

Osseo-Maple Grove Athletic Association

COMPENSATION AND REDUCED FEES POLICY

(OMGAA Policy 2015.01)

Section 1 - Purpose:

The purpose of this policy is to regulate the compensation of Directors, Coordinators and/or members through direct payment or reduced participation fees, to prohibit preferred placement of Athletes into an OMGAA sports program based on parental voluntary service or intellectual properties contribution and to establish authority, guidelines and procedures for the reduction of participation fees for Members in Need.

Section 2 - Authority:

The authority to establish this policy is provided by the **General Duties and Responsibilities of the Board of Directors** as outlined in the **Osseo-Maple Grove Athletic Association - By Laws**.

Section 3 – Definitions:

The following definitions shall apply to this policy:

Board:	The OMGAA Board of Directors
Director:	Duly elected or appointed member of the OMGAA Board of Directors.
Coordinator:	OMGAA Member at large, appointed by a Director, with Board approval, to administer specific duties and responsibilities in direct support of an established OMGAA League or Program.
Coach:	Member parent/guardian of an OMGAA Athlete, or non-parent/guardian adult, selected by an OMGAA Coordinator or Director to head or assistant coach an OMGAA sport team.
Athlete:	Registered participant in an established OMGAA sport program.
Member:	As defined by the OMGAA Bylaws
Member in Need:	OMGAA Member presenting documented need of assistance in meeting the financial obligation of registration.
Compensation:	Direct monetary payment in exchange for time, service or intellectual property contributions to the Association.
Reduced Fee:	Full or partial waiver, or reduction, in fees required for participation in an established OMGAA sport program.
Registration Fee:	Annually approved cost charged to registrants for participation in an established OMGAA League.
Traveling Fee:	Annually approved cost charged to registered members for participation in an established OMGAA Traveling sport program.

Section 4 – Policy:

Item 1 – General

The OMGAA is a voluntary participation association wherein all athletes, members, coaches, coordinators and directors participate and/or serve at their own pleasure and without expectation of financial compensation, reduction in fees, preferred program placement or other favorable consideration.

Item 2 – Compensation

The Association may compensate Directors, Coordinators and Members in exchange for their time, service, participation or intellectual property contribution to the OMGAA through direct payment or reduced fees.

Compensation rates shall be set annually by the Board of Directors and published as an attachment to this policy.

Item 3 - Reduced Fees:

No registration fees shall be waived for participation in any OMGAA sports program, unless approved by the Board under Item 2 above or by the President in cases of Members in Need.

Examples:

- 1) When included in the annually approved budget and requested by the OMGAA Adapted Sports Coordinator, the President may waive registration fees for athletes in the OMGAA Adapted Softball program.**
- 2) The President may approve requests from Members in Need, for reduced fees on a case by case basis pending confidential presentation of documented need or financial hardship. No other Director may approve such requests.**

Upon such approval, the Treasurer shall be notified for proper accounting purposes and all such approvals shall remain confidential. Documentation evidence may include, but is not limited to, participation in a recognized local, county, state or federal public assistance program.

Whenever possible, Members receiving benefit from reduced or waived fees shall be asked to provide time or service to the OMGAA, in exchange for such benefit. The requirements for each exchange shall be established at on a case by case basis.

Item 4 – Traveling Sports:

No Traveling fees shall be reduced or waived at any time, except as shall be allowed by Attachment according to Item 2 of this policy. No registration fees shall be reduced or waived for any athlete registered into an OMGAA Traveling sports program, with the exception of OMGAA Adapted Softball.

Item 5 – Preferred Placement:

No Director, Coordinator or Coach shall provide benefit of preferred placement or favorable consideration for any Athlete based solely on such Director, Coordinator, Coach or Members voluntary service or intellectual property contribution to the Association.

Item 6 – Continuity:

No portion of this policy shall be construed to alter, waive or reverse provisions of the OMGAA Team Selection Policy and Procedure, Conflict of Interest Policy or Financial Procedures Policy.

Section 5 - Enforcement:

Violations of this policy may result in disciplinary action at the discretion of the OMGAA Board of Directors. Directors, Coordinators and/or Coaches found to be in violation of this policy shall immediately be removed from such position for a period of not less than two (2) years.

Adopted by the OMGAA Board of Directors
February 17, 2015

END OF DOCUMENT

Attachments to the OMGAA Compensation and Fee Waiver Policy

These attachments may be altered by motion and vote at any regularly scheduled Board of Directors meeting.

- Item 1)*** The Board of Directors, by motion and affirmative vote, authorizes monthly service payments to the OMGAA Treasurer and the OMGAA Information Technologies Director in the amount of \$250.00 per month.
(Dated 2/13/2023)
- Item 2)*** The Board of Directors, by motion and affirmative vote, authorizes monthly service payments to the OMGAA all other Directors in the amount of \$40.00 per month.
(Dated 02/17/2015)
- Item 3)*** The Board of Directors by motion and affirmative vote, authorizes the refund of up to two (2) registration fees for each sitting Director upon their attendance at two-thirds of the regular monthly meetings.
(Dated 02/15/2022)
- Item 4)*** The Board of Directors by motion and affirmative vote, authorizes the waiver of up to one (1) registration fee for each approved Coordinator who is the parent or legal guardian of a registered OMGAA Athlete, provided any such waiver is included in an approved annual league or program budget, and as otherwise allowed for in this policy.
(Dated 02/15/2022)