

CONSTITUTION

I. MISSION

Ashland Youth Baseball & Softball (AYBS) is a non-profit, volunteer-run organization dedicated to providing the youth of Ashland with opportunities to play teeball, baseball, and softball in a safe, supporting environment.

We believe that these sports, when properly coached and supervised, teach valuable lessons in self-confidence, teamwork, fair play, and competition. They also encourage fitness and the development of physical skills and coordination. Most of all, they can be very enjoyable for both the participating youth and their families.

II. MEMBERSHIP

Regular membership in AYBS is open to the parents / guardians of a participating youth / youths in AYBS Little League Charter and or other programs offered by AYBS. Regular members have the right to vote and hold office or other positions in AYBS. All officers, board members, committee members, coaches, volunteer umpires, and other elected or appointed officials must be active members in good standing. Any youngster meeting the age and residency requirements of the AYBS Little League Charter (ages 6 through 12) or of another program offered by AYBS shall be eligible for participation as a player member. Player members shall have no rights, duties, or obligations in the management or in the property of AYBS

III. ANNUAL MEETING

The annual meeting of the Regular Membership of AYBS shall be held prior to December 31 of each year for the purposes of accepting new members, electing officers, and receiving reports of funds and progress, and for the transaction of such other business as may come before the meeting. The meeting and any adjournment thereof shall be duly announced in the local newspaper and by other appropriate means. A quorum shall consist of at least a majority of the incumbent Board of Directors plus an additional ten (10) Regular Members in good standing. A meeting may be adjourned by a majority vote of those regular members in attendance, whether or not a quorum exists.

Special meetings of the Regular Membership may be called by a majority of the Board of Directors, subject to the above notice and quorum provisions, to deal with issues outside of the powers of the Board, as defined herein.

IV. ELECTED OFFICERS

The following officers shall be elected by majority vote at the Annual Meeting for a one-year term following procedures defined in the By-Laws. Officers shall assume their new offices effective the completion of elections for all offices. Vacancies occurring between Annual Meetings shall be filled through nomination by a Regular Member and majority vote of the Board of Directors. The Vice President/Player Agent shall become President in the event of a vacancy in that office.

A. PRESIDENT

The President shall be responsible for conducting the affairs of AYBS and for executing the policies established by the Board of Directors. The President shall preside at all meetings and present a report of the condition of AYBS at the Annual Meeting. The President is the contact between AYBS and Little League Baseball, Inc. headquarters. The President shall also be responsible for oversight of the Equipment and Fields standing committees.

B. VICE PRESIDENT PLAYER AGENT

The VP/Player Agent shall be responsible for maintaining accurate records on each Player Member, to include date of birth, residential address, and history of team assignments. The VP/Player Agent shall also be responsible for conducting annual registrations, tryouts, and team selection drafts. In the absence of the President, the VP/Player Agent shall perform the duties of the President. He/she shall not be the Head Coach (Manager) of a Little League baseball, softball, or Tee-ball team. The VP/Player Agent shall be responsible for long term planning in terms of facility and equipment needs.

C. SECRETARY

The Secretary shall be responsible for keeping accurate records of the proceedings at the Annual Meeting and all Board of Directors meetings. He/she shall also be responsible for notification of members regarding scheduled meetings and agenda, and for keeping a file of all official AYBS correspondence. He/she shall maintain a list of all Regular Members, including address, names and dates of birth of participating children if any, and positions held in AYBS.

D. TREASURER

The Treasurer shall be responsible for collecting, keeping, disbursing, and accounting for the funds of AYBS in accordance with policies established by the Board of Directors. The Treasurer shall make regular reports to the Board of Directors on the financial condition of AYBS and shall direct the preparation of an annual budget for consideration at the Annual Meeting.

E. DIRECTOR AT LARGE

The Director-at-Large shall be responsible for coordinating the activities of standing committees for Fund Raising, Concessions, Banquets, and Awards.

F. VICE PRESIDENT BASEBALL

The VP-LL. Baseball shall be responsible for execution of all aspects of the major and minor league baseball programs for players of league ages 7 through 12. He/she shall administer this program in accordance with the Little League Charter and the policies established by the Board of Directors. He/she shall propose candidates for Coordinator of each baseball league (Majors, AAA, AA, etc.) for appointment by the Board of Directors. The VP-LL. Baseball shall not be a baseball league Coordinator or the Head Coach (Manager) of a Little League baseball team. He/she shall be responsible for recruiting, training and scheduling umpires for all major and minor league games and for resolving disputes which may arise among managers/coaches and/or umpires within the Little League baseball program.

G. VICE PRESIDENT SOFTBALL

The VP-Softball shall be responsible for execution of all aspects of the major, minor, and summer league softball program for girl players of league ages 7 through 16. He/she shall administer this program in accordance with sanctioning organization rules and the policies established by the Board of Directors. He/she shall propose candidates for Coordinator of each softball league (Majors, Minors, etc.) for appointment by the Board of Directors. The VP-Softball shall not be a softball league Coordinator or the Head Coach (Manager) of a Major or Minor League softball team. He/she shall be responsible for recruiting, training and scheduling umpires for all major and minor league games and for resolving disputes which may arise among managers/coaches and/or umpires within the Softball program.

H. VICE PRESIDENT TEE-BALL

The VP Tee-ball shall be responsible for execution of all aspects of the Tee-ball program for players of league ages 5 and 6. He/she shall administer this program in accordance with the Little League Charter and the policies established by the Board of Directors.

I. DIRECTOR BABE RUTH BASEBALL

The Babe Ruth Baseball Director shall be responsible for the execution of all baseball programs for players of league age 13 or older in accordance with the policies established by the Board of Directors.

J. REGISTRAR

The Registrar shall be responsible for conducting annual registrations for AYBS programs. The Registrar shall also be responsible compiling and providing accurate Player Member information to the VP Player Agent. He/she shall be responsible for assisting the VP Player Agent in maintaining accurate Player Member records.

V. BOARD OF DIRECTORS

The management of the property and affairs of AYBS shall be vested in the Board of Directors, which shall consist of the ten (10) AYBS elected officers plus the appointed baseball and softball league Coordinators. The directors shall, upon election, immediately enter upon the performance of their duties and shall continue in office until their successors shall have been duly elected and qualified. Regular meetings of the Board of Directors shall be held immediately following the annual election and on such days thereafter as shall be determined by the Board. The president or secretary may issue a call for a special meeting of the Board. Notice of such meetings shall be given by the secretary to each director. A Board of Directors meeting quorum shall consist of at least six (6) of the elected officers. The Board shall enact By-Laws as necessary to define the responsibilities of officers and to establish procedures for conducting elections, appointing committees, setting budgets, and other activities as necessary. By-Laws and amendments thereto shall be enacted by a two-thirds majority vote of the Board members present at a meeting, the call for which included the consideration of such By-Laws or amendments.

Failure of an elected officer to attend at least two thirds (2/3) of the Board of Directors meetings in a six consecutive month period shall be grounds for removal, subject to the procedure defined below. Appointed Coordinators are not required to attend Board of Directors meetings, but have an equal vote when present. The Board of Directors shall have the power to remove an officer or coordinator by a two-thirds majority vote of the Board members present at a meeting, the call for which included such removal as an agenda item.

VI. LITTLE LEAGUE CHARTER

The President, on behalf of AYBS, shall annually apply for a charter from Little League Baseball, Incorporated. The conditions of this charter shall govern all Tee-ball and Baseball programs offered by AYBS for children of ages under 12.

VII. PROGRAMS

AYBS offers baseball and softball programs for the boys and girls of Ashland, based on perceived need and expressed interest. Programs governed by Little League Baseball, Incorporated, rules and regulations for those between the ages of 6 and 12 (as of April 30 of a calendar year) include Tee-ball, minor league baseball and major league baseball. Baseball programs for player's age 13 or older and softball programs for girls of ages 7 through 16 are provided in association with regional leagues and are governed by the rules and regulations of those leagues.

VIII. FINANCES

The Board of Directors shall be responsible for raising the funds necessary to conduct the activities of AYBS, disbursing those funds as appropriate, and accounting for all transactions through accurate financial records and reports. This responsibility is executed by the Treasurer. The costs of AYBS programs are to be covered by funds obtained from donations, team sponsorships, field advertising fees, concession revenues, fund raising events, and to the extent necessary, by player registration fees. No child will be denied the opportunity to participate, however, because of inability to pay an established fee. Registration forms shall indicate that a parent or guardian need only contact the President, Treasurer, Registrar or Player Agent in confidence to obtain a waiver of such a fee.

IX. TAX EXEMPT STATUS

It is the intent of AYBS to become and remain an exempt organization under section 501(c) of the Internal Revenue Service Code and applicable Massachusetts law. In keeping with that intent, AYBS shall not enter into any transactions, which would jeopardize that status. Upon the dissolution of AYBS, and after payment has been made of all its liabilities, the assets of AYBS shall be disposed of exclusively for the stated purposes of AYBS or to such organization or organizations organized and operating exclusively for similar charitable purposes.

X. EFFECTIVENESS AND AMENDMENTS

This Constitution shall become effective upon its acceptance by a two thirds (2/3) vote of the incumbent Board of Directors and its ratification by the vote of two thirds (2/3) of the Regular Members in attendance at a meeting properly announced for the purpose of adopting a constitution and at which a quorum, as defined in Article III, is present.

Amendments to this Constitution shall become effective upon acceptance by the vote of two thirds (2/3) of the Regular Members in attendance at an Annual Meeting at which a quorum is present and, in the call for which, the consideration of such amendments has been announced.

This Constitution was approved by a two-thirds vote of the incumbent Board of Directors of Ashland Youth Baseball & Softball on October 14, 1992.

S/ Melvin R. McKee s/ Robert M. Thacker President Secretary

This Constitution was ratified by a two-thirds vote of the Regular Members attending a properly called meeting on January 21, 1993.

S/ Melvin R. McKee s/ Robert M. Thacker President Secretary

Amendments to this Constitution & BY-LAWS were ratified by a two-thirds vote of the Regular Members attending properly called meetings in April 1993, January 1994, January 1996, April 1997, October 1997, February 1998, November 2004, August 2005, and January 2006.

BY-LAWS

I. CONSTITUTION

These By-Laws shall include the Constitution of Ashland Youth Baseball and Softball (ABYS) attached hereto. If there are any conflicts between the Constitution and these By-Laws, the provisions of the Constitution shall take precedence.

II. PURPOSE

These By-Laws are enacted by the Board of Directors of ABYS to govern its operations in furthering the purposes identified in the Constitution: to provide the youth of Ashland, Massachusetts, with opportunities to play organized tee-ball, baseball and softball in a safe, supporting environment.

III. ELECTION PROCEDURES

A. NOMINATION PROCESS

The President shall appoint a Nominating Committee by July of each year. This Committee shall seek out candidates for each Officer position from among the Regular Membership of ABYS. At least one month before the Annual Meeting, the Committee shall present its list of candidates to the Board of Directors. A public announcement shall be made that nominations are open and that anyone seeking office should notify the Committee by a date at least one week before the Annual Meeting. No nominations shall be taken from the floor. Individuals may be nominated for more than one office, but once elected to an office, must withdraw from any subsequent positions. Voting shall be in the order of offices defined in the Constitution. Positions not filled at the Annual Meeting shall be filled by nomination and election by the new Board at a subsequent meeting.

B. SECRET BALLOT

Elections shall be conducted by secret written ballot. Ballots shall be cast for one office at a time, with results announced before proceeding to the next office. Ballots shall be counted by two incumbent Officers and one Member who is not a Board Member. No candidate for an office shall count ballots for that office.

IV. MEETINGS

A. ANNUAL MEETING

1. Date and Notification

The Annual Meeting shall be held on or about October 15, as approved by the Board.

The Secretary shall cause a notice of the Annual Meeting to appear in the Middlesex News and other publications to the extent possible. Notice shall also be mailed to all Regular Members. The notice shall define the time and place of the meeting and indicate that election of officers will take place. It shall also contain the slate of candidates proposed by the Nominating Committee and describe the nomination process (Art. III.A.) If other significant business is to be conducted, its nature shall be defined.

2. Agenda

The order of business for the Annual Meeting shall be as follows: Call to Order, Acceptance of New Members, Adoption of Minutes of Previous Meeting, Annual Report of President, Treasurer's Report, Special Reports, consideration of Constitution or amendments thereto, Election of Officers, New Business, and Adjournment.

3. Acceptance of new members

Attendees at the Annual Meeting or any Special Meeting of the Regular Membership who have not previously completed membership applications will be asked to do so as they enter. The Secretary will introduce the new members to the meeting after the Call to Order. A log of Regular Members shall be maintained by the Secretary. New Members may include those who do not have a child in AYBS or a program offered by AYBS but are willing to volunteer their time in support of the program. These members are eligible to participate in all aspects of the program with the exception of voting. Voting rights will be limited to those regular members who are parents / guardians of a participating youth / youths in AYBS Little League Charter and or other programs offered by AYBS

4. Reports

The President shall deliver a brief report on the past year's activities, highlighting specific areas of accomplishment or disappointment, general level of participation, and acknowledgement of special contributions. Goals established for the upcoming year shall also be defined by the President. The Treasurer shall present a brief statement of the financial condition of AYBS supplemented by a written report containing year-end balance sheets and cash flow statements for the year most recently ended and the preceding year. Special Reports from committees shall be presented as requested by the President.

5. Elections

Prior to voting for each office, candidates may address the meeting for up to three minutes each to introduce themselves and define their qualifications and intentions.

6. Adjournment

A meeting may be adjourned by majority vote of those members in attendance, whether or not a quorum (as defined in the Constitution) exists. Adjournment may be to another session of the same meeting or until the next general meeting.

B. BOARD OF DIRECTORS MEETINGS

1. Frequency

The Board of Directors shall meet at least once each month. Special meetings may be called at any time by the Secretary or President.

2. Notification

The Secretary shall notify all members of the Board of each meeting, whether scheduled at the previous meeting or called by the President. The notice may be by letter or telephone. Interested Regular Members may ask the Secretary to be notified of Board Meetings, as well. Public notice shall be made to the extent possible.

3. Agenda

The President shall call each meeting to order and establish an order for business. To the extent possible the agenda for each meeting should be defined in the meeting notice. As defined elsewhere in these by-laws, certain business may not be acted upon unless its substance has been included in the announcement.

4. Quorum

A quorum of at least two-thirds of the ten Elected Officers shall be required for the transaction of business.

5. Open Meeting

Board meetings are open to all interested Regular Members. Non-Board members have a right to be heard and to witness Board discussions and actions. Only in rare instances involving potential litigation will non-Board members be excluded from attendance. Such executive sessions shall be called at the sole discretion of the President.

6. Voting procedures

Unless otherwise required by the Constitution or these By-Laws, issues shall be decided by a majority vote of those Board members present at a meeting with a quorum in attendance. A voice or hand vote may be used unless a secret ballot is requested by at least one member. Items to be voted on shall be presented in the form of motions and seconded. During discussion, amendments to the motion may be proposed and seconded, in which case the amendments will be voted on before the original motion, as amended, is voted on. Roberts Rules of Order shall govern parliamentary procedure.

V. FINANCES

A. REPORTING RESPONSIBILITIES

The Treasurer shall be responsible for reporting to the Board of Directors at each Board Meeting the financial condition of AYBS. The Treasurer shall also report to the Annual Meeting. Reports shall include a summary of assets, liabilities, income, and expenditures for the year to date or the fiscal year, with appropriate comparisons to the previous fiscal year and to the budget. To the extent possible, accounts shall be broken down into categories for each program offered by AYBS.

B. SIGNATURE AUTHORITY

All receipts shall be deposited in a single checking account. All payments shall be made by check, signed by the Treasurer or the President for amounts of up to one thousand dollars (\$1,000.00) or by both the Treasurer and President if over that amount. Subsidiary checking accounts may be set up for payment of umpires and for concession stand operation upon specific approval of the Board of Directors. Signature authority for each umpire account will be held by the appropriate Vice-President.

The Director at Large shall have signature authority for the concession stand account. Amounts deposited in these accounts by check from the general account shall be accounted for in detail by the responsible officers.

C. FISCAL YEAR

The fiscal year for AYBS shall end on October 31 of the current year, and the following fiscal year shall begin on November 1.

D. BUDGET RESPONSIBILITY

By January of each year, the Treasurer shall submit a budget for the fiscal year to the Board of Directors. The budget shall estimate income from known sources and expenses by program and shall indicate the effect of different levels of player enrollment. Each officer shall submit to the Treasurer a proposed budget for his/her area of responsibility in time for the Treasurer to develop a consolidated budget. The Board of Directors shall consider the budget, amend it as necessary, and approve it. Once approved, each officer is responsible to follow the budget for his/her area, as adjusted for actual levels of enrollment. If it becomes apparent that there will be a significant overrun or under run in any area, the Treasurer shall notify the responsible officer and the Board so that adjustments can be made.

E. FUND RAISING

The Director-at-Large shall be responsible for oversight of the Fund Raising Committee, which shall be appointed by the Board of Directors, and which shall be charged with obtaining funds from sources other than player participation fees and concession revenues, consistent with the Constitution. Sources of such funds include team sponsorships, advertising on outfield fences, the annual raffle (tickets sold by players), special events, and special contributions. Funds raised under the AYBS or Little League names constitute a trust, and must be accounted for properly.

F. PARTICIPATION FEES

Player participation fees shall be set to cover the estimated costs of each program, allowing for sponsorships and other sources of funds related to the program and for the inability of some players to pay the fee. No player will be denied the opportunity to play because of inability to pay the established fee. Fees shall be due upon registration. Parents seeking a waiver must contact the President, Player Agent, Registrar or Treasurer, any one of whom may grant such a waiver. Uniforms shall not be issued to players with fees unpaid or unwilling at the beginning of the season.

G. PURCHASING

Two quotes shall be obtained on all purchases or contracts involving payments of five hundred dollars (\$500) or more. Competitive bidding may be waived on a case-by-case basis by the Board of Directors. Amounts and sources of losing bids shall be documented with other records of a purchase.

VI. PROGRAMS

A. TEE-BALL

1. Adoption of Playing Rules

Prior the start of each Tee-ball season, the Vice-President/Tee-Ball shall propose the playing rules to be used to the Board for approval. These rules shall not be inconsistent with the guidelines issued by Little League Baseball, Inc.

2. Team selection process

The Player Agent shall prepare a list of all registered players eligible for the Tee-Ball program, indicating name, address, phone, date of birth, sex, and last team assignment, if any. The number of teams will be determined by the number of players enrolled at the closing date for registrations, such that there are a maximum of fourteen (14) players per team. The VP/Tee-ball shall propose to the Board an equitable means to assign players to teams so that each team is roughly equal in terms of age, experience, and boy-girl mix.

3. Scheduling of games

The VP/Tee-ball shall propose to the Board a plan for use of fields such that each team has one afternoon or evening practice each week and at least one game with another team each week, for a minimum of 10 games.

4. Selection of Managers (Head Coaches)

Selection of Managers shall be governed by Attachment A.

B. LITTLE LEAGUE BASEBALL

1. Appointment of League Coordinators

The VP/Baseball shall present to the Board a list of all Regular Members volunteering to be baseball league Coordinators and shall recommend Coordinators for Major League, AAA, and AA baseball. The Board shall consider the list and appoint a set of Coordinators from it. The VP/Baseball may not serve as a Coordinator of a baseball league. Coordinators shall be delegated administrative responsibility for their respective leagues as seen fit by the VP/Baseball. Coordinators may also serve as Managers or Coaches within their leagues. The responsibility for resolution of disputes shall remain vested in the VP/Baseball.

2. Major League Baseball

i. Adoption of playing rules

Prior to the start of each season, the VP/Baseball shall propose any local adaptations of the published Little League Baseball playing rules for Board approval. Local rules shall include the determination of league standings and the playoff process.

ii. Team selection process

The process for assignment of players to teams shall be governed by Attachment B.

iii. Scheduling of games

The VP/Baseball shall propose to the Board a schedule in which each team plays a minimum of 12 regular season games, including either 2 or 3 full rounds of games against all other Ashland major league teams, and if necessary, a reasonably balanced schedule of games against teams from other comparable leagues. To the extent possible, each team shall play 2 games each pitching week and all teams shall have the same number of weeks with 3 games. Playoffs shall be structured so that, barring unusual weather delays, games will be completed by the last week in June.

iv. Selection of Managers (Head Coaches)

The selection of Managers and Coaches shall be governed by Attachment A.

v. Umpires

The VP-Baseball shall appoint properly trained umpires to officiate each major league game. Two umpires shall be provided for each game to the extent possible. The VP may delegate responsibility for scheduling and training of umpires, but in no circumstance shall the person responsible for recruiting and scheduling umpires be a major league Manager or Coach.

vi. Tournament teams

Tournament teams involving major league baseball players shall be governed by Attachment C.

3. AAA Baseball

i. Adoption of playing rules

Prior to the start of the season, the VP/Baseball shall propose playing rules to be used to the Board of Directors. These rules shall be consistent with Little League Baseball guidelines for minor league play. Playing rules shall identify special pitching rules (use of coaches) and limited stealing, if any. Rules shall also define how standings will be determined and any playoff structure.

ii. Team selection process

The assignment of players to teams shall be governed by Attachment B.

iii. Scheduling of games

The VP/Baseball shall propose to the Board a schedule in which each team plays a minimum of 12 regular season games, including either 2 or 3 full rounds of games against all other Ashland AAA teams, and if necessary, a reasonably balanced schedule of games against teams from other comparable leagues. Playoffs shall be structured so that, barring unusual weather delays, games will be completed by the last week of June.

iv. Selection of Managers (Head Coaches)

The selection of Managers and Coaches shall be governed by Attachment A.

v. Umpires

The VP-Baseball shall appoint and schedule one properly qualified umpire for each AAA game.

vi. Tournament Teams

Tournament teams involving AAA players shall be governed by Attachment C.

4. AA Baseball

i. Adoption of playing rules

Prior to the start of the AA season, the VP/Baseball shall propose the playing rules to be used to the Board for approval. These rules shall not be inconsistent with the guidelines issued by Little League Baseball for use in Tee-ball and minor league baseball programs. This league is intended to be instructional, rather than competitive, so league standings shall not be maintained.

ii. Team selection process

The assignment of players to teams shall be governed by Attachment B.

iii. Scheduling of games

The VP/Baseball shall propose to the Board a schedule in which each team plays a minimum of 12 games, including either 2 or 3 full rounds of games with all of the Ashland AA teams, as well as games against teams from other comparable leagues if necessary. No playoff games shall be scheduled.

iv. Selection of Managers (Head Coaches)

The selection of Managers and Coaches shall be governed by Attachment A.

C. LITTLE LEAGUE SOFTBALL

1. Appointment of League Coordinators

The VP/Softball shall present to the Board a list of all Regular Members volunteering to be softball league Coordinators and shall recommend Coordinators for Major League, AAA, and AA softball. The Board shall consider the list and appoint a set of Coordinators from it. The VP/Softball may not serve as a Coordinator of a softball league. Coordinators shall be delegated administrative responsibility for their respective leagues as seen fit by the VP/Softball. Coordinators may also serve as Managers or Coaches within their leagues. The responsibility for resolution of disputes shall remain vested in the VP/Softball.

2. Major League Softball

i. Adoption of playing rules

Prior to the start of each season, the VP/Softball shall propose any local adaptations of the published Little League Softball playing rules for Board approval. Local rules shall include the determination of league standings and the playoff process.

ii. Team selection process

The process for assignment of players to teams shall be governed by Attachment B.

iii. Scheduling of games

The VP/Softball shall propose to the Board a schedule in which each team plays a minimum of 12 regular season games, including either 2 or 3 full rounds of games against all other Ashland major league teams, and if necessary, a reasonably balanced schedule of games against teams from other comparable leagues. To the extent possible, each team shall play 2 games each pitching week and all teams shall have the same number of weeks with 3 games. Playoffs shall be structured so that, barring unusual weather delays, games will be completed by the last week in June.

iv. Selection of Managers (Head Coaches)

The selection of Managers and Coaches shall be governed by Attachment A.

v. Umpires

The VP-Softball shall appoint properly trained umpires to officiate each major league game. Two umpires shall be provided for each game to the extent possible. The VP may delegate responsibility for scheduling and training of umpires, but in no circumstance shall the person responsible for recruiting and scheduling umpires be a major league Manager or Coach.

vi. Tournament teams

Tournament teams involving major league softball players shall be governed by Attachment C.

3. AAA Softball

i. Adoption of playing rules

Prior to the start of the season, the VP/Softball shall propose playing rules to be used to the Board of Directors. These rules shall be consistent with Little League Softball guidelines for minor league play. Playing rules shall identify special pitching rules (use of coaches) and limited stealing, if any. Rules shall also define how standings will be determined and any playoff structure.

ii. Team selection process

The assignment of players to teams shall be governed by Attachment B.

iii. Scheduling of games

The VP/Softball shall propose to the Board a schedule in which each team plays a minimum of 12 regular season games, including either 2 or 3 full rounds of games against all other Ashland AAA teams, and if necessary, a reasonably balanced schedule of games against teams from other comparable leagues. Playoffs shall be structured so that, barring unusual weather delays, games will be completed by the last week of June.

iv. Selection of Managers (Head Coaches)

The selection of Managers and Coaches shall be governed by Attachment A.

v. Umpires

The VP-Softball shall appoint and schedule one properly qualified umpire for each AAA game.

vi. Tournament Teams

Tournament teams involving AAA players shall be governed by Attachment C.

4. AA Softball

i. Adoption of playing rules

Prior to the start of the AA season, the VP/Softball shall propose the playing rules to be used to the Board for approval. These rules shall not be inconsistent with the guidelines issued by Little League for use in Tee-ball and minor league softball programs. This league is intended to be instructional, rather than competitive, so league standings shall not be maintained.

ii. Team selection process

The assignment of players to teams shall be governed by Attachment B.

iii. Scheduling of games

The VP/Softball shall propose to the Board a schedule in which each team plays a minimum of 12 games, including either 2 or 3 full rounds of games with all of the Ashland AA teams, as well as games against teams from other comparable leagues if necessary. No playoff games shall be scheduled.

iv. Selection of Managers (Head Coaches)

The selection of Managers and Coaches shall be governed by Attachment A.

D. BABE RUTH BASEBALL

1. Appointment of Head Coaches

The Director of Babe Ruth Baseball shall present to the Board a list of all Regular Members volunteering to coach a Babe Ruth team and recommend a Head Coach for each team to be fielded. The Board shall consider this list and appoint a set of Head Coaches. Head coaches may select their own assistants, subject to Board approval.

2. Appointment of League Coordinators

The Director of Babe Ruth Baseball shall appoint a coordinator for each league or tournament in which Ashland teams will participate. The coordinator may be a Head Coach. Coordinators shall represent AYBS at league meetings and report the results of such meetings to the Director of Babe Ruth Baseball.

3. Registration/team selection process

The Registrar or VP Player Agent shall distribute registration forms to previous players eligible to return and to appropriate schools prior to registration for each season. All eligible registered players will be accommodated in the spring program, with as many teams as necessary created. This program is intended for 13 to 15 year olds who are either ineligible or not selected to play on school-sponsored teams. Selection to the Summer Programs (Minor, Junior, and Senior Babe Ruth) will be competitive, with open try-outs for all eligible players. Based on the number and quality of players trying out, the number of teams at each level will be determined. If more than one team is to be fielded, the selection process will be in accordance with league rules. If permitted, one will be a select team, with the others drafted from the remaining player pool. Not all players who try out will necessarily be selected to a team. Players selected must complete registration forms and pay established fees (unless waived.)

4. Scheduling of fields and umpires

The Director of Babe Ruth Baseball shall be responsible for scheduling of fields and for recruiting and scheduling umpires for home games. Umpires shall be paid by check from the general AYBS checking account.

VII. COMMITTEES

The memberships of committees shall be appointed from the Regular Membership, subject to Board approval. Special Committees shall be created or dissolved by a majority vote of the Board.

A. FUND RAISING

The Fund Raising Committee shall be responsible to the Director-at-Large and charged with raising funds to support AYBS objectives by means of sponsorships, advertising at fields, the annual raffle, special donations, and special events. As part of the annual budget process, the Committee shall prepare an estimate of expenses related to fund raising and an estimate of funds to be raised in each category. The Committee shall also submit to the Board a written annual report on actual results, including recommendations for future years. All funds received shall be turned over to the Treasurer for deposit in the general account.

B. CONCESSIONS

The Concessions Committee shall consist of an appointed Concession Stand Manager and a parent representing each league using the High Street Field. The Committee shall establish a working capital budget for the concession stand each year, purchase inventory, operate the concession stand with volunteer help, and make regular reports of profit or loss to the Treasurer. Profits shall be turned over to the Treasurer for deposit in the general account. The Concession Stand Manager may maintain a checking account for working capital, but must report regularly on all deposits and withdrawals. The Committee is represented on the Board by the Director-at-Large.

C. EQUIPMENT

The Equipment Committee shall consist of a representative from each league, and shall be charged with defining equipment and uniform needs, obtaining price quotes for, purchasing, distributing, and collecting equipment and uniforms. At the close of each season, the Committee shall submit a detailed inventory to the Board through the President.

D. FIELDS

The Fields Committee shall consist of a representative from each league, and it shall be charged with securing the use of fields necessary for practices and games, coordination with the leagues to set schedules for the use of fields and the batting cage(s), arranging for field maintenance (volunteer and contracted) and recommendations for field improvements. At the close of each season, the Committee shall report through the President on expenditures, field conditions, future needs, and a budget for the following year.

E. BANQUETS AND AWARDS

The Banquets and Awards Committee shall consist of a representative from each league, and it shall be charged with arranging for annual awards banquets. The Committee shall report to the Board through the Director-at-Large.

F. SPECIAL COMMITTEES

Special Committees may be created from time to time by the Board to perform special tasks such as developing a new program or implementing a major field improvement project. Each such committee shall be charged with a specific task and asked to report results by a specific date.

VIII. EFFECTIVENESS AND AMENDMENTS

These By-Laws shall become effective immediately upon their adoption by a two thirds (2/3) vote of the Board of Directors members present at a meeting at which a quorum is in attendance and for which the announced agenda included the consideration of By-Laws. These By-Laws may be amended by a two thirds (2/3) vote of the Directors present at a meeting at which a quorum is in attendance and for which the announced agenda includes the consideration of the amendment in question.

ATTACHMENT A

APPOINTMENT OF MANAGERS AND COACHES for Both Regular and Post Season Play

Team Managers (head coaches) and Coaches (assistant coaches) are the primary interface between the AYBS organization and its intended beneficiaries, the players. It is of the utmost importance that those men and women selected for those positions be appropriate role models and have strong teaching skills, as well as having a working knowledge of baseball or softball. The impression left on young minds from their experience in youth sports will come more from these coaches than from any other source.

The manager/coach selection process described below shall apply to all levels of AYBS tee-ball, softball, and baseball. It is intended to identify the most appropriate candidates at each level, considering input from the candidate him (her) self, other managers and coaches, parents, and the AYBS administrative organization. Ultimate responsibility for selection rests with the Board of Directors, with responsibility for gathering information delegated to the "Screening Committee" and responsibility for evaluating and ranking candidates delegated to the "Approval Committee".

PROCEDURE

1. The Screening Committee for each league shall consist of the Vice-President Player Agent, the divisional vice-president (Tee-Ball, Baseball or Softball), and, where applicable, the League Coordinator. The Screening Committee shall develop a list of all candidates, which have expressed an interest in managing or coaching at each level. The Director-at-Large will provide names of any candidates identified through the membership application process. For each candidate, the VP will develop a profile listing previous experience with AYBS and other youth sports programs, summarizing the responses from past parent surveys and co-manager surveys.

2. The Approval Committee including the President, the division vice president, Vice President Player Agent, Secretary (of other executive board member if there is a conflict of interest), and a Parent Representative appointed by the President shall review the profiles, checking references and interviewing candidates where deemed necessary, and present a final recommendation to the full Board. Manager selection shall be based on the following evaluative tools:

A. Leadership Evaluation Interview (The attached checklist may be used as a guide.) The Approval Committee may interview each Manager candidate to ascertain the candidate's level of commitment and fitness for the position.

B. Experience Direct AYBS coaching experience shall be evaluated in the light of the following:

Manager - major league level Manager - minor league level Coach - major league level Coach - minor league level

Other non-AYBS coaching experience shall also be considered.

The recommendation shall identify a priority for selection for enough candidates to cover all expected teams at each level. Where there is uncertainty as to the number of teams, the order in which the uncertain team positions will be filled shall be designated. The overriding consideration in establishing this priority list shall be the qualifications of the candidate. All candidates are required to submit a signed approval form for a CORI background check (Attachment D) in addition to the Coaches code of conduct (included with Attachment A). All candidates will be ranked. Where qualifications are equal, returning Managers shall be given preference.

3. The Board shall consider the Approval Committee recommendation and adopt a final list of Managers for all regular season and tournament teams to be fielded. The approval is contingent upon successful completion of a criminal background check in accordance with Attachment D. Regular season Managers returning at the same level shall retain the team they managed the year before. Tournament Managers shall be voted in by the board each year. If the son or daughter of a new Manager is already a member of a team without a returning Manager, the new Manager shall be assigned that team. Otherwise, teams shall be assigned by lottery and trades shall be arranged for sons/daughters.
4. Appeal of the Approval Committee recommendation may be made by a Manager Candidate before Board Approval. Once Managers are appointed by the Board, no further appeal is allowed by a candidate. Appeals shall be made through the President and heard at a meeting of the Board.
5. Managers may select their own coaches (assistants) from the list of candidates for Manager/Coach or from among parents of players on their teams. A single primary Coach (assistant) shall be designated for each team and submitted to the Board for approval.
6. Managers and Coaches selected by the Approval Committee are subject to a criminal background check in accordance with Attachment D (amended 2/22/98)
7. The names and addresses of Managers and Coaches shall be included on the rosters for each team, which are sent to Little League headquarters.
8. Replacement of a Manager for cause or due to extraordinary circumstances shall be in descending order based on the Board's final list of Manager Candidates. Toward the end of each regular season, a survey form will be given to parents of each player, seeking comments on, among other things, the quality of the coaching received by their children. In each league level, the divisional vice president shall survey all Managers and Coaches on the performance of their peers. Appropriate AYBS officials shall also be asked to rate Managers in terms of how well they complied with organizational goals such as raffle participation, equipment inventory and picture day. This information will be used to make the selection process in future years more complete and fair. Manager personnel files shall be confidential and retained by the Secretary.

AYBS By-Laws Attachment A

ATTACHMENT B

SELECTION OF PLAYERS TO TEAMS

In the ideal league, each team would be capable of beating any other team on any given day. Each player should expect to learn lessons from both victory and defeat. For this to happen, it is essential that the available talent known at the beginning of the season be distributed as evenly as possible among all teams. Any continued relative success of a single team should be attributable to a Manager's ability to spot and develop potential talent and to promote teamwork, rather than to a system that perpetuates dynasties.

The following is a process intended to distribute players fairly among teams and, at the same time, to maintain a vestige of continuity in the Major leagues. At each league level, the process involves the identification of a pool of eligible players, setting the number of teams and players per team, an open ranking of players by ability, and a draft by rounds.

1.0 MAJOR LEAGUE BASEBALL

1.1 Eligibility

All baseball players of league age 10, 11 and 12 shall be considered for eligibility in the Major League. For 12 year olds, there shall be a presumption of eligibility unless parents specifically ask that the player remain in the minor leagues. For 11 year olds, Managers shall have discretion to recommend to the division VP that a player remains in the minor leagues due to concerns about player safety only. 10 year olds are eligible for selection based on demonstrated talent and space availability. No 11 year old meeting the safety criterion shall be denied the opportunity to play in the Majors for the purpose of bringing up a 10-year-old player. Nine year olds shall not be eligible to play in the Majors. The Player Agent shall prepare a list of all registered baseball players of league age 10, 11 and 12, indicating name, address, phone, date of birth, gender, and last team assignment, if any.

1.2 Player Evaluation

All players shall be invited to one or more evaluation sessions at which they may demonstrate skills in batting, fielding, and pitching. Managers and their assistants shall evaluate each player on a standard form, a copy of which shall be given to the Player Agent. Managers may rate players not present at the tryout sessions if they are familiar with the player from previous seasons. The Player Agent shall compile scores for each player in each skill area and make the combined results available to all Managers.

In addition, each manager/coach shall evaluate each player on his or her team at the conclusion of the season. These player evaluations are then submitted to the VP Player Agent. These evaluations may be used to achieve our overall goal of maintaining accurate player evaluations and parity in league play.

The Managers shall determine by consensus which 11 year old players, if any, are not qualified to play in the major leagues due to safety concerns. The division VP shall personally recommend to the parents of such players that the child should remain in AAA. Parents may sign a waiver indicating that they acknowledge the AYBS recommendation, but still wish such a player to play in the Majors.

The Managers shall determine by unanimous consensus, which 10-year-old players have shown outstanding skills and deserve to be considered for selection to the Major League. Parents of the qualified 10 year olds shall be contacted to verify that each player, if selected to a team, would accept the invitation.

1.3 Number of Teams, Roster Size and Player Draft Pool

Based on the number of qualified 10, 11 and 12 year old players, the number of teams and the number of players per team shall be set by a majority vote of the Board of Directors. There may be a maximum of 8 players of league age 12 per team. Team roster size may be set at 11, 12 or 13.

Once the number of players per team is set, the pool of players eligible for the draft shall consist of all qualified 12 and 11 year olds plus the qualified 10 year olds whose parents have provided approval for consideration.

1.3.1 Parental Request for Player Re-entry into Draft Pool

It is the intention of the Board to maintain the integrity of existing teams whenever possible. However in order to enhance every player's baseball experience the Board recognizes that some flexibility is necessary.

Parents of any player who has completed one full season in the AYBS major league shall have a one-time-only option to request a release from the team of which the player was a member during the immediate preceding season. All parental requests to release a player must be made one week prior to tryouts and in writing, to the Board of Directors, by the parent of the player seeking the release. The release of any player must be with the approval of the Board of Directors as indicated by a majority vote of the Board

In the event the player is released, the League President must notify, in writing, the parents of the player , the players former coach, and the VP Player Agent. This must be done in sufficient time so as to allow the player to qualify for selection to another teams via tryouts. Any player released pursuant to this section shall be placed in the Draft Pool and shall not be selected by the team from which the player was released.

1.4 Type of Draft / Protected Players

If the number of teams is different from the number in the previous season or if any team requires more than 8 new players to fill its roster, then an Expansion/Contraction draft shall be conducted. If the number of teams is the same and no team requires more than 8 new players, then a Replenishment draft shall be conducted. The Board may call for a Full Redraft if circumstances indicate that other draft procedures would not result in a fair outcome.

In a Replenishment draft, each team shall retain all of its returning players as Protected Players.

In an Expansion/Contraction draft, if the number of teams is higher or, any team needs more than 8 new players, then the Manager of each returning team may protect one player of age 11 and one of age 12. If the number is lower, the division VP shall recommend and, the Board shall by majority vote approve the team to be dropped. Each remaining Manager may protect one player of age 11 and one of age 12. In either case, if the Manager's son or daughter is considered by consensus of Major League Managers to be a player of "first round" or "second round "quality (rated among the most talented player) then the Manager must select that son or daughter as one of the Protected Players in the order determined in the sections of 1.5.1, defined below. If the son or daughter is not "first round" or "second round ", then he or she shall be placed as defined below in 1.5.2.

In a Full Redraft, no players are Protected Players.

1.5 Sons/Daughters

1.5.1 Sons/Daughters in Round One and Two of Draft

With the approval of the VP of Baseball and the VP Player Agent, sons/daughters of managers shall be assigned a draft position in round one by consensus of the managers (including the subject manager) using the player evaluations and past performance as a guide. If no consensus is reached within a reasonable period of time the VP's will decide the Draft position.

With the approval of the VP of Baseball and the VP Player Agent, sons/daughters of managers shall be assigned a position in round two by consensus of the managers (including the subject manager) using the player evaluations and past performance as a guide. If no consensus is reached within a reasonable period of time the VPs will decide will decide the Draft position.

If a player is slotted directly below a player on round one, VP of Baseball and the VP Player Agent will decide if the round two player is to be moved up or down.

1.5.2 Sons/daughters in Lower Draft Rounds

The Managers shall establish by consensus the appropriate draft round for sons or daughters of Managers not protected under the rules defined above. If Managers cannot agree on a placement, the VP-Baseball and the VP Player Agent shall assign a draft round. When that round comes up, the Manager must select the son or daughter.

1.6 Brothers/Sisters

Younger brothers or sisters of Protected Players who are included in the Draft Pool shall automatically be selected to the same team as the older brother or sister. Their appropriate draft round shall be determined by a consensus of Managers or, if necessary, shall be assigned by the VP-Baseball.

Where two or more siblings are not protected, but in the Draft Pool, the selection of one in any round results in the selection of the other(s) as the next available pick(s).

1.7 Draft Order

The Draft order will be determined by the VP Player Agent and the VP of Baseball with input from the managers. Relative strength of the teams shall dictate the draft order. Hence, in a replenishment draft Managers shall in the first three rounds draft in reverse order of the team's finish during the preceding year's regular season (last place drafts first). In all subsequent rounds the draft order will be reversed with the first place finishers drafting first in the round.

If equity among the teams cannot be achieved via the above method, the draft order shall be determined by a selective lottery determined by the VP Player Agent and the VP of Baseball and shall take into consideration Sections 1.5.1 and 1.5.2 above.

In an Expansion/Contraction draft or a Full Redraft, the order of draft shall be decided by selective lottery considering Sections 1.5.1 and 1.5.2 above. In an Expansion/Contraction draft, a new team or a returning team which does not have two Protected Players shall select players as needed from the list of unprotected players immediately prior to round one so that each team begins the regular draft with one 12 and 11 year old.

In either case the established draft procedure shall continue until all teams have the established number of players and in each age group. All players in the Draft Pool must be selected.

1.8 Unrated Players

The names of any unrated, but presumably eligible, players shall be placed in a "hat". At any point in the draft, a Manager may elect to draw a name from the "hat" instead of naming a rated player.

1.9 Age Distribution

Each team must end up with no more than 8 and no fewer than "n" players of age 12, where "n" is the number of age 12 players divided by the number of teams and rounded down to a whole number.

No team may have more than one more player of age 10 than any other team. No team may have more than one more player of age 12 than any other team.

1.10 Draft Supervision

The Player Agent shall supervise the player draft process and document its results. The Player Agent shall have the power to nullify a draft if he/she determines that it has not been properly conducted. In any conflict regarding Draft processes the VP Player Agent all have final authority.

1.10.1

Should the VP Player Agent and or the VP of Baseball be in a position that constitutes a conflict of interest with respect to the draft, an alternate(s) will be selected by vote of the Board. The alternate(s) will act in place of the VP of Baseball and or the VP Player Agent and will supervise that draft for which there may be a conflict of interest. Such a conflict may result from the involvement of a son or daughter in the draft.

1.11 Trades

Managers may make trades until the Player Agent declares the draft closed, as long as the Player Agent is notified immediately. The Player Agent may overrule a trade if it would substantially favor one team. After the draft has been declared closed and its results made public, trades require consent of the parents of both players and approval of the Board (by majority vote) on a recommendation from the Player Agent.

1.12 Replacement Players

In the event that a player withdraws or is otherwise unable to play for the remainder of a season, the Player Agent shall consult with the division VP to select a pool of replacement player candidates from a waiting list or from the minor leagues, from which the Manager may select one. All major league teams shall carry an equal number of players on their rosters at all times.

Temporary replacement players may be recruited from the minor league by a major league Manager on a game-by-game basis. All temporary replacement players must be of age 10 or 11, must be registered AYBS players, and may not play for the same major league team for more than 2 consecutive games. If a temporary player is present at a game at which enough regular team members are present to fill all fielding positions, the temporary player shall play only the minimum 2 innings in the field and one at-bat. Temporary replacement players may not pitch in the Majors.

2.0 MAJOR LEAGUE SOFTBALL

2.1 Eligibility

All female players who are in fourth, fifth, sixth or seventh grade in school shall be considered for eligibility in the Softball Major League. 14 year olds in seventh grade and 13 year olds in eighth grade at a school other than

Ashland High School shall be treated as seventh graders for eligibility and team selection purposes. For sixth and seventh graders, there shall be a presumption of eligibility. For fourth and fifth graders, Managers shall have discretion to recommend by unanimous consensus that a player remains in the minor leagues based on ability, experience or player safety concerns. The parents of such players shall be notified of the Managers' recommendation and may overrule it by signing an acknowledgment and release form. Parents of fifth graders may request that their daughter remain in the minor league. Fourth graders shall be eligible to play in the Majors only upon demonstrated talent and space availability. No fifth grader meeting the safety criterion shall be denied the opportunity to play in the Majors for the purpose of bringing up a fourth grader.

The Player Agent shall prepare a list of all registered softball players of eligible league ages, indicating name, address, phone, date of birth, grade, and last team assignment, if any.

2.2 Player Evaluation

All players shall be invited to one or more evaluation sessions at which they may demonstrate skills in batting, fielding, and pitching. Managers and their assistants shall evaluate each player on a standard form, a copy of which shall be given to the Player Agent. Managers may rate players not present at the tryout sessions if they are familiar with the player from previous seasons. The Player Agent shall compile scores for each player in each skill area and make the combined results available to all Managers.

In addition, each manager/coach shall evaluate each player on his or her team at the conclusion of the season. These player evaluations are then submitted to the VP Player Agent. These evaluations may be used to achieve our overall goal of maintaining accurate player evaluations and parity in league play.

The Managers shall determine by consensus a ranking of fifth grader players by demonstrated ability. They shall also identify which players, if any, are not qualified to play in the major leagues due to safety concerns.

2.3 Number of Teams, Roster Size and Player Draft Pool

Based on the number of qualified fifth, sixth and seventh grade players, the number of teams and the roster size shall be by vote of the Board of Directors. There shall be no more than 8 seventh grade players per team, and team roster size may be 11, 12 or 13.

The pool of players eligible for the draft shall consist of all qualified seventh and sixth grader players (who are guaranteed selection) plus the qualified fifth graders.

2.3.1 Parental Request for Player Re-entry into Draft Pool

It is the intention of the Board to maintain the integrity of existing teams whenever possible. However in order to enhance every player's softball experience the Board recognizes that some flexibility is necessary .

Parents of any player who has completed one full season in the AYBS major league shall have a one-time-only option to request a release from the team of which the player was a member during the immediate preceding season. All parental requests to release a player must be made one week prior to tryouts and in writing, to the Board of Directors, by the parent of the player seeking the release. The release of any player must be with the approval of the Board of Directors as indicated by a majority vote of the Board

In the event the player is released, the League President must notify, in writing, the parents of the player , the player's former coach, and the VP Player Agent. This must be done in sufficient time so as to allow the player to qualify for selection to another team via tryouts. Any player released pursuant to this section shall be placed in the Draft Pool and shall not be selected by the team from which the player was released.

2.4 Type of Draft / Protected Players

If the number of teams is different from the number in the previous season or if any team requires more than 8 new players to fill its roster, then an Expansion/Contraction draft shall be conducted. If the number of teams is the same and no team requires more than 8 new players, then a Replenishment draft shall be conducted. The Board may call for a Full Redraft if circumstances indicate that other draft procedures would not result in a fair outcome.

In a Replenishment draft, each team shall retain all of its returning players as protected players.

In an Expansion/Contraction draft, if the number of teams is higher or any team needs more than 8 new players, then the Manager of each returning team may protect one player of age 11 and one of age 12. If the number is lower, the division VP shall recommend and, the Board shall by majority vote approve the team to be dropped. Each remaining Manager may protect one player of grade seven and one of grade six. In either case, if the Manager's daughter is considered by consensus of Major League Managers to be a player of "first round" or "second round " quality (rated among the most talented player) then the Manager must select that daughter as one of the Protected Players in the order determined in the sections of 2.5, defined below. If the daughter is not "first round" or "second round ", then she shall be placed as defined below in 2.5.3.

In a Full Redraft, no players are Protected Players.

2.5 Daughters

2.5.1 Daughters in Round One and Two of Draft

With the approval of the VP of Softball and the VP Player Agent , daughters of managers shall be assigned a draft position in round one by consensus of the managers (including the subject manager) using the player evaluations and past performance as a guide. If no consensus is reached within a reasonable period of time the VP's will decide the Draft position.

With the approval of the VP of Softball and the VP Player Agent, daughters of managers shall be assigned a position in round two by consensus of the managers (including the subject manager) using the player evaluations and past performance as a guide. If no consensus is reached within a reasonable period of time the VPs will decide will decide the Draft position.

If a player is slotted directly below a player on round one, VP of Softball and the VP Player Agent will decide if the round two players are to be moved up or down.

2.5.2 Daughters in Lower Draft Rounds

The Managers shall establish by consensus the appropriate draft round for sons or daughters of Managers not protected under the rules defined above. If Managers cannot agree on a placement, the VP Softball and the VP Player Agent shall assign a draft round. When that round comes up, the Manager must select his/her daughter.

2.6 Sisters

Younger sisters of Protected Players who are included in the Draft Pool shall automatically be selected to the same team as the older sister. Their appropriate draft round shall be determined by a consensus of Managers or, if necessary, shall be assigned by the VP-Softball. Where two or more sisters are not protected, but in the Draft Pool, the selection of one in any round results in the selection of the other(s) as the next available pick(s).

2.7 Draft Order

The Draft order will be determined by the VP Player Agent and the VP of Softball with input from the managers. Relative strength of the teams shall dictate the draft order. Hence, , in a replenishment draft Managers shall in the first three rounds draft in reverse order of the team's finish during the preceding year's regular season (last place drafts first). In all subsequent rounds the draft order will be reversed with the first place finishers drafting first in the round.

If equity among the teams cannot be achieved via the above method, the draft order shall be determined by a selective lottery determined by the VP Player Agent and the VP of Baseball and shall take into consideration Sections 1.5.1 and 1.5.2 above.

In an Expansion/Contraction draft or a Full Redraft, the order of draft shall be decided by selective lottery considering Sections 1.5.1 and 1.5.2 above. In an Expansion/Contraction draft, a new team or a returning team which does not have two Protected Players shall select players as needed from the list of unprotected players immediately prior to round one so that each team begins the regular draft with one seventh grader and one sixth grader

In either case the established draft procedure shall continue until all teams have the established number of players and in each age group. All players in the Draft Pool must be selected.

2.8 Unrated Players

The names of any unrated, but presumably eligible, players shall be placed in a "hat". At any point in the draft, a Manager may elect to draw a name from the "hat" instead of naming a rated player.

2.9 Age Distribution

Each team must end up with no more than 8 and no fewer than "n" players of grade seven, where "n" is the number of age seventh grade players divided by the number of teams and rounded down to a whole number.

2.10 Draft Supervision

The Player Agent shall supervise the player draft process and document its results. The Player Agent shall have the power to nullify a draft if he/she determines that it has not been properly conducted. In any conflict regarding Draft processes the VP Player Agent all have final authority.

2.10.1

Should the VP Player Agent and or the VP of Softball be in a position that constitutes a conflict of interest with respect to the draft, an alternate(s) will be selected by vote of the Board. The alternate(s) will act in place of the VP of Softball and or the VP Player Agent and will supervise that draft for which there may be a conflict of interest. Such a conflict may result from the involvement of a son or daughter in the draft.

2.11 Trades

Managers may make trades until the Player Agent declares the draft closed, as long as the Player Agent is notified immediately. The Player Agent may overrule a trade if it would substantially favor one team. After the draft has been declared closed and its results made public, trades require consent of the parents of both players and approval of the Board (by majority vote) on a recommendation from the Player Agent.

2.12 Replacement Players

In the event that a player withdraws or is otherwise unable to play for the remainder of a season, the Player Agent shall consult with the division VP to select a pool of replacement player candidates from a waiting list or from the minor leagues, from which the Manager may select one. All major league teams shall carry an equal number of players on their rosters at all times.

Temporary replacement players may be recruited from the minor league by a major league Manager on a game-by-game basis. All temporary replacement players must be of grade four or five, and may not play for the same major league team for more than 2 consecutive games. If a temporary player is present at a game at which enough regular team members are present to fill all fielding positions, the temporary player shall play only the minimum 2 innings in the field and one at-bat. Temporary players may not pitch in the Major League.

3.0 MINOR LEAGUE BASEBALL

3.1 Eligibility

All registered players of league age 9 to 12 not selected to a major league team shall be eligible to play in the AAA minor league. Players of age 8 who have played for one year in the AA minor league or its equivalent are also eligible on a competitive, space available basis.

Registered players of league age 8 and players of league age 7 who have played for one year in Tee-ball or its equivalent are eligible for the AA minor league.

Registered players of league age 6 and are 1st graders who have played for one year in Tee-ball or its equivalent are eligible for the AA minor league.

The Player Agent shall prepare a list of all registered players of eligible league ages, indicating name, address, phone, date of birth, grade, and last team assignment, if any.

3.2 Number of Teams

After the Major League teams have been selected, the number of teams in each minor league shall be set such that there will be between 12 and 14 players per team, considering the number of eligible players in each league age group.

3.3 Player Evaluation

All baseball players of league age 7 and up may be invited to one or more evaluation sessions at which they may demonstrate skills in batting, fielding, and pitching. Managers and their assistants shall evaluate each player on a standard form, a copy of which shall be given to the Player Agent. Managers may rate a player not present at the tryout sessions if they are familiar with the player from previous experience. The Player Agent shall compile scores for each player in each skill area and make the combined results available to all Managers.

In addition, each manager/coach shall evaluate each player on his or her team at the conclusion of the season. These player evaluations are then submitted to the VP Player Agent. These evaluations may be used to achieve our overall goal of maintaining accurate player evaluations and parity in league play.

The AAA managers shall determine by consensus a ranking of 8-year-old players requesting consideration for AAA by demonstrated ability.

3.4 Number of Players per Team and Player Draft Pool

AAA. Based on the number of qualified 8, 9, 10 and 11 year old players, the number of players per team shall be set at 12, 13 or 14 by a consensus of Managers. The pool of players eligible for drafting shall consist of all 11, 10, and 9 year olds plus the number of 8 year olds required to make up the total number of players to give each team the chosen roster size. The 8 year olds shall be included in accordance with the priority ranking established above.

AA. The number of players per team in AA shall be that necessary to accommodate the remaining eligible players. Teams may differ in size by no more than one player.

3.5 Protected Players

No players shall be protected by a Manager in the minor leagues. Each team is to be drafted from scratch each year.

3.6 Sons/Daughters

The Managers shall establish by consensus the appropriate draft round for sons/daughters of Managers. When that round comes up, the Manager must select the son/daughter.

3.7 Brothers/Sisters

When two or more siblings are in the Draft Pool, the selection of one in any round results in the automatic selection of the other(s) as the next available pick(s).

3.8 Draft Order

The order for drafting shall be established by lottery. That order shall be followed until all players in the player pool have been selected.

3.9 Unrated Players

The names of any unrated, but presumably eligible players shall be placed in a "hat". At any point in the draft, a Manager may elect to draw a name from the "hat" instead of naming a rated player.

3.10 Age Distribution

Each team must end up with no fewer than "n" players of each age, where "n" is the number of players in the Draft Pool of a given age, divided by the number of teams, and rounded down to a whole number.

3.11 Trades

Managers may make trades until the Player Agent declares the draft closed, as long as the Player Agent is notified immediately. The Player Agent may overrule a trade if it would substantially favor one team. After the draft is closed and its results made public, trades require the consent of the parents of both players and the approval of the Player Agent. The Player Agent shall make known to Managers any parental requests for assignments to (or not to) specific Managers or for two or more players to be on the same team. Where such requests would not upset the balance of the league, they shall be accommodated by trades.

3.12 Replacement Players

In the event that a player withdraws or is otherwise unable to play for the remainder of a season, the Player Agent shall consult with the Division VP to select a replacement player from a waiting list or from a lower league. No team shall carry a roster larger or smaller than other teams in the same league by more than one player.

AAA Managers may recruit temporary replacement players from AA on a game-by-game basis. All temporary replacements must be of age 8 and may not play for the same AAA team for more than 2 consecutive games. If a temporary player is present at a game at which enough regular team members are present to fill all fielding positions, the temporary player shall play only the minimum allowed number of innings in the field and have only the minimum allowed number of at-bats.

Similarly, AA Managers may recruit replacement players from Tee-Ball on a game-by-game basis. All temporary replacements must be of age 7 and may not play for the same AA team for more than 2 consecutive games.

4.0 MINOR LEAGUE SOFTBALL

4.1 Eligibility

All registered female softball players of school grade three through five not selected to a major league team shall be eligible to play in the AAA minor league. Players in second grade who have played for one year in the AA minor league or its equivalent are also eligible on a competitive, space available basis.

Registered players in second grade and players in first grade who have played for one year in Tee-ball or its equivalent are eligible for the AA minor league.

The Player Agent shall prepare a list of all registered players of eligible school grades, indicating name, address, phone, date of birth, grade, and last team assignment, if any.

4.2 Number of Teams

After the Major League teams have been selected, the number of teams in each minor league shall be set such that there will be between 12 and 14 players per team, considering the number of eligible players in each school grade group.

4.3 Player Evaluation

All softball players of school grade one and up shall be invited to one or more evaluation sessions at which they may demonstrate skills in batting, fielding, and pitching. Managers and their assistants shall evaluate each player on a standard form, a copy of which shall be given to the Player Agent. Managers may rate a player not present at the tryout sessions if they are familiar with the player from previous experience. The Player Agent shall compile scores for each player in each skill area and make the combined results available to all Managers.

In addition, each manager/coach shall evaluate each player on his or her team at the conclusion of the season. These player evaluations are then submitted to the VP Player Agent. These evaluations may be used to achieve our overall goal of maintaining accurate player evaluations and parity in league play.

Second graders requesting consideration for AAA shall be evaluated along with third graders. The AAA managers shall determine by consensus a ranking of such second graders requesting consideration by demonstrated ability.

4.4 Number of Players per Team and Player Draft Pool

AAA. Based on the number of qualified second, third, fourth and fifth grade players, the number of players per team shall be set at 12, 13 or 14 by a consensus of Managers. The pool of players eligible for drafting shall consist of all fifth, fourth and third graders plus the number of second graders required to make up the total number of players to give each team the chosen roster size. The second graders shall be included in accordance with the priority ranking established above.

AA. The number of players per team in AA shall be that necessary to accommodate the remaining eligible players. Teams may differ in size by no more than one player.

4.5 Protected Players

No players shall be protected by a Manager in the minor leagues. Each team is to be drafted from scratch each year.

4.6 Daughters

The Managers shall establish by consensus the appropriate draft round for daughters of Managers. When that round comes up, the Manager must select the daughter.

4.7 Sisters

When two or more sisters are in the Draft Pool, the selection of one in any round results in the automatic selection of the other(s) as the next available pick(s).

4.8 Draft Order

The order for drafting shall be established by lottery. That order shall be followed until all players in the player pool have been selected.

4.9 Unrated Players

The names of any unrated, but presumably eligible players shall be placed in a "hat". At any point in the draft, a Manager may elect to draw a name from the "hat" instead of naming a rated player.

4.10 Age Distribution

Each team must end up with no fewer than "n" players of each school grade, where "n" is the number of players in the Draft Pool of a given age, divided by the number of teams, and rounded down to a whole number.

4.11 Trades

Managers may make trades until the Player Agent declares the draft closed, as long as the Player Agent is notified immediately. The Player Agent may overrule a trade if it would substantially favor one team. After the draft is closed and its results made public, trades require the consent of the parents of both players and the approval of the Player Agent. The Player Agent shall make known to Managers any parental requests for assignments to (or not to) specific Managers or for two or more players to be on the same team. Where such requests would not upset the balance of the league, they shall be accommodated by trades.

4.12 Replacement Players

In the event that a player withdraws or is otherwise unable to play for the remainder of a season, the Player Agent shall consult with the Division VP to select an eligible replacement player from a waiting list or from a lower league. No team shall carry a roster larger or smaller than other teams in the same league by more than one player.

AAA Managers may recruit temporary replacement players from AA on a game-by-game basis. All temporary replacements must be in second grade and may not play for the same AAA team for more than 2 consecutive games. If a temporary player is present at a game at which enough regular team members are present to fill all fielding positions, the temporary player shall play only the minimum allowed number of innings in the field and have only the minimum allowed number of at-bats.

Similarly, AA Managers may recruit replacement players from Tee-Ball on a game-by-game basis. All temporary replacements must be girls in first grade and may not play for the same AA team for more than 2 consecutive games.

AYBS By-Laws Attachment B

ATTACHMENT C

POST-SEASON TOURNAMENT TEAMS

Post-season tournament teams provide an opportunity for a limited number of players who have demonstrated outstanding skills during the regular season to compete at a level with their peers during the summer months. In line with this objective, the Vice-Presidents of Little League Baseball and Little League Softball shall propose plans for tournament participation each year, prior to the start of the regular season. The plans shall identify the tournaments to be entered, eligibility requirements, roster size limits, and expected costs for entry fees, umpires, uniforms, awards, etc. The Board of Directors shall review these plans and adopt an appropriate policy for the year, considering the resources available, insurance issues, and consistency with other policies. The annual policy shall establish the exact roster size for each team, any additional eligibility restrictions, fees for participation, and awards to be given to the participants.

All post-season teams must be authorized by the Board of Directors. Unauthorized teams may not use AYBS equipment and are not covered by AYBS insurance. Unauthorized use of equipment or misrepresentation of AYBS sanction for a post-season team is grounds for disciplinary action.

SELECTION OF TEAMS

The guiding objective in selecting tournament teams is to assure that the most qualified eligible players are offered the opportunity to play and to avoid favoritism or the appearance of favoritism.

If some regular season players would be eligible for more than one tournament team (by tournament rules), and enough talented players are available so that the higher level team can be fielded without including players also eligible for the lower level team, and the tournament schedule is such that all teams play a reasonable number of games before elimination, AYBS policy will be to limit the higher level team to those that would be eligible only for that team. This maximizes opportunity for the older players without denying younger players the opportunity of tournament play. For example, if there are enough talented 12 year olds to fill the roster of a "12 and under" team for the Tondorf Tournament (which has a "round robin" format), then 11 year olds will only be considered for the "11 and under" team. Similarly, if there is a "10 and under" team, only 11 year olds will be considered for the "11 and under" team.

If only one tournament team is to be fielded, or if the tournament format is "single elimination" or "double elimination", (for example, a team for the Little League International softball tournament), AYBS shall take full advantage of the tournament eligibility rules to field the best possible team, since this maximizes the opportunity to advance. It does a player no favor to include him or her on a team, which, for lack of a better but younger player, is eliminated after one or two games.

The team selection process shall begin at or near the completion of two thirds of regular season play, and shall start with the selection of the highest-level teams for baseball and softball (e.g., Tondorf "12 and under" team for baseball, Little League International Tournament team for softball). The process is defined below:

The Vice President/Player agent shall develop a list of eligible players, based on the criteria for the specific tournament(s) to be entered.

Major league Managers shall meet and discuss their players, so that all are aware of specific accomplishments and statistics for all teams.

Under the supervision of the VP/Player Agent, each major league baseball (softball) manager independently shall nominate a team of "n" players, none of which are on that Manager's regular season team, where "n" is the roster size determined by the Board of Directors. All players on each nomination list shall be ranked from 1 to "n" in order of decreasing priority.

The VP/Player Agent shall compile the lists and award to each player appearing on any list, "n" points for each first priority nomination, ("n"-1) points for each second priority nomination, and so on down to 1 point for each "n"th priority nomination. The overall rating of each player shall be the sum of all points awarded.

The "n" players with the highest rating point totals shall constitute the base roster. If there is a tie for the "n"th position, each Manager shall cast a vote for one of the tied players. If this does not break the tie, the division VP shall decide which player is placed on the base roster. Each player on the base roster shall be contacted to determine if he/she can make the commitment to practice and games for the duration of the tournament season. If a base roster player cannot make the commitment, then the player with the next highest ranking point total (or votes in a tie breaker) shall be added to the roster as an alternate and contacted, as well, until "n" players are committed to the team. No deviations shall be allowed from this priority order. Ranking shall remain confidential. Contacts shall be made within as short a time as possible. The final published roster shall contain only the names of the "n" committed players. If tournament rules require designation of alternates, they shall be the next highest priority players.

Once the highest-level baseball (softball) team has been selected, the same basic process shall be followed to select any lower level teams established by the Board of Directors' policy.

For an "age 11" or "age 11 and under" team, Major league managers shall again review the list of eligible players (not selected for the higher level team) and repeat the nomination and ranking process.

If an "age 10" or "age 10 and under" team be included in the policy, the following special rules apply:

Any 10 year old who played in the major league during the regular season, but has not been selected for a higher level tournament team shall automatically be included in the base roster for the "age 10" or "age 10 and under" team.

Remaining roster positions on the team shall be filled by nominations from the Managers of AAA baseball (Minor League Softball) teams, following the same procedure as defined above.

If a team for players of age 9 is included in the policy, the AAA baseball (Minor league softball) Managers shall follow the same nomination process as defined above.

Teams for players of league age 8 are at the sole discretion of the then current board. If for any reason said team is authorized by the Board, the selection process will follow that of the 9 through 12 year olds outlined above.

SELECTION OF TEAM MANAGERS

The selection process shall begin at or near the completion of two thirds of regular season play and shall start with the selection of the highest-level teams for baseball and softball (e.g., Tondorf "12 and under" team for baseball, Little League International Tournament team for softball). The process shall be governed by the same procedures as Attachment A, "Appointment of Managers and Coaches for Both Regular and Post Season Play". Once selected, team managers may conduct post-season practice and scrimmages at their discretion however they may not interfere with any regular season games or in any way disrupt regular way disrupt regular season teams.

AYBS By-Laws Attachment C

ATTACHMENT D

Manager and Coach Background Screening

Section 1. Purpose

The purpose of this By-Law is to provide a system to screen prospective Managers, coaches, and other designated volunteers for relevant criminal history prior to their appointment to a position with AYBS.

Section 2. Uniformity of Standard

This By-Law shall apply to all prospective Managers, officially designated Assistant Coach, and any other volunteers designated by the Board who may have unsupervised access to children participating on AYBS teams.

Section 3. Applicability of Standard

A. This By-Law shall apply to all Spring, Summer, and Tournament AYBS teams.

B. Any individual who is required to be screened under these rules who does not consent to the required background check or who provides false or misleading information in the course of such check shall be disqualified from participation as a volunteer with AYBS.

Section 4. Standard for Disqualification

A prospective candidate may be disqualified and prohibited from serving as a Manager, designated Assistant Coach, or other volunteer if that person has been convicted (including crimes the record of which has been expunged and pleas of no-contest or admission to sufficient facts) of the following crimes which the Board finds may create an unreasonable risk to the safety and well-being of children.

A. Indecent assault and battery

B. Any felony conviction

C. Open and gross lewdness and lascivious behavior within ten (10) years of such candidate's application

D. Possession with intent to distribute any controlled substance; possession of any Class C or above controlled substance; two (2) convictions for possession of any Class D controlled substance within six (6) years of such candidate's application.

E. Domestic assault and battery

F. Two (2) convictions for operating a motor vehicle under the influence of drugs or intoxicating liquors, provided such convictions were within six (6) years of such candidate's application.

Disqualifications shall also occur if:

A. It is determined that a candidate has been adjudged liable for civil penalties or damages involving sexual abuse or physical abuse of children, is subject to any court order involving sexual abuse or physical abuse of a minor, including but not limited to a domestic order or order received by an agency requiring a child's protection, or has had their parental rights terminated for reasons involving sexual or physical abuse of children; or

B. The Board comes into verified information that the candidate has a history with another organization of complaints of physical or sexual abuse of minors or has been terminated due to complaint of sexual or physical abuse of minors; or

C. The Board determines with verified information that the candidate has been convicted of a disqualifying offense in another State or foreign country.

Section 5. Screening Procedures

A. All prospective candidates subject to background screening under this By-Law shall be provided with a copy of this By-Law, any consent forms to be signed by such candidate and any other information deemed suitable by the Board to fully explain the importance and applicability of this By-Law. Such information shall be provided as soon as possible to all candidates for whom background screening shall be required and, in any event, prior to the time such candidate is scheduled for an interview with the applicable selection committee.

B. The VP/Baseball, VP/Softball, VP/Tee Ball, or Director of the Senior League, as the case may be, shall notify the President immediately of any prospective candidate who has violated the provisions of Section 3 of this By-Law. Such candidate shall immediately be placed on a disqualified list to be maintained by the Secretary.

C. Upon receipt of a consent form, the VP/Baseball, VP/Softball, or in the case of a designated volunteer, the President, shall verify such form for completeness, and shall forward the form to the President for forwarding to the Criminal History Systems Record Board.

D. The President shall seek background information by initiating a CORI check for all Candidates deemed suitable by the applicable selection committee or in the case of a designated volunteer, by the President. Upon receipt of relevant information, either from the CHSRB or as provided in Section 4 above, the President shall inform any candidate who is disqualified by reason of this By-Law, specifying the reason for such disqualification. The President shall also inform the appropriate VP and Secretary of any such disqualification, without specifying the particulars as reason therefore. The Secretary shall maintain the record of such disqualification as a permanent record of the Board.

E. All records created pursuant to this By-Law shall be protected from any unnecessary disclosure as required by Massachusetts General Laws, Chapter 6, Secs 177-178.

Section 6. Appeal Process

Individuals who are disqualified from participating in AYBS because of relevant criminal history may appeal such action to the Appeal Screening Committee, which shall consist of the President, VP Baseball, VP Softball, and Secretary, by filing a claim of appeal in writing, directed to the President within ten (10) days after receipt of notice of such disqualification. Such appeal shall be limited to claims that the information upon which disqualifications has been based is erroneous and shall not include claims based on explanation or mitigation of any such information. The Committee shall conduct a hearing upon such appeal within seven (7) days of receipt of any claim of appeal, at which the disqualified candidate may be present.

Based upon the information presented at the hearing, the Committee shall either affirm or reverse the original decision of disqualification.

Section 7. Certification With Criminal History Board

A. The President shall register with the Criminal History Systems Board for the purpose of obtaining access to necessary CORI information. Such registration shall be renewed from year to year as may be necessary. The President shall comply with all regulations issued by the Criminal History Systems Board so as to insure the continued access to CORI information.

B. AYBS shall pay such fees as are set by the Criminal History Systems Board to maintain the registration of AYBS and to allow for processing of CORI requests on prospective candidates.

C. The President and all members of AYBS shall comply with all state statutes and regulations in effect, from time to time, pertaining to the obtaining, use, and safekeeping of CORI information.

AYBS By-Laws Attachment D