**These are to be read at the Sardinia Soccer Association Meeting prior to the spring season and prior to the fall season each year.**

Any coach who is found to be in violation of the coach’s code of ethics will be subject to the following procedure:

* First Offense- Within 10 days after an incident is brought to the boards attention there will be a meeting with at least (but not limited to) 3 board members and the coach at question. This meeting will be held to notify the coach of the current incident. If the present board members agree that the coach in question is in fact guilty of the infraction, this will be the coach’s official warning and notice of unacceptable conduct.
* Second Offense- Within 10 days of the 2nd incident brought to the boards attention there will be a meeting with at least (but not limited to) 3 board members and the coach in question. This meeting will be held to hear both sides of the current incident. At this meeting, if the present board members agree that the coach in question is in fact guilty of the infraction, the present board members will decide if there is to be an immediate suspension or if the coach is to finish the season and to be suspended at the end of the season. Suspension Length will be two calendar years.
* If following a 1 year suspension there is a 3rd incident brought to the boards attention, there will be a meeting with at least (but not limited to) 3 board members. If the coach is found to be guilty of the infraction, this meeting will be held to notify the coach of an immediate indefinite suspension.

\*\*Violations of written policies, procedures or Codes of Conduct do not qualify for “due process” consideration.

**If there is a dispute of who is coaching a specific age group the following procedure is to be followed:**

Starting with Letter A, once you reach a letter in which there is a determined coach, this said coach will be awarded the rights to coaching this team for a single season, not a year.

This procedure will override any previous procedure put in place.

Definition of Seniority according to the Sardinia Soccer Association: To qualify as being a senior coach, as in continuous years of service in Sardinia Say Soccer, the coach must coach continuously with one specific group of youths. Seniority can be earned in the spring and/or fall seasons. These are earned separately. If a coach participates in both seasons they will earn seniority in both seasons. The coach must stay with a particular age group and move up with that group continuously in order to have seniority with that group of youths. The assistant coach will earn assistant coach seniority. If any coach vacates a position in the assistant coaches division the assistant coach seniority will be considered prior to any new coach or any coach that would be moving up to that position. If a coach is not able to coach any position, or is forced into an assistant position due to not having seniority with the division they would be moving into, they would earn coach seniority for that one season even though they were in the assistant coach position or absent from coaching if they coach the following year. They cannot earn coach seniority for 2 consecutive assistant or absent coaching years. Note: This keeps coaches from being penalized in the future for being forced into an absent or assistant coaching position when there is no coach position available due to seniority.

If any person is inactive for two consecutive spring seasons or two consecutive fall seasons, as a coach or an assistant in Sardinia SAY Soccer, then all previous accumulated years will be disregarded within the vacated season.

No years of coaching for any other area within the 5 points district will be counted toward ones seniority within the Sardinia Say Soccer Association.

Only years coaching the group of youths in question will be counted toward that coach’s seniority.

There will be a list of coaches filed with the Secretary and President each year to which the board will refer to in order to determine seniority.

Members eligible to vote, eligible members, are all current board members and those members of the Sardinia Soccer Association who have attended at least 50% of all meetings within the calendar year from the date of the vote.

Fall and Spring Season:

1. If the present coach has the most years of seniority with this group of youths, he or she can exercise the right of keeping the team in that division.
2. A coach moving up to a division will be allowed to stay with his or her team if that person has more consecutive years of coaching than the present coach pertaining to the group of youths that will be on that team. Number of players moving up or staying will be irrelevant in this situation.
3. Following these rules a coach should only coach each age group for a maximum of 2 years, with the exception being Kickers, for a maximum of 3 years.
4. If a coach finds themselves without a team to coach for one to two consecutive years, due to the rules in place, they reserve the right to go back to the division in which they were forced from before any coach that would move up into that division, regardless of seniority.

Example: If coach A is currently coaching in the Kickers Division and Coach B has less seniority and finds themselves without a team to coach for two consecutive years, Coach B would have the rights to the Kickers Division for that third and final year, before Coach C who would be able to move up.

1. If both coaches have the same number of years consecutively coaching this group of youths, the control of the team will be decided by a closed ballot vote by eligible members only.
2. If both head coaches waive their rights to the team in question, the same procedure will be applied to the current assistant coaches in that division.

Spring Season Co-ed Divisions

1. If there is only 1 team in any given age group, and the majority of the players are female the girls spring coach with the most seniority pertaining to this group of youths has the right to coach this team. If the group of players is a majority male, the boys spring coach with the most seniority pertaining to this group of youths has the right to coach this team.
2. If the team in question has an even number of boys and girls, then the coach who has coached this group of youths for the most consecutive years will be awarded the team.
3. If both coaches have the same number of years consecutively coaching this group of youths, the control of the team will be decided by a closed ballot vote by eligible members only.
4. If both head coaches waive their rights to the team in question, the same procedure will be applied to the current assistant coaches in that division.

Refund Amendment

1. Full refund will only be rewarded if there is a medical doctor note that the player cannot play. This note must be submitted before the late sign-up date. If a note is submitted after the late sign-up date and/or after shirts have been ordered the refund will be 100% - the district fees and/or shirt cost.
2. If a player withdraws from the season without a medical doctor note before the late sign-up date, there will be a 75% refund.
3. If a player withdraws without a medical note after the late sign-up date and/or after shirts have been ordered they get a 25% refund - shirt costs with the shirt going to the player withdrawing.
4. After Rosters are approved there will be no refunds awarded.