

ARTICLE X

SELECTION OF MANAGERS AND COACHES

1. Manager Selection

- a. Individuals interested in managing a Valley East Little League team must complete and submit the following to the President and/or Board of Directors no later than a date determined by the Board of Directors at its meeting immediately preceding the meeting in which Managers are selected, which date shall be published on the league website and social media platforms:
 - i. Written notice by the Manager applicant to a member of the Board of Directors or President or a Manager Application if a Manager Application has been developed and made available by the League on its website or at its league office/building. Notice can be by informal means such as a text message, email or notice through the League website registration portal (ie. Sports Connect). It is suggested that the Manager Applicant notify the League President and a Board Member to avoid confusion.
 - ii. Little League Volunteer Application form;
 - iii. Valid government issued Photo Identification;
 - iv. All requisite clearances and background checks. Returning applicants are only required to have the clearances and background checks required for returning volunteers;
 - v. For applicants who have never volunteered for Valley East Little in the past, a minimum of three (3) references shall be provided, the same of which shall be checked by at least one Board of Director. For purposes of this section, a prior volunteer is an individual who served in a role within the League that requires background checks and clearances.

- b. Each manager applicant shall be entitled to one (1) interview by the President and one (1) Board member *or* three (3) Board members, upon the request of the applicant. The purpose of this provision is to provide each manager applicant an opportunity to present information to the Board / President and express why he/she is a viable candidate to be manager. Should any manager applicants request an interview as set forth above, the President and/or Board of Directors will provide the manager candidate with dates and times of availability for an interview.
- c. The Board of Directors *may*, upon majority vote, conduct an interview with any and all manager applicants at the discretion of the Board. However, this provision shall not obligate the Board to conduct any interviews.
- d. Manager appointments are for one year only. Pursuant to the direction of Little League International, having previously been a manager in Valley East Little League is not a guarantee of a managing position in any subsequent year.
- e. The Board of Directors and/or President may request any additional information from each applicant including, but not limited to, documentation deemed necessary or appropriate by the Board and/or President. All information received by the Board and/or President shall be shared with all other Board members.
- f. After each applicant has been given an opportunity to be interviewed by the Board of Directors and President, the President shall appoint a manger for each team after consultation with the Board of Directors in a closed-door meeting. After each appointment is made, the Board of Directors shall vote on each appointment in any manner deemed appropriate by the Board, with said vote being made at a private meeting of the Board of Directors.
- g. In the event an appointment of a Manager is not approved by the Board of Directors, the President shall appoint another manager which shall again be voted on by the Board of Directors. This process shall continue until a sufficient number of managers are selected.

h. The Board of Directors and President shall consider all available information to it prior to making an appointment or voting on an appointment. However, the following policies are required to be followed by the President and Board of Directors:

- i. There is no seniority or tenure in serving as manager or coach.
- ii. All appointments expire annually.
- iii. There is no seniority for applicants having a twelve-year-old child in the League.
- iv. There is no requirement that an applicant have a child playing in the League and no seniority shall be given for applicants that have children playing in the League.
- v. Appointments are an administrative matter and not subject to intervention by the membership.
- vi. All managers and coaches are directly responsible to the Board of Directors.
- vii. Any manager that was suspended during a previous season shall not be considered for a Manager position. They may, however, apply for a coaching position.
- viii. There is no appeal process for reconsideration.
- ix. The management selection vote by the Board of Directors shall be conducted at a meeting closed to the members and/or general public. All discussion on the candidates, votes taken, appointments made by the President, and conversations between Board members and the President shall remain confidential. Any individual who fails to comply with this rule shall be removed from his/her position on the Board of Directors and/or President and shall be banned from ever participating in the League, in any capacity, for the remainder of his/her lifetime. Valley East Little League takes the confidentiality of this process seriously and any attempt to interfere with the process or

the disclosure of confidential communications and/or votes will immediately result in the individual being banned from further participation in the League. Any disciplinary action taken pursuant to this provision shall be made by the Board of Directors by majority vote after giving the offender an opportunity to be heard on the accusations and to dispute the accusations.

- x. The vote taken by the Board of Directors can be made in a manner that would prevent other Board members from knowing or identifying any other Board member's vote (ie Ballot box voting).
- i. In addition to the above, in considering an application for a managerial position, the President and Board of Directors shall give consideration to the following factors:
 - i. Any and all coaching experience of the applicant including coaching experience not related to Valley East Little League;
 - ii. The applicant's knowledge of the game of baseball including an understanding of the rules of the game;
 - iii. Prior coaching experience in any sport;;
 - iv. Any prior discipline of the applicant, grievances (formal and informal) made in relation to the applicant by any member or member of the general public, giving consideration to the nature of the grievance, the trustworthiness of the individual making the grievance, and the trustworthiness of the information provided.
 - v. Prior interaction with league officials, umpires, coaches, and parents;
 - vi. The applicant's conduct at previous events as a manager, coach, or spectator, giving consideration to the reliability of the information provided and whether the information provided was from a direct observation of a Board Member, President, or individual known to the Board Members and President.
 - vii. Appearance and attendance at League meetings;

- viii. Appearance and attendance at League events not related to playing and/or managing (ie. Field Day, field clean-up day, and other league events)

j. Three Strike Policy – If a Manager or Coach is ejected:

- i. 1st offense: Automatic 1-2 game suspension based on severity to be determined by a review by the Board of Directors. Incident will be on the individual's record.
- ii. 2nd offense: Automatic 1-2 game suspension based on severity to be determined by a review by the Board of Directors and/or possible suspension for remainder of season, including All Stars and Fall Ball. Individual must submit letter of apology and appear before Board of Directors for reinstatement.
- iii. 3rd offense: Lifelong ban in the Valley East Little League. District 18 will be notified.
- iv. Note: If a Coach gets ejected, he/she is subject to the same policy set forth above. In addition, if a coach gets ejected the MANAGER will also be disciplined in accordance with the policy set forth above. However, if a Manager is suspended due to his coach's actions, the Manager's suspension shall be served upon return of the coach from his/her suspension so that no team is left without a coach/manager. MANAGERS ARE RESPONSIBLE FOR THE CONDUCT OF THEIR COACHES!

2. Coach Selection

- a. Coaches shall not be selected until after the teams have been selected.
- b. Each manager shall select two (2) coaches, each of which shall be approved by the President and Board of Directors. Each selected coach shall submit the requisite background checks and clearances prior to BOD and President approval.

- c. This provision shall not prevent other parents from informally participating in practices at the discretion of the manager. However, there are only one (1) Manager and Two (2) official coaches permitted on each team. Other adults may provide assistance as permitted by the Manager and Coaches upon request. Any adult that is providing assistance in addition to the Manager and Coaches shall submit the requisite background checks and clearances prior to participation.