



2 Terrace Road, Ladera Ranch, California 92694 • www.teamnikos.com • (949) 365-1212

TEAM NIKOS BASKETBALL ACADEMY

Player / Parent Handbook

Spring-Summer 2018



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Welcome to Team Nikos Basketball Academy

OUR MISSION

Thank you for your interest in Team Nikos Basketball Academy. We are proud to be part of the community where our mission is to foster national amateur basketball competition through directing and controlling interscholastic athletic competitions.

Our mission is to dramatically improve every player's skill level each season. By concentrating on both the physical and mental aspects of the game, we will work with every player to set achievable goals designed to increase their ability, confidence and competitive drive. The result should be each individual player's enhanced capacity to triumph against the highest levels of competition both on and off the court.

OUR GOALS

Over the years, we have enjoyed many successes with our involvement in youth and High School basketball. We have learned that one key ingredient of success is clear and consistent communication between the club, teams, coaches, players, and parents. This document is one way of explaining in detail the expectations of the Team Nikos Basketball Academy Club, its staff and members. If you have committed to become a member of Team Nikos, please take the time to read the following pages carefully.

By focusing on these program objectives, we ultimately strive to produce highly visible student athletes, many of whom we hope will receive athletic scholarships to play at the college level.

BALANCING PRIORITIES

Being part of a travel team is demanding and time consuming for all parties involved. We stress the importance of family, religion, education, and development of our players throughout our club at all levels.

Family is our number one priority and the foundation of our mission. Nothing is more important to us than a strong bond between our players and their family, as well as their new extended Team Nikos family members. It is important to us that everyone is "rowing in the same direction", and everyone gets along throughout our long season. If you need assistance or help, we are here to lend a hand where we can. Communication is key when it comes to how we can work together to bring your youth athlete a great experience – please do not hesitate to reach out to us anytime.

We expect our players to understand the importance of schoolwork. Good grades throughout the school year is expected and may be checked by our coaches. We stress the importance of achieving good marks on report cards because we want our student athletes to know what will be expected as they go into Intermediate/Middle School and High School, as well as college. The goal for most Team Nikos players is to continue to play at the next level and receive athletic scholarships, and without a solid GPA throughout high school, those chances decrease dramatically. Our program will require report cards to be submitted two to three times per season, both for grade level verification as well as checking in on academic performance.



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Welcome to Team Nikos Basketball Academy **(continued)**

THE CLUB AND THE TEAM

Members of Team Nikos agree to put the club ahead of the team. When decisions are made regarding conflicts between the club and a particular team, the club will come first. Club decisions will be made by consulting with the Director of Basketball Operations and a majority vote of the Board of Directors. The decisions of the Board of Directors will be final and without appeal.

THE TEAM AND THE INDIVIDUAL

Members of Team Nikos agree to put their team ahead of the individual player. If conflicts arise between the team and a player and/or their parent, the team coach (under the direction of the Director of Basketball Operations) will be responsible to make decisions for the good of the team. These decisions will be made after gathering all relevant information and consulting with those involved. The decision of the team coach will be objective and based on his/her best evaluation of the facts. Once a decision has been made, it is final and without appeal. Players and parents must agree to abide with the final decision.



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Commitment Contract

Team Nikos Basketball Academy strives to teach each student athlete the importance of hard work and commitment. As a Team Nikos basketball club member, you are afforded an opportunity for both fun and learning, as we want each student athlete to make the most of his/her experience.

Team Nikos has an experienced staff of professional coaches who are committed to helping each player reach his/her full potential in the game of basketball. We believe the development of a solid work ethic at a young age greatly improves an athlete's chances of playing the sport at a higher level. To implement this, each student athlete is asked to read this contract carefully with his/her parent(s). This is your formal notice of the commitment, responsibilities and requirements needed from both our parents and student athletes as we move into this upcoming season. ***Please read this contract carefully, as you will be asked to agree to it in the "Acceptance of Commitment Contract, Terms and Conditions" document online.***

This Commitment Contract holds each student athlete to a certain standard of behavior, both on and off the court. Parents and classroom teachers are asked to report behavior that goes against this code of conduct, and they are invited to discuss consequences with our Team Nikos Director of Basketball Operations.

COMMITMENT 1 – ATTENDANCE

All student athletes are expected to be on time and attend every practice. In addition, student athletes are highly encouraged to attend performance training and, at minimum, one (1) Academy 2.0 training each week.

All athletes are required to meet 30 minutes before every game and check in with their Head or Assistant Coach. The meeting time for each game will be dependent on the published game schedule (which is determined by the tournament host) and will be communicated no less than one day before the first game for a given weekend.

COMMITMENT 2 – ATTITUDE

Sportsmanship and a positive attitude are expected at all times and will be reinforced on and off the court.

Student athletes must foster an uplifting and encouraging atmosphere towards peers and opponents at all times.

Undermining the authority of coaches, referees, or parents is not acceptable. When instructions or criticism is given, student athletes are expected to respond with an attitude of respect and compliance. Student athletes are expected to respond respectfully to all authority figures.

No offensive language. No exceptions.



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Commitment Contract (continued)

COMMITMENT 3 - NOTIFICATIONS

If you should have a future scheduling/potential conflict or unexpectedly miss a practice or tournament game(s), you are expected to immediately notify your Head Coach AND Team Manager of your absence from a practice or any tournament game(s), and include the reason why you will miss.

7th Grade through High School players must contact your coach personally via phone or text if they are going to be absent and they **MUST** include an explanation as to why.

Immediately notify your Head Coach AND Team Manager if you notice a schedule conflict on the Team Nikos calendar of events, which can be found at: www.teamnikos.com/calendar.

Respect the coaches' time, just as you would wish the coaches to show the same respect for your schedule.

COMMITMENT 4 – ONE TEAM

Players currently enrolled in the Team Nikos Club Basketball are highly discouraged from being concurrently enrolled and/or actively playing with another club basketball program. Playing on an NJB team (including an All-Star team or All Net team) or on a school team (e.g. private schools that have sports teams) are allowable exceptions. Players discovered to be in violation of this policy could face consequences, including potential dismissal from the Team Nikos program.

We understand that there are times when exceptions to this rule may be warranted. If you feel that your student athlete has a sound reason for playing on another club basketball team while concurrently enrolled with Team Nikos, you may petition for an exception. The player and his/her parents will be required to have a face-to-face meeting with the Head Coach and Director of Basketball Operations to discuss their unique situation. If the Head Coach and Director of Basketball Operations agree to make an exception, the player and his/her parents will be asked to sign the Multi-Team Player Agreement, the terms of which will be reviewed in the meeting.



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Player Certification and Eligibility

AGE/GRADE CERTIFICATION

In general, players will compete in the same grade division in which they are registered for school. For example, a player in 4th Grade will need to be on a 4th Grade team competing in 10U/4th Grade divisions in tournaments.

Most tournaments that Team Nikos participates in will do age-based certification, based on the AAU eligibility rules as outlined in the “AAU MEMBERSHIP” section below. These tournaments will usually allow up to two (2) exceptions per team, which means that if the player’s age is outside the eligibility timeframe, they simply need to provide proof of their current grade level in order to be cleared on the tournament roster. Proof of grade level is generally provided by presenting a copy of the player’s most recent report card.

If a particular player wishes to be considered to play up or down a grade division, his/her parents or guardians must petition for consideration. Approval to play up or down is not guaranteed, and will be considered based on several factors including age, maturity and skill level. To petition to play in a grade other than the grade level your student athlete is in at school, please contact the Director of Basketball Operations (john@teamnikos.com).

ELIGIBILITY RULES FOR AAU BOYS’ BASKETBALL

(NOTE: The following information is directly from the AAU Website, and is for the 2018 Season.) All Non-athletes/coaches are responsible to see that their team meets all eligibility requirements. Competition in boys’ basketball shall be in the following age/grade divisions:

- 8 & UNDER DIVISION An athlete can be no older than 8 on August 31, 2018.
- 9 & UNDER DIVISION An athlete can be no older than 9 on August 31, 2018.
- 10 & UNDER DIVISION An athlete can be no older than 10 on August 31, 2018.
- 11 & UNDER DIVISION An athlete can be no older than 11 on August 31, 2018.
- 12 & UNDER DIVISION An athlete can be no older than 12 on August 31, 2018.
- 13 & UNDER DIVISION An athlete can be no older than 13 on August 31, 2018.
- 14 & UNDER DIVISION An athlete can be no older than 14 on August 31, 2018.



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AAU Membership & AOSS Study Program

AAU MEMBERSHIP

It is required that ALL players register for AAU membership and provide a copy of their membership card prior to the official start of the season. Team Nikos Basketball Program is officially sanctioned by AAU, which means that every player in our club also needs to become members. Membership fees are \$16 for the whole year (you must register for the *extended* membership for \$16), and provide the following benefits:

- Insurance for players in all events Team Nikos participates in during the season
- Ability to be nationally ranked
- Qualified to play in national tournaments
- Better recruitment opportunities
- Ability to register for higher quality/more organized tournaments

Please go to <http://www.aaboysbasketball.org/Membership/SignUp.aspx> and select “ATHLETES (individual), Register Now.” Once registered, there will be an AAU membership card that you can print and/or save to your computer. All players must purchase a membership and submit a digital copy of their membership card to Team Nikos within 48 hours of your online registration. Your Team Manager will be required to show it at all AAU-sanctioned tournaments upon team check-in.

TEAM NIKOS AAU CLUB CODE: WWC6WC

INDEPENDENT STUDY PROGRAM THROUGH AOSS

Team Nikos Basketball Academy is partnered with The Academy of Sports Science (“AOSS”), a free, open enrollment sports academy that is designed to meet the needs of gifted and talented athletes. Through AOSS, all Team Nikos club players participate in an independent study program during the summer months. There is no additional cost, nothing extra to purchase and no additional classes over and above your regularly-scheduled practices and tournaments. **All Team Nikos club players are required to complete the summer enrollment packet for AOSS, which will require the following documentation:**

- A copy of the student’s birth certificate
- Proof of residency (phone or utility bill showing home address)
- A copy of the student’s immunization record (or you can choose to sign the supplied exemption form)

You will be provided with the AOSS enrollment packet toward the end of Spring. You are required to complete and return the packet, along with the above-referenced documentation, within one (1) week. Players who do not return their completed packet may be detained from participating in team practices and tournaments until the packet is turned in.



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TOURNAMENTS

All teams will be scheduled to participate in two (2) “local” tournaments per month. Locations will vary throughout the Southern California territory, but the majority of them are in the local Orange County area (Ladera Ranch, Garden Grove and Anaheim). Players will also have an opportunity to participate in one to four travel (out-of-town) tournaments per year. Destinations may include (but are not limited to) Las Vegas (Nevada), Phoenix (Arizona), Portland (Oregon), Santa Barbara and San Diego.

TOURNAMENT SCHEDULES

Included in the Welcome Packet is the planned tournament schedule for the upcoming season. We make every effort to pre-schedule tournament dates so that families can adequately plan their schedules well in advance. Please understand that changes to the schedule can and will occur, and that we will make every attempt to provide timely notification of any changes.

Tournaments vary in size and level of competition. For this reason, we do not send all of our teams to the same tournaments. Team Nikos maintains 3 to 4 different tournament schedules with approximately 8 teams on each schedule. For some of the larger tournaments during the season, we may send all youth teams to the same tournament.

TOURNAMENT COSTS

The cost of team registration for regularly-scheduled tournaments are completely covered in the club dues; associated costs NOT covered in the club dues include (but are not limited to): travel to and from tournaments, parking and spectator admission, and for out-of-town tournaments, travel expense, hotel accommodations and food/meals. The cost for OWT tournaments is NOT included in your club dues, and is available to players at an additional cost. (see page 10 for additional information).

PER DIEM FEES (FOR OUT-OF-TOWN TOURNAMENTS)

A per diem fee will be assessed at the beginning of the season in the Payment Schedule to cover the coaches’ cost of travel, accommodations and meals for the out-of-town tournament listed on the schedule. Additional per diem fees will also apply to any teams doing more than two (2) out-of-town tournaments and/or teams traveling for AAU Nationals, and will be assessed at a minimum of \$100.00 per player per tournament (depending on the associated costs of each specific tournament), once attendance/registration in the tournament(s) is confirmed. *Please note that, for any travel tournaments that require air travel for our coaches (i.e., tournament locations that are greater than a 5-hour drive by car), the per diem fees may be significantly increased.* Per diem fees are calculated based on a full team and will not be refunded to players who decide not to travel to these tournaments with the team.



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Off-Weekend Tournament (“OWT”) Program

Team Nikos offers the optional OWT program to allow players additional in-game experience throughout the season. This program is only open to players who are currently enrolled in our club basketball program and whose accounts are in good standing.

Invitations to sign up including the link and password to register for OWT’s, will be sent out via email toward the beginning of each month.

Participating players may sign up to participate in 1 to 2 additional tournaments per month. The cost to register is \$62.00 per player, per tournament. OWT fees are NON-REFUNDABLE, no exceptions. Players are accepted on a first-come, first-served basis. A minimum of 8 players is needed to form a team; teams will max out at 10 players.

Refunds will be NOT granted for players registered in Team Nikos off-weekend tournaments, except in the following cases.

If the number of players registered in a particular grade level is not sufficient to enter a team in the tournament, then and only then will a refund be issued to those players who had registered. In all other cases, players who are unable or choose not to attend a tournament after registering and being assigned to a team will not receive a refund.

Again, a minimum of 8 players are needed to form a team for an OWT. Teams are capped at 10 players maximum, and players are added to the team for their grade level* on a first-come, first-served basis. In the event that more than 10 players are registered for a particular tournament and grade level, a second team for that grade level may be added if enough players are registered. If there are not sufficient players registered to make a second team, any additional players over the capped number of 10 will receive a refund.

Existing Team Nikos club teams may sign up to participate together; however, in order to guarantee that they are registered as a complete team, a representative from the team (the Head Coach, Assistant Coach, Team Manager or other parent volunteer) must complete the online sign-up for the team. Full payment for the entire team must be received at least two days prior to the first day of the OWT.

By registering for an OWT, you are committing to having your child participate. If your child is placed on a team, he/she will be expected to participate; if he/she is not able to participate for any reason or chooses not to attend after being placed on a team, the registration fee will not be refunded.

*Team Nikos has the option to form "combo" teams of two consecutive grade levels (e.g. 3rd/4th grade, 6th/7th grade, etc.), as needed and/or appropriate, in order to form and/or accommodate a team of 8 to 10 players to attend an OWT. In this case, the combo team will customarily play in the upper grade division level, but it is not guaranteed.



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CLUB TEAMS

The number of club teams in our program will vary and depends on how many players are accepted into our program each season. Players are accepted based on skill level and their readiness to compete at the club level.

LEVELED TEAMS

In general, there will be anywhere from 2 to 6+ teams per grade level. The teams are leveled, and play in divisions according to their competitive level as a team:

- Elite – Open/Gold Divisions
- Black – Gold/Silver Divisions
- White – Silver/Bronze Divisions
- Blue – Bronze Divisions
- Grey – Bronze/Copper Divisions
- Green & all other teams – Copper Divisions

TEAM FORMATION

The following section is specific to when we begin our “full” season in the Fall, and applies to all new and returning players who register during August/September.

Once tryouts are complete and all players have registered for the new season, our players will participate in “Training Camp” for a period of 2 to 3 weeks. During this time, players are observed and evaluated by numerous coaches at all practices, Academy 2.0 sessions, and may even play in a tournament for in-game evaluation. This allows our coaches to determine the best fit for all players, given their talent and skill level, as well as their individual opportunities for playing time and development.

At the end of Training Camp, the Head Coaches in each grade level will meet to discuss team placement for each individual player. Several factors will be taken into consideration for placement, including (but not limited to) skill level, observed performance, position(s) played, coachability, etc. At the end of this meeting, the teams will be formed for the season (see also “Player Movement” section on page 12). Once all coaches have met for each grade level, emails will go out to the entire program with your team assignment, team roster and coaches’ information.

ROSTER SIZES

Roster sizes are not an exact science. There are many factors that can affect a team and the number of players it should carry on its roster. Team Nikos strives to have roster sizes that allow the utmost flexibility for the team as well as maximum playing time for each individual player. Our ideal target is to have 8 to 10 players on each roster. However, we reserve the right to have smaller or larger rosters, if a team’s situation requires it.



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CLUB TEAMS (continued)

PLAYER MOVEMENT

Coaches have the authority to rotate players up to a higher level team or down to a lower level team, if they have a sound and logical reason to do so. All player rotations are discussed in a roundtable meeting with the Head Coaches, the Coaches Director and the Director of Basketball Operations, and the Head Coach(es) presenting the change must present their case for the player rotation.

The ***primary goal*** for player rotations is to ensure that all players have their best opportunity to develop and improve their game over the course of the season. We are committed to seeing all players show clear and noticeable improvement, from the time the season began, up through the last game of the season.

The decision to move a player up or down a team is based on several factors, including (but not limited to):

- Skill (basketball skills, general athletic ability, court awareness and game IQ, etc.)
- Performance (working hard, doing everything they are supposed to do, being coachable, etc.)
- Player Development (overall basketball or position-specific skills, leadership skills, organizational skills, etc.)
- Consistency / Work Ethic (attendance, being on time, attention to detail, listening skills, attending optional trainings, etc.)
- Position(s) Played
- Opportunities for more playing time

It is important to note that kids develop at different rates and times, and that moving to a different team (whether up or down) is always a possibility for all players at any given time. Player evaluations continue to take place throughout the season, and a player can be moved to a different team at any time if it is deemed to be in his/her best interests.

We realize that moving teams can be a difficult transition for some players and parents. Please know that we are here to support you in any way that we can, and if there is anything we can do to help make a transition easier, please don't hesitate to contact us.

TEAM MANAGERS

Each team will have a designated Team Manager, who handles team paperwork and communications on behalf of the Head Coach. The Team Manager is generally a parent volunteer of one of the players on the team. Please be courteous to these volunteers and work with them to provide any information and/or paperwork they request from you.



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Codes of Conduct PLAYERS

As representatives of Team Nikos, we insist our players are polite, well-behaved, and respectful at all times. All Team Nikos players are expected to:

- Be a good sport (win or lose)
- Be honest, fair and always show good sportsmanship to all coaches, players, officials, parents and fans by demonstrating good sportsmanship at every game and practice.
- Learn the value of commitment to the team; attend every practice and game and will notify your coach if you must be absent.
- Put personal goals aside for the betterment of the team.
- Show courtesy and respect to teammates, opponents and coaches.
- Realize that athletic contests, including practice sessions, are educational experiences and opportunities.
- NOT engage in unsportsmanlike conduct.
- NOT engage in rude behavior.
- Treat everyone, including coaches, parents, players and officials, with respect, regardless of race, creed, color, nationality or gender.

Players and their parents are expected to take constructive criticism along with praise for a job well done, and be able to deal with both.

While the basketball we play will be taken seriously, the club recognizes there are things more important in life than sports. In terms of priority, family, religion and school work come first. However, if the Head Coach determines a player is not willing to put basketball above other recreational activities during the season, it could affect his/her playing time and/or status with the club. As a member of Team Nikos, we expect you to commit to the sport of basketball and your team as your first recreational activity and priority during the club season, unless otherwise discussed with the Director of Basketball Operations.



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Codes of Conduct PARENTS

Parental support and involvement in the club is essential. If your son or daughter is selected and chooses to commit to the Team Nikos Basketball Academy Club, parental commitment is a necessity. If a player is to make a quality commitment to the club and their team, the parents must see to it that the player attends all possible club and team functions (practices, meetings, games, team bonding events, etc.). We understand that there will be times when a scheduling conflict cannot be avoided and other, more important events must take precedence. The club requires your communication, planning, and understanding so that we can minimize such conflicts. It is the club's responsibility to present a periodic schedule to allow time for you to plan ahead. When a player or his/her parents have an unavoidable scheduling conflict, the club expects timely communication to see if any possible adjustments can be made. The team's Head Coach will consult with the Director of Basketball Operations, who will make final decisions on scheduling and adjustments, after careful consideration of individual member needs and those of the club and/or team.

SIDELINE COACHING

There will be NO coaching by parents from the sidelines – this is strictly enforced. No matter how good your intentions are, we insist there be no shouting instructions to your son, daughter and/or other players on the team, or shouting (complaining) to officials during games. Your vocal support and positive encouragement are welcome after a good play.

Players should only receive one set of instructions before, during, and after practices or games. For this reason, the club insists that the Team Nikos Coaches be the only voices at all games and practices. No one other than those listed on the official game roster may sit on or near the team bench before and during games (please respect the space and privacy necessary for the coaches and team to carry out their game responsibilities).

In addition, parents are expected to model positive behavior and good sportsmanship when on the sidelines. You are expected to REFRAIN at all times from negative behaviors such as the following: yelling at the referees and officials, heckling players on the other team, yelling at/verbally criticizing players on your child's team or the opposing team, booing, taunting, using profanities or foul gestures, or cheering for rough play.

Parents must understand this and conduct themselves in a manner consistent with a healthy team environment. Remember, playing only to win without taking healthy club, team, and player growth into account will not result in a solid foundation upon which your son or daughter will be prepared for achieving positive results.

Parents are always encouraged, at the appropriate moment and time, to feel free to communicate and/or ask questions about your child (or children) and their basketball growth (see "Team Nikos Open Door Policy" on page 15). Please take the initiative to encourage your youth athlete to speak up and communicate for themselves whenever possible. We will instruct your son or daughter to ignore adverse conditions such as poor officiating, obscenities, rough play, negative behavior by opponents or parents, and general poor sportsmanship directed at them.



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Codes of Conduct PARENTS (continued)

POSTING OF PHOTOGRAPHIC IMAGES AND VIDEO TO SOCIAL MEDIA

As parents, we understand the desire to take photos and/or video of your child during games. With the increasing number of smartphones on the market and never-ending availability of social media outlets and the internet, the immediacy of being able to share photos and videos is staggering. IF you decide to post any photos and/or video from tournaments in which Team Nikos participates, we ask that you PLEASE consider the following before hitting the “post” button:

- Does the photo/video represent the subject matter (child or children) positively or negatively?
- Does the photo/video indicate anything that could be seen as inappropriate or inciting anger by other people, programs and/or organizations?
- What is the purpose of the posting? Is it to share a moment of good sportsmanship, highlight a great play, or recognize a success? Is it to brag, or could it be seen as bragging? Is it to shame or punish?

In the end, does the post represent our players (and therefore our families and our program) and/or other basketball programs and their players in a positive light? If the answer to this question is “no”, we ask that you please refrain from posting. Also, we ask that parents ALWAYS bear in mind, first and foremost, the safety, security and privacy of our Team Nikos players and families when posting to social media and always refrain from including player names in your posts.

That said, if you have a great photo or video that you want to share and you are uncertain whether or not you should post it yourself, you can send it to our Social Media and Marketing Director who has the authorization to post acceptable content to our Team Nikos social media accounts.

TEAM NIKOS OPEN DOOR POLICY

Team Nikos coaches all have an open-door policy, and encourage parents to contact them with questions, concerns and/or feedback. **However, if you feel that you have a strong concern about your son/daughter or your team during or immediately after a game or tournament, we ask that you please honor a waiting period of 24 hours before initiating a conversation with your child’s coach (i.e., the “24-Hour Rule”).** Coaching any game, particularly one of high intensity, requires a lot of mental focus and concentration on the part of the coach. Our Team Nikos coaches perform their jobs with great passion and enormous energy – they literally put their “all” into every game. Likewise, Team Nikos parents also have a tendency to be emotionally invested in the games. Please consider the need for all parties to have adequate “downtime” after a game and/or tournament before discussing any concerns you may have.



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Codes of Conduct COACHES

The coaches for Team Nikos Basketball Academy are instructed to conduct themselves first as teachers, and second as basketball coaches. *Nothing positive will come of club efforts if our players grow to become world-class players, but do not know how to conduct themselves as positive successful human beings both on and off the court. In this regard, you should expect Team Nikos coaches to conduct themselves as positive role models and provide examples of appropriate behavior.*

Our coaches recognize they are dealing in an important way with young people and cannot overlook the impact they have on their players' lives. Coaches are responsible for the conduct of the team on and off the court when the team is together and part of club events.

Players and parents should expect honesty, consistent communication, and reliability from the coach.

The Head Coach and Assistant Coach will attend practices and coach the team during games. In situations where scheduling conflicts do occur (and they will), the Head Coach may designate the Assistant Coach or another member of our club coaching staff to cover a particular practice or game with final approval of the Coaches Director. There will be times when teams of an appropriate age level may be asked to be in charge of itself so that the team and its players grow in leadership, maturity, and responsibility.



Disciplinary Actions

Our attempt with this section is to present in clear detail exactly what will be expected of you and what you can expect of the club, the team, and the club coaching staff in a disciplinary situation. If you are uncertain as to what is expected, it is your responsibility to ask your Head Coach. Knowing and understanding these things will make your participation a positive experience for your player as he/she develops to the highest level. The club has high expectations for our teams, coaches, players and parents, both on and off the court. These expectations are really the rules, regulations, and policies for the Team Nikos Basketball Academy. So that players and parents in our club can get the maximum benefit, the club requires that all players and parents abide by club rules, regulations and policies.

If disciplinary actions are necessary, the following steps may be taken:

- I. Step I: Intervention at the player level. The Head Coach and/or Coaches Director will discuss the problem directly and privately with the player with the expectation that the problem will be corrected immediately. If the problem continues, escalation to Step II will occur:
- II. Step II: Intervention at the parent level. A meeting between the Head Coach and/or Coaches Director and the player's parents will be conducted to discuss the failure of the player to correct the problem on his/her own. If the problem still continues, escalation to Step III will occur:
- III. Step III: Temporary suspension of the player. The specific terms of the suspension will be determined on a case-by-case basis, depending on the exact circumstances and severity of the problem at hand. Terms will include length of the suspension and level of involvement, if any, in practices, academies, games and/or tournaments. If this still fails to resolve the problem, escalation to Step IV will occur:
- IV. Step IV: Removal from the Club. If the situation warrants, the Coaches Director may recommend to the Board of Directors that the player be removed from the club. The Board of Directors will notify the parents of the Coaches Director's recommendation. The parents of any player recommended for removal from the club may request to meet with the Board of Directors, the Coaches Director and the Director of Basketball Operations. There may be problems or circumstances that warrant the Team Nikos Board of Directors' need to take immediate action. The Team Nikos Board of Directors, at their sole and absolute discretion, will determine which problems and circumstances will require their immediate action. Problems or circumstances may include, but not be limited to: member misconduct (whether player, parent, coach, assistant coach, official or officer). Should the Team Nikos Board of Directors find the conduct of any member detrimental to the best interests of the Club or to the purpose for which the Club has been formed and/or to the interest of basketball, the Team Nikos Board of Directors may take such action as they determine reasonable, applicable, and appropriate; including but not limited to suspension from or removal from the Club. Such action shall require the vote of a majority of the Team Nikos Board of Directors.

NOTE: Depending on the severity of the problem or situation, the Coaches Director and Director of Basketball Operations, in their joint discretion, may choose to take any of the above Steps (I through IV) immediately. In other words, the escalation process is not in any way a guarantee that it will proceed exactly as outlined above.

Our desire is to work in a positive and constructive way with our players. Everyone has problems from time to time, and the club will make every effort to work with a player and his/her parents to help resolve any problems. After exhausting all effort to solve a problem, the club will be left with little choice other than to pursue the disciplinary actions as outlined above.



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Absence Policy

Learning teamwork and a team spirit is an important aspect of club basketball (as with all team sports), and it takes a serious commitment to your team by all parties in order to be successful at the club level of competition. As such, it is an important aspect of your commitment to your coaches and teammates to be present for the majority of practices and games.

*The following reasons for missing a practice, game or tournament are considered **EXCUSED** absences:*

- *Emergencies*
- *Illness*
- *Family Obligations (i.e., immediate family)*
- *Religious Observations*
- *School*
- *Multi-Sport* schedule conflicts*

*All other reasons for being absent are considered **UNEXCUSED** and will be subject to the following consequences:*

<u>TYPE OF ABSENCE</u>	<u>CONSEQUENCE</u>
1 unexcused missed practice.....	1 st half of next game on the bench
2 unexcused missed practices during the same week	No play during next tournament
1 unexcused missed game during a tournament	No play for the rest of the day (or first game of the following day)
1 unexcused missed day during a tournament weekend.....	No play for the rest of the tournament
2 <i>excused</i> absences during the same week.....	Player will not be eligible to start at the next tournament

Consequences for absences in most cases will be dealt with by the Head Coach. Of course, certain circumstances may necessitate exceptions, in which case the Head Coach will consult with the Program Manager to order to determine the best course of action.

*MULTIPLE SPORT ATHLETES

Multi-sport athletes are always welcome with Team Nikos, and we do our best to work with you and your team in order to make it good and positive experience for all parties. We ask that multi-sport athletes enrolled in our program attend a minimum of one (1) practice per week and one (1) Academy per week during the season of their other sport (if this proves difficult, please discuss alternate arrangements with your Head Coach to ensure you are getting a chance to work on your basketball skills and learn team plays). We also ask that multi-sport parents advise their Head Coach and Team Manager of their game times and schedules with their other sport(s) with as much advance notice as possible, so that we can do our best to try to minimize your conflicts during basketball tournament weekends.



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Injury and Concussion Protocol

Player safety is of utmost concern and importance at Team Nikos. To this end, we have instituted this Injury and Concussion Protocol in order to ensure player safety at all times.

This protocol shall apply to all Team Nikos-related activities, including (but not necessarily limited to): practices, Academy 2.0 sessions, tournament games, off-weekend tournament (OWT) games and camps.

If a player should suffer an injury, he/she will be removed from play immediately and first aid will be rendered as needed/appropriate by a Team Nikos staff member who has a current CPR and First Aid certification, or by a medical professional on site if there is one contracted to provide services at any given tournament. The player's parents will be contacted by phone if they not present on site, or the player's emergency contact on file if a parent cannot be reached. If the injury requires the attention of a medical professional, the parent or emergency contact will need to transport the player to the nearest urgent care or emergency room and/or follow-up with the player's primary care physician at their nearest convenience. In the event of a severe injury requiring immediate medical attention, 911 will be called first, and then a follow-up call placed immediately to the parents or emergency contact.

In all cases of injury, a Team Nikos Injury/Incident Report will be completed and retained on file.

If the injury involves the player's head, Team Nikos staff will follow additional **concussion protocol** in addition to the standard injury protocol detailed above. This includes observing the player for the following signs (as detailed by the CDC's Heads Up campaign):

- Appears dazed or stunned.
- Forgets an instruction, is confused about an assignment or position, or is unsure of the game, score or opponent.
- Moves clumsily.
- Answers questions slowly.
- Loses consciousness (even briefly).
- Shows mood, behavior or personality changes.
- Can't recall events prior to or after a hit or fall.

The player will be removed from play and the parents or emergency contact called, and concussion information will be provided to the parent or emergency contact. The player will not be allowed to resume any Team Nikos activity until they are cleared by a medical professional. A note signed by the medical professional clearing the player to return to normal activity must be presented to Team Nikos administrative staff before the player will be allowed to return to any Team Nikos activities. If the injury should occur at a tournament where there is contracted medical staff on hand to treat athletes, their assessment and clearance shall suffice as medical clearance to allow the player to return to play.

All parents are required to read our Team Nikos Basketball Academy Concussion Information Sheet at the beginning of each season, review it with their child(ren), and sign in agreement that they have done so.



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Payment, Refund (Drop) and Injury Policies

PAYMENT POLICY

INITIAL PAYMENT

An initial payment is due at or prior to the Mandatory All-Player and Parent Registration and Welcome Meeting. Payments made by check and/or cash may be collected on the night of this meeting. If payment was made online, a copy of the paid receipt (or email confirmation of payment) shall be turned in at or prior to the meeting.

INSTALLMENT PAYMENTS

Installment payments, if applicable, are due on or before the dates identified on the payment schedule in this packet. All installment payments are to be made via automatic recurring credit card authorization – you must sign and submit this authorization with your registration. Alternate payment plans require approval.

LATE PAYMENT FEES

A \$25.00 late payment fee will be assessed each time a payment is made past the payment due dates identified in the payment schedule in this packet, or past the due dates in any approved alternate payment plans. This fee will be strictly enforced.

PAYMENT DEFAULT

Any player is considered “in default” when payments are delinquent 3 or more days. Any player delinquent in club and/or team dues will be notified by the club; players will be prohibited from participating in any club activities and competition until their account is brought current; membership privileges may be revoked if the account is in serious arrears (30+ days past due).

REFUND (DROP) POLICY

No refunds will be granted to players who drop out during their one-year commitment to the club. In order to maintain a high-caliber program dedicated to developing skilled basketball players, we expect players to commit to a full season (minimum of 6 months for multi-sport athletes). Dropping out of the program early is disruptive to the other players and team process; therefore, refunds are not generally given. Should a family have an unavoidable need to exit the program, a refund request would need to be put in writing for board approval. Approval is not guaranteed, but is based on the board’s consideration of all factors. Should a refund be granted, it will be pro-rated and exclude the non-refundable deposit. Approved refunds will only be paid out once the vacated roster spot has been filled and the new player’s dues have been paid.

INJURY POLICY

In order to receive a partial refund of dues paid, a player must have missed 4 or more months of the club season and provide a doctor’s note (the high school season does not count as part of the club season). Refunds will be paid as follows:

- \$500.00 if a player misses 4 months
- \$100.00 for each month thereafter, not to exceed \$400.00

Total Refund Possible: \$900.00 for eight months of missed games and practices due to an injury.



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Tuition Assistance

For families interested in applying for Financial Aid or Alternate Payment Plans, please email our Program Manager, Carol Miller (carol@teamnikos.com) for an information packet and application.

FINANCIAL AID

Families facing difficulties in paying their club dues may apply for financial aid within three (3) business days of submitting their online club registration. Parents will be required to fill out the Team Nikos Basketball Academy ("TNBA") Financial Aid Application and provide all requested financial information. The TNBA Financial Aid Committee, at their sole and absolute discretion, will either approve or deny the request for financial aid within five (5) business days of receiving the application and any additional information requested of the family.

If a family is approved to receive financial aid, their agreement will require that the family help offset their reward amount by performing a specific number of monthly volunteer service hours.

ALTERNATE PAYMENT PLANS

Alternate payment plans may be available for families who are unable to meet the payment schedule option detailed in this packet. Families must request an alternate payment plan within three (3) business days of submitting their online registration by submitting in writing the terms of the payment plan they are requesting. The Accounting Department will either approve or deny the request for an alternate payment plan; such approval or denial will be at the sole and absolute discretion of the Accounting Department, and will be made within five (5) business days of receiving the request. If the Accounting Department denies the request for an alternate payment plan, the family will be required to make payments according to one of the payment schedule options detailed in this packet. If the Accounting Department approves the request for an alternate payment plan, the family will be required to make their payments according to the agreed-upon plan and any late payments will be subject to the Late Penalty and Payment Default provisions listed above.

All Alternate Payment Plan installments must be made via automatic recurring monthly credit card payments; you will be required to sign a credit card authorization form to set up the payments.

Families applying for financial aid or alternate payment plans must pay 100% of uniform/gear package and 100% of per diem fees upon registration.

*****PLEASE NOTE THAT ALL INSTALLMENT PAYMENTS MUST BE MADE WITH AN AUTOMATIC RECURRING CREDIT CARD AUTHORIZATION.*****