



## **Plympton Association of Youth Sports, Inc. Bylaws**

1. The purpose of **Plympton Association of Youth Sports (PAYS)**, a nonprofit youth sports organization, shall be to promote the ideals of sportsmanship, honesty, loyalty, and courage by providing supervised competition for the youth of the community. In addition, emphasis will be given to teamwork, cooperation, the development of skills, and appreciation of the sport, regardless of the child's athletic ability or financial means. PAYS will manage Soccer, Basketball, Softball, and Baseball programs in Plympton, Massachusetts.
2. Executive Officers shall be elected at the annual meeting (held before July 1 each year) by a voice vote, show of hands, or by ballot if necessary. The Executive Officers shall be elected for a two-year term and may seek re-election. Their term in office shall be from July 1 through June 30. Officers may vote on any and all decisions except where a conflict of interest is recognized. The PAYS Executive Officers will be President, Vice President, Treasurer and Secretary, and they will comprise the Executive Committee (EC). In the event that an EC position becomes available mid-term, the EC will appoint an interim person to fill the position, acknowledging that no EC member can hold more than one position.
  - 2.1. The President shall preside at all meetings of the Board of Directors (BOD) and EC, call all regular and special meetings. The President (or Sports Director) will represent the league at local meetings. The President shall have the authority to carry out policies established by PAYS.
  - 2.2. The Vice President shall fill in for the President as needed, assisting with management of each program. The Vice President will coordinate with and represent the league with local municipal agencies.
  - 2.3. The Secretary shall keep an accurate record of all meetings, attend to all correspondence, and send out notices.
  - 2.4. The Treasurer shall receive and disburse money at the direction of the BOD. They must keep an accurate record of all money received and disbursed. The Treasurer shall chair and/or provide oversight of the Finance Committee, which shall assist in financial planning, budgeting, and financial oversight, and shall report its activities and recommendations to the BOD. They must make a report at all regular meetings and when called upon to do so at any meeting of the BOD or EC.
3. The EC shall determine assignments for the following non-elected positions to support PAYS operations: Baseball & Softball Director, Soccer Director, Basketball Director, Soccer Registrar, Risk Coordinator, Uniform Coordinator, Field Maintenance Coordinator, Fundraising/Sponsorship Coordinator, Social Media Coordinator, Volunteer Coordinator and Snack Bar Coordinator. Appointments are to be made on an annual basis (prior to July 1 if possible). The EC can reassign existing positions, fill vacancies, and create new coordinator positions on an as-needed basis.



4. There shall be a PAYS BOD consisting of the EC members and all filled sports director positions.
5. Routine operational decisions for PAYS may be made by a majority of the available EC members when it is inopportune or unnecessary to call a meeting. Officers are advised to use discretion and not abuse this privilege.
  - 5.1. Any proposed expenditure that is outside of, or exceeds, the approved budget must be reviewed and approved by a majority of the EC prior to commitment of funds. The majority shall rule.
  - 5.2. The annual budget must be approved by majority vote from the BOD within a reasonable timeframe at the start of the fiscal year (January 1 to December 31).
6. The BOD shall hold regularly scheduled monthly meetings with the option to hold virtual meetings, when appropriate. All officers and filled coordinator positions shall be notified of all regular meetings of the BOD at least two weeks in advance by the secretary. A quorum shall consist of two-thirds of the members of the BOD, and must comprise the President or Vice President.
7. PAYS may amend these bylaws with a two-thirds vote of the BOD.
8. PAYS may choose to be affiliated with local leagues and/or state and federal associations if it is believed these associations are necessary to support the ideals of the association.
9. PAYS shall coordinate with the Town of Plympton (the "Town") schedules, field use, and facility use which impact the Town. PAYS may also request financial support from the Town for money to benefit the program. In addition, PAYS may donate money to the Town if it is deemed by the BOD to be in the best interest of PAYS and the Town. Otherwise, it is expected that PAYS be self-funded through the registration fees assessed and collected.
10. PAYS shall determine age eligibility for divisions within PAYS. As necessary, eligibility shall be consistent with accepted league and/or association requirements for competition among other towns, states, or countries.
11. All games shall be played under current league rules and applicable accepted rules of the sport. PAYS may also determine rules for each division within PAYS. These rules may vary from accepted rules as long as these variations are consistent with the ideals of PAYS.
12. PAYS, its players, and volunteers (coaches, coordinators) will adhere to all codes of conduct and policies.
  - 12.1. Unsportsmanlike behaviors go beyond ordinary rule violations and instead involve disrespect, lack of integrity, or conduct that undermines the positive and/or safe environment expected in youth sports programs.



- 12.2. Coaches may ban any of their players from a practice or a game if the player acts in an unsportsmanlike manner (as defined in the *PAYS Player Code of Conduct*).
- 12.3. The coach must notify a PAYS EC member promptly within 48 hours of an incident that violates any code of conduct or related policy, whether the coach chooses to impose a ban (or related consequence) on a player or not.
- 12.4. If a coach chooses not to ban a player for unsportsmanlike behavior, the EC may choose to impose suspensions from practices and/or games without a refund or without a promise of return.
- 12.5. The BOD has discretion to require a parent or guardian to supervise their player based upon his/her adherence to the code of conduct. If there is no parent or guardian available, that player may not be able to attend a PAYS event.
13. The BOD will be responsible for the discipline of coaches and assistant coaches, if necessary, due to inappropriate or unsportsmanlike behavior. Discipline may include suspension from a game/games or removal from coaching duties. A disciplinary hearing with the sports director and the President, or their designee, will be held as soon as practicable, and generally within 7 days, of a reported incident to determine the appropriate disciplinary action. The assistance of the EC will be available if requested by the sports director.
14. After registration is closed for any league governed by PAYS, a waiting list shall be established. Roster openings shall be filled on a first-come, first-served basis. Late registrations and/or waitlist members will be accepted as long as their acceptance does not create an unreasonable administrative burden and/or league requirements are not violated. A late registration fee may be assessed at the discretion of the EC.
15. A volunteer deposit check shall be collected from each family before each sports season. The amount of the check will be determined by the EC in advance of the start of a sport's season.
  - 15.1. In the event that a family fails to complete the required volunteer hours/duty by the established deadline, the organization is authorized to negotiate (cash) the volunteer deposit check.
  - 15.2. Families who meet their volunteer obligations shall have their deposit checks destroyed unless an arrangement has been made with the Treasurer before the end of a sport's season.
  - 15.3. Any deviations from the preferred payment method, including player scholarships or discounts, need to be managed directly by the Treasurer.
16. No player shall be issued a uniform until all fees are received. No child shall be barred from playing for financial reasons. Installment plans for registration fees may be negotiated or



scholarships granted. The EC shall determine eligibility for financial assistance. Parents, coaches, or officers may bring this information to the attention of the EC. Financial assistance decisions shall be kept confidential within the EC.

- 16.1. Registration fees shall be capped at a maximum fee per family, per sport.
  - 16.2. In the event a parent or guardian serves as a coach for that sport, the registration fee shall be adjusted to provide the greater of (i) the applicable family registration fee cap or (ii) the approved coach discount.
  - 16.3. Delinquent accounts may be frozen by the Treasurer and may be unable to register for subsequent seasons in any program run by PAYS.
17. No refunds will be issued unless they meet the following eligibility:

<b>Reason for refund</b>	<b>Conditions</b>	<b>Refund Amount</b>
Injury	Doctor's note required	Full minus uniform/admin fee
Moving out of area	After season start	Full minus uniform/admin fee
Team not formed (low participation)	As determined by EC	Full refund
Other extenuating circumstances	Case-by-case	At EC discretion

No refunds will be issued for players unhappy with their team assignment, or requests not being honored.

- 18. Each player must be available for at least two-thirds of the scheduled games and practices. If this demand cannot be met, league membership may be denied. Each team member, if not available for a game, must notify his/her coach within a reasonable timeframe.
- 19. A head coach may have his/her own child or children on his/her team. If a parent wants to assist and his/her child is already assigned to a team, the child remains on the assigned team and the parent may help that coach if the coach desires. A parent may also help another coach, but the child shall remain on the originally assigned team.
- 20. Every team in each program managed by PAYS must have one coach and no more than two assistant coaches. For teams with players under 6 years old, PAYS strongly recommends a coach to child ratio of 1:6.
- 21. The EC shall reserve the right to evaluate current coaches. Evaluation of coaches may include input from players on the team, parents of players on the team, and/or members of the BOD. Evaluation of coaches shall determine the extent to which the coach demonstrates



his/her knowledge of the sport, his/her ability to work effectively with players, and the extent to which the coach upholds the ideals of PAYS.

22. Coaches shall be responsible for the equipment issued by PAYS during the season, including laundering or other upkeep. Coaches will notify the BOD of any damage or need for replacement of equipment. At the end of each season the coaches must return the equipment to the respective sports coordinator or designated BOD member. Sports Directors are required to communicate a clear deadline and list of requirements with all coaches for the return of equipment at the end of a season. Accurate records of inventory and replacement items must be kept by all Sports Directors or their designee.
23. Only awards sanctioned by PAYS may be presented at a PAYS function. If a coach wishes to do something for his/her own team, s/he must do it on his/her own time, with no other team present.
24. Coaches must assist the BOD in coordinating PAYS. They must notify the BOD of any team changes.
25. All PAYS officials, coaches and assistant coaches associated with the program that may have direct and unmonitored contact with players MUST complete a Criminal Offender Records Information (CORI) request form prior to the start of the season. CORI will be used solely to determine the suitability of an individual for a volunteer or employment position involving contact with children.
26. All PAYS officials, coaches, assistant coaches, parents and volunteers associated with the program, who have direct and unmonitored contact with the players, MUST agree to abstain from alcohol and drug use during practices, games and clinics.
27. All players, coaches, parents, guardians, and families participating in the organization's programs are required to comply with all policies, codes of conduct, rules, and procedures adopted by the organization, as amended from time to time. Failure to adhere to such policies may result in disciplinary action, up to and including suspension or removal from the program, as determined by the BOD, or its designee.
28. Upon the dissolution of PAYS, and if no substantially similar successor organization is formed, the remaining assets of the organization shall be transferred to Dennett Elementary School (80 Crescent Street, Plympton, MA 02367), or another qualifying 501(c)(3), to be used exclusively for charitable and educational purposes.