

Memorandum of Agreement
between the
ELBA CENTRAL BOARD OF EDUCATION
and
OAKFIELD-ALABAMA BOARD OF EDUCATION
for the Sharing of Opportunities And Resources (S.O.A.R)
of Interscholastic Athletics
April 2017

Mission

Provide student athletes at the Elba Central School and Oakfield-Alabama Central School Districts opportunities for interscholastic participation in athletics at the Modified, Junior Varsity and Varsity levels.

Vision

To provide opportunities for students, both school districts will maintain school level sports teams when both schools have sufficient student participation to field teams in a given sport. If and when either Oakfield-Alabama or Elba Central School is unable to support a school based team due to low student participation, both schools will join together and create an O-A-E team for the given sport. Once an O-A-E team has been created, the team will remain an O-A-E team throughout the length of this agreement. If cuts are necessary, no less than two cuts are required.

Commitment

Both Districts are committed to provide student athletes at the Elba Central School and Oakfield-Alabama Central School Districts with interscholastic participation in athletics for a minimum of 3-years.

It is understood that this SOAR agreement pertains to O-A-E Shared Teams, with O-A-E uniforms, LOGO and colors resulting in 50-50 split costs between Districts. However, there will also be occasion where student athletes from Elba will play on an established Oakfield-Alabama team or student athletes from Oakfield-Alabama will play on an established Elba team where split costs will not occur. These teams will be recognized as "umbrella" teams whereas schools will be charged on a per athlete basis. It is recognized that both Elba and Oakfield-Alabama will continue to offer their own unique school teams where student participation allows.

Shared SOAR teams	O-A umbrella	Elba umbrella
Cheerleading, fall (V)	Baseball (V,JV)	Golf (V)
Football (V,JV,M)	Cross-Country (V,M)	
Soccer (Girls) (V,JV,M)	Swimming (V,M)	
	Tennis (M)	
	Track (V,M)	
	Volleyball (V,JV,M)	

V - Varsity, JV - Junior Varsity, M - Modified

For Shared Teams only:

1. Uniforms, Equipment and Supplies

- a. All costs associated with uniforms, equipment and supplies will be shared equally between Elba and Oakfield-Alabama School Districts. Costs will be independent of the number of student athletes represented by each District.
- b. The head coach(es) at each playing level will provide uniform, equipment and supply recommendations.
- c. As new uniforms are ordered for shared teams, (based on a rotation basis), old colors will be replaced with the recommended O-A-E colors and logo approved by the Oakfield-Alabama and Elba Boards of Education.

2. Team Name

- a. Shared teams will be known as “Oakfield-Alabama-Elba” or O-A-E Teams.
- b. For the 2017-2018 school year, there will be no O-A-E mascot. Logo and color proposals will be presented to the joint SOAR committee for consideration.

3. Hiring of Coaches

All hiring recommendations will be made by joint decision of the schools’ athletic directors who in turn will seek recommendation from their respective building principals and superintendents. For any “shared” team with coaching vacancies, the position will be advertised simultaneously in both the Districts. If the position is not filled with an O-A or Elba employee, the position will be advertised externally. Approval of recommendations rest with the Boards of Education. All costs associated with salaries and benefits of coaches will be shared equally between Elba and Oakfield-Alabama School Districts. Hiring practices will be consistent with the respective Elba and Oakfield-Alabama collective bargaining agreements.

4. Officials

All costs associated with salaries and benefits of officials, timers, announcers and medical personnel will be shared equally between Elba and Oakfield-Alabama School Districts.

5. Supervision

Both School Districts will be responsible for supplying supervision at all contests. All costs associated with salaries and benefits of supervisors will be shared equally between Elba and Oakfield-Alabama School Districts.

6. Insurance

Each School District will provide the appropriate coverage of student insurance for each District's own student athletes.

7. Transportation

- a. All costs associated with transportation will be shared equally between Elba and Oakfield-Alabama School Districts.
- b. Transportation will be scheduled by the Elba and Oakfield-Alabama transportation supervisors and athletic directors and approved by the superintendents.
- c. Students are expected to ride school transportation to and from practice.
- d. Parents will be allowed to sign-out their student athletes to transport from game sites.
- e. Oakfield-Alabama will be responsible for transporting shared teams to and from away contests. Elba will supply shuttle runs between schools for practices and contests.

8. Cancellations

In the event of a weather cancellation at one or both schools, practices and contests will be cancelled. Both schools will work to align instructional calendars.

9. Code of Conduct

A student athlete will be held to the Code of Conduct of his/her home school district.

10. Athletic Eligibility

A student athlete will be held to the Academic Eligibility Standards of his/her home school district.

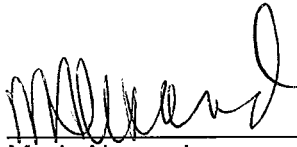
11. Program and Memorandum of Understanding Review

The Memorandum of Agreement shall be reviewed annually by the S.O.A.R. task force by December 1st. The review will be presented to the Boards of Education of Elba and Oakfield-Alabama by March 1st.

12. Modification of Memorandum of Understanding

This Memorandum of Agreement may be modified by mutual agreement through resolutions by the Elba Board of Education and the Oakfield-Alabama Board of Education. Under extenuating circumstances and under emergency situations, the District Superintendents will have the authority to modify this agreement as necessary.

Dated: 2017



Mark Alexander
Superintendent of Schools
Oakfield-Alabama Central School District



Keith Palmer
Superintendent of Schools
Elba Central School District

Appendix A Practices and Contests

Fall Athletics

Cheerleading

- a. For the 2017-2018 school year, Cheerleading practice will be held at the Elba Central School District.
- b. All contests will be consistent with the football schedule.

Football

- a. For the 2017-2018 school year, Varsity and Junior Varsity Football practices will be held at the Elba School District, while Modified Football will be held at the Oakfield-Alabama Central School District.
- b. All contests will be split evenly to the extent possible for all levels including additional games scheduled due to sectional play.
 - i. For the 2017-2018 school year, Elba will host homecoming and one other game, while Oakfield-Alabama will host Senior Recognition and one other game if a fourth home game occurs.
 - ii. For subsequent years, home contests will be flipped.

Soccer (Girls)

- a. Practices will be held at the Elba School District during the week in which contests are scheduled at Elba Central School.
- b. All other practices will be held at the Oakfield-Alabama School District.
- c. Three home contests for Varsity and JV and two home contests for modified will be held at Elba Central School District.
- d. All other home contests will be held at Oakfield-Alabama School District.

Appendix B

Coaches, staff and volunteers

It is understood that the athletic directors will work together to satisfy the language for the hiring of coaches and assistants. It is also understood that at times, it may be difficult, if not impossible to satisfy the recommended language, in which case, the athletic directors will make their best recommendation for filling positions.

- a. Athletic Directors shall be employees of their respective Districts. The Elba Athletic Director will be responsible for the scheduling of practices, contests, transportation, supervision and facilities for shared Football and Cheerleading teams. The Oakfield-Alabama Athletic Director will be responsible for the scheduling of practices, contests, transportation, supervision and facilities for Girls Soccer.
- b. Coaches shall be employees of their respective districts and will be paid according to their respective Faculty Association Agreements. Newly hired coaches must be recommended by the Athletic Directors of Oakfield-Alabama and Elba prior to appointment by the Oakfield-Alabama and Elba Boards of Education. Hiring practices will be consistent with the respective Elba and Oakfield-Alabama collective bargaining agreements.
- c. All costs associated with the services of an athletic trainer will be shared equally between Oakfield-Alabama and Elba School Districts.
- d. Community volunteers for all combined teams must complete an application and be approved by both Oakfield-Alabama and Elba Boards of Education. The head coaches at each level of the program will determine the needed number of volunteers. Consideration will be made to provide for participation of volunteers from both districts.
- e. Coaching staff will be filled to the extent reasonable and practical following the below recommendations. It is the responsibility of the athletic directors to recommend coaches for employment.

Fall Athletics

Cheerleading

Cheerleading will have one head coach and one assistant coach with one representative from each school.

Football

- a. Varsity football will have one head coach and two assistant coaches, with at least one representative from each school.
- b. Junior Varsity football will have one head coach and two assistant coaches with one representative from each school.
- c. Modified football will have one head coach and one assistant coach with one representative from each school.

Soccer (Girls)

- a. Varsity soccer will have one head coach and one program assistant coach who will be shared with the Junior Varsity soccer team with one representative from each school.
- b. Junior-Varsity soccer will have one head coach and one program assistant coach who will be shared with the Varsity soccer team with one representative from each school.
- c. Modified soccer will have one head coach and one program assistant coach with one representative from each school.