

Cooperative Programs
Milnor Public School District #2
North Sargent Public School District #3
Sargent Central Public School District #6

Article I – (Purpose)

Section A: The purpose of the cooperative is to make various activities available to the students enrolled in grades 7-12 at Milnor High School, at the North Sargent High School, and at Sargent Central High School. Without a cooperative, these students might not have the opportunity to participate.

Section B: This agreement encompasses the activities of boys' and girls' track and field and boys' and girls' golf

Article II – (Membership & Identity)

Section A: Participating in the cooperative will be the Milnor High School of the Milnor Public School District #2, the North Sargent High School of the North Sargent School District #3, and the Sargent Central High School of the Sargent Central School District #6.

Section B: The host school of the cooperative will be the Milnor High School of the Milnor Public School District #2.

Section C: The identity of the cooperative program will be Sargent County

Section D: The nickname of the cooperative team will be the Bulldogs.

Section E: The colors of the cooperative team will be navy-blue and silver.

Section F: There will be no official song of the cooperative team. The school songs "On Wisconsin" (Milnor), "Wave the Flag" (North Sargent), and the Jamestown Fight Song (Sargent Central) will all be retained and used.

Article III – (Game and Practice Sites)

Section A: Schools will hold practice at their individual schools/towns. Coaches are encouraged to schedule several joint practices throughout the season.

Article IV – (Finances)

Section A: Sargent Central will be the school of record for financial purposes for Track and Field and Golf. Each school shall create a separate activity account for the purpose of handling the cooperative's revenue and expenses.

Section B: All cooperative revenues and expenditures will be divided equally between the three schools. The co-op board will determine what to do with any carry over annually. Any deficits will be split evenly amongst the three schools.

Section C: Concession revenues will belong to the school organizations(s) of the school at which the event is located. These revenues will not be shared.

Section D: Transportation expenses for practices will be paid by each individual school district. Game transportation will be shared by the co-op as evenly as possible.

Section F: A budgeted per diem per day of up to \$25/student and ND State rate for coaches will be allotted for the State Tournament.

Article V – (Facilities & Equipment)

Section A: The cooperative shall purchase sport specific uniforms and equipment.

1. Uniforms will be ordered on an "as needed" basis. The recommendation of ADs/Coaches will be considered when setting up uniform rotation schedules.
2. The cooperative shall pay for the purchase and reconditioning of sport specific equipment as needed. Sport specific equipment shall be stored at the site of the head coach or prearranged site.

Section C: The spring sports Co-op committee will meet following each season.

Section D: In the event that the cooperative is dissolved the jointly held equipment will be distributed as evenly as possible between the ~~two~~ school districts.

Article VI – (Student Personnel)

Section A: Eligible students in grades 7-12 will be given the opportunity to participate in the cooperative program.

Section B: Student managers and the number of necessary student managers will be left to the discretion of the individual coaching staffs under the direction of the A.D.'s.

Article VII – (Eligibility & Awards)

Section A: Each school shall use their own student eligibility standards for their participating students.

Section B: Each school shall pay for and award "letters" to those students meeting local school requirements for lettering.

Section C: Any additional awards will be paid for out of cooperative funds and be awarded on the basis of individual merit. Coaches are to submit a list of awards they request to be ordered at the conclusion of each season. Awards will be ordered at the discretion of the A.D.'s.

Section D: Recognition awards nights will be held following each sport season. Coaches will be encouraged to hold it with the concurring boys/girls sport.

Article VIII – (Coaching & Advisors)

Section A: Coaching positions within the cooperative will include head coach, assistant coaches, and junior high coaches. Each school will hire a head coach. Amongst the three head coaches one will be designated as the head boys' coach, another as the head girls' coach. In the event of coaching turnover of present coaches, the A.D.s will reevaluate the coaching assignments and the format of head coach, assistant coach and junior high

coaches. A.D.s will make recommendations to the cooperative board. All coaching personnel assignments will be agreed upon by the cooperative board and ratified by each school board.

- Section B: Coaches will be contracted from each school district with payments made by the employing school district and reimbursed by the co-op at the end of the season.
- Section C: Up to \$150 per coach per year for coaches' clinics expenses. This may include registration, meals, and lodging. Additional amounts must be approved by administration. The State Coaches Convention (registration, meals, and lodging) and Coaches Association memberships will be paid by the cooperative.
- Section D: The actual designation of specific coaching assignments will take place near the end of each school year or as soon as possible.
- Section E: Significant salary differences (if any) will be attempted to be corrected through the negotiations process in each individual school.
- Section F: Evaluations of the coaching staff will be done cooperatively by the athletic directors.

Article IX – (Practice and Game Schedules)

- Section A: The transportation directors of each school will work collaboratively to schedule bussing and departure times. Coaches will be notified of such times and will schedule practices accordingly.

Article X – (The Cooperative Board)

- Section A: The cooperative board will consist of six members: two from the Milnor School board, two from the North Sargent school board, and two from the Sargent Central school board.
- Section B: The powers and duties of the cooperative board include:
1. Setting policy for the cooperative programs so that the athletic directors can administer the programs in line with the directives of the cooperative board and the school boards.
 2. Ensuring compliance with the cooperative agreement and refer any proposed changes to all school boards for consideration.
 3. Hearing grievances regarding a program and unrelated to personnel, which have not been resolved by the athletic directors. Personnel related issues will be handled in accordance with each school district's policies and procedures related to personnel.

Article XI -(Review & Update)

Section A: This agreement will be reviewed annually (or on an as-needed basis) by each school board at its regular school board meeting in May.

Section B: The process to change these bylaws requires a majority vote of the cooperative board AND a majority vote of all three school boards. All boards need to ratify the bylaws for changes to be made. If all boards do not, the bylaws stay in place in their latest fully approved form.

Article XII – (Conclusion)

Section A: All of the above listed articles and sections are meant to help guide the cooperative to a successful future. It should be noted that it is impossible to list all of the potential challenges that can occur. We must pledge to work out each of these challenges in a reasonable and sensible manner that can be satisfactory to each of our schools and, most of all, make it a final and satisfactory experience for all of our students.

The articles and sections of the cooperative agreement are agreed to by the following:

President
Milnor Public School District #2

President
North Sargent Public School District #3

President
Sargent Central Public School District #6

First approved: December 3, 2019
Revised: May 2023