

East Bridgewater Youth Soccer **Association Bylaws**

I. Name

- 1.1 The organization shall be known as East Bridgewater Youth Soccer Association, Inc., here-in referred to as EBYSA.
- 1.2 The mailing address of the association be P.O. Box 79 East Bridgewater, MA, 02333

II. Mission Statement

- 2.1 Our mission is to promote the game of soccer, at all levels, for the youth of East Bridgewater. We will do this by providing all an equal opportunity to participate, providing instructions for players, coaches, assistant coaches and parents. Also, providing proper fields and equipment in which all have access, to learn and enjoy the game of soccer through the development of individual skill, fitness, teamwork and fair play.
- 2.2 The most important value of the organization is that children should have fun through learning the sport of soccer.
- 2.3 Passion for Soccer-"love of the game" is a specific goal for the program.
- 2.4 Any and all decisions made shall be for the good of the organization as a whole, with individual teams and persons being of secondary importance.
- 2.5 EBYSA demands the highest level of ethical standards of behavior for all club, officials, coaches, players, parents and spectators.

III. Participation

- 3.1 Participation in the fall program shall be open to any child who is a resident of East Bridgewater and who will attain the age of five (5) years during the year of play and will not have attained the age of fourteen (14) by August 1st of the year of play, provided there are sufficient number of registrants in a given division to form a sufficient number of teams within the division as shall be determined by vote of Board

of Directors. Participation in EBYSA includes the TOPS Soccer program.

- 3.2 Participation in the spring program shall be open to any child who is a resident of East Bridgewater meeting the age criteria as set by the South Shore Soccer League. Priority will be given to players who have participated in fall program.
- 3.3 Any EBYSA member, a minimum of two years participation, who moves out of the Town of East Bridgewater may be "grandfathered" and allowed to continue in the association for the Fall Program. Participation in a spring program shall be governed by the Rules of the MYSA (Massachusetts Youth Soccer Association) sponsored leagues. The internet link to the MYSA Constitution and By-Laws is http://www.mayouthsoccer.org/download/662_c_b_2008_version.pdf.

IV. Board of Directors

- 4.1 The affairs of the league shall be managed by a Board of Directors consisting of elected members (Executive Board) and appointed directors (Appointed Board positions by President with Executive Board advice and consent). Subject to limitations by these Bylaws the Board shall have the responsibility and authority to;
 - 1) Conduct, manage and control the affairs of the league including employment of all independent contractors.
 - 2) Monitor and approve the collection and disbursement of funds.
 - 3) Review and approve all contracts, leases, promissory notes and other written investments.
 - 4) Determine league policies procedures and rules.
 - 5) Resolve issues and disputes, authorizing and disciplinary actions.
 - 6) Appoint committees as may be necessary from time to time consisting of such numbers of directors or members with such powers as it may designate consistent with those bylaws.
 - 7) Exercise all other powers granted by the Board by these Bylaws.
- 4.2 The elected membership of the Board of Directors shall consist of up to six (6) members (Executive Board) with voting rights. These positions are voted on by association members, who have general meeting and voting privileges. The final Board positions are appointed by the President with the advice and consent of the Executive Board. All appointed positions by the President have voting privileges.
 1. President-Executive Board
 2. Vice President-Executive Board
 3. Secretary-Executive Board

4. Treasurer-Executive Board
5. Registrar-Executive Board
6. Purchasing Agent-Executive Board
7. Field Manager-Appointed By President with E Board
8. Referee Coordinator-Appointed By President with E Board
9. Instructional Coordinator-Appointed By President with E Board
10. Special Events Coordinator-Appointed by President with E Board
11. Snack bar Coordinator-Appointed By President with E Board
12. South Shore League Representative-Appointed By President with E Board
13. Past President-
14. Fall Travel Coordinator-Appointed By President with E Board
15. Special Assistant to the league-Appointed By President with E Board
16. Tournament Director-Appointed By President with E Board

- 4.3 The term of office of the elected members of the Board is two (2) years commencing the May 1st after the November meeting election. The Board shall have positions open for election annually.
- 4.4 The President may nominate individuals as necessary for non-elected positions of the Board of Directors (see 4.2) that report to the Board. These positions may include coordinators and committee chairpersons that are needed to effectively run the organization. The Vice President shall serve as the Chairperson for all committees whenever possible.
- 4.4.1 The term of office for these appointed positions ends with the appointing President's term of office.
- 4.4.2 Executive Board members may assist the President in nominating these appointed positions
- 4.5 Appointed Board positions may be filled by Executive Board members with a quorum at a general meeting.
- 4.6 The EBYSAs should post on its website on an annual basis, a summary balance sheet of its financial activity for the prior fiscal year.

V. Duties of the Board of Directors (BOD)

- 5.1 The BOD will be accountable to do the following:
- a. Establish goals, plans and strategies to fulfill the mission of the EBYSAs
 - b. Establish and monitor the operating policies of the Association.
 - c. Establish and monitor the financial plans and policies so as to ensure the fiscal well being of the Association.
 - d. Acquire and provide equipment and fields necessary for teams to compete.
 - e. Support and encourage the participation of teams in tournaments and other soccer related activities.
 - f. Serve as the final Board of Appeals for any disputes, complaints or problems.
 - g. Recruit volunteers routinely in order to keep the organization healthy.

5.1. Board of Directors

5.1.1 The following officers are elected by association members who have general meeting voting and election privileges (See section on Membership and Nominations & Elections).

5.1.2 The Board of Directors shall consist of a President, Vice President, Recording Secretary, Treasurer, Registrar and Purchasing Agent.

- (A) **President**- Shall preside at all meetings of the Association. He/She shall appoint all committees with the advice and consent of the executive board to represent the association. There shall be an executive officer member at all the committees with the right to participate and vote. They shall see to it that all the decisions and by-laws of the association are carried out. They shall submit a written report of their yearly term in office at the close of the fall season during the next regular meeting.
- (B) **Vice President**-Shall perform the duties and responsibilities of the President in their absence. They shall act as coordinator of the work of all committees and see to it that they carry out their purpose and functions. They shall be responsible for securing and scheduling the necessary times and locations for all practices and games.
- (C) **Recording Secretary**-Shall keep the minutes of all meetings of the association. They shall read the minutes pertaining to the previous meeting. Minutes shall be distributed to all appropriate parties. They shall attend to all correspondence of this association. They shall be the official keeper of the records of the association. They will schedule all meetings for the upcoming year in November and responsible for securing meeting places, times and notification to all who may be interested in attending league meetings. The accepted minutes of past Board meetings will be made available to the membership and should be posted as soon as possible on the EBYSA website. They shall post a copy of the most recent EBYSA By-Laws on the EBYSA website and/or make the By-Laws available upon request.
- (D) **Treasurer**-Shall pay all bills passed upon and approved by the association and lawfully authorized by the President. They shall keep a record of all finances of the association and give such a report at each scheduled meeting. They shall be prepared to submit to the membership upon majority vote of those present and voting at a regular meeting all financial records of the association as requested. They shall be

parliamentarian of the association and shall implement the five (5) minute rule when appropriate. They shall make an annual report of their expiring term at the annual meeting.

(E) **Registrar**-Shall be responsible for the creation of teams fall/Spring following the team forming process. They will see to it that an evaluation form is completed by all coaches regarding all players. They shall set up registration dates and forms for the fall and spring seasons. Spring player registrations are to be completed by the summer months. Anyone signing up after the final registration date shall be placed on a waiting list. They are also responsible for maintaining a record of standing during the spring season. They are to schedule a spring coaches meeting after all spring coaches are selected. The purpose of this meeting is to review all spring rosters and policies for spring.

(F) **Purchasing Agent**-Shall be accountable for all purchases of equipment and supplies for the association. They shall recommend any equipment or supplies as they feel are required for the successful operation of the association. They shall submit a report to the BOD which includes a total list of equipment and supplies purchased and inventoried at the regular meeting. They will be responsible for the collection and distribution of the association equipment.

5.2 The following non-elected positions of the Board of Directors are appointed by the President with the advice and consent of the Executive Board.

5.2.1 Each of these positions expires at the end of the President's term of office.

5.2.2 Each of these positions has Board of Director, general meeting and election voting privileges.

5.2.3 These appointed positions include; Field manager, Referee Coordinator, Instructional Coordinator, Special Events Coordinator, Snack bar Coordinator, South Shore Representative, Past President, Spring and Fall Travel Coordinator, Special Assistant to the League and Tournament Director.

(A) **Field Manager**-Shall be responsible for the upkeep and maintenance of all the fields and field equipment used by the association. They shall be responsible for setting up the fields of play and the decision to cancel games, in cooperation with the President, because of weather or field conditions. They have voting privileges.

(B) **Referee Coordinator**-Shall be responsible for securing and scheduling qualified officials for all games. They shall be responsible for setting up and conducting Referee clinics made available through the association.

They will submit to the treasurer a bill listing referees and games worked for payment. They have voting privileges.

- (C) **Instructional Coordinator**-Shall be responsible for selecting coaches, forming teams, organizing and conducting the instructional program with the Board of Directors approval for both the fall and spring seasons. They have voting privileges.
- (D) **Snack bar Coordinator**-Shall be responsible for all snack bar operations. They shall keep an account of all purchases and sales and shall submit a monthly statement to the treasurer. They will submit a report at the regular meeting. They have voting privileges.
- (E) **Special Events Coordinator**-Shall be responsible for extra activities of the association. Their responsibilities shall include but not be limited to picture day, coaches' clinics, fundraising and summer camp(s). They have voting privileges.
- (G) **South Shore Representatives (3) positions**-Shall attend all South Shore League meetings and will advise the board of all pertinent information. These representatives are appointed by the President with Board approval and they have voting privileges. These representatives are appointed yearly by the President prior to the SSSL meeting, which takes place in September.
- (H) **Past President**-Shall work with the "new" President as needed and has voting privileges. Their term shall consist of one (1) year. They have voting privileges.
- (I) **Fall Travel Coordinator**- Shall be responsible for coordination of any coach or player that has expressed interest in competing in any fall travel league. They are responsible for presenting to the board a list of coaches that have expressed an interest in coaching fall travel, for the board's approval. They are responsible for insuring all EBYSA rules and policies are adhered to. They are to act as fall travel scheduler. The coordinator is appointed by the President, with board approval. He/She shall assist all Travel Team coaches in obtaining, at a minimum, a Class G Coaching License. Assist in securing Assistant Coaches for all teams. They have voting privileges.
- (J) **Special Assistant to the league**-Shall be available to assist the board in the day to day operations of the league. Responsible for seeking out potential ways to improve the league and it's offerings of opportunities for the youth of East Bridgewater. They shall be responsible for extra activities of the association, to include being the coordinator of special events, picture day, coaches' clinic, fundraising, and summer camp. They are appointed by the President with board approval and they have voting privileges.
- (K) **Tournament Director** (for all tournaments held in East Bridgewater)- They

are responsible for all non-EBYSA league controlled activities in town. They will coordinate all tournaments activities that the board agrees to participate in. Appointed by the President with board approval and has voting privileges.

- 5.4 The Board of Directors shall consist of all elected Executive Board and Appointed Board officers. Any officer absent from any three (3) consecutive meetings will forfeit his position. In the case of death, resignation, or forfeiture of any officers the vacancy shall be filled by special election at any regular meeting. Nominations to fill such vacancy any be made from the floor and voting may take place in accordance with the 30 minute voting rule.

VI. Membership

- 6.0 Association membership is open to all persons actively participating in the soccer program in any capacity and to all parents of the youths that are actively participating in the program. Members have the right to discuss any issue at the regular meetings of the association.
- 6.0.1 All members in good standing and who are of legal age are entitled to one (I) vote, if prior to same vote, he/she has attended at least 3 general meetings within the prior calendar year.
- ***This 3 general meeting attendance requirement shall not take effect until this By-Law Amendment has been in effect for 6 months***
- 6.0.2 This voting privilege shall include voting at general and special association meetings and in annual elections.
- 6.0.3 No member of this association shall make any statement in public as an opinion of this association and should not give the impression that they reflect the opinion of the association.

VII. Nominations and Elections

- 7.1 Nominations for office will be accepted at the October general meeting. This slate of nominees shall be voted on at the annual association meeting in November.
- 7.2 Voting shall take place by a secret ballot. All Board of Director members (Executive Board and Appointed Positions) are eligible to vote. Any other qualified association member, who has attended at least 3 general meetings within the prior calendar year, is also eligible to vote.
- 7.2.1 The Secretary shall maintain a record of all members in attendance at general meetings and shall make said record available for any dispute related to a

member's right to vote in conjunction with the Registrar's records.

- 7.2.2 The candidate receiving the majority of those voting using the single transferable vote, shall be declared elected to the respective offices to which they were nominated.
- 7.2.3 Elections will be open for thirty (30) minutes. Winning candidates shall take office on May 1st of the following year. Any contested office shall be voted on by secret ballot method.
- 7.3 Officers may serve up two (2) consecutive two (2) year terms, but they must vacate that position for one (1) year before being elected to that position again, unless no others volunteer to assume the position. A term will cover the fall and spring seasons.
- 7.4 In the case that a vacancy exists on the Board the position may be filled prior to the next meeting. A person may be nominated for the open position by a Board Member. A majority vote by the Board of Directors is needed before an individual may fulfill the open position's term.
- 7.5 Any Board Member may resign at any time by giving written notice to the entire Board of Directors. Such resignations shall take effect immediately, or if the Board agrees at a future date. Additionally, a Board Member may be removed from their position with or without cause at a regularly scheduled meeting of the Board. In order to be removed a majority of the Board must vote for removal. The removal of any Board member must be in accordance with association Grievance/Disciplinary By-Laws.
- 7.6 In the event that the President's position is vacated, the Vice-President will succeed to this position through the end of the President's existing term. In the event of additional vacancies the order of succession shall be Registrar, Secretary, Treasurer, and then any other member in order of Seniority, unless circumstances force them to decline the position.

VIII. Meetings

- 8.1 Roberts Rule of Order will govern all association meetings.
 - a) There will be a least one (1) regular scheduled general meeting a month on the association. The meeting in November will also include elections for the following years Board of Directors.
 - b) There will also be two (3) mandatory coaches meetings scheduled, one which will be in the fall season, one at the end of the fall season, and one mandatory coaches meeting before the start of the spring season.
 - d) The time date and location of the monthly Board of Directors meetings will be available to membership. A quorum at a Board meeting shall consist of a majority of the Board of Directors in case of an excused absence. A quorum shall mean the majority of the remaining members. The order of business will be:

- 1) Previews Review minutes
- 2) Old Meeting
- 3) Treasurer's Report
- 4) President's Report
- 5) Vice-President's Report
- 6) Registrar's Report
- 7) Other Board Member/Committee/Coordinators Report
- 8) New Business
- 9) Discussion
- 10) For the "Good of the Game"
- 11) Adjournment

c) The Board of Directors through the President may extend invitations to non-members to attend meetings.

d) A majority of members of the acting Board of Directors will constitute a quorum at all Board of Directors meetings. A majority of votes cast shall decide all questions except amendments to the bylaws.

e) All general meetings shall be open to all members other than those selected to Board positions. They may not participate in any discussion or deliberation unless authorized by a majority of the attending Board members. Members shall be able to express themselves during a period of time set aside for the "Good of the Game".

f) The Board of Directors may, with the approval of the majority of the Board, adjourn a meeting to enter executive session. Executive session may be used to discuss and vote on subjects requiring confidentiality, such as personal matters, litigation or business of a similar nature. The nature of any business to be considered in executive session shall be first announced in open session.

g) The Procedures and debate shall be in accordance with the rules of parliamentary law commonly known as "Robert's Rules of Order Newly revised". Link; <http://www.robertsrules.com/>

h) The Board of Directors will meet once a month whenever possible. The date of each meeting shall be announced at the preceding regular meeting and a notice shall be placed in the local paper and/or posted on the EBYSAs website.

i) Special meetings may also be called by the President with approval of two (2) members of the Executive Board or by a majority vote of those present at a regular meeting. Only that business included in the call for the special meeting may be taken up at such a special meeting.

j) Voting members at the November meeting shall consist of association

members who qualify for voting privileges (i.e. have attended at least 3 general meetings within the prior calendar year) and all members of the Board of Directors.

8.2 Amendments to the By-Laws may only be made once per year, at the July meeting. Suggested changes for the By-Laws should be presented for discussion at the June meeting prior to the July amendment meeting. A 2/3rd's vote of the eligible voting privileged members shall approve or deny any By-Law changes and/or amendments.

8.2.1 Only for purposes of creating the above clause limiting and determining when By-Laws may be changed and/or amended, By-Law changes will be posted on the EBYSAs website after discussion and voting at the December 2008 general meeting. These proposed changes which will be voted upon at the January 2009 meeting. The By-Laws as voted by a 2/3rd's vote of the membership will then take affect immediately.

IX. Fall Program (In-House)

9.1 The fall program shall be primarily an In-House program. Teams will be fielded in the girls and boys divisions as coaches, fields and equipment allow. All attempts will be made to accommodate all players who have registered. The goal of the fall program will be to equalize the levels of competition for play In-House.

9.2 The fall program will run on Saturdays and/or Sundays, from September through November. Matches will be low key with emphasis on teaching the correct way to play the game of soccer. The virtues of Sportsmanship and fair play are to be stressed.

9.3 EBYSAs Board of Directors, including the Registrar are responsible for the final decision and execution of the fall program. Any matters of policy or direction shall be their responsibility.

9.4 Uniforms

- a. Shin guards are mandatory during practice and games.
- b. Shirts are provided by the EBYSAs.
- c. Molded turf shoes, rubber cleats or sneakers are required.
- d. Safety glasses are strongly recommended for those who wear glasses.
- e. No Jewelry is to be worn on the field.

9.5 Duration of the game

Age Group	Periods of Time
Co-Ed age 6	TBD
Boys and Girls U8	4-10 min quarters
Boys and Girls U10	2-20 min halves
Boys and Girls U12	2-25 min halves
Boys and Girls U14	2-25 min halves

NOTE: No Game will be forfeited do to a shortage of players.

9.5 Expectations of Coaches

- a. Promote good sportsmanship
- b. Do no tolerate un-sportsmanship by coaches, players or spectators
- c. Promote good soccer through the development of ball and game skills.
- d. Maintain accurate rosters and player ratings.
- e. Schedule at least one practice per week.
- f. Ensure that all players play at least 50% of every game.
- g. Under 10 and 8 divisions - It is mandatory that all players learn all positions including goalie. Players should be rotated quarterly, including the goalie.

9.6 Participation

9.6.1 Players are expected to participate in practices and games. Parents are expected to participate by insuring that their players are on time and picked-up on time for games and practices and that they have their equipment with them. If a player can not be present for a scheduled practice or match the coach should be notified in advance.

9.6.2 Parents should support the coach and promote good sportsmanship. If problems should arise involving a coach, parent and/or player, that can not be mutually resolved they should be brought to and resolved in the following manner:

- a. Coach speaks to parent, if it can not be resolved
- b. Coach speaks to registrar, if it can not be resolved.
- c. Registrar speaks to parent, if it can not be resolved
- d. Registrar speaks to Vice President.
- e. Vice President submits recommendation to Board of Directors.

9.6.3 All persons including coaches involved with players during practices or

games must have filled out MYSA Kid Safe required forms.

- 9.6.4 Parents/guardians are required to remain at practices and game times or to appoint a responsible adult to be present.
- 9.7 Fall In-House games take priority over Fall Travel games. In order to participate in Fall Travel games the participant must be enrolled in the Fall Program and must play in the Fall games if a scheduling conflict arises.
- 9.8 Fees
 - 9.7.1 Fees for participation shall be decided and set by the Board of Directors and shall be due and payable at registration.
 - 9.7.2 The Board, by vote, will determine if any late fee will be assessed to person's registering after the last night of registrations. Once a fee is set all players registering after the last registration night will be required to pay the fee, the late fee amount will be deposited into the general fund.
 - 9.7.3 Sign-ups after July 1 will be placed on a waiting list based on availability, with no guarantee of being placed on a team.
- 9.8 Coaches
 - 9.8.1 All volunteers that are interested in coaching will be required to complete a coaching application and sign the coach's code of conduct. It is the coaches' responsibility to ensure that he/she signs the coach's code of conduct. This application must be completed before the start of each season and will be due by the registration deadline for that season. The Board of Directors will then vote among the applicants to assign people to the teams at the various age levels and divisions of play. If all applicants are deemed unacceptable other applicants will be recruited.
 - 9.8.2 As a general guideline the Board of Directors will be looking for prospective coaches that have good character, ability to motivate and make soccer fun, licensing or other training, teaching ability, soccer experience/knowledge demonstrated success in supporting the goals of EBYS or other sporting programs with similar values organizational skills and commitment. Beyond these general points the Board of Directors will evaluate the applicants based upon the below listed criteria
 - 9.8.3 In the case of an overabundance of coaches the criteria to be followed by the Board of Directors in no particular order is as follows:
 - a. Previous coach in an age group
 - b. Incoming coach to a division from any division
 - c. Previous assistant coach in an age group
 - d. Incoming assistant coach to a division
 - e. Interested parent

- f. Spring coaching experience (Division 1 or 2)
- g. Coaches license
- h. Years coaching
- i. In Good Standing with the league
- j. Their willingness to conform to these bylaws and the goals of the league.

9.9 Coaching Guidelines

- 9.9.1 Appoint a parent who is interested in helping to act as a team parent. This person should assist you by:
 - a. Calling players if a match is canceled
 - b. Calling players for practices
 - c. Setting up schedule for bringing water and/or oranges
- 9.9.2 Standings will not be kept for In-House leagues to discourage the "win at any cost" syndrome and to encourage the instructional element. Remember this is a volunteer program with people trying to do their best. The idea is for the matches to be enjoyable while players develop their skills.
- 9.9.3 The President is your contact person for questions, suggestions, game cancellations, etc.
- 9.9.4 Coaches will not discriminate against players based on their race, ethnicity, gender, religious affiliation or ability. Coaches will not use language that is offensive or derogatory to a person's race, ethnicity, gender, religious affiliation or ability.

9.10 Play Time Rules

- 9.10.1 All In-House Fall and Instructional Spring players must play at least 50% of all games played.
- 9.10.2 All Travel Team players, if promoting teamwork, dedication, and show commitment to the team, shall play a minimum of 25% of all games in which they participate in league games and/or while wearing the EBYSAs colors/uniform, using the EBYSAs team names and/or if participating in patch tournaments.

X. Rules of the Association

- 10.1 **FIFA/USSF rules shall govern play for EBYSAs unless otherwise stated herein.**
- 10.2 Tournament Play: Qualifying competitive East Bridgewater teams may participate at leagues "Championship" or "Friendship" Tournaments.

10.3 Non-Organization Sponsored Tournaments:

10.3.1 Any EBYSAs coach desiring to take his/her team to a tournament will do so totally at the team's expense. Teams of predominantly EBYSAs players may have the privilege of wearing EBYSAs colors/uniform using EBYSAs team names and if participating in patch tournaments. Coaches and teams representing EBYSAs are expected to adhere to the highest levels of conduct and ethical behavior. Any conduct detrimental to the program may result in suspension of this privilege by the Board.

10.4 Indoor Soccer:

10.4.1 EBYSAs may provide information to coaches and EBYSAs parents about indoor soccer as available this is for information only.

10.4.2 Teams participating in indoor soccer programs are not sponsored by EBYSAs but are run at the discretion of individual coaches. Many of these coaches are fall and spring EBYSAs coaches. No EBYSAs funding may be used for indoor soccer programs.

10.4.3 Indoor teams of predominantly EBYSAs players may have the privilege of wearing' East Bridgewater colors/uniforms. Using East Bridgewater teams names and if participating in patch tournaments buy E.B. patches from the Board.

10.5 Coaches and teams representing EBYSAs are expected to adhere to the highest levels of conduct and ethical behavior. Any conduct detrimental to the program may result in suspension of this privilege by the Board.

10.5.1 Conduct:

a. The Grievance/Disciplinary Committee shall have the authority to recommend to the Board of Directors for suspension, temporarily or permanently, the privileges of membership in the EBYSAs of any member, player or coach whose actions or conduct either on or off the field are considered unsportsmanlike, unethical or more generally detrimental to the reputation or well being of the Association or any of its members.

10.5.2 Refunds:

a. Refunds of 50% of season fee will be permitted upon written request to the EBYSAs up until one week before the first day of the season; after that point NO refunds will be allowed.

b. No portion of a late fee will be refundable.

c. Waiver of this policy will be at the discretion of the Board of Directors upon written request.

XI. Travel Division:

- 11.1 Travel team selection will be based upon announced tryouts open to players registered for that particular season. Selection will be made based upon the recommendations of a team of evaluators who possess an expertise in soccer and evaluating soccer players. This expertise can be established by coaching or playing experience, coaching licenses, positions maintained with other soccer clubs, organizations, etc.. The Board of Directors, by majority vote, shall designate the Tryout Evaluator Team on an annual basis
 - 11.1.1 Travel Team Selection should be completed within close proximity to the completion of the registration, which will permit league recreational drafts to take place on a timely basis.
 - 11.1.2 The Board of Directors should ensure that the Tryout Evaluator Team consists of persons who can fairly and independently evaluate East Bridgewater players.
- 11.2 Deadlines
 - 11.2.1 Ensuring that the maximum number of players can be placed on travel teams requires that parents are clear about when their children must be registered in the soccer program. This enables the registrar and BOD to have an accurate list of registered players and enough time to determine how many teams can be formed.
 - 11.2.2 It is imperative that all players be signed up before the deadline in order to allow the registrar to do the best job possible in forming teams for the coming season.

NOTE: Registering for travel soccer is a serious commitment. Players who register and withdraw affect the team selection and placement of many other children in the program. No Refunds are made for withdrawals from the program without documentation of reasonable cause.
 - 11.2.3 The EBYSAs programs registration deadline is determined by the travel league in which the town plays currently, which is the South Shore Soccer League. Registrations for Fall soccer are due generally by the Friday before the 8th week of the spring season (late May or early June), while Spring travel soccer registrations are due usually by the end of (September). Specific dates are published in the newspaper and on the website. Written notice is given to children in grades 3-8 regarding the registration prior to deadlines and schedule.
- 11.3 Number of Travel Teams Formed

- 11.3.1 The goal of the travel program is to field as many teams as possible considering the total number of players who have signed up by the registration deadline. MYSA are first come first serve and open to participants of all abilities.
- 11.3.2 EBYSAs submit to the SOUTH SHORE SOCCER LEAGUE the numbers of teams we will field in each age group approximately six weeks after our registration deadline. The six week lead time is necessary to collect player evaluations from coaches, conduct player field evaluations, meet with coaches to organize teams by ability and complete the appropriate paperwork.

11.4 Travel Team Organization

- 11.4.1 Teams will range in size from 14 to 18 players (exceeding this maximum only with the approval of the Board of Directors and as permitted by the League in which the team plays) with every effort made to maintain the optimum size consistent with registration totals at various age levels, team assignments, player availability for games and other factors.
- 11.4.2 Players age 7 and older as of August 1st will be eligible to participate in organized teams in in-town and/or travel leagues. Players under age 7 as of August 1st but at least 5 years of age can participate in an instructional clinic program.
- 11.4.3 Players will be organized by age in travel league(s) in which EBYSAs participate.
- 11.4.4 Players may not play at a younger age grouping than the age level for which they are eligible. Approval of the Board of Directors will be required for a younger player to play at an older age grouping and will be allowed only to accommodate the son/daughter of a coach or assistant coach who has a team at the older age level and on which the younger child will play.
- 11.4.5 Travel leagues are organized according to general skill level. The EBYSAs in organizing its draft procedures will take into account the league structure to endeavor to field teams as competitive as possible consistent with available talent numbers of players at various age levels and other factors.
 - a. In order to better determine proper skill level placement. All EBYSAs participants under 14 years of age will be required to attend an evaluation process.
 - b. The evaluation will be done before summertime. Any players under the age of 14 that have not been evaluated will not be eligible to play on the upper skill level teams.
- 11.4.6 Coaches are assigned to teams based on knowledge of soccer experience, coaching ability as recognized by the Board of Directors, parent evaluations, interest in years in EBYSAs, ability to handle varying players by age or skill or sex and coaching licenses. Relative merits versus other coaches and other factors

in the sole judgment of the Board. Coaching assignments and team placement will be recommended to the Board by the President and/or his/her designated coaching committee. Approval of coaching assignments must be by a majority of Board members.

11.4.7 All Travel Team coaches MUST hold at a minimum, a Class G Coaches License. The internet link for Coaching License assistance is http://www.mayouthsoccer.org/pages/10_coaching.cfm

11.5 Travel Team Draft

11.5.1 Travel Teams will be drafted as follows for travel leagues.

11.5.2 The travel teams will be selected from a roster that lists all of the players in that age group. Each age group will be defined by the league that the team plays in.

11.5.3 The division one (or A team) will select those players on the roster who have the highest ratings from the latest evaluation process. The division two (2) team will select from the remaining players on the roster who have the highest ratings from the latest evaluation process. The division three (3) team will select next using the same criteria. In descending order the remaining teams will select from the roster until all of the teams rosters are full.

11.5.4 Each coach may deviate from the selection process based upon evaluation for three Wild Card Players. The Board of Directors and/or committee assigned by the President, must approve these deviation selections. Coaches for U14 and up, are allowed 4 Wild Card Player selections, for U12 coaches they are allowed 3 Wild Card Player selections.

11.5.5 All players in the current registration and/or evaluation lists will be assigned to available teams before any additional players not on either list can be admitted into the EBYSA program.

11.5.6 The Board of Directors and/or designated committee will decide on deviations in draft Rules initiated by an increase or decrease in the number of teams at a given level, the number of players in each age group, roster sizes or in the divisional placement of teams within an age group by the league.

11.5.7 After a player plays on a travel team he/she will be ineligible to play on an In-House team unless that player's parent requests that the player be allowed to play on an In-House team.

11.5.8 Notification to players for placement on travel teams shall be made to all players within the same time period. Each player shall be assigned a designated player number prior for the selection process, assigned and maintained by the Registrar.

- 11.5.8.1 Once all players have been placed on travel teams at a Selection Meeting to be held on one day, all player team placements shall be listed on the EBYSAs website by their player number only and corresponding team.
- 11.5.8.2 Utilizing a player number listed on the website will eliminate delays and time differences in which players learn of their team placement.

XII. Disciplinary Procedures

- 12.1 A grievance/disciplinary committee will make recommendations to the Board of Directors for the outcome of all grievances and/or complaints. Complaints between any EBYSAs participants will be brought before this committee. The committee will consist of at least (3) Executive Board members and at least two (2) Appointed Board of Director members designated by the President.

The Grievance/Disciplinary Committee;

- 12.1.1 Shall have the authority to recommend discipline to the Board of Directors, including up to suspension or dismissal to any member whose conduct is considered detrimental to the best interest of the association. A 2/3rd's vote by the Board of Directors shall determine the final disposition for any discipline matter.
- 12.1.2 Shall have the authority to act in cases of serious misconduct of any youngster. It shall have the authority to recommend to the Board of Directors, up to suspension and/or make recommendations to the Board to suitably deal with any violation of the association.
- 12.1.3 Shall have the authority to recommend to the Board of Directors suspensions or expulsion of any member, coach, player, or participant of the EBYSAs on matters related to the Sportsmanship, conduct and/or violation of By-Laws, Rules of Play or MYSAs Rules.
- 12.1.4 All discipline matters, including suspensions or expulsions, must be approved by a two-thirds vote of the Board of Directors.
- 12.1.5 Complaints may be filed and heard for alleged infractions, which may include;
 - a. Unsportsmanlike behavior by player, parent/guardian, association member and/or coach
 - b. Play Time violation
 - c. Red card violation of player and/or coach
 - d. Inappropriate spectator behavior
 - e. Game ejection
 - f. Abusive behavior, language of any association member,

- g. player, coach, etc
- g. All other inappropriate behavior

12.1.6 Complaints may be made against any association member, including a player, coach, parent, spectator, Board of Director member or other involved party.

12.1.7 In the event that a conflict of interest exists between a complainant and any Grievance/Disciplinary Committee member or if a member is unable to attend a disciplinary hearing, the President may appoint an impartial Board of Director member to said committee.

12.2 All complaints **MUST** be submitted in writing to the President within ten (10) days of the alleged incident. Once the written complaint is received, the President will promptly form and notify the Grievance/Disciplinary Committee of the complaint in order for them to initiate a timely investigation.

12.2.1 The Board of Directors may, by unanimous decision, initiate the discipline process for a violation received after ten (10) days of the alleged incident by a 2/3rd's vote.

12.3 The President will designate a member of the Executive Board to lead a fair and impartial investigation of the written complaint, including requesting a written explanation from all involved parties and/or including interviews of potential witnesses, etc.

12.3.1 If a selected Executive Board member is deemed to have a conflict of interest with any complaint, the President shall designate another Executive Board member to lead the complaint investigation.

12.3.2 Within twenty (20) days of receipt of the written complaint the President shall hold a special meeting in order for the Grievance/Disciplinary Committee to discuss the complaint and investigation with the Board of Directors

12.4 The President will schedule a Grievance/Disciplinary hearing of the Board of Directors and the affected parties (including notification to the complainant and the involved party) within thirty (30) days of receipt of the written complaint. At said hearing, the Grievance/Disciplinary Committee shall present its investigation findings. The member against whom the complaint was filed is allowed to make a presentation to the Board and/or the Board may ask questions of said party as well.

12.5 All complaints must be in writing from an identified person. Anonymous complaints will not necessarily initiate the grievance/disciplinary process.

12.5.1 Anonymous complaints should be evaluated by the designated Executive Board member and include a recommendation to the Grievance/Disciplinary

Committee if further investigation is warranted.

12.6 Grievance/Disciplinary decisions of the Board of Directors must be made in writing to the involved party and complainant within ten (10) days of the Grievance/Disciplinary hearing.

12.6.1 The Grievance/Disciplinary Committee decision may include a finding of no violation, verbal reprimand, written reprimand, suspension, dismissal of duties or other action.

12.6.2 A two-thirds (2/3's) vote of the Board of Director members is required for a final grievance/disciplinary decision. Any committee member who is deemed to have a conflict of interest in a complaint, shall recuse him/herself from the entire disciplinary hearing process

12.6.3 Affected parties may file a final appeal within ten (10) days of the Board of Directors decision. Appeals must be made in writing to the Board of Directors, who will have ten (10) days to review the appeal and inform the involved party of the Board of Director's decision of the appeal.

12.6.4 Decisions of the Board of Directors take effect on the day rendered and are final.

12.6.5 A referee's game call is not a grievable offense