

## 2016 Spring Meeting Operating Plan and By-Law proposed changes

### 1) Coach certification and safety credentials

#### A. Amendment requirements:

- a. Operating Plan: Vote by simple majority of membership present

#### B. Problem

- a. Update with language approved at Fall, 2015 meeting
- b. Current language inconsistent and in redundant locations

#### C. Current Language

##### a. Operating Plan, Section B, "Club Requirements," Part 2

- i. "Proof of all coaches certifications in First Aid, CPR and either Life Guard Training or Coaches Safety Training must be submitted before the season begins. All coaches should be certified prior to coaching a practice, but must be certified prior to being on the deck at a meet..."

##### b. Operating Plan, Section E, "Competitive Regulations," Part 10, "Safety Credentials for Coaches"

- i. "All coaches and assistants are required to be current in First Aid and CPR certification, and have completed the Coaches Safety Course. Coaches are not allowed on deck in a coaching capacity until certification is on file with Midlakes..."

#### D. Proposal

##### A. Remove Operating Plan, Section E, Part 10 (doesn't fit with Compet Regs)

##### B. Amend Operating Plan, Section B, "Club Requirements," Part 2

- i. "Proof of all coaches certifications in First Aid, CPR and Coaches Safety Training must be submitted before the season begins. At all times when there is a swimmer in the water, a Life Guard Training certified coach or life guard must be on duty. Copies of the above..."

## 2) Protest process redundancy and inconsistency

### A. Amendment requirements:

- a. By-Laws: Article VII requires all-member vote with 2/3 approval
- b. Operating Plan: Vote by simple majority of membership present

### B. Problem

- a. Current language inconsistent and in redundant locations, potentially leading to incorrect handling of issues

### C. Current Language

#### a. By-Laws: Article IV: League Meetings, Section D

- i. "All protests will be heard by the Board of Governors within one week. The hearing will be conducted by a minimum of three Board members or appointed representatives.
- ii. Protests must be submitted to the Board in writing within 96 hours of the meet, and a copy of the protest must be submitted to opposing teams within 96 hours of the meet."

#### b. 2015 Operating Plan: Section F, "Dual Meets," Part 8b, "In dual meets..."

- i. "The coach or club representative should fill out a Protest Form..."
- ii. The form needs to be sent electronically to the appropriate Division Rep within 4 days (96 hours) of the meet. The Division Rep will contact the opposing team to inform them of the protest.
- iii. The Division Rep will contact the Board of Governors - which will then begin the hearing procedure:
  1. The protest will be heard by the Board of Governors within one week. The hearing will be conducted by a minimum of three Board members or appointed representatives."

### D. Proposal

#### a. Remove Operating Plan, Section F, "Dual Meets," Part 8b.

#### b. Create Operating Plan, Section E, "Competitive Regulations," Part 12

- i. "Protests shall be handled in the following manner:
  1. The coach or club representative should fill out a Protest Form...
  2. The form must be sent electronically to the appropriate Division Rep within 4 days (96 hours) of the meet.
  3. The Division Rep will contact the opposing team to inform them of the protest, attempt to settle the conflict, and notify the Board President.
  4. If it cannot be settled, the protest will be heard by the Board of Governors within one week. The hearing will be conducted by a minimum of three Board members or appointed representatives.
  5. The presiding officers will be guided by the league operating plan and US Swimming rules in their decisions.
  6. If a member of the Board is associated with a team involved in the protest, he/she will be disqualified as a member of the hearing board.
  7. All protests and rationale will be made public at the Fall meeting.
  8. All decisions are final."

#### c. Amend By-Laws: Article IV: League Meetings, Section D to:

- i. "To file a protest, refer to Operation Plan, Section E, "Competitive Regulations," Part 12 for the protest procedure."

### 3) Objective Meet Schedule by Seeding

#### A. Amendment requirements

- a. Operating Plan: Vote by simple majority of membership present

#### B. Problem

- a. Schedule process not specified in By-Laws or Operating Plan; though does use informal criteria
  - i. Subjective assignment of meet opponents and schedule
  - ii. Typically alternates prior year's home/away schedule between clubs
  - iii. Typically alternates between 3 home and 2 away meets each year
- b. Additional sanctioned meets - language located incorrectly in Dual Meet section

#### C. Current language

- a. 2015 Operating Plan: Section F, Dual Meets, parts 1-3
  - i. "1. All teams shall be required to swim every "A" team in their division."
  - ii. "2. All teams in Divisions I-IV shall be required to swim every "B" team in their division."
  - iii. "3. Schedule changes will be submitted..."
    1. Note – this clause is for **additional sanctioned meets**, not dual meets

#### D. Proposal

- a. Establish consistent schedule by seeding
  - i. **NOTE: This does NOT determine the seeding, only the scheduling by seed process**
- b. Move scheduling language from Section F, "Dual Meets," Parts 1-2 to new logical section D
- c. New: Operating Plan: Section D, "Meets," Part 4, "Dual Meet Scheduling"
  - i. "1. All teams shall be required to swim every "A" team in their division."
  - ii. "2. All teams in Divisions I-IV shall be required to swim every "B" team in their division..."
  - iii. "3. The Board shall schedule dual meets by seed based on prior year results and updated division alignment."
  - iv. "4. Host team set by alternating from prior year home/away between two teams"
  - v. "5. Teams alternate between 3 home and 2 away meets each year, where practical"
  - vi. "6. Division IV and V may need separate rotation for cross-and intra-division meets"
  - vii. "7. Schedule:

<u>Week</u>	<u>Meets by Seed</u>		
Week 1	1-6	2-5	3-4
Week 2	1-5	2-4	3-6
Week 3	1-4	2-3	5-6
Week 4	1-3	2-6	4-5
Week 5	1-2	3-5	4-6"

- d. Move Operating Plan: Section F, "Dual Meets," Part 3 to new section: Operating Plan: Section D, "Meets," Part 5, "Additional Sanctioned Meets"
  - i. "Schedule changes will be submitted..."

## 2016 Fall Meeting Operating Plan and By-Law considerations

### 1) Division alignment process and formula

#### A. Amendment requirements

- a. Operating Plan: Vote by simple majority of membership present

#### B. Problem

- a. Current alignment created using subjective criteria, leaving it open to debate/request/protest

#### C. Current language

##### a. 2015 Operating Plan: Section C, "Division Alignments"

- i. There should be five divisions. The Board of Governors will determine the division alignments prior to each fall meeting.
  1. The primary criteria for division alignment will be the results of the previous dual meet season
  2. As secondary criteria, they may also consider Championship Meet results and requests by member clubs for changes

#### D. Proposal - Benchmark policies / language to consider

- a. Establish objective Division Alignment assignment process/formula to integrate with objective meet schedule by seed process

##### b. Benchmarks:

- i. **JRAC:** 20 teams, 3 divisions, 2,800 swimmers
  1. Total points scored in dual meets + league championships
- ii. **GRAL:** 30 teams, 4 divisions, 3,700 swimmers
  1. 2-year weighted average of points scored and registered swimmers
    - a. Club Points as % of total league points scored
    - b. + Club Swimmers as % of total league swimmers
    - c. = Current year Point/Swimmer score
    - d. Two-year weighted average = 0.75 current year + 0.25 prior year
- iii. **ASA:** 108 teams, 6 divisions, 17,000 swimmers
  1. Point-ranking incorporating dual meet wins, registered swimmers, and championship points
    - a. 3 points per dual meet win
    - b. 1 point per 20 registered swimmers
    - c. 1 point per 50 championship points
- iv. **NorCal:** 26 teams, 5 conferences, 5,200 swimmers
  1. Such objective criteria shall include at least the following and may include such other criteria as the Board deems appropriate: (By priority)
    - a. Competitiveness based upon Championship Preliminary and Final Times
    - b. Location
    - c. Teams' facilities and resources.

## 2) Amend Eligibility language to enforce spirit of rules

### A. Amendment requirements

- a. By-Laws: Article VII requires all-member vote with 2/3 approval

### B. Problem

- a. Current eligibility language requires that swimmers be “bona-fide” members of clubs “admitted to membership on the same basis as all other members...”
  - i. This (incorrectly) presumes clubs have a single membership type rather than multiple types, though it also seems to imply clubs cannot use non-member swimmers
  - ii. In practice, it has been interpreted that clubs can create membership types that accept individual swim-team-only participants whose families are not members and who do not have use of other club facilities or benefits
- b. Clubs may rightfully establish their own policies; however, the evolution of this rule’s interpretation may create resentment and potential unfair skewing of meet scoring and results
  - i. **Example:** 2015 League Champs - team used 7 swimmers allegedly not “bona-fide” members (not in member registry; swam for other clubs or none at all in 2014 or 2013)
    1. **Total Individual points = 207; Total Relay points = 120**
    2. **Total = 327 = Difference between 2nd and 7th place or between 7th and 12<sup>th</sup>**
- c. Question: what is balance of flexibility and fairness the Midlakes eligibility policy should deliver?
  - i. No change - language focused on a single member type with no identified constraints?
  - ii. Enable clubs to establish their own membership policies with no identified constraints?
  - iii. Enable clubs to establish their own membership policies, but with constraint for potential swimmers who are truly non-members?

### C. Current Language

- a. By-Laws: ARTICLE II: Membership, Part B, “Organizations shall acquire membership when:”
  - i. They sponsor a swimming team comprised solely of their fully obligated members
- b. By-Laws: ARTICLE III: Membership Dues and Rights, Part C, “Eligibility”
  - i. All the contestants in league-sponsored meets must be bona fide members of the club they represent with the exception of diving which shall be governed by the approved dive operating plan...
  - ii. Participation will not be allowed:
    1. If membership in the club is a result of employment.
    2. If a coach is also a swimmer, proof of club membership must be provided.
    3. Due to inconsistent membership policy - participants must have been admitted to membership on the same basis as all other members and without regard to ability.

### D. Proposal - Benchmark policies / language to consider

- a. **Benchmark - SSSL:** 16 teams, 2 divisions, XX swimmers
  - i. “Any swimmer is eligible to compete in SSSL competition whose family is a dues paying member **meeting the normal financial responsibility of that swim club to include full use of the pool for the entire summer season for the entire family** or is a child of the manager or head coach. “

- b. **Benchmark - GRAL:** 30 teams, 4 divisions, 3,700 swimmers
- i. "The roster shall contain a certification by the President or Membership Chairman of the member club that all swimmers on the roster are members in good standing of the member club. A swimmer is a member in good standing if the swimmer has full use of the swimming facilities of the club and has been admitted to membership, paid all applicable dues and fees, and complied with all rules and regulations of the member club, association, or organization."
  - ii. Any person within GRAL paid to coach or assist in coaching a club, or otherwise employed by a pool facility or its management company (hereafter referred to as the swimmer/employee), is not eligible to swim in any GRAL meet for the duration of that calendar year unless either of the following conditions are met:
    1. An exemption request is approved by the Board or the Executive Board.
    2. A swimmer/employee has at least 1 year prior member participation as a GRAL swimmer with the hiring club, AND is a member in good standing with GRAL...
- c. **Benchmark - NVSL:** 102 teams, 6 divisions, 17,752 swimmers
- i. "Only families of OWNERS, families of APPROVED RENTERS and families of APPROVED USERS, as defined below, shall be eligible to participate in League activities.
  - ii. An OWNER is one who owns at least one *pro rata* share of the assets of a League pool, and pays for full family swimming privileges at the pool. Such ownership may be as a shareholder/bondholder or as a member of a homeowners' association or other legal entity which owns the pool assets and is controlled by homeowners in the community served by the pool. One who receives a summer membership or other temporary right to use the pool facilities under another's *pro rata* share is not an OWNER.
  - iii. An APPROVED RENTER is a renter of a house who pays for the full swimming privileges of a *pro rata* share owned by his landlord, with the approval of landlord and pool.
  - iv. An APPROVED USER is one
    1. whose family has the full swimming privileges of the pool,
    2. who pays an annual fee for the full swimming privileges which equals or exceeds the annual fee paid by a share owner family which uses the pool, and
    3. whose family members residing in the household do not own a share of another pool in the League.
    4. Swimmers who have individual swimming privileges rather than family privileges shall not be eligible to compete under the APPROVED USER category."
- d. **Benchmark – ASA:** 108 teams, 6 divisions, 17,000 swimmers
- i. "Team Membership: A swimmer may represent only one team within the league. Only club members are eligible to swim for a member team. Club membership is determined by that club's by-laws. Each new club in the league shall provide a copy of their by-laws prior to their first year of competition. The league should be notified of any significant changes to the membership requirements of a team."
- e. **Benchmark – JRAC:** 20 teams, 3 division, 3,000 swimmers
- i. "Member Clubs. Only dues-paying members (individual or families) of a JRAC club shall swim in a JRAC meet. *\*\*4 speed categories mitigates non-member swimmer impact*
- f. **Benchmark – MHSL:** 24 teams, 5 divisions, XX swimmers
- i. Each swimmer must comply with the requirements for membership of his/her respective team as set forth on the current Facility Requirements form