



Article XVIII
MANAGERS' AND COACHES' CONTRACT

Chariho Girls Softball League: Managers'/ Coaches' Contract

The following is a contractual agreement between the manager or the coach (signature provided) and the Chariho Girls' Softball League that outlines expectations and suitable behaviors for said manager or coach. The manager or coach is expected to follow these expectations while acting as a representative of the league. Failure to follow these expectations may result in disciplinary actions outlined in the contract.

The Chariho Girls' Softball League is a recreational league that focuses on development of softball skills for girls at varying levels of talent at ages ranging from 5 to 18 years of age. The manager and coach are expected to use coaching skills that are age appropriate. With the exception of the instructional league, the objective of managing is to be competitive and attempt to win each game (without embarrassing or "belittling" players, other coaches, opposing teams, parents, umpires or executive board members). **YOU ARE EXPECTED TO ACT PROFESSIONAL AT ALL TIMES.** As a manager or coach, you must focus on all of your players not just the all-stars. The League seeks to provide a value added, enjoyable experience for each and every player.

In the event a complaint is lodged against a manager or coach, the complaint must be presented to the president or the vice-president of the league. Each and every complaint will then be assessed by the Board of Directors, under Article IV, Section B. (In an effort to maintain confidentiality, the complaint and the origin of the complaint will be kept within the Board of Directors, under Article IV, Section B). After a Board of Director's closed session discussion, the Board of Directors will approach the manager or the coach and obtain the manager's or coach's perspective and then dictate corrective actions (if any). The Board of Directors will stand behind the manager or coach as long as expectations provided in this contract are met.

All league endorsed corrective actions will be delivered with a face-to-face meeting with the manager and the Board of Directors. Corrective actions will also be presented as a written letter provided by the league secretary to the manager.

The following are detailed expectations that a manager or coach must follow (with appropriate disciplinary actions provided in the event a manager or coach does not meet this expectation):

- 1) All Executive Board Members, Managers and Coaches must sign this contract prior to coaching. Failure to do so will require immediate termination of the individual.



- 2) All executive board members, managers and coaches are required to have a background check performed each year. If the board member, manager or coach refuses to have this background check performed then the board member, manager or coach will be terminated from their position immediately (with all league properties provided back immediately). If information is returned from the background check that identifies the executive board member, manager or coach as a potential risk to the league, then the Board of Directors (minus the executive board member(s) in question) shall convene and vote on the matter, at which time the board member, manager or coach may be terminated from their position immediately (with all league properties provided back immediately).
- 3) As the manager or coach, no inappropriate physical contact is allowed with any minor. This offense will result in immediate termination and immediate notification of the offense to the respective police force!!!!
- 4) As the manager of a team, you are expected to attend at a minimum 80% of practices and games. In the event that you as the manager cannot meet this expectation (depending on frequency, severity or reason), it is the Board of Directors right to dictate corrective action.
- 5) As the manager of a team, you are expected to attend at a minimum, 60% of all league meetings. You are also expected to attend the majority of other league functions such as Field Cleanup Day and Fund Raising Events. In the event that you as the manager cannot meet this expectation (depending on frequency, severity or reason), it is the Board of Directors right to dictate corrective action.
- 6) As the manager of the team, you are accountable to ensure that coaches on your team meet the league expectations. In the event that an a coach does not meet the same expectations as presented herein, you are expected, depending on the severity of the issue, to speak to the coach and/or approach the Board of Directors with the issue. It is the Board of Directors right to dictate corrective action.
- 7) As the manager of the team, you are expected to manage your team when present. Since you have been endorsed as the manager, no one else may take on the managerial role in your presence. “Figure Head Managers” will not be allowed. In the event that this situation occurs, you as the manager will be immediately terminated. The Board of Directors would then find a suitably endorsed replacement manager.



- 8) In the event the manager is absent from a practice or game (within the allowed frequency listed above), only a suitably endorsed coach may fill the managerial responsibilities. In the event that no coach is available then the Board of Directors must be notified within an adequate time period (3 days) so that a substitute manager can be identified. Failure to meet this expectation will result in immediate termination (barring family emergency).

- 9) As a manager, only coaches that have been properly identified (ie: background checks/league-provided insurance) may be allowed on the field or in dugouts. At no time may a coach (as a minor under 18), act as the manager of the team. Failure to meet this expectation will result in immediate termination. **EACH COACH OR MANAGER OR SCOREKEEPER WHO SITS IN THE DUGOUT MUST HAVE A BADGE VISIBLE DURING PRACTICES, GAMES, OR ANYTIME ON THE FIELD. FAILURE TO DO SO, DENIES THAT PERSON ACCESS TO THE FIELD OR DUGOUT.** This rule is also found in Article VII, N.

- 10) As a manager or coach, the league will impose a zero tolerance for both alcohol and illegal drugs. The manager or coach may not manage or practice with a team while under the influence of alcohol or drugs (even one drink /beer before the game will not be tolerated). The smoking of cigarettes or cigars will not be allowed around minors on the field or in the dugout. The manager must also ensure that coaches follow the same expectation. Failure to meet this expectation will result in immediate termination.

- 11) As a manager, you are expected to play all players within the mandated league rules. Every player must play at least one half (1/2) of a game with no player sitting out more than one inning at a time. This rule applies to shortened games (so plan accordingly). Failure to meet this expectation will have the following corrective action: First offense will result in a written warning, Second offense will result in a one game suspension, and the third offense will result in the manager's termination.

- 12) A player may sit out a portion of the game or an entire game due to injury or disciplinary reasons. In the event that this scenario occurs, the manager should preferably approach the Board of Directors prior to the action or if required immediately after the disciplinary action has occurred. The manager must provide this information in a written note to the Board of Directors. First offense will result in a written warning, second offense will result in a one game suspension, and the third offense will result in the manager's termination.



- 13) As a manager, you are expected to enforce all league rules and require that all appropriate equipment be worn from both an injury prevention and competitive eye. First offense will result in a written warning, second offense will result in a one game suspension, and the third offense will result in the manager's termination.
- 14) As a manager or coach, you are expected to maintain an appropriate level of professionalism to players, opposing players, parents, umpires, fellow managers and e-board members. Swearing and racial or inappropriate comments will not be allowed. Neither verbal or physical bullying nor intimidation will be allowed. It is the Board of Directors right to dictate corrective action. As the manager, you are expected to either have or develop an appropriate knowledge of the rules of the game and the skills required to coach effectively.
- 15) As the manager, you are expected to act as a responsible agent to the league. You are expected to position the league in a responsible positive light. Should an issue arise contrary to this provision, Board of Directors will address this issue with the manager in a closed-door session. It is the Board of Directors right to dictate corrective action.
- 16) In the event you disagree with league activities, you are expected to present your issue to the Board of Directors (as a written note). The Board of Directors will address this issue with the manager or coach in a closed-door session.

I agree and accept the terms and conditions as stated in Article XVIII, Managers' and Coaches' Contract.

Print Name: _____

Signature: _____

Date: _____