</i>	2016–2017	Kate Turner <i>Brewster Academy, 1986–present</i>
	Dorothy B. Howard <i>St. George’s School, 1973–1997</i>	2017–2018	Bob Southall <i>Loomis Chaffee, 1972–2006</i>
1998–1999	Henry T. Lane <i>St. Sebastian’s School, 1954–1997</i>	2018–2019	James S. McNally, C.A.A. <i>The Rivers School, 1996–2016</i>
1999–2000	Richard R. Francis <i>Williston Northampton School, 1958–2000</i>	2019–2020	Ned Gallagher <i>Choate Rosemary Hall, 1996–2017</i>
2000–2001	William A. “Fritz” Weidergott <i>St. Mark’s School, 1958–1997</i>	2020–2021	David Godin <i>Suffield Academy, 1981–present</i>
2001–2002	Richard T. Flood, Jr. <i>Salisbury School, 1987–2003</i>	2021–2022	Lizanne “Tiz” Sutherland Mulligan <i>Kent School, 1980–1990; Westover School, 1990–2020</i>
2002–2003	Dennis Kinne <i>Suffield Academy, 1962–2003</i>	2022–2023	John Mackay <i>St. George’s School, 1997–2023</i>
2003–2004	No recipient		
2004–2005	Richard Marr <i>Milton Academy, 1958–80, Tabor Academy 1984–2003</i>		

2022 Award Recipients



Derek Green
Martin William Souders Award



John Mackay
Distinguished Service Award

Past Presidents

MARTIN W. SOUDERS

Phillips Exeter Academy
1942-44

HERBERT G. STOKINGER

Milton Academy
1944-46

MACDONALD MURPHY

Governor Dummer Academy
1946-48

AXEL B. FORSLUND

Mount Hermon School
1948-50

ROWLAND C. MASSIE

Choate School
1950-52

DAVID E. COE

St. Mark's School
1952-54

J. STUART WICKENS

Groton School
1954-56

WILLIAM E. CROKE

Belmont Hill School
1958

WARD S. DONNER

Thayer Academy
1958-60

E. LEONARD BARKER

St. Paul's School
1960-62

WILBUR F. STORER

Noble and Greenough School
1962-64

FRANK F. DICLEMENTE

Phillips Academy
1964-66

WILLIAM A. PUDVAH, JR.

Choate School
1966-68

JOHN H. ETTER

Buckingham, Browne & Nichols School
1968-70

S. HARRIS SQUIBB

Westminster School
1970-72

JACKMAN STEWART

Berkshire School
1972-74

NICHOLAS P. MOUTIS

Phillips Exeter Academy
1974-76

THOMAS H. BUFFINTON

Tabor Academy
1976-78

VITOLD S. PISCUSKAS

Northfield Mount Hermon School
1978-80

LARRY STONE

Taft School
1980-81

M. R. BLAKE

St. Paul's School
1981-82

DENNIS A. KINNE

Suffield Academy
1982-83

MARK B. PERKINS

Holderness School
1983-84

CAMERON K. DEWAR

Belmont Hill School
1984-85

JOSEPH B. WENNIK

Phillips Academy
1985-86

RICHARD R. FRANCIS

Williston Northampton School
1986

ELLEN G. PRESTON

Pingree School
1987

WILLIAM POTTLE

Brewster Academy
1988

GEORGE R. DELPRETE

Hotchkiss School
1989

KATHY NEKTON

Phillips Exeter Academy
1990

PETER RAPELYE

Holderness School
1991-92

KARL METHVEN

Proctor Academy
1993-94

MATT CORKERY

Salisbury School
1995-96

KEN MARTIN

Belmont Hill School
1997-98

KATHY NOBLE

Miss Porter's School
1998-2000

JOE GILL

Buckingham, Browne & Nichols School
2001-02

NED GALLAGHER

Choate Rosemary Hall
2002-04

BRADLEY R. SMITH

Bridgton Academy
2005-06

JIM McNALLY

The Rivers School
2007-08

MARK CONROY

Williston Northampton School
2009-10

DAVE GODIN

Suffield Academy
2011-12

RICHARD MUTHER

Tabor Academy
2011-13

JOHN MACKAY

St. George's School
2013-15

JAMIE ARSENAULT

New Hampton School
2015-17

BOB HOWE

Deerfield Academy
2017-19

GEORGE TAHAN

Belmont Hill School
2019-21

MARTHA BROUSSEAU

Greenwich Academy
2021-23

How NEPSAC Began



December 7, 1941, was a quiet Sunday. For New England independent schools the date fell in that relaxed time between athletic seasons with only examinations and Christmas holidays in the offing. The dramatic and shocking report of the bombing of Pearl Harbor, as carried on the radio, shattered the mood of the day and the season so drastically that it would be years before a comparable atmosphere would be recaptured. The news fell with special poignancy upon boys' schools. As faculty met their students for dinner that night or in their classes the next morning, they were profoundly aware that the news they had so recently heard had altered irrevocably the lives and futures of their students and of their younger colleagues.

School administrations turned at once to the great question as to how they best could prepare their students for the ordeals which these young men were likely to face and at the same time provide the conventional education which would permit them to take their place in society after the war. Confidence in the principles of a liberal education held. Except for a general policy of speeding up the educational process, few radical changes were made. However, since training programs in the armed services put great emphasis on physical fitness, directors of athletics and coaches had special responsibilities. They too, felt that team competition provided the best incentive to physical fitness; hence interscholastic competition should continue and indeed, be augmented if possible.

The dream of business as usual did not last long. In early April of 1942 Herbert G. Stoking, Director of Athletics at Milton Academy, saw in a Boston newspaper a summary of governmental regulations applying to bus companies. To his consternation he learned that transportation companies could no longer charter buses for athletic trips without surrendering any right to replacement tires for buses so chartered. Since this regulation was a direct and obvious threat to all interscholastic athletic competition, Stoky acted promptly. He telephoned his opposite numbers, Martin W. Souders of Exeter, Eliot T. Putnam of Noble and Greenough, and J. Leo Foley of Roxbury Latin; they all agreed to meet at Stoky's house for a consultation. The four men at that meeting were of one mind: there was an urgent need for an immediate gathering of representatives of as many schools as possible to determine whether interscholastic athletics could indeed continue, how athletic programs could be modified under the circumstances, and how best to meet the inevitable shortages of equipment which loomed in the future. At the urging of this *ad hoc* committee, Stoky consulted the invaluable *Porter Sargent* handbook and sent out an invitation to all schools within a reasonable distance of Boston to attend a meeting at the Harvard Club on Saturday, April 11, 1942.

Twenty-three schools sent representatives to the meeting, and five other schools expressed their interest by submitting written reports on how they proposed to adapt their programs to the stringent governmental regulations necessitated by the war effort. As the moving spirit behind the gathering, Herbert Stoking presided with Eliot Putnam acting as secretary for the meeting. After a brief statement from a representative of each school present as to how it proposed to deal with interscholastic competition, Eliot Putnam reported these general conclusions:

- A. In any change of policy, first consideration should obviously be given to the *spirit* in which restrictions have been imposed.
- B. Attempt to go ahead with regular schedules, canceling such long trips as demand too great an expense (train, taxis, etc.) or which seem to call on an inadvisable and unwarranted demand on private cars.
- C. Bear in mind at all times the great value of interscholastic games, both from the competitive point of view, and as a pacesetter for school morale.
- D. Proceed cautiously as regards transportation by private cars, if not covered by proper insurance.
- E. Make every effort to strengthen the intramural program in the lower classes, canceling all interscholastic competition when there is any doubt as to its advisability.

Martin Souders then remarked on what he considered to be a long-felt need for a permanent organization among the independent schools, an organization which would meet periodically for discussion, legislation, and friendly interchange of ideas. He cited the advantages enjoyed by existing college and public school organizations. His suggestion was unanimously approved, and the following officers were elected:

President	Martin W. Souders	Phillips Exeter
Vice-President	J. Leo Foley	Roxbury Latin
Vice-President	Eliot T. Putnam	Noble & Greenough
Sec.-Treasurer	Herbert G. Stokinger	Milton

Excerpted from *The New England Preparatory School Athletic Council: A History*, by A. Macdonald Murphy

NEPSAC

Constitution and By-Laws

ARTICLE I - Name

The name of this organization shall be New England Preparatory School Athletic Council (NEPSAC).

ARTICLE II - Purpose

NEPSAC's primary purpose is to encourage all member schools to conduct the affairs of games, leagues and tournaments according to high standards of fair play and cooperative goodwill. Because athletics are an integral part of the educational programs of member schools, affording young people innumerable opportunities for personal growth and development, NEPSAC shall be concerned with seeing that enjoyable and healthy interscholastic programs for students are provided. In every way at its disposal, NEPSAC will provide leadership and legislative action for its member schools to ensure that the intentions of this organization are met. The NEPSAC Executive Board will, in every way at its disposal, provide leadership, direction and legislative action for its member schools and related coaches' associations pursuant to the administration of interscholastic athletics. A further purpose of NEPSAC is to provide a forum for the interchange of ideas and to help with the problems of its member schools. NEPSAC will advise and guide, particularly when asked in a situation where an impasse exists.

ARTICLE III - Officers and Executive Board

Section I - Officers

The Officers shall be President, Vice-President, Secretary, Directors of Championships, Middle School Representative, Diversity Equity & Inclusion Coordinator, and Treasurer.

Section II - Duties of the President

The President shall be the chief executive officer of NEPSAC and shall be responsible for the Annual Meeting and Executive Board sessions.

The President shall have the power to appoint special committees for the purpose of meeting the objectives of NEPSAC, and shall be responsible for keeping accurate records.

Upon completion of term of office, the President is encouraged to remain on the Executive Board for two years.

Section III - Duties of the Vice President

The Vice-President shall assist and represent the President whenever necessary, and shall be responsible for the Martin W. Souders and Distinguished Service Awards presented at the November Annual Meeting and shall be responsible for coordinating the Annual Meeting.

Section IV - Duties of the Secretary

The Secretary, in close cooperation with the President, shall be the chief correspondence officer responsible for records and proceedings of the Council. Other responsibilities include notices, reports and other items necessary for proper operation of NEPSAC.

Section V - Duties of the Directors of Championships

The Directors of Championships shall serve as a liaison between the Executive Board and the various tournament committees in each sport and shall assist in the administration of all NEPSAC sponsored tournaments.

Section VI - Duties of the Middle School Representative

The Middle School Representatives shall be responsible for all correspondence with NEPSAC middle schools and for presiding over the middle school annual meeting in the spring.

Section VII - Duties of the Diversity, Equity, & Inclusion Coordinator shall be to:

- Examine and propose to the Executive Board, Districts and/or members, in accordance with NEPSAC Constitution and By-Laws and NEPSAC Policies, amendments and additions to the NEPSAC Constitution and By-Laws, Policies and/or Code of Ethics and Conduct that best promote equity, inclusion and opportunity in furtherance of NEPSAC's

mission to encourage all member schools to conduct the affairs of games, leagues and tournaments according to the high standards of fair play and cooperative goodwill;

- Establish and manage a mentorship program for Athletic Directors in our membership to provide guidance and resources to help them succeed in their roles, including in relation to equity, inclusion and opportunity;
- Assist in the planning of anti-bias, diversity, equity and inclusion programming for the NEPSAC annual meeting and work with District-level officers for similar programming throughout the year;
- Serve as outreach to member schools, collecting and promoting diversity, equity and inclusion work that is happening on member school campuses and report on same to the Executive Board;
- Work directly with NEPSAC Coaches Associations' leadership in promoting anti-bias, diversity, equity, and inclusion and report on same to the Executive Board;
- Propose parameters for a student-athlete DEI council and, if established, act as liaison to the Executive Board related to student-athlete DEI council concerns

Section VIII - Duties of the Treasurer

The Treasurer shall be responsible for keeping accurate records as the chief financial officer, including collection of dues from the district presidents and the payment of bills submitted to the President for approval.

Section VIII - Executive Board

The Executive Board shall consist of the officers of NEPSAC, past Presidents and two representatives from each District (the District President and appointee) and two middle school representatives. Each member of the Executive Board shall have one vote on motions brought before it. The NEPSAC President acts as the chairperson for this committee. Past Presidents wishing to serve on the Executive Board need to identify themselves by January 1 of each year.

A quorum shall consist of at least nine members of the Executive Board and any action taken shall be based on two-thirds majority vote.

Section IX - Election of Officers

The President, Vice-President and the Secretary shall serve a two year, non-renewable term.

The Vice-President shall succeed to the office of President in January or earlier in the event that the current President is unable to complete the term.

The Secretary shall succeed the Vice President.

The Treasurer, the Directors of Championships, the Diversity, Equity, & Inclusion Coordinator, and the Middle School Representative may serve consecutive appointments upon approval of the President annually.

At the Annual Meeting the President, Vice-President and Secretary selected by the Executive Board will be voted upon by the membership.

ARTICLE IV - Membership

Section I - Eligibility

NEPSAC shall consist of New England Independent School Athletic Administrators whose schools are fully accredited by the New England Association of Schools and Colleges (NEASC) or its equivalent as determined by the Executive Board. Each school, located primarily in New England, must be a member of only one of the four New England Districts and meet its dues obligation to NEPSAC.

The deadline to submit an application for NEW Full / Associate NEPSAC membership is September 15 of the academic year prior to the academic year a school is applying for membership into.

Section II – Definition of Fulltime and Associate membership

There are two types of membership within NEPSAC. Fulltime members meet all eligibility requirements, pay annual dues, and meet all meeting requirements as voting members. Additionally fulltime member schools are required to participate as a member of NEPSAC in a majority of the NEPSAC varsity sports in each gender that the school offers. Associate members pay dues and are welcome to attend meetings as non-voting members. Additionally, they are not obligated to follow eligibility or start date requirements with the exception of the age rule that states that individual athletes who are 19 years old, or younger, on September 1 of each school year are eligible to participate in NEPSAC competition. Associate members may compete against NEPSAC schools with the results being considered for

postseason play for fulltime members. Associate member schools are ineligible for NEPSAC postseason tournament play. The process for application as an associate member is identical to any school seeking membership in NEPSAC. If approved, an associate member will have a three year probationary period after the conclusion of which it can be renewed as an Associate Member following Executive Board review. Associate Membership does not guarantee future Full-time Membership.

Section III - Dues

Annual dues are payable online by October 15. The District Presidents are responsible for the collection of dues from their Districts and for forwarding the District checks to the NEPSAC Treasurer by November 1.

Section IV - Active Voting Members

Member schools must have their athletic director or designee attend the NEPSAC Annual Meeting at least once every other year. Failure to comply with this requirement will result in the Head of School receiving a letter from the NEPSAC Board indicating that the school's membership is in jeopardy.

Active members whose dues are paid in full and are present at the Annual Meeting are permitted one vote per school. Each school is encouraged to be an active working member within its District. The interest and efforts of everyone are vital to the continuation of an educational and healthy physical experience for our students.

Section V - Association Year

The NEPSAC year shall begin July 1 and end June 30.

Section VI - Litigation

The administration and management of interscholastic athletics should not be a function of the courts. Legal costs associated with litigation against NEPSAC impact every school that is a member of NEPSAC. NEPSAC reserves the right to seek reimbursement of any and all legal fees and associated costs from any member school that has unsuccessfully brought litigation against NEPSAC. For the purpose of this Rule, litigation is considered unsuccessful unless the plaintiff school receives final judgment on the merits of its claim in its favor, and this judgment is upheld in any subsequent judicial appeal by NEPSAC. NEPSAC also reserves this same right to seek reimbursement of legal fees and associated costs from any institution seeking membership that has unsuccessfully brought litigation against the NEPSAC.

ARTICLE V - Meetings

Section I - Annual Meeting

The Parent Organization of NEPSAC shall meet annually in November. A business meeting will be held as part of this session, including new proposals and the election of officers. Action will be recommended to the Executive Board based upon the simple majority vote of the eligible members present.

Section II - District Meetings

Each District is required to meet one time annually. However, the Executive Board of NEPSAC recommends at least three District Meetings a year.

Section III - Committee Meetings

The Executive Board and other committees may meet as often as deemed necessary to administer their business. Generally, the Executive Board shall meet in September, October, November, January, and May. The President shall call all such meetings.

ARTICLE VI - Legislative Procedures

Ordinarily, proposals shall be submitted to the NEPSAC President thirty days prior to a regularly scheduled Executive Board meeting by members of the Executive Board, Ad Hoc Committee chairpersons, District Presidents or the President of a coaches association. Other individuals should submit proposals through the District Presidents.

The simple majority vote of present eligible NEPSAC members on each new proposal shall determine the appropriate course of action.

ARTICLE VII - Constitutional Revision

Section I - Constitutional Purpose

The Constitution of NEPSAC has been developed to best serve the purpose of this organization as outlined in Article II.

Section II - Amendments

Amendments to the Constitution shall be by referendum vote of the members.

Section III - Adoption of Amendments

Adoption of Amendments shall be by two-thirds majority of voting members at the November Annual Meeting.

Section IV - Referendum

All amendments may be proposed by the Executive Board or by petition of ten active members to the Executive Board.

Section V - Emergency

In the event of an emergency, the President may call a special meeting or may poll the membership by mail, e-mail, telephone, or Zoom. The Executive Board shall have the power to fill vacancies on the Board or take necessary action in the interests of NEPSAC and in accordance with its Constitution and By-Laws.

Section VI - Dissolution

Upon the dissolution of this organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.

NEPSAC Policies

Changes throughout this section are denoted in **bold**.

DIVERSITY, EQUITY, INCLUSION AND JUSTICE STATEMENT

NEPSAC believes in the dignity of all people involved in its scholastic athletic community and endeavors to create an environment in which all student-athletes know that they are welcome and may show up and participate as their authentic selves. The same belief holds true for our coaches, officials, staff, and fans. NEPSAC will not tolerate behavior that discriminates against, demeans, or diminishes a person on the basis of their race, ethnicity, culture, nationality, gender, socioeconomic class, sexual orientation, gender identity and expression, religion, ability, or any other protected identity. We will uphold, embrace, and champion any actions that lead to a further sense of inclusion and belonging for all.

GENDER IDENTITY AND EXPRESSION STATEMENT

NEPSAC believes in the importance of participation in interscholastic athletics for all its positive values: fair play, commitment, teamwork, wellness, and dedication. NEPSAC celebrates diversity both in the wide range of offerings for athletic competition by our member schools as well as the inclusion of all student-athletes. NEPSAC supports *transgender, non-binary and gender fluid youth* in their self-expression, and, in prohibiting bullying, harassment and unfair treatment, seeks to create a safe environment for all students. Recognizing that NEPSAC governs a wide swath of independent schools, The Council recommends that each member school strongly consider and implement its own athletic policies that promote inclusion and honor those of opposing schools, which affirm the identity and expressions of those in our communities.

CODE OF ETHICS AND CONDUCT

As a basic principle, we believe that the lessons learned from fairly played athletics, whether interscholastic or not, and including games and practices, are of benefit to our student-athletes and our schools. The purpose of this Code of Ethics and Conduct is to define what “fairly played” means and to provide guidelines for NEPSAC student-athletes, coaches, officials and spectators alike to follow.

Purpose of Athletics In Our Schools:

Athletics exist primarily as an essential part of the student-athlete’s full education. As an educational process, they serve these purposes:

1. To teach and instruct student-athletes in the rules, fundamentals and skills of various individual and team sports and to promote wellness.
2. To provide healthy competition and cooperation within and between schools, thus inculcating in each student the best principles of fair play.
3. To develop the other aspects of fair play that will best serve each student-athlete’s education.
4. To maintain the spirit of true amateur competition.

Proper Conduct and Fair Play:

At the heart of this matter lie several terms which are often hard to define—yet no more important task confronts teachers and coaches than to set standards which are fair and honorable. Throughout this Code, when such terms as “proper conduct” and “fair play” are mentioned, they refer to such standards as these:

1. Treat other persons as you know they should be treated, and as you wish them to fairly treat you.
2. Regard the rules of your game as agreements, the spirit or letter of which you should not evade or break.
3. Treat officials and opponents with respect.
4. Accept absolutely and without quarrel the final decision of any official.
5. Honor visiting teams and spectators as your own guests and treat them as such. Likewise, yourself behave as an honored guest when you visit another school.
6. Be gracious in victory and defeat; learn especially to take defeat well.
7. Be as cooperative as you are competitive.
8. Remember that your actions on and off the field reflect on you and your school.

Guidelines For Coaches:

1. Coaches shall remember that school athletics are primarily part of each student-athlete's education, not a goal in themselves. Coaches shall use athletics to help each student-athlete achieve the standards listed above.
2. Coaches shall assist each student-athlete toward developing their fullest potential in athletics.
3. Coaches shall remember that the behavior of a team can reflect the coach's own manner, attitudes, temper and approach to athletics, and shall conduct themselves in a way which brings credit to themselves, their team, their school and their sport.
4. Coaches shall be responsible not only for coaching their teams, but also for running games, dealing fairly and properly with officials, meeting before and after games and visiting coaches and players, and maintaining an objectivity and sense of balance commensurate with fair. Coaches shall in particular preserve the tradition of shaking hands after games and matches.

Guidelines For Student-Athletes:

1. Student-athletes shall at all times represent themselves and their school with honor, proper conduct, and fair play. They shall understand that competitive rivalries are encouraged, but that disrespect for opponents is unsporting and lessens the value of the rivalries. They shall confine the competitiveness of the game to the field, and in particular behave properly on the sidelines and in the locker rooms both before and after games.
2. They shall comply fully with the rulings of the officials. In no way, either by voice, action or gesture, shall they demonstrate their dissatisfactions with the decisions made.
3. Players will not deface property or remove equipment of any kind from their own or another school.

Guidelines For Paid Officials:

1. Officials shall arrive at school well in advance of game time, making themselves available to coaches and other officials, and shall be prepared to start the game on time.
2. They shall, in dress, conduct, and knowledge of the game rules, advance the objectives of NEPSAC's commitment to DEI Statement and Code of Ethics and Conduct.
3. They shall bring understanding and patience to situations that involve young players who err through lack of skill, experience, and maturity.
4. Officials shall deliver in energy and speed their fullest capacities. The association requires, regardless of the level of the game or the size of the fee, that officials always give their best.

Guidelines For Spectators:

1. Spectators—whether students, faculty, parents, alumni or friends—bear important responsibilities to the school for the atmosphere and conduct of games, whether home or away.
2. Spectators should watch games from those areas defined by each school as spectator areas. They must not run up and down sidelines, call to players, coaches or officials in a manner unbecoming to their school, go onto the field of play, or deface property. Any action that detracts from the ability of coaches, players and officials to do their best is not acceptable.
3. Faculty members should remember that their responsibilities for student discipline and behavior extend to disciplining and controlling students who misbehave as spectators.
4. The use of alcohol and illegal drugs should not be associated with any athletic event.

These standards are ones that NEPSAC expects all student-athletes, coaches, officials and spectators to meet.

Expulsion Rule

Players or coaches who are ejected from officiated contests will not be allowed to play or coach in the next regularly scheduled officiated contest. This is inclusive of all NEPSAC play and/or tournament/showcase play. Schools are not permitted to schedule additional contests to avoid the expulsion rule or any other penalties. All ejections should be filed with the corresponding coaching association president by [using this form](#). NEPSAC encourages a conversation with each school's athletic director, coach and disqualified offender(s).

Middle School Spirit of Competition:

Along with the rules for middle school play, coaches should play with a good spirit of competition. NEPSAC’s stance on DEIJ and its Code of Conduct and Ethics provides the framework on which all game behavior should be based. Beyond that, middle school coaches should intentionally make the game a positive experience for everyone involved—student-athletes on both teams, coaches, officials and spectators. This means taking a leadership role with your team and setting standards of behavior. Running up the score, keeping a press on in a basketball game when the outcome is clearly evident, putting your starters in as a group when the score is already lopsided, and continuing a run and gun style of play rather than emphasizing passing and a set offense, all represent examples of coaching strategy which do not meet the intended spirit of middle school competition.

ATTENDANCE

Member schools must have their athletics director or designee attend the NEPSAC Annual Meeting at least once every other year. Members are also expected to adhere to their district meeting requirements. Coaches are expected to attend their respective coaching association meetings. Failure to comply with these requirements will result in the head of school receiving a letter from the NEPSAC Board indicating that their school’s membership is in jeopardy.

DEFINITIONS

NEPSAC Definition of a Team:

A school’s team must be sponsored by, and under the control of, the leadership of the school. A school team must have a coach appointed by and responsible to the Head of School or the Head of School’s designated representative. A team must have a regular practice schedule throughout the season defined for that sport and should have school uniforms. A school’s team should have an appropriate number of published scheduled contests, **the majority being NEPSAC schools**. Schools should provide transportation to and from its contests. Teams which represent the school and compete with other school teams must comply with all NEPSAC guidelines . The school should list all of its teams in both their publications and on their web site. **A team consists of members from one NEPSAC school only.**

Peg Dates

PEGGING DATES

- Fall:** Tournaments should be concluded by the weekend of the third Saturday in November.
- Winter:** Tournaments should be concluded by the weekend of the first Saturday in March.
- Spring:** Tournaments should be concluded before Memorial Day.

PEGGING:

At the 1983 Annual Meeting NEPSAC athletic directors agreed to abide by the pegging system established as follows:

- Fall:** Count backward from the second Saturday in November.
- Winter:** Count forward from the first Saturday in December, backward from the last Saturday in January and forward through the fourth Saturday in February.
- Spring:** Count backward from the Saturday of Memorial Day weekend.

Pegging Dates:

	Fall	Winter	Spring		Fall	Winter	Spring
2020–21	11/14/20	2/27/21	5/22/21	2026–27	11/14/26	2/27/27	5/29/27
2021–22	11/13/21	2/26/22	5/28/22	2027–28	11/13/27	2/26/28	5/27/28
2022–23	11/12/22	2/25/23	5/27/23	2028–29	11/11/28	2/24/29	5/26/29
2023–24	11/11/23	2/24/24	5/25/24	2029–30	11/10/29	2/23/30	5/25/30
2024–25	11/09/24	3/01/25	5/24/25	2030–31	11/16/30	2/22/31	5/24/31
2025–26	11/08/25	2/28/26	5/23/26	2031–32	11/15/31	2/28/32	5/29/32

Definition of a Practice

NEPSAC defines a practice as having all three of the following present: coaching, student-athletes and sport-specific equipment.

Definition of Dates

The Fall tournaments shall be concluded by the weekend of the third Saturday in November. Winter tournaments shall be concluded by the weekend of the first Saturday in March. Spring championships conclude before Memorial Day. The first round of invitational tournaments shall be on the Wednesday prior to the final weekend. Semi-final and final rounds shall be played on the weekend.

Winter sport practices in NEPSAC schools will not be conducted before the second Saturday in November. Teams that start practice prior to these dates will not be eligible for NEPSAC championships.

The final play date for contests counted toward postseason consideration will be the Saturday pegging dates listed in the Directory.

ELIGIBILITY

Postseason Eligibility for Schools

Schools that choose to be considered for postseason play must understand and agree to the following:

- A school may only have one tournament eligible team per sport.
- It must be the school's most competitive team/highest class team.
- The team's schedule must be a majority of NEPSAC schools.
- Participation in a non-NEPSAC league or event without prior written consent from the NEPSAC Executive Board renders the school ineligible for NEPSAC postseason tournament play in that sport.
- All NEPSAC fees (NEPSAC dues, District dues, sport dues) must be paid.
- Tournament application form must be submitted by the assigned due date.
- All Tournament games must be completed on the Sunday of the designated Championship weekend.
- Teams must be able to adjust to the following scenarios with the understanding that winter will likely provide greater challenges than the fall when considering weather conditions.
 - » Weather – a team must make every effort to compete on the scheduled day and time for each round of the tournament. The Co-Directors of Championships and President will determine if a forfeit is necessary due to a team being unable to play.
 - » Illness/Injury – a school that cannot field a team will forfeit. (teams must have a starting line up and a minimum of two substitutes)
 - » Some, but not all, semi-final games within the same bracket may be played on Friday (anticipating this as a weather scenario only).
 - » There is a possibility that two games will be played in one day.
 - » There is a possibility that the winners of the semi-final games will be declared co-champions if games can't be completed on the Sunday of the designated Championship weekend.
 - » Neutral Sites - may still be needed for the first round of games but will try to be avoided as much as possible
- A school must notify the NEPSAC tournament committee for withdrawal from tournament consideration prior to seedings in order to remain in good standing for future tournaments. If the school notifies the committee after the seedings have been decided, they will not be allowed to participate in the following years' tournament in that particular sport.
- For a middle school team to be eligible for NEPSAC postseason play, it must have a schedule that reflects an upper school, varsity level of competition. Junior schools that go up through grade nine are considered middle schools.
- The Executive Board reserves the right to forfeit contests or deny participation in NEPSAC postseason competition for any school, coach or its representatives found to be in violation of NEPSAC policies.
- An appeal to this process should be directed to the NEPSAC president. Should a second offense occur within five (5) years the school involved will have an institutional banning from any NEPSAC tournament for three (3) successive seasons. For example, if the infraction occurs in the fall, that school may not participate in the winter and spring of that school year nor in the fall of the following school year.
 - » ***If one or any of these criteria and scenarios cannot be met or agreed to, the school should not apply to the tournament. If a school enters the tournament and fails to abide by the above standards they will be deemed ineligible for tournament play the following year.***

Individual Student-Athletes

Individual student-athletes who are 19 years old, or younger, on September 1 of each school year are eligible to participate in all NEPSAC competitions.

Each participant in any NEPSAC interscholastic contest must be a member of their NEPSAC-recognized school team in that sport.

A student-athlete may only participate in the tournament of the sport they have played and represented the school in that season. A student-athlete may only participate in one sport during one season for one NEPSAC school. A player must be on a tournament-bound team roster by these following deadlines: Fall: October 15, Winter: January 15, and Spring: April 15, in order to participate in a NEPSAC tournament. For example, a student-athlete playing soccer may not join the roster of a football team at the very end of the season to participate in a tournament.

Any student-athlete identifying as male is eligible to participate on varsity teams offered at their school under the NEPSAC designation Boys Athletics.

Any student-athlete identifying as a female is eligible to participate on varsity teams offered at their school under the NEPSAC designation Girls Athletics.

Athletic programs with the designation All-Gender Athletics are available to both boys and girls. **NEPSAC welcomes appeals based on Gender Identity and Expression. See Gender Identity and Expression Statement on page 17.**

Student-athletes at NEPSAC member schools who have been paid to play a sport will be ineligible for NEPSAC competition in that sport. A member school found in violation of this policy will forfeit all NEPSAC competition in which the student-athlete participated. Once an individual has enrolled and attended classes at the collegiate level, he or she loses all eligibility to participate in NEPSAC contests regardless of his or her age. Special circumstances may be appealed to the NEPSAC Executive Board.

Transfer Policy

If a student-athlete decides to leave one NEPSAC school for another NEPSAC school during the school year, they cannot participate on their new school's varsity athletic team in the season in which they transfer if they have played games at the varsity level for their former school.

Foreign Exchange Students

Each participant in a NEPSAC interscholastic contest must be a fulltime student enrolled for the academic year at the member school and be a member of their recognized school team in that sport by the classification deadline. Foreign exchange students and similarly situated students must be enrolled for a minimum of one academic term (semester/trimester) and be a member of their recognized school team in that sport by the classification deadline.

Unattached student-athletes may not participate in any NEPSAC-recognized event.

COACHING

NEPSAC Out of Season Coaching Policy

NEPSAC is committed to the philosophy of encouraging student athletes to play multiple sports. NEPSAC's Out of Season Coaching Policy was promulgated to support this commitment. The interpretation of, and compliance with, this policy shall be in both letter and spirit.

PURPOSE

- To allow coaches to provide informal individualized extra help for student athletes much in the same way a teacher may provide extra help for a student academically.
- To provide a more "level playing field" between member schools with respect to athletics and admissions.
- To define allowable out of season contact between coaches and student-athletes that is consistent with the aforementioned philosophy of encouraging multi-sport participation, which is in no way intended to create an incentive for student athletes to opt out of other sports in order to work with coaches out of season in a single sport.

POLICY

- NEPSAC prohibits institutional support for out of season coaching of a school's student athletes by a school's coaches. Schools shall not provide release time, credit, or uniforms out of season to their student-athletes. Coaches shall not coach varsity student-athletes on non-school teams during the school year. Coaches are prohibited from coaching student-athletes outside of their sport's assigned season unless otherwise specified below.

Allowable Contacts

- A coach may provide occasional skill oriented informal training/instruction to up to three student athletes at a time outside of their sport's assigned season. **Regularly scheduled supervised workouts are not within the spirit of this policy.** This informal time may not take place during regularly scheduled afternoon program time at your school. A coach may not directly or indirectly require a student athlete to participate in such training/instruction. Schools are encouraged to monitor this contact in order to make sure that it is informal as well as reasonable in amount so as to be consistent with the letter and spirit of this policy.
- Summer coaching is allowed.
- A coach may coach their own child out of season.
- Coaches shall not coach varsity student-athletes and/or newly enrolled potential varsity student-athletes on non-school teams during the school year.

Recruiting

Secondary school coaches shall refrain, for the purpose of recruiting, from contacting directly a student-athlete at a NEPSAC pre-preparatory school prior to that student-athlete's final year. Secondary school coaches shall refrain, for the purposes of recruiting, from contacting directly a student-athlete who is enrolled at another NEPSAC school unless the student-athlete and/or their parent has initiated contact with the school in question. NEPSAC middle school student-athletes should not be contacted by secondary school coaches without the permission and acknowledgement from middle school athletic directors.

NEPSAC schools shall refrain from allowing a candidate for admission to practice or "tryout" for a particular team. Those schools and/or coaches who violate the spirit of the above should be reported to the NEPSAC Executive Board for further action.

Scouting

Although verbal contact between schools is allowed, scouting (including viewing a contest or film) of future opponents without the permission of all the Athletic Directors involved is prohibited. Any materials found on public domain (livestreams, twitter etc.) are outside of the scouting policy and thus okay to view.

NCAA NAME, IMAGE, & LIKENESS (NIL) POLICY

NEPSAC student-athletes are permitted to earn financial compensation, goods or services from their Name, Image, and Likeness activities and maintain their athletic eligibility at NEPSAC member schools.

The following policy sets forth the parameters of what is permissible and prohibited, while also outlining the process a student-athlete and/or their parent/guardian must follow when earning compensation for the use of their NIL.

Additionally, a NEPSAC student-athlete may be represented by an attorney or agent.

Compliance with this NEPSAC policy does not ensure maintenance of eligibility under the eligibility standards of individual schools or other athletic organizations such as but not limited to, the NCAA, NAIA, NJCAA and similar governing bodies. Student-athletes are encouraged to communicate with those organizations to ensure any activity complies with those eligibility standards.

Permissible and Prohibited Contact:

NEPSAC Student-athletes and their families may engage or work with professional service providers, such as agents, attorneys, and financial representatives to engage in NIL activities except as prohibited by this guidance.

Activities such as the following are permissible for a student-athlete to financially gain from the use of their own NIL:

- **Commercial endorsements**
- **Promotional activities**
- **Social media presence**
- **Product or service advertisements.**

Although a student-athlete is permitted to earn compensation from the use of their Name, Image, and Likeness, it is important to note that:

- **The compensation is not contingent on specific athletic performance or achievement.**
- **The compensation is not provided as an incentive to enroll or remain enrolled at a specific school.**
- **The compensation is not provided by the school or any person acting as an agent for the school.**

Student-athletes must keep their NIL activities and participation in athletics separate, and the following list of activities are prohibited by NEPSAC guidelines.

1. Student-athletes may not make any reference to, and will not otherwise use or authorize others to use the logos, insignia, or identifying marks of a member school, the NEPSAC, and/or any NEPSAC or member school event, game or championship when engaging in any NIL activity.
2. Student-athletes may not endorse or promote any third-party entities, goods, or services during NEPSAC activities. Student-athletes may not alter or add to uniforms or equipment to display the logo, insignia, or identifying mark of an NIL partner during any NEPSAC activities.
3. Student-athletes are prohibited from engaging in any NIL activities involving the following categories of products and services:
 - Adult entertainment products and services;
 - Alcohol, tobacco, and nicotine products;
 - Cannabis products;
 - Controlled dangerous substances;
 - Prescription pharmaceuticals;
 - Gambling, including sports betting, the lottery, and betting in connection with video games, on-line games, and mobile devices; and
 - Weapons, firearms, and ammunition.

NEPSAC Member Schools

A member school may use a student-athlete's NIL in connection with official team activities such as equipment and merchandise. No one employed by a member school, including coaches and administrators, may be involved with soliciting or promoting a student-athlete's acquisition or use of their NIL.

NEPSAC NIL Registration Process:

To ensure compliance with the above policy and guidelines, NEPSAC student-athletes are required to provide their member school copies of any NIL including endorsement, employment and representation agreements.

All NEPSAC student-athletes are required to register each NIL deal with the NEPSAC Executive Board by completing the following registration form below.

If you have any questions, please do not hesitate to reach out to NIL@nepsac.org.

[NIL Registration Form](#)

GAMES

Away Game and Neutral Site Game NEPSAC Return To Play Policy

NEPSAC teams and coaches should seek the Host Athletic Training/Medical Staff at away games for the assessment and care of their student-athletes. The Host Athletic Trainer (certified/licensed) will assist the coach with all that is practical and needed to assure safe and efficient means for the appropriate medical care of the student-athlete. It is the final decision of the Host ATC to determine if a student-athlete can return to play (RTP) or not. Coaches MUST yield this decision of the trained medical personnel at the venue regarding RTP. This includes deciding where the student-athlete should be treated: present location or to return home for treatment. They (student-athlete and coach) should also report all injuries to their primary ATC/Health Services upon returning back to school. The Host AT should contact the primary schools AT and/or Health Services to communicate their findings regarding the circumstances of the injured student-athlete.

Note: This policy does not apply to teams who travel to away contest with their own athletic trainer. Return to play decisions in these scenarios will lie with the team's athletic trainer as outlined by the traveling teams institutional return to play policy.

Uniform Color

It was agreed that the home team wears color in all contests. Please advise your opponent if you cannot honor this.

Officials

For NEPSAC postseason purposes, in order for a contest between two member schools to be considered, in sports which utilize certified officials, a game must be officiated by at least one certified adult official not affiliated with either competing school.

NEPSAC Position on Scheduled Games and Forfeits

NEPSAC supports the position that member schools should make every reasonable effort to play scheduled games. This includes making a concerted effort to reschedule postponed games knowing that a multitude of variables (distance, academic obligations, etc) must be considered by athletic directors when rescheduling contests. If the two competing athletic directors agree that a scheduled contest cannot be played for a mutually agreed upon reason, then the game stands as a non-contest. The circumstances that would deem a contest a forfeit should be considered highly unusual and would certainly include one school's inability to play the contest due to exceptional reasons (shortage of players due to injury, disciplinary situation.) If the competing schools' athletic directors agree that the game should be counted as a forfeit, this decision needs to be approved by a committee that includes the Coach Association President, the NEPSAC President, and the NEPSAC Directors of Championships. In addition, when schools disagree regarding how an unplayed game should be counted, this disagreement is also settled by the before mentioned committee.

Any games added after a team has played their first contest may or may not , at the discretion of the Tournament Committee, be counted toward qualifying for postseason play. These games need to be reported to Coaches Association Tournament Committee. Any such games must be in compliance with any game limits.

Regular Season Neutral Site Guidelines:

The scheduled "home" team is responsible for

- Arranging field space from the host school
- Arranging and paying for refs
- Supplying trainer and scorekeeper

CHAMPIONSHIPS POLICIES

See also *Championships Procedures* on page 27

The New England Preparatory School Athletic Council (NEPSAC) supports and will sponsor interscholastic end-of-season competitions called "NEPSAC CHAMPIONSHIPS." The purpose of these tournaments is to allow as many teams as possible to experience post-season competition, and to promote the values of fair play stated in the NEPSAC Diversity, Equity, Inclusion and Justice; Code of Ethics and Conduct section. **Only full-time NEPSAC members in good standing are eligible for consideration of post-season competition.**

Types of Tournaments

NEPSAC shall sponsor two types of championship tournaments, open and invitational **for full-time NEPSAC members in good standing only**. Open tournaments may be entered by any **eligible** NEPSAC school providing they have paid all dues to NEPSAC and to appropriate coaches' associations. Invitational tournaments consist of the top **eligible** teams in each class as selected by the tournament selection committee. Examples of open tournaments are cross country, squash and track. Examples of invitational tournaments are soccer, basketball and ice/field hockey.

Directors of Championships

The NEPSAC Directors of Championships appointed by the NEPSAC President shall serve on the Executive Board for five-year renewable terms. The Directors of Championships shall oversee the administration of all NEPSAC championship tournaments and shall communicate with the tournament committee for each sport. The job of the Directors of Championships is to make sure that NEPSAC tournaments are run according to the procedures stated in this document. The Directors of Championships, along with the NEPSAC President and the tournament director, shall act as a committee to resolve any controversies regarding tournaments. For details on specific tournaments, contact the advisor and directors.

Tournament Committees

For the purpose of tournaments, Districts I and II will be considered "region I-II." Districts III and IV will be considered regions III and IV, respectively. In order to encourage participation by teams from all districts, each tournament committee should include a representative of each class as well as one from each region. Representatives whose teams are in contention for a tournament berth should disqualify themselves from voting during the selection process.

NEPSAC continues to encourage NEPSAC-wide coaches' associations that can organize tournament committees and tournament directors. When no such association exists, the NEPSAC Directors of Championships shall determine a committee and director. The tournament committee shall operate the tournament under the supervision of the Directors of Championships.

Classification for Tournaments

Please see the box on page 31 for information about classification.

ALL-NEPSAC RECOGNITION

NEPSAC is committed to providing post season recognition for student-athletes that distinguish themselves during their seasons of play. Standardizing this public recognition from sport to sport is critical to promoting NEPSAC schools and student-athletes. The following guidelines for All NEPSAC recognition are intended to provide a consistent approach to the makeup, equity and representation of all sports.

NEPSAC – Postseason recognition – guiding principles:

1. Name: NEPSAC sport association all-star teams are called All-NEPSAC. Postseason teams should be assembled by class/division – All-NEPSAC Class A, B, etc.; Division 1, 2, etc.
2. Looking to recognize as many schools as possible. With this goal in mind, associations should have two distinctions: All-NEPSAC (limited #) and All NEPSAC Honorable Mention (unlimited #).
3. The size of the All-NEPSAC team should be close to twice the size of a starting lineup, with allowances made for the number of schools represented in a particular class/division. (Basketball – 10, Ice Hockey – 12, Football – 22, etc.)
4. Individual postseason recognition should reflect team success.
5. **Each NEPSAC all-star team should have a Player of the Year who can either be selected by the champion or voted on by coaches within that class/division.**
6. Coach associations should have a mechanism in place to assemble all-star teams without holding a formal meeting.
7. Individual sports' all-star selections are determined by finish at NEPSAC championships: X-Country, Wrestling, Skiing, Swimming, Track & Field. Top 3, 10, 15, etc.
8. All-NEPSAC teams should be selected in a timely manner following the end of the season by the coach association, and submitted to Laurie Sachs, Director of Communications so that she can promote them to all media outlets (i.e. *Boston Globe*, *Boston Herald*, *Hartford Courant*, etc.) and displayed on the NEPSAC website.
9. **NEPSAC will not be publishing/announcing individual sport Coaches of the Year. If associations want to honor a coach, this would be an internal sport recognition.**
10. A standard certificate accessible at the www.nepsac.org website is available to recognize All-NEPSAC honorees.

MEDIA/WEB SITE

See also *Communication about Tournaments Procedure* on page 30

Photography and Videography Policy

NEPSAC competitions, tournaments, and other events are presented to further the educational mission of our member schools, and for the entertainment of our students, families and friends. In order to preserve the non-commercial, educational nature of these events, and in order to protect the rights of privacy of our students, staff, and attendees, **commercial photography and videography at any NEPSAC event without express written consent from NEPSAC is prohibited.** Violators of this policy will be subject to immediate ejection from the premises and will be barred from attending future NEPSAC events.

NEPSAC is the owner of the rights to and the copyright holder of all NEPSAC audio-visual work, which includes all still photographs taken of NEPSAC events, all film, videotape and audiotape of NEPSAC events and the live audio and visual broadcasts of NEPSAC-sponsored events. The NEPSAC Media Credential provides access to postseason competition and NEPSAC showcases only.

Members of the media must contact the NEPSAC member school if there is a request to attend regular season competition.

NEPSAC Media Credentials are for individual dates/contests only. Please complete the form below to request NEPSAC Media Credentials.

[NEPSAC MEDIA CREDENTIALS REQUEST FORM](#)

USAGE OF “NEPSAC” AND NEPSAC LOGO

“NEPSAC” and the NEPSAC logo are registered trademarks of the New England Preparatory School Athletic Council and may not be used or displayed without permission.

See [NEPSAC Brand Guide](#) for detailed information on appropriate usage of “NEPSAC” and NEPSAC Logo.

NEPSAC SOCIAL MEDIA POLICY

The NEPSAC social media policy ensures that any and all interactions on behalf of NEPSAC by a NEPSAC Coaches Association represents its best interests. The policy is fluid and will be adjusted as situations arise.

The NEPSAC social media policy applies to social media accounts created to represent NEPSAC Coaches Associations. Those running these accounts should always keep in mind that they represent NEPSAC at all times.

Officially Recognized NEPSAC Social Media Accounts

- In order for a NEPSAC Coaches Association to have an officially recognized NEPSAC social media account, the administrators must contact the NEPSAC Executive Board and provide contact/login information, or allow them to create it on your behalf.
- The NEPSAC Communication Specialist will review the social media policy with all administrators. The NEPSAC Communication Specialist should be used as a resource for the Coaches Associations for any social media needs. The NEPSAC Executive Board will make the final decision in any situation regarding the use of social media.
- If you wish to have an account created for a NEPSAC Coaches Association, please contact the NEPSAC Communications Specialist at communications@nepsac.org and the request will be brought to the NEPSAC Executive Board.

Account Administrators

- All social media accounts officially recognized by NEPSAC must have a coach or an athletic administrator, employed by a NEPSAC member school, as an account administrator at all times.
- Administrators shall not use NEPSAC Coaches Association accounts for personal use. At all times you are representing the brand of both your coaches association and NEPSAC, not yourself as an individual.
- Should an administrator of an account leave for any reason or no longer wish to be an account administrator, it is that individual's responsibility to designate another NEPSAC member school coach or athletic administrator to be an account administrator prior to removing themselves from that role.
- The NEPSAC Communications Specialist shall be notified when a new administrator takes over, or of the most up-to-date login information for the account in question before the staff turns over. This ensures that if there is turnover in a NEPSAC Coaches Association, NEPSAC will still be able to access any and all accounts.
- NEPSAC Coaches Association members identified as administrators of accounts are responsible for managing and monitoring content of their officially recognized accounts.
- Administrators are responsible for removing content that may violate NEPSAC Code of Ethics and Conduct.

Content

- Use good judgment about content and respect privacy laws. Do not include confidential information about NEPSAC, member schools, staff, or student-athletes.
- Do not post any content that is threatening, obscene, a violation of intellectual property rights or privacy laws, or otherwise injurious or illegal.
- Representation of your personal opinions as being endorsed by NEPSAC or any of its Coaches Associations or member schools is strictly prohibited. You may not use the NEPSAC name or logo to promote any opinion, product, cause, or political candidate.
- By posting content to any social media site, you agree that you own or otherwise control all of the rights to that content, that your use of the content is protected fair use, that you will not knowingly provide misleading or false information, and that you hold the NEPSAC harmless for any claims resulting from the content.
- Know the terms of service of the social media platform being used; be sure to understand and follow the terms of service of any social media platform you use.
- NEPSAC has the right to remove any content for any reason, including but not limited to, content that it deems threatening, obscene, a violation of intellectual property rights or privacy laws, or otherwise injurious or illegal.
- Always include citations when using or posting online material that includes direct or paraphrased quotes, thoughts, ideas, photos, or videos. Provide a link to the original material if applicable.
- Refrain from using information and conducting activities that may violate local, state, or federal laws and regulations.

Usage Guidelines

- Use social media to create your program's best image, as your page is likely visible to more people than just your selected friends, followers, or subscribers.

- Use social media to get involved with the NEPSAC community and learn what's happening.
- Use social media to advertise your association's events.
- Use good judgment with your social media accounts and postings. What do you want future NEPSAC athletes, administrators, faculty, staff, and families to see?
- Remember that although NEPSAC may not be monitoring Facebook, Twitter, or Instagram at all times, they may act on any violations of law or NEPSAC policy if brought to their attention.
- Remember that once you post something, it may live forever, even if you take it down.
- Do not engage in a negative conversation in a public space.

Adapted from: aupanthers.com/sports/2020/1/31/social-media-policy.aspx

NEPSAC Procedures

APPEALS PROCEDURE

Please use [this form](#) to file an appeal. Your responses will be reviewed by the NEPSAC Executive Board as soon as possible.

GRIEVANCE PROCEDURE

Please use [this form](#) to file a “complaint” regarding a NEPSAC school, coach or player. Your responses will be confidential and reviewed by the NEPSAC Executive Board as soon as possible.

CHAMPIONSHIPS PROCEDURES

See also *Championships Policies* on page 24

Tournament Application/Registration

Four weeks prior to the start of the tournament, the tournament committee shall communicate with all athletics directors and coaches of member schools regarding tournament application procedures. This online form shall include a NEPSAC tournament application to be “signed” by the AD, coach and Head of School (or designated administrator). This application will ask for all information needed from schools.

The tournament committee shall detail the selection formula (for invitationals) for the members, and emphasize the exact deadline for applications to be submitted. This date will be two weeks prior to the tournament. Again, the committee shall specify the exact date that will be the deadline. There will be no exceptions if the deadline is missed. Selections for invitational tournaments will be announced immediately after the season is concluded.

The tournament committee shall select teams for invitational tournaments, and contact the athletic director and coach at schools selected to play in invitational tournaments. For open tournaments the committee shall contact the athletic director and coach at all eligible (NEPSAC members in good standing) schools. Tournament applications will be online and available on the NEPSAC website.

To be considered for a NEPSAC invitational tournament, a team must have at least a .500 record either in its class or overall in NEPSAC play. In selecting schools for invitational tournaments, tournament committees will consider such factors as won-lost records, quality of opponents/strength of schedule, and representation from all districts. Since a majority of schools are in districts III and IV, districts I and II will be considered one “region,” and it will be the goal of the committee, whenever possible and appropriate, to enter at least one school in the tournament from this region.

In Operating the Tournament, the Tournament Committee Shall

- make sure that all schools are classified by the classification dates listed above
- communicate directly with athletic directors and coaches at participating schools with all necessary information 4 weeks prior to the tournament
- publish necessary additions to rules listed in Directory, e.g., how to settle ties
- arrange directly with AD’s, not coaches, at schools for a surplus of potential neutral sites around New England well in advance of the tournament to minimize travel times for all eventual participants
- coordinate the use of neutral sites with other tournaments of the same sport, e.g., a neutral site for girls is not used but given to the boys’ tournament
- arrange central championship site for open and invitational championships (in almost all cases this will be a NEPSAC campus, and tournament committees should communicate directly with athletic directors)

- collect tournament entry fees and pay for expenses
- procure all game officials and pay them as necessary
- arrange for all facilities and parking
- arrange for medical coverage at all events; coordinate with schools
- procure and engrave the championship trophies that will be kept by the school
- promote the tournament through the Director of Publications and Website, as well as New England media, e.g., sites, dates, pairings, results before, during and after event
- designate what colors shall be worn by teams at neutral sites
- arrange all other logistics and details: make every effort to minimize the cost to schools
- file a financial statement of tournament receipts and expenses with the Directors of Championships within 30 days of the tournament

Time and Days of Invitational Tournaments

Fall: Due to the need to reduce the number of classes missed and to minimize travel time, it is suggested that schools not be required to play before 2:00 PM in the first rounds of fall invitational tournaments (3:00 PM in winter) as these are class days at most schools. Any exceptions should first be cleared by the tournament committee with the NEPSAC Directors of Championships. **Quarterfinals shall be played on Wednesday, Semifinals shall be played on Saturday, and finals shall be played on Sunday.**

Winter: Due to the need to reduce the number of classes missed and to minimize travel time, it is suggested that schools not be required to play before 3:00 PM in the first rounds of winter invitational tournaments. **Quarterfinals shall be played on Wednesday, Semifinals shall be played on Saturday, and finals shall be played on Sunday. There are no neutral site games for Saturday's semifinals.**

Any requests to change tournament contest days must be appealed through the NEPSAC Directors of Championships.

Times for Open Championships/Meets

The Fall cross country championship shall begin at 1:30 PM.

The tournament committee shall set the start time for all-day championship events such as those for water polo, skiing and track.

Rules

NEPSAC Championship tournaments shall be conducted in accordance with the set of rules for each sport sanctioned by NEPSAC and published in the Directory. The tournament committee shall publish necessary additions to these rules, such as how ties are to be settled, in the information sent with the tournament application.

Seeding/Site Selection/Invitational Tournaments

It is important that the tournament committee work to minimize expenses, travel time and the number of classes missed for postseason play.

The field of teams shall be seeded by the tournament committee. The first round of games of invitational tournaments shall be played at the higher seeded school unless the two schools are more than 2 3/4 hours away from each other. If this is the case, the committee shall have arranged a pool of possible alternative sites in advance of the tournament. Finding appropriate and available alternative sites may be challenging for Tournament committees. Alternative sites should be less than the 2 3/4 for hours for either team, but need not be midway between the two schools. The tournament committee's decision is final.

Semi-final games will be played at the higher seed regardless of travel time.

Final games may be played at the home site of participating schools or a central championship site, as determined by the tournament committee. All tournament committees will use google maps using the "arrive by" feature set to 1 hour prior to the contest as the official determiner of distances between competing schools.

NEPSAC Postseason Neutral Site Policy:

Tournament Coordinators from the association are responsible for securing neutral sites when needed and must have direct and clear communication with the Athletic Directors at all schools involved before confirming the location of a neutral site.

Compensation for people working at these games will come from the entry fee that all schools pay to enter that tournament. All schools pay the same fee, whether they are forced into neutral site games or not. The person collecting the entry fees will be responsible for paying those people who work at neutral site contests.

The LOWER seeded school will be responsible for arranging coverage for scorers and Certified Athletic Trainers.

Each school hosting a neutral site contest will designate a Site Coordinator, who will collect payment information for all parties involved and will submit payment requests to the person collecting the entry fees.

A school agreeing to host a neutral site contest must inform the coaches' association, in advance, of any additional costs associated with hosting the event(s).

For neutral site football bowl games, the participating schools will equally split all the costs.

Payment for		
Site Coordinators	Neutral Certified Athletic Trainers	Neutral shot clock/ scoreboard operators
<ul style="list-style-type: none"> \$100 for Football \$75 per contest for all other sports 	<ul style="list-style-type: none"> \$100 for Football games (larger fee, based on length of game and overall responsibility) \$75 per contest for all other games 	<ul style="list-style-type: none"> \$35 for ALL sports

Tournament and Postseason Fees

Tournament expenses shall be shared evenly by those participating in the tournament. The fee will be collected by the tournament committee as part of the application for open tournaments, and after teams have been selected for invitational tournaments, each team will pay the same flat fee.

The tournament committee may arrange to pay a fee slightly higher than the regular season to tournament officials for championship events.

When a higher seeded team hosts another team in an invitational tournament or when another NEPSAC institution offers to host tournament games between other schools at a neutral site, it is expected that the host school is “donating” the use of its facilities free of charge. Every attempt should be made to locate as many neutral sites as possible throughout the region so as not to overload any one school. However, should a school agree to host the same event over a many years span, it would seem proper that a reasonable compensation fee be offered. The tournament committee is obviously responsible for procuring and paying the game officials and arranging for medical coverage at all such events, which may require a modest stipend if no trainer from the two participating schools is available.

Officers of coaching associations and tournament chairpersons volunteer their services and do not receive remuneration. It is suggested that these duties be rotated within these organizations so as not to place an excessive burden on a limited few people.

When an institution serves as the site of a multi-school open championship (examples: track, swimming, wrestling), every attempt is made by the appropriate coaching organization to compensate the host school for some of its extraordinary expenses. This might include such items as policing, overtime for janitorial staff, and secretarial work to name a few. One coaching association exempts a host school from dues to its organization. In one sport that attracts large numbers of spectators, an admission fee for spectators covers the cost of renting the commercial facility. In almost all other cases, NEPSAC campuses serve as the central site for such events.

Because athletic directors are responsible to their school administrations for maintaining their budgets, coaching organizations are not empowered to arbitrarily spend a school’s athletic dollars by offering remuneration to miscellaneous institutions or individuals. District athletic directors should approve increases in costs for running any district level competitions, while the Executive Board of NEPSAC must endorse all major cost increases that apply to NEPSAC Associations and Championships.

Excess funds remaining after paying all expenses shall be retained by the coaching association. The tournament director shall be responsible for filing a financial statement with the Directors of Championships within 30 days of the conclusion of the tournament.

If a coaches' association or tournament committee shows an unusual surplus, the Directors of Championships and/or the NEPSAC President may inquire why it exists and suggest that it be used in certain ways next year.

Awards

The winning school will be presented with a championship trophy to be kept by that school. This trophy shall be engraved with the words “NEW ENGLAND CHAMPION,” the name and class of the sport and the year. Where permanent, rotating trophies already exist, the tournament committee shall see that these are engraved and awarded to the current champion

as well. A runner-up trophy for the second place team, and a tournament MVP award are also appropriate. For some open tournaments, additional awards are appropriate. There shall be a trophy for the individual champion in each separate event, and medals, certificates, or hats for individuals placing from 2nd to as high as 10th.

Checklist for Participants in NEPSAC Championships

AT START OF SEASON

- make sure coaches are active in existing NEPSAC coaches' associations and meet any attendance requirements
- make sure all dues are paid to NEPSAC and coaches' associations (via online payment)
- make sure school is appropriately classified for postseason play
- communicate with tournament director and/or Directors of Championships regarding any questions you have

FOUR WEEKS BEFORE CHAMPIONSHIP

- receive tournament information from the tournament committee
- note the deadline given and submit via online application

TWO WEEKS BEFORE CHAMPIONSHIP - BEFORE STATED DEADLINE

- return all application material requested by tournament committee
- be sure application/registration is signed by coach, athletic director and head of school (or designated administrator)
- for open tournaments, send in check for all fees to tournament director or person designated in tournament mailing, made payable to person or association specified

AFTER SELECTION FOR INVITATIONAL TOURNAMENTS

- send in all information requested by tournament committee - rosters, etc.
- pay full amount specified in tournament mailing via online payment
- assist tournament committee in operating and promoting the event

FAIR PLAY

All teams participating in NEPSAC tournaments should carefully review the NEPSAC Code of Ethics and Conduct, published in this Directory, so that they represent their schools well, bring out the best in each other, and contribute to a positive experience for all.

MEDIA/WEB SITE

See also *Photography and Videography Policy* on page 25

Communication about Tournaments

The tournament committee shall be responsible for communicating the tournament draws/seedings, sites, and times to major media outlets in New England as well as to NEPSAC.org's Web Master, Laurie Sachs (communications@nepsac.org). Semi-final and final results of tournaments shall also be announced immediately to papers such as the *Boston Globe*, *Boston Herald*, *Portland Press Herald*, *Hartford Courant*, *Providence Journal*, and *Manchester Union Leader*.

School radio and cable stations shall be allowed to cover NEPSAC tournaments. Commercial radio, television and local cable stations will not be allowed to broadcast NEPSAC tournaments, but are welcome to tape events for use as highlights in their regular evening shows.

PAPER	PHONE	E-MAIL
Boston Globe	617-929-2860/3235	hssports@globe.com
Boston Herald	617-619-6340	hssports@bostonherald.com
Hartford Courant	800-524-4242 x6434	localsports@courant.com
Manchester Union Leader	603-668-4321 x333	sports@unionleader.com
Portland Press Herald	207-791-6400	phsports@pressherald.com
Providence Journal	401-277-7340	pjsports@providencejournal.com
Springfield Republican	413-788-1210	sports@repub.com

NEPSAC Classification

Coaches' associations are responsible for classifying all member schools for purposes of tournament selection. Communication should follow the classification timeline outlined below. Exceptions to this must be cleared with the NEPSAC Director of Classification. Winter sports will be classified by October 15, spring sports by February 15 and fall sports by May 15. As the timeline indicates, if a school and a coaches' association disagree regarding classification, the school must forward its appeal to the NEPSAC Executive Board for a binding decision.

While enrollment is the **primary** factor considered in determining a school's classification a number of factors can be considered to include league affiliation, strength of schedule, and the program's history of competitiveness with their schedule.

A school electing to re-classify itself in a sport must make a three year commitment to the new classification.

Special circumstances related to classification:

1. Boys basketball—schools can self-select three choices: AAA, AA, or the Enrollment Division. In the Enrollment Division, schools are placed according to their enrollment. To accommodate enrollment fluctuations, there is a +/-10 between each class. If schools exceed the +/-10 bump for 3 consecutive years they must go up or down.
2. Boys hockey—all schools are considered Division 1. Each fall, the enrollment survey results will be applied to the process of dividing boys hockey into two even groups—large and small. When there is an odd number, the large group will absorb the extra school.

NEPSAC ANNUAL CALENDAR — CLASSIFICATION TIMELINE

September

- NEPSAC Enrollment Survey conducted by Communications Specialist and Director of Classification. This survey will be shared with all coach associations.
- Winter Coach Associations communicate classification (including changes) to NEPSAC Executive Board before Executive Board Meeting #1.
- Executive Board Meeting #1.
- Winter classification communicated to all schools following Executive Board Meeting #1 via NEPSAC website/email.
- Schools may appeal their classification to Coach Association and Executive Board by September 30.

October

- Executive Board Meeting #2—Winter Classification appeals considered, decided and communicated (early October).

January

- Spring Coach Associations communicate classification (including changes) to NEPSAC Executive Board before Executive Board Meeting #4.

- Executive Board Meeting #4.

- Spring classification communicated to all schools following Executive Board Meeting #4 via NEPSAC website.
- Schools may appeal their classification to Coach Association and Executive Board by January 30.

February

- Executive Board Meeting #5—Spring Classification appeals considered, decided and communicated.

April

- Fall Coach Associations communicate classification (including changes) to NEPSAC Executive Board (Board Classification Committee) by April 7.
- Fall classification communicated to all schools by April 15.
- Schools may appeal their classification to Coach Association and Executive Board by April 30.

May

- Executive Board Meeting #6—Fall Classification appeals considered, decided and communicated.

Coaches Associations

COACHES' ASSOCIATIONS CONTACTS

Refer to this list for 2023-2024:

<https://bit.ly/2324CoachesAssociation>

ROLE OF THE COACHES ASSOCIATION PRESIDENTS

The following is a guideline of responsibilities for Coaches Association Presidents. This is not meant to be a comprehensive list, as each sport and season is different. This should serve as a framework of responsibilities.

- The coaches association president will preside over all coaches association meetings.
- The president will oversee, guide, and help recruit all coaches association officers.
- The coaches association president will maintain and update all association rules and keep all members informed of rules and any changes to them.
- The president will ensure the keeping and sharing of all meeting minutes and association records.
- The association president will make sure all changes, updates, and notes are given to the NEPSAC Board Director of Communications to ensure the board is up to date.
- The president will maintain communication among all coaches and athletic directors of their association.
- The president will serve as the chair of and conduct the post-season tournament selection committee meeting.
- The president will organize and ensure the administration of all post-season tournaments.
- If an association does not have a post-season tournament, the president will help ensure the closing out of the season and any administrative tasks that need to be completed.
- The president will ensure the timely organization of and announcements of all post-season honors.
- The president will work with the coaches association officers to appoint special committees when needed.
- The coaches association president will manage petitions for any association grievances/negotiations and, if necessary, call any special meetings for the good of the association.

ROLE OF COACHES ASSOCIATION ATHLETIC DIRECTOR LIAISONS

The following is a guideline of responsibilities for Coaches Association Athletic Director Liaison. This is not meant to be a comprehensive list, as each sport and season is different. This should serve as a framework of responsibilities.

- The Coaches Association Athletic Director Liaison will support the Coaches Association President in all aspects of administering all duties of the coaches association.
- The coaches association athletic director liaison will support and help facilitate the communication between the coaches association, NEPSAC athletic directors, and the NEPSAC Board of Directors.
- The AD liaison will ensure that all athletic directors are provided notes from all coaches association meetings.
- The AD liaison will help support the coaches association president and its officers in conducting all aspects of post-season tournaments.

**Due dates for all Coaches Association dues:
October 15**

All dues information, including the link for online payment, can be found at:

www.nepsac.org/NEPSAC/dues/

SPORT	ASSOCIATION ACRONYM	23-24 DUES
Cross Country/Track	NEPSTA	\$40
Field Hockey	NEPSFHA	\$40
Football	NEPSFA	\$45
Boys Soccer	NEPSBSA	\$45
Girls Soccer	NEPSGSA	\$45
Girls Volleyball	NEPSGVA	\$30
Boys Basketball	NEPSBBA	\$50
Girls Basketball	NEPSGBA	\$50
Boys Ice Hockey	NEPSBIHA	\$50
Girls Ice Hockey	NEPSGIHA	\$50
Nordic Skiing	NEPSNSA	
Boys Alpine Skiing	NEPSSA	\$60
Girls Alpine Skiing	NEPSSA	\$60
Boys Squash	NEPSBSQA	
Girls Squash	NEPSGSQA	
Boys Swimming & Diving	NEPSSDA	\$100
Girls Swimming & Diving	NEPSSDA	\$100
Wrestling	NEPSWA	\$55
Baseball	NEPSBA	
Boys Golf	NEPSBGA	
Girls Golf	NEPSGGA	
Boys Lacrosse	NEPSBLA	
Girls Lacrosse	NEPSGLA	
Softball	NEPSFPSA	
Boys Tennis	NEPSBTA	\$40
Girls Tennis	NEPSGTA	\$25
Boys Water Polo	NEPSBWPA	
Girls Water Polo	NEPSGWPA	

Rules by Sport - NEPSAC Guidelines

Sport	District 1	District 2	D3 ISL-SENE	D3 Eastern	District 4	Tournament
Cross Country (B&G)	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA
Field Hockey	Federation*	Federation*	Federation*	Federation*	Federation*	Federation*
Football	NCAA*	NCAA*	NCAA*	NCAA*	NCAA*	NCAA*
Soccer (B&G)	Federation	NCAA	NCAA*	NCAA*	NCAA*	NCAA*
Water Polo (B&G)	Federation	Federation	Federation	Federation	Federation	Federation
Basketball (B&G)	Federation/NCAA Class A	Federation/NCAA Class AA and A	Federation	Federation	Federation	Federation
Hockey (B&G)	NCAA*	NCAA*	NCAA*	NCAA*	NCAA*	NCAA*
Skiing (Alp-Nord)	USAA	USAA	ISSA	ISSA	ESA	USAA
Squash (B&G)	US Squash	US Squash	US Squash	US Squash	US Squash	US Squash
Swimming & Diving	Federation	Federation	Federation	Federation	Federation	Federation
Volleyball	NCAA	NCAA	NCAA	NCAA	NCAA	NCAA
Wrestling (B&G)	Federation	Federation	Federation	Federation	Federation	Federation
Baseball	Federation	Federation	Federation/NCAA*	Federation/NCAA*	Federation/NCAA*	
Golf	USGA	USGA	USGA	USGA	USGA	USGA
Boys Lacrosse	NCAA	NCAA	NCAA	NCAA	NCAA	NCAA
Girls Lacrosse	USLacrosse	USLacrosse	USLacrosse	USLacrosse	USLacrosse	USLacrosse
Softball	Federation		ASA	ASA	Federation	
Tennis (B&G)	USTA 3s + 2d, No Repeats	USTA 6s + 3d, Repeats	USTA 3s + 3d, Repeats	USTA 3s + 2d, No Repeats	USTA 4s + 3d, No Repeats	USTA
Track	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA

*With additions, exceptions, modifications, etc. These modifications are available through the coaches associations.

Middle School Rules Recommendations by Sport

Sport	District 1	District 2	District 3	District 4
Cross Country	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA
Field Hockey	Federation*	Federation*	Federation*	Federation*
Football	NCAA*	NCAA*	NCAA*	NCAA*
Soccer (B&G)	Federation*	NCAA*	NCAA*	NCAA*
Basketball (B&G)	Federation*	Federation*	Federation*	Federation*
Hockey (B&G)	NCAA*	NCAA*	NCAA*	NCAA*
Skiing (Alp-Nord)	USAA	USAA	USAA	ESA
Squash	US Squash*	US Squash*	US Squash*	US Squash*
Volleyball	Federation*	Federation*	Federation* NAGWS	Federation*
Wrestling	Federation*	Federation*	Federation*	Federation*
Baseball	Federation*/Little League	Federation*/Little League	Federation*/Little League	Federation*/Little League
Boys Lacrosse	NCAA*	NCAA*	NCAA*	NCAA*
Girls Lacrosse	USLacrosse	USLacrosse	USLacrosse	USLacrosse
Softball	Federation*	Federation*	Federation*	Federation*
Tennis	USTA*	USTA*	USTA*	USTA*
Track	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA	Federation/NEPSTA

*With modifications. These modifications are available through your district.

All member schools are expected to abide by these rules whenever they play other NEPSAC schools in the interscholastic sports listed above. Any changes in the above rules must be done by the athletic directors, before the date of the contest. Secondary schools must play by the middle school rules.

A link to the full list of rules recommendations is located on the NEPSAC website under the middle school AD section.

NEPSAC 2022–2023 Tournaments

New England Championship Teams

FALL

Boys Cross Country

Division 1 *Phillips Academy Exeter*
 Division 2 *Noble & Greenough School*
 Division 3 *The Rivers School*
 Division 4 *The Harvey School*

Girls Cross Country

Division 1 *Loomis Chaffee School*
 Division 2 *Austin Preparatory School*
 Division 3 *Pingree School*
 Division 4 *Lexington Christian Academy*

Boys Soccer

Class A *Worcester Academy*
 Class B *Brooks School*
 Class C *Greens Farms Academy*
 Class D *Hyde School*

Girls Soccer

Class A *Buckingham Browne & Nichols*
 Class B *Pingree School*
 Class C *Brewster Academy*
 Class D *Montrose School*

Boys Football

Mike Silipo Bowl *Brunswick School*
 Kevin Driscoll Bowl *Avon Old Farms*
 Dave Coratti Bowl *Brooks School*
 Todd Marble Bowl *Lawrence Academy*
 Mark Conroy Bowl *Loomis Chaffee School*
 Ken Hollingsworth *Proctor Academy*
 Moose Curtis Bowl *The Rivers School*
 John Papas Bowl *St. Paul's School*

Girls Volleyball

Class A *Deerfield Academy*
 Class B *King School*
 Class C *Cushing Academy*
 Class D *Christian Heritage School*

Girls Field Hockey

Class A *Greenwich Academy*
 Class B *The Governor's Academy*
 Class C *Pingree School*

Boys Water Polo

Brunswick School

WINTER

Boys Basketball

Class AAA *South Kent School*
 Class AA *Worcester Academy*
 Class A *Milton Academy*
 Class B *The Rivers School*
 Class C *The Harvey School*
 Class D *New York Military Academy*

Girls Basketball

Class AA *Noble & Greenough School*
 Class A *Loomis Chaffee School*
 Class B *St. Luke's School*
 Class C *Hamden Hall*
 Class D *Watkinson School*

Boys Hockey

Stuart/Corkery (Open) *Avon Old Farms School*
 Martin/Earl (Large) *Taft School*
 Piatelli/Simmons (Small) *Lawrence Academy*

Girls Hockey

Chuck Vernon (Elite) *Williston Northampton School*
 Patsy Odden (Large) *St. Paul's School*
 Dorothy Howard (Small) *New Hampton School*

Boys Squash

Class A *Kent School*
 Class B *Choate Rosemary Hall*
 Class C *Noble & Greenough School*
 Class D *Middlesex School*
 Class E *Suffield Academy*

Girls Squash

Class A *Greenwich Academy*
 Class B *Phillips Academy Andover*
 Class C *Taft School*
 Class D *Portsmouth Abbey School*
 Class E *Canterbury School*

Boys Alpine Skiing

Class A *St. Paul's School*
 Class B *Brunswick School*
 Class C *The Forman School, Austin Preparatory School*

Girls Alpine Skiing

Class A *Noble & Greenough School*
 Class B *The Rivers School*
 Class C *Dublin School*

Wrestling

Boys *Greens Farms Academy*
 Girls *Phillips Academy Andover*

Boys Nordic Skiing

Gould Academy

Girls Nordic Skiing

Holderness School

Boys Swimming & Diving

Division 1 *Phillips Academy Andover*
 Division 2 *Williston Northampton School*
 Division 3 *Hamden Hall*

Girls Swimming & Diving

Division 1 *Phillips Academy Exeter*
 Division 2 *Westminster School*
 Division 3 *School of the Holy Child*

New England 2022–2023 Championship Teams, continued

SPRING

Girls Golf

Phillips Academy Exeter

Boys Tennis

Class A Hopkins School

Class B Hoosac School

Class C The Rivers School

Girls Tennis

Class A Phillips Academy Andover

Class B Hopkins School

Class C St. Luke's School

Boys Track & Field

Division 1 Phillips Academy Exeter

Division 2 Middlesex School

Division 3 Portsmouth Abbey School

Girls Track & Field

Division 1 Thayer Academy

Division 2 Tabor Academy

Division 3 Marianapolis Preparatory School

Girls Water Polo

Williston Northampton School



← See a complete list of [NEPSAC championship teams](#) from Rocket Alumni Solutions.

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SMAC Guidelines

Mission Statement

Sports Medicine Advisory Committee (SMAC) promotes safe participation on sports and all aspects of health and wellness. The SMAC shall advise NEPSAC concerning sports medicine issues as they relate to rules writing, as well as other programs of NEPSAC. It will provide guidance and direction to NEPSAC and its membership relative to current sports medicine issues. This committee will collaborate with NEPSAC to educate its constituency concerning sports medicine and safety issues of general concern to the NEPSAC membership.

Medical Coverage for NEPSAC postseason play

- **Individual post-season games** – the home team is responsible for providing ATC coverage through the semi-finals. When championship games are played at a neutral site, the two competing schools communicate regarding coverage. When coverage is provided by competing schools, there is no compensation. If it is not possible for participating schools to provide coverage for a championship game, the lower seeded ATC is responsible for arranging third party coverage.
- **Quarterfinal neutral site game coverage** – while the lower seed is ultimately responsible for coverage, the competing schools communicate regarding availability. If coverage is provided by one of the two competing schools' ATCs there is no compensation. If a third-party ATC (such as the host school ATC) needs to be hired, this person will be compensated.

- **Multi-school championship play (cross country, swimming, wrestling, track, etc.)** – the host school (athletic director and head athletic trainer) is responsible for arranging appropriate medical coverage. All athletic trainers (to include home site ATCs) who work large championship events will be compensated. Payment is coordinated by the home team athletic director and head athletic trainer in conjunction with the coach association treasurer. As with all championship play expenses, compensation will be shared by all competing schools.
- **Payment for ATC coverage:** When it is necessary to hire an athletic trainer to provide coverage, the minimum hourly rate is \$50. Should an increase in hourly rate be necessary to provide appropriate coverage, all ATCs working the event should be paid the same rate.

Other coverage considerations:

- **Optimally both schools would send their own athletic training staff whenever possible.**
- **When arranging coverage, it is important to remember the legal issues of out of state Athletic Training coverage. It is the responsibility of the Athletic Trainer to understand the law and practices in their state. AT's who have private liability insurance should check with their provider regarding out of state work.**
- **It is always important that the host site ATC communicate the Emergency Action Plan to all participating schools including directions or street addresses of area hospitals. Additionally, visiting ATCs need to communicate with the host ATC regarding any medical equipment needed. The assumption should always be to bring everything needed to oversee the event.**

APPROPRIATE MEDICAL SUPERVISION: Football

September 2021

Background

“With football remaining one of the most popular sports for children and teens, the American Academy of Pediatrics (AAP) is issuing new recommendations to improve the safety of all players while on the field. In a policy statement announced at its National Conference & Exhibition taking place in Washington DC., the AAP recommends”¹:

- Officials and coaches must enforce the rules of proper tackling, including zero tolerance for illegal, head-first hits;
- Players must decide whether the benefits of playing outweigh the risks of possible injury;
- Skilled athletic trainers should be available on the sidelines, as evidence shows they can reduce the number of injuries for players¹

Football is unique in medical coverage requirements, in comparison to many other field sports, because each team is located opposite sidelines.

Recommendation

The Sports Medicine Advisory Committee, in conjunction with the NEPSAC executive board maintains that the health and safety of its athletes is held at the highest priority. In order to provide appropriate medical supervision, it is advised that:

- Varsity eight-player and eleven-player football games be staffed with a minimum of (2) certified athletic trainers (ATs), one being stationed on each opposing sidelines with every effort to have a physician and/or ambulance on site. It is the responsibility of the visiting school to provide AT coverage for their sideline: whether through traveling with their team, hiring a per diem, or hiring a second member of the home AT staff to cover the visitor sideline. Standard per diem rates apply.
- It is the recommendation of the Sports Medicine Advisory Committee that sub-varsity football games as well as middle school level competitions may be staffed by a single AT, however it is imperative that that person must be on the sideline rather than “on call”.
- A “Medical Time Out” prior to the start of a game is encouraged. The medical timeout should include, but is not limited to, medical staff and officials.²

¹ “The American Academy of Pediatrics Tackle Youth Football Injuries.” American Academy of Pediatrics. N.p., 25 Oct 25. 2015. Accessed June 2016.

² Korey Stringer Institute, University of Connecticut. “Medical Time Out”. Accessed September 2021: <https://ksi.uconn.edu/prevention/emergency-action-plans/medical-time-out/>

Inclement Weather Guidelines

I. COLD WEATHER SAFETY

Introduction and rationale:

Cold weather is a reality in New England, and in most cases can be safely enjoyed. There are, however, times when extremes in weather create hazardous conditions. Illnesses related to cold exposure include frostbite and hypothermia. There are many factors that play into cold related illness and it is important to remember illness associated with cold exposure especially

hypothermia can occur during any season and in most climates¹. Extrinsic factors include ambient temperature, wind, precipitation, and humidity. Intrinsic factors include hydration, nutrition, fatigue, activity level, and insulation².

Many published guidelines for cold weather exercise are written for recreational athletes who are making self-decisions on whether or not to venture outside in cold conditions. Often these suggestions involve layering. For many competitive athletes, sport dictates attire and proper layering may not always be possible. The NCAA provides the following guidelines and suggestions regarding practice and competition sessions in cold weather:

Practice and Competition Sessions^{3,4}

The following guidelines, as outlined in the 2008 NATA position statement, can be used in planning activity depending on the wind chill temperature. Conditions should be constantly re-evaluated for change in risk, including the presence of precipitation.

Wind Chill Temperature (WCT) Range	Participation Guidelines
26–30 degrees Fahrenheit WCT	Monitor participants. Be aware of the potential for cold injury and notify appropriate personnel of the potential.
15–25 degrees Fahrenheit WCT	Encourage and provide additional protective clothing. Cover as much exposed skin as practical. Provide opportunities and facilities for re-warming
0–15 degrees Fahrenheit WCT	Consider modifying activity to limit exposure or to allow more frequent chances to re-warm.
Below 0 degrees Fahrenheit WCT	Consider terminating or rescheduling activity

It is important to consider that the NCAA governs adult athletes and that NEPSAC’s athlete population is composed of pediatrics and adolescents whose physiology (e.g., low body fat percentage) may predispose them to cold related illness . The following additional considerations were made in the formulation of the *NEPSAC Guidelines for Cold Weather Competition*:

- The safety of all parties that may be exposed to cold weather during competitive events: Fans, officials, and visiting athletes who may not be acclimatized to conditions, or may not be actively moving to generate warmth.
- The difference in activity level between practice and games, and between activities (e.g., sports) and positions. During games not all participants are able to move to generate warmth.
- The ability to layer, which could be limited by equipment. For example, it may be difficult to wear thick socks in tight fitting footwear, which could create increased risk of cold exposure. Other sports, such as Nordic skiing are more amenable to layering.

Please note that some sports and activities’ governing bodies have their own set of policies dictating cold-exposure (e.g., Nordic Skiing). School representatives of those sports and activities should follow their governing body’s recommendations regarding cold weather exposure, while also considering NEPSAC guidelines. School and/or event officials should reserve the right to cancel an event even if it is permissible under that sport’s governing body’s guidelines.

Cold Weather Competitions Guidelines:

Environmental conditions should be constantly monitored for change in risk, including precipitation and wind chill. Participants should be constantly monitored for change in status. Negative changes in either environment or participant health should be cause for alteration of plans, which may include event termination. It is important to note that competition officials and visiting teams share liability and should be included in the decision-making process. Hesitation by any party should be considered during the decision-making process. Keep in mind that layering systems for participants on the bench may be different than while playing, and may include changing into dry items.

Wind Chill Temperature (WCT) Range	Participation Guidelines
21–30 degrees Fahrenheit WCT	Encourage proper layering while playing and while on bench. Consider changing into dry layers between halves or periods, extending warmups or accommodating indoor warm-ups, going inside between halves or periods.
15–20 degrees Fahrenheit WCT	Require proper layering while playing and while on bench. Consider changing into dry layers between halves or periods, extending warmups or accommodating indoor warm-ups, going inside between halves or periods, extending time indoors between halves or periods, doffing non-breathable equipment while indoors.
11–15 degrees Fahrenheit WCT	Require proper layering while playing and while on bench. Consider changing into dry layers between halves or periods, extending warmups or accommodating indoor warm-ups, going inside between halves or periods, extending time indoors between halves or periods, doffing non-breathable equipment while indoors.
Below 10 degrees Fahrenheit WCT	Terminating or reschedule activity

Key Notes

Considerations - Athletes actively competing and respective position demands, athletes not actively competing, game officials and other personnel, spectators, forecast and currently changing weather situations

Helpful Physical Resources - Warm building, busses/vehicles, temporary shelters (e.g., pop-up tents), blankets/sleeping bags, additional dry wicking clothing.

Further Reading:

National Collegiate Athletics Association. *2014-2015 Sports Medicine Handbook*. “Guideline 2B: Cold stress and cold exposure.” Revised 2009.

Cappaert, T., Stone, J., Castillani, J., Krause, B., Smith, D., Stephens, B. National Athletic Trainers’ Position Statement: Environmental Cold Injuries. *Journal of Athletic Training*. 2008; 43 (6)

Dow, J, et al. Wilderness Medical Society Clinical Practice Guidelines for the Out-of-Hospital Evaluation and Treatment of Accidental Hypothermia: 2019 Update. *Wilderness Medical Society Clinical Practice Guidelines*. 2019.

US Department of Commerce, N. O. A. A. (2019, August 1). *Cold weather safety*. National Weather Service. Retrieved May 1, 2023, from <https://www.weather.gov/safety/cold>

II. HEAT SAFETY

Introduction and rationale

Activity in hot or humid environments can easily cause an exertional heat illness. Exertional heat illnesses can occur in anyone at any time. All signs and symptoms of an exertional heat illness should be treated as serious and help should

be sought in a timely manner. The categories of exertional heat illness listed below usually do not occur in a stepwise manner and can change rapidly depending on the person, situation, and activity.

It is the position of the Sports Medicine Advisory Council (SMAC) of NEPSAC that all member schools establish exertional heat illness policies and emergency action plans which prevent, identify, and manage heat illness through procedures consistent with state recommendations. These policies and procedures and emergency action plans should be reviewed annually with appropriate site-specific staff for each institution.

Environmental Monitoring and Activity Modification/Cancellation

Environmental monitoring should occur through use of a Wet-Bulb Globe Thermometer (WBGT) or comparable available temperature monitoring devices, and should occur any time the weather is warm and the forecasted wet bulb temperature could result in activity modifications. In the absence of a WBGT thermometer the relative humidity and temperature should be used to estimate WBGT temperature to make appropriate activity modifications.

Modifications based on weather conditions are fluid, and as the temperature, humidity, and other conditions change, practice and game modifications may need to be adjusted in response to improvement or decline of the local weather.

Heat Acclimatization

It is recommended that schools create and follow a heat acclimatization protocol, especially in equipment laden sports, to reduce the occurrence of exertional heat illness. Protocols which limit practice minutes and slowly introduce the amount of equipment being worn have helped to reduce exertional heat illnesses and injury among athletes. Resources from the Korey Stringer Institute do provide guidance for such protocols, which member schools may find useful in developing protocols specific to their own institution.

Monitoring and Treatment

Athletic personnel including the coaches, administrators, and athletic trainers should be educated on the signs and symptoms of exertional heat illnesses. Symptoms include (but are not limited to):

Core temperature of greater than 104 F at the time of incident	Rapid pulse, low blood pressure, quick breathing
Headache	Dehydration, dry mouth, thirst
Confusion or just look “out of it”	Decreasing performance or weakness
Disorientation or dizziness	Profuse sweating
Altered consciousness, coma	Collapse, staggering or sluggish feeling
Nausea or vomiting	Muscle cramps, loss of muscle function/ balance, inability to walk
Diarrhea	Irrational behavior, irritability, emotional instability

Any athlete with signs of central nervous system dysfunction during exercise should be suspected to be suffering from exertional heat stroke until evaluated by a qualified healthcare professional. Current best practices for diagnosing exertional heat stroke is by gathering a core temperature reading. Athletic Trainers should follow their schools standing orders regarding rectal thermometry. If exertional heat stroke is suspected on-site, then cooling should begin immediately, and the schools EAP should be activated.

Cooling Protocol

The standard of care for an individual suffering from exertional heat stroke is cold water immersion until the core temperature reading reaches 102 degrees Fahrenheit. “Cool first, transport second” should be used.

While best practice for diagnosis of exertional heat stroke is through use of a rectal thermometer, this diagnostic technique may not be appropriate or possible for schools to use. NEPSAC SMAC recommends that schools discuss heat illness protocols with their medical director and refer to their standing orders and state practice acts to determine appropriate prevention, recognition, and treatment guidelines for heat illnesses.

Additional Resources:

- Korey Stringer Institute, [Exertional Heat Illness Policy Statement](#)
- Korey Stringer Institute, [Wet Bulb Globe Temperature Monitoring](#)
- NATA Position Statement: [Exertional Heat Illnesses \(2015\)](#)
- NATA Position Statement: [Fluid Replacement for the Physically Active](#)

III. LIGHTNING

Introduction and rationale

The National Oceanic and Atmospheric Administration lists lightning as one of the most underrated weather hazards as people do not tend to realize the significant threat it can pose until it is too late. The Korey Stringer Institute reports that aside from flooding, lightning is the next highest storm threat for injury or death. The CDC reports from 2006 through 2021 that on average 28 people a year have died as a result of lightning strikes, many of which took place during recreational sports. Fortunately, the annual averages have been trending down due in large part to the implementation of successful policies for hazardous weather emergencies. It is important to take the appropriate steps to reduce the risk of injury and have a well thought out lightning plan in place.

Environmental Monitoring and Activity Modification/Cancellation

A successful plan begins with adequate preparation including monitoring weather forecasts. Various weather tracking apps and software can aid individuals in forecasting and early decision-making for safer participation in sports. In the event that lightning tracking software cannot be used, expressions like “when thunder roars, go indoors”, “if you see it, flee it” and “if you can hear it, clear it” can also be used as guides. Utilizing a medical time out prior to any athletic event when hazardous weather is predicted is paramount to a smooth evacuation.

Practices and competitions should be suspended at the first sign of a lightning threat. The “all clear” can be given when no lightning has been detected within fifteen miles for at least thirty minutes. The National Athletic Trainers’ Association recommends the following distances for communication around field evacuation:

Common Alerts for Real-Time Notification of Lightning

Alert	Meaning
“Heads up”	Lightning within 15 miles (13 nautical miles)
“Begin safety procedures”	Lightning within 10 miles (8.68 nautical miles)
“You are now in danger; safety procedures should be complete”	Lightning within 6 miles (5.2 nautical miles)
“All clear”	Lightning has not been detected at 15 miles (13 nautical miles) for 30 minutes

Effective lightning safety planning also incorporates knowing the location and proximity to the safest lightning shelter and how long it takes to get to the shelter as well as having a pre-established chain of command and a plan for disseminating field clearance information. Consider using venues, trails, etc. with quick access to substantial structures on days when hazardous weather is forecasted. It is important to review these plans regularly with all predetermined members of the lightning response team (e.g., athletic trainers, athletic directors, officials, coaches).

For additional lightning safety do’s and don’ts, check out this [quick reference](#) from the NATA.

Resources

- NATA: [Lightning Position Statement](#)
- NOAA: [Lightning Safety](#)
- CDC: [Lightning Safety Tips](#)
- Korey Stringer Institute: [Lightning](#)

HEAT GUIDELINES FOR TOURNAMENT PLAY

NEPSAC tournament play will follow venue specific emergency action plan (EAP) for preventive heat related illness.

Member Schools by District

Visit NEPSAC's online directory of member schools [here](#)

District I - Five Schools

Bridgton Academy
Gould Academy
Hebron Academy
Hyde School
Kents Hill School

District II - Twelve Schools

Brewster Academy
Cardigan Mountain School
Dublin School
High Mowing School
Holderness School
Kimball Union Academy
New Hampton School
Proctor Academy
St. Paul's School
Tilton School
Vermont Academy
The White Mountain School

District III - 77 Schools

Academy at Penguin Hall
Applewild School
Austin Preparatory School
Bancroft School
Beaver Country Day School
Belmont Day School
Belmont Hill School
Berwick Academy
Boston Trinity Academy
Boston University Academy
Bradford Christian Academy
Brimmer & May School
British International School of Boston
Brooks School
Brookwood School
Buckingham Browne & Nichols School
Cambridge School of Weston
Carroll School
CATS Academy
Chapel Hill - Chauncy Hall School
Charles River School

Commonwealth School
Concord Academy
Covenant Christian Academy
Cushing Academy
Dana Hall School
Dedham Country Day School
Derby Academy
DexterSouthfield School
Fay School
Fenn School
Fessenden School
Gann Academy
Glen Urquhart School
The Governor's Academy
Groton School
Hillside School
Inly School
International School of Boston
Landmark School
Lawrence Academy
Lexington Christian Academy
Marie Philip and Walden Schools
Meadowbrook School of Weston
Middlesex School
Milton Academy
Montrose School
Nashoba Brooks School
Newman School
Newton Country Day School of the Sacred Heart
Noble and Greenough
Park School
Phillips Academy
Phillips Exeter Academy
Pike School
Pingree School
Portsmouth Abbey
The Rivers School
Rocky Hill School
Roxbury Latin School
Shady Hill School
Shore Country Day School
St. Andrew's School
St. George's School
St. Mark's School
St. Sebastian's School

Tabor Academy
Tenacre Country Day School
Thayer Academy
Tower School
Waldorf School of Lexington
Waring School
Wheeler School
Winchendon School
Winsor School
Woodward School
Worcester Academy

District IV - 64 Schools

Avon Old Farms School
The Bement School
Berkshire School
Brunswick School
Canterbury School
Cheshire Academy
Choate Rosemary Hall
Christian Heritage School
Darrow School
Deerfield Academy
Eagle Hill School
Eaglebrook School
The Ethel Walker School
Faith Christian Academy
Foote School
Forman School
The Frederick Gunn School
Greens Farms Academy
Greenwich Academy
Greenwich Country Day School
Hamden Hall Country Day School
Harvey School
Hoosac School
Hopkins School
Hotchkiss School
Indian Mountain School
Kent School
King
Kingswood-Oxford School
Loomis Chaffee School
MacDuffie School
Marianapolis Preparatory School

Marvelwood School
The Master's School
The Masters School
Millbrook School
Miss Hall's School
Miss Porter's School
New York Military Academy
Northfield Mount Hermon School
Oakwood Friends School
Pomfret School
Rectory School

Rumsey Hall School
Rye Country Day School
Sacred Heart Greenwich
Salisbury School
School of the Holy Child
South Kent School
St. Luke's School
St. Thomas More School
Stoneleigh-Burnham School
Storm King School
Suffield Academy

Taft School
Trinity-Pawling School
Watkinson School
Westminster School
Westover School
Wilbraham & Monson Academy
The Williams School
Williston Northampton School
The Woodhall School
Wooster School

ASSOCIATE MEMBERSHIPS 2023-24

District I

Lee Academy ('14)
North Yarmouth Academy ('18)

District II

Academie Saint-Louis ('14)
Bishop's College School ('14)
Kings-Edghill School ('18)
Stanstead College ('14)

District III

Culver Academies ('18)
Moses Brown ('18)
Nichols School ('16)
St. Andrew's College ('15)
Upper Canada College ('22)
Wyoming Seminary ('20)

District IV

Albany Academies ('18)
American School for the Deaf ('20)
Capitol Prep Harbor School ('17)
EF International Academy ('18)
The Hill School ('15)
The Lawrenceville School ('15)
Putnam Science Academy ('21)
Redemption Christian Academy ('16)
Woodstock Academy ('17)

Full-Time and Associate Membership

There are two types of membership within NEPSAC. Full-time members meet all eligibility requirements, pay annual dues, and meet all meeting requirements as voting members. Additionally full-time member schools are required to participate as a member of NEPSAC in a majority of the NEPSAC varsity sports in each gender that the school offers. Associate members pay dues and are welcome to attend meetings as non-voting members. Additionally, they are not obligated to follow eligibility or start date requirements with the exception of the age rule that states that individual athletes who are 19 years old, or younger, on September 1 of each school year are eligible to participate in NEPSAC competition. Associate members may compete against NEPSAC schools with the results being considered for postseason play for full-time members. Associate member schools are ineligible for NEPSAC postseason tournament play. The process for application as an associate member is identical to any school seeking membership in NEPSAC. If approved, an associate member will have a three year probationary period after the conclusion of which it can be renewed as an Associate Member following Executive Board review. Associate Membership does not guarantee future Full-Time Membership.

The deadline to submit an application for NEW Full/Associate NEPSAC membership is September 15 of the academic year prior to the academic year a school is applying for membership into.

Member Schools Alphabetically

A

Academy at Penguin Hall 3
 Applewild School 3
 Austin Preparatory School 3
 Avon Old Farms School 4

B

Bancroft School 3
 Beaver Country Day School 3
 Belmont Day School 3
 Belmont Hill School 3
 The Bement School 4
 Berkshire School 4
 Berwick Academy 3
 Boston Trinity Academy 3
 Boston University Academy 3
 Bradford Christian Academy 3
 Brewster Academy 2
 Bridgton Academy 1
 Brimmer & May School 3
 British International School of Boston 3
 Brooks School 3
 Brookwood School 3
 Brunswick School 4
 Buckingham Browne & Nichols School 3

C

Cambridge School of Weston 3
 Canterbury School 4
 Cardigan Mountain School 2
 Carroll School 3
 CATS Academy 3
 Chapel Hill - Chauncy Hall School 3
 Charles River School 3
 Cheshire Academy 4
 Choate Rosemary Hall 4
 Christian Heritage School 4
 Commonwealth School 3
 Concord Academy 3
 Covenant Christian Academy 3
 Cushing Academy 3

D

Dana Hall School 3
 Darrow School 4
 Dedham Country Day School 3

Deerfield Academy 4
 Derby Academy 3
 DexterSouthfield School 3
 Dublin School 2

E

Eagle Hill School 4
 Eaglebrook School 4
 The Ethel Walker School 4

F

Faith Christian Academy 4
 Fay School 3
 Fenn School 3
 Fessenden School 3
 Foote School 4
 Forman School 4
 The Frederick Gunn School 4

G

Gann Academy 3
 Glen Urquhart School 3
 Gould Academy 1
 The Governor's Academy 3
 Greens Farms Academy 4
 Greenwich Academy 4
 Greenwich Country Day School 4
 Groton School 3

H

Hamden Hall Country Day School 4
 Harvey School 4
 Hebron Academy 1
 High Mowing School 2
 Hillside School 3
 Holderness School 2
 Hoosac School 4
 Hopkins School 4
 Hotchkiss School 4
 Hyde School 1

I

Indian Mountain School 4
 Inly School 3
 International School of Boston 3

K

Kent School 4
 Kents Hill School 1

Kimball Union Academy 2
 King 4
 Kingswood-Oxford School 4

L

Landmark School 3
 Lawrence Academy 3
 Lexington Christian Academy 3
 Loomis Chaffee School 4

M

MacDuffie School 4
 Marianapolis Preparatory School 4
 Marie Philip and Walden Schools 3
 Marvelwood School 4
 The Master's School 4
 The Masters School 4
 Meadowbrook School of Weston 3
 Middlesex School 3
 Millbrook School 4
 Milton Academy 3
 Miss Hall's School 4
 Miss Porter's School 4
 Montrose School 3

N

Nashoba Brooks School 3
 New Hampton School 2
 New York Military Academy 4
 Newman School 3
 Newton Country Day School of the Sacred Heart 3
 Noble and Greenough 3
 Northfield Mount Hermon School 4

O

Oakwood Friends School 4

P

Park School 3
 Phillips Academy 3
 Phillips Exeter Academy 3
 Pike School 3
 Pingree School 3
 Pomfret School 4
 Portsmouth Abbey 3
 Proctor Academy 2

R

- Rectory School 4
- The Rivers School 3
- Rocky Hill School 3
- Roxbury Latin School 3
- Rumsey Hall School 4
- Rye Country Day School 4

S

- Sacred Heart Greenwich 4
- Salisbury School 4
- School of the Holy Child 4
- Shady Hill School 3
- Shore Country Day School 3
- South Kent School 4
- St. Andrew's School 3
- St. George's School 3
- St. Luke's School 4
- St. Mark's School 3
- St. Paul's School 2
- St. Sebastian's School 3
- St. Thomas More School 4
- Stoneleigh-Burnham School 4
- Storm King School 4
- Suffield Academy 4

T

- Tabor Academy 3
- Taft School 4
- Tenacre Country Day School 3
- Thayer Academy 3
- Tower School 3
- Tilton School 2
- Trinity-Pawling School 4

V

- Vermont Academy 2

W

- Waldorf School of Lexington 3
- Waring School 3
- Watkinson School 4
- Westminster School 4
- Westover School 4
- Wheeler School 3
- The White Mountain School 2
- Wilbraham & Monson Academy 4
- The Williams School 4
- Williston Northampton School 4
- Winchendon School 3
- Winsor School 3
- The Woodhall School 4
- Woodward School 3
- Wooster School 4
- Worcester Academy 3

Associate Members

A-E

- Academie Saint-Louis ('14) 2
- Albany Academies ('18) 4
- American School for the Deaf ('20) 4
- Bishop's College School ('14) 2
- Capitol Prep Harbor School ('17) 4
- Culver Academies ('18) 3
- EF International Academy ('18) 4

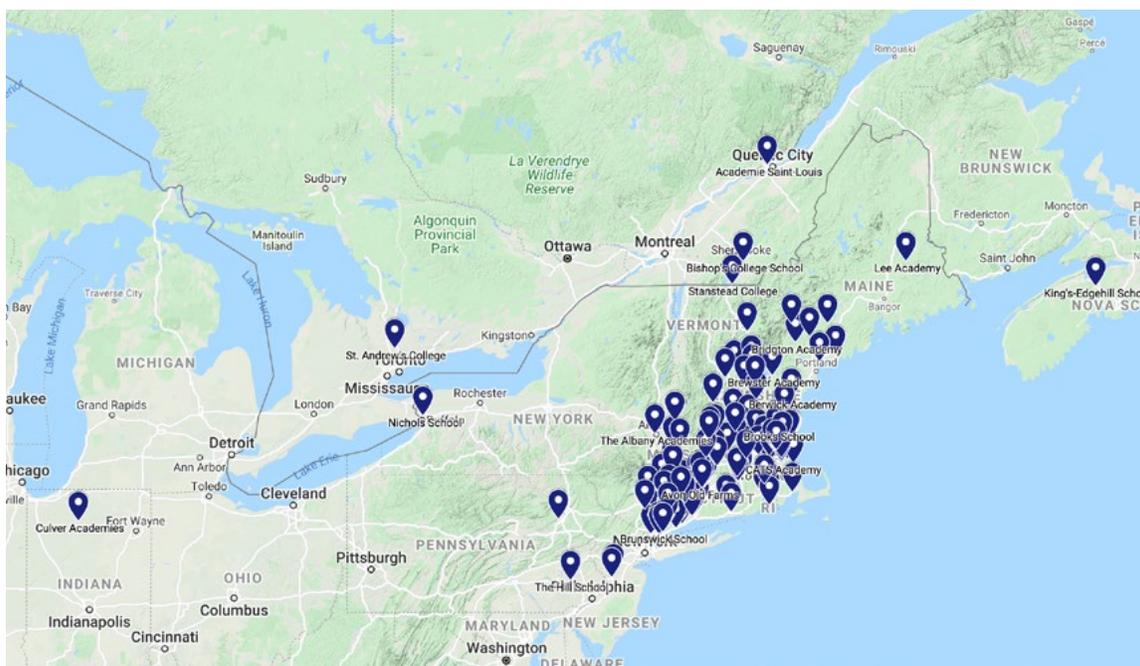
H-N

- The Hill School ('15) 4
- The Lawrenceville School ('15) 4
- Kings-Edghill School ('18) 2
- Lee Academy ('14) 1
- Moses Brown ('18) 3
- Nichols School ('16) 3
- North Yarmouth Academy ('18) 1

P-W

- Putnam Science Academy ('21) 4
- Redemption Christian Academy ('16) 4
- St. Andrew's College ('15) 3
- Stanstead College ('14) 2
- Upper Canada College ('22) 3
- Woodstock Academy ('17) 4
- Wyoming Seminary ('20) 3

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WHAT IS BAY STATE GAMES?



Bay State Games is a 501(c)(3) non-profit organization that was established in 1982 to host Massachusetts' own Olympic-style amateur athletic competition.

SUMMER GAMES



Each year the Summer Games features 7,000 athletes competing in 30 sports. Athletes of all ages and abilities represent over 300 Massachusetts communities each year. Registration opens in March 2024.

WINTER GAMES



Athletes competing in Figure Skating, Curling, and Masters Ice Hockey will represent hundreds of communities from Massachusetts as well as Maine, New Hampshire, Vermont and Rhode Island.

FUTURE LEADERS SCHOLARSHIP



The Future Leaders Scholarship aims to identify young men and women who will be tomorrow's leaders. Six scholarships awarded annually.

HIGH SCHOOL AMBASSADOR PROGRAM



High school ambassadors promote within their schools to gain leadership and marketing experience.



NON-SPORT PROGRAMMING

In addition to sports programming, Bay State Games provides health, enrichment, and educational programs to benefit the lives of our thousands of participants annually.



COACHING OPPORTUNITIES



Bay State Summer Games High School Showcases consist of eight sports, where the state of Massachusetts is divided into six regions. Each regional team is led by a volunteer coaching staff.



VOLUNTEER OPPORTUNITIES



Each year, Bay State Games relies on hundreds of general volunteers to help operate the Summer Games.

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