



BAYS

Welcome

Support for Referees – Increased Referee Pay Rates

| | Fall 2022 | Spring 2023 |
|----------------------------------|-----------|-------------|
| Center Referee Grade 12 (11v11) | N/A | \$80 |
| Center Referee Grade 10 (11v11) | N/A | \$70 |
| Center Referee Grade 9-12 (7v7) | \$55 | \$60 |
| Center Referee Grade 8 (11v11) | \$55 | \$60 |
| Center Referee Grades 5, 6 (9v9) | \$40 | \$50 |
| Center Referee Grades 3, 4 (7v7) | \$30 | \$40 |
| Line Referee Grade 12 | N/A | \$50 |
| Line Referee Grade 10 | N/A | \$50 |
| Line Referee Grade 8 | \$30 | \$40 |
| Line Referee Grade 5, 6 (9v9) | \$25 | \$35 |



Support for Referees – Assignor Pay Raise

| | Fall 2022 BAYS Referee Assignor per Game Rate | Spring 2023 BAYS Referee Assignor per Game Rate |
|-------------------|---|---|
| Grade 12 (11v11) | \$4 | \$8 |
| Grade 10 (11v11) | \$4 | \$8 |
| Grade 8 (11v11) | \$4 | \$8 |
| Grades 5, 6 (9v9) | \$4 | \$8 |
| Grades 3, 4 (7v7) | \$2 | \$4 |
| Grade 9-12 (7v7) | \$2 | \$4 |



Support for Referees – Mandatory ZT Sanctions

BAYS Strengthened [ZT Policy Sanctions](#) and Match Rule 15 [Support for Match Officials](#)

- **1 ZT rating:** BAYS **requires** that Clubs track and monitor their own coaches' or spectators' ZT 1 violations and impose sanctions as needed.
- **2 ZT rating:** BAYS **requires** a minimum of an acceptable* letter of apology from the offender(s) addressed to the referee(s) sent via BAYS to the home referee assignor within **seven** days of the ZT report filing date.
 - If the **required** acceptable apology is not received from the offender within the seven days, then the sanction automatically escalates to include the **addition of a one game suspension**.
- **3 ZT rating:** BAYS **requires** a minimum of a one-game suspension and an acceptable* letter of apology from the offender(s) addressed to the referee(s) sent via BAYS to the home referee assignor.
 - The violator is suspended from participating in BAYS games until their sanction is complete, including the receipt of an acceptable apology letter.

Repeat offenses, including Level 1 violations, will be taken into account when determining sanctions.

***Acceptable** apology letter must include:

- an acknowledgement that the action in question was inappropriate,
- regret that the action happened,
- confirmation of an understanding of the BAYS ZT Policy,
- a commitment to ensure that more appropriate action and adherence to the policy will be in place in the future.



Support for Referees – Weekly Coach Reminder Email

1. CREDENTIALS are **REQUIRED**

- All coaches on the team sideline are REQUIRED to be WEARING their valid 2022-2023 credential when they arrive on the team sidelines. (no electronic copies)

1. PRINTED ROSTERS are **REQUIRED**

- Two PAPER copies (no electronic copies) of the official, approved roster must:
 - Be presented to the referee before the game starts
 - Be signed by the coach
 - List jersey numbers for all players (no duplicate numbers). May be handwritten.
 - *This will help referees who should be using player roster # instead of name to avoid pronunciation mistakes*
 - Indicate players not in attendance by crossing them out
 - Have no added players written in
 - List any credentialed, substitute coaches not printed on the roster but present. May be handwritten.
- Also includes links to [ZT Policy](#), [Lopsided Game Management](#), and other [Coach Responsibilities](#)



Support for Referees – Late Cancel Fine Process

- BAYS [Late Cancel](#) process is in place to pay referees when a game gets canceled late for non-weather or field related reasons.
 - The organization that cancels the game late is responsible for paying the Late Cancel Fine.
- Referee Assignors get notified after stated deadlines of a game cancellation:
 - Saturday AND Sunday games: **Thursday by 7:00pm**
 - Weekday games: **Noon the day before the scheduled game**
- Assignor uses the LC (Late Cancel) button in BAYS Game Management
 - Assignor determines the canceling team and inputs rationale provided by the coach
- System creates LC game entry listed as XXXX-86
- System automatically creates a new game entry (original game number) showing as Unscheduled
 - Notifications sent out to coaches/referees
- System automatically creates referee game reports for LC game XXXX-86 so referees WILL be paid



Support for Referees – BAYS RESPECT Campaign

Referee Actions

- Wear your **RESPECT** armbands as a visible reminder to all that the game, and all participants, deserve to be treated with Respect.
- Continue to use the current **BAYS Zero Tolerance reporting process** in your game report to document coach/spectator violations: Zero means Zero.
- Continue to use your cards to discipline players for misconduct during a game. Send off players/coaches who use offensive or abusive language in accordance with the Laws of the Game (LOTG) and the **BAYS Rulebook**.
- Speak with your Referee Assignor if you have questions or need support. They are there to help you!



Support for Referees – BAYS RESPECT Statement

BAYS RESPECT Statement - *to be read at games.*

BAYS expects the highest standards of sportsmanship from each of you.

Players, coaches, parents, fans, and officials should be positive and respectful.

Discrimination, criticism, or hurtful comments or actions of any kind have no place here.

Enjoy the game, have fun, and show respect for each other.



Support for Referees – Referee Appreciation Weekend

Spring 2023 Referee Appreciation Days: **May 13 and 14**

- Work with your Club organization, coaches, and spectators to demonstrate support for referees
 - Thank the referees at the end of the game. Just thank them.
 - A Thank-you Card from teams signed by the coaches, players, and parents would be great.
 - Teams can bring some snack item for referees to share at the field (Munchkins, hot cocoa, pizza, etc)
 - Teams could bring a small gift card to a local establishment.
 - Teams could make a “Thank you Referees” banner.



Importance of Timely, Detailed Game Reports

BAYS Relies on Referee Game Reports for Key Information

- Submit within 24 to 48 hours
- Provide detailed comments, especially for special situations:
 - ZT violations
 - Red card/yellow card
 - Injuries
 - Games that did not kick-off or did not complete
 - Lopsided score – look at score recorded at halftime
 - Teams/Coaches adherence to credential and roster requirements -> may result in forfeit
- Submit game reports by **June 30** to be paid
- Referees will now get reminder notice if game report not submitted 24 hours after Section Captain posts score



Process Reminders

Move games to Unscheduled as soon as you know they will not play as scheduled

- System option to retain referee assignments or not
- System notifications get sent to coaches

Replacement Games (RG)

- System request to Division Director as soon as CR files game report and clicks off Game did not Complete
 - Division Director action is required to create replacement games
- Assignor can also use RG button to submit reminder request to DD
- If no response in 24 hours: Contact admin@bays.org

Referee No Shows

- Remind referees to NOT file game report if they switch assigned positions i.e. AR takes over for no show CR
- Notify you, and then you switch assignment role to ensure correct payment amount



Support for Assignors - Technology

BAYS Website Improvements

- Game Management screen columns are sortable – click on top label to sort by field, etc.
- 4th official/Mentoring slot operational by midseason
 - Used for Club tracking; NOT BAYS paid
- Assignor “comment” field available for all game assignments
 - Comments will be printed on Game Assignment email notices for those referees
- Display Referee pay rate/game on Game Accept/Reject and Game Report Management
- Incomplete game report reminders sent to referees if report not filed
- End of season system reminder to submit incomplete game reports to get paid



Laws and Rules

- All the [BAYS Rules](#) and the [2022 - 23 IFAB LOTG](#) are in effect this season
- Updated [LOTG Change Summary](#)

Law 4 Focus: Players' Equipment

1. Jerseys
2. Shin Guards
3. Casts / Splints / Orthopedic Braces
4. Jewelry
5. Medical, Religious, and Cultural Items



LAW 4: Players' Equipment (continued)

Players can play with an approved equipment accommodation if a current season American with Disabilities Act (ADA) waiver is granted via the BAYS waiver application process and listed on the roster.

Players with plaster/fiberglass casts or hard splints, even if padded, cannot play—even with the permission of a parent or medical approval.

Players with orthopedic braces that have exposed or uncapped metal parts are also not allowed to play.



LAW 4: Players' Equipment (continued)

IFAB mandates; “All items of jewelry (necklaces, rings, bracelets, earrings, leather bands, rubber bands, etc.) are forbidden and must be removed. Using tape to cover jewelry is not permitted.” - *See the IFAB Laws for full requirements.*

Players with medical, religious, or cultural wearable items must have the item properly secured and protected (such as by taping down, covering, wrapping, or secured through other methods.) Medical information displayed on an item should stay observable. - *See [BAYS Wearable Item Safety Policy](#) for full requirements.*



Guidance on Assistive Devices

More Players Using Assistive Devices

- Players *can play* with assistive devices such as prescription glasses, cochlear implant processors, hearing aids, insulin pumps, and other approved equipment that is essential for them to wear in order to play.
- It is the **Coach's** responsibility to point the specific equipment out to the referee before the game, so that if there is an issue—such as the assistive device coming off the player during the game—the referee is aware of the need to stop the play to provide assistance.
- It is the **Referee's** responsibility to ensure that the players' equipment and other items are safe.



Support for Assignors – Referee Growth Opportunities

Bringing BAYS Playoffs/Presidents' Cup Finals In House

- Assigning Referees for Playoffs/PC Finals will be done by BAYS not US Officials
 - Referee pay rate for BAYS Playoffs and PC Finals is an additional \$5.00 per position/game
 - Nominations/Level Recommendations directly through Referee Management page on BAYS website
 - North / Central / South field locations for playoffs (Week of June 11 – June 16)
 - Medfield location for Playoff and Presidents' Cup Finals (Saturday June 17)



Support for Assignors – Band Together

Join BAYS Assignor Facebook group

- Share solutions

Partner with other MYSA League Referee Directors to help Address Issues

- MSRC Bottlenecks
- Support Passage of MA State Legislation for Kids Under 14 years old to be paid
 - [Bill HD 74 SECTION 192](#). A minor of 12 or 13 years of age may be employed as a youth soccer referee for recreational non-results oriented matches for an age bracket younger than the minor's own age; provided, that:
 1. the employer possesses a written consent from the minor's parent or guardian;
 2. the employer provides the minor's parent or guardian with written policies describing the responsibilities of a referee;
 3. that said employer also provides the minor with training before the minor's employment begins; and
 4. an adult representing the employer is on the premise during the match.



Options when Not Enough Referees

- Credentialed Adult can Become Acting Referee for the Game – see [Law 5](#)
 - Credentialed adult may become Acting Referee with agreement of both teams
 - Suggest to your club that coaches come with a whistle
 - Suggest coaches become familiar with BAYS Rulebook!
- Draft Line Assistants if no ARs – see [Law 6](#)
 - Must be credentialed if an adult or registered as a player with Mass Youth
 - Call out of bounds, but not direction and not offsides or fouls
- Contact [adjacent town assignors](#) to see if they have referees who could help
- Be aware of SAT/ACT dates: April 15 : May 6 : June 3 : June 10
- Can you support your Club entering teams in Presidents' Cup tournament?
 - Games start in early May



MSRC Focus Areas

1. Simplify overly complex and difficult recertification process
 - Cut the number of separate items needed to recertify refs
 - Combine courses -> Return to All Inclusive course offerings
 - Test is now much more difficult and doesn't apply as much to youth
2. Improve responsiveness to email inquires
3. Streamline process to schedule Field Sessions
4. Allow more participants per course!
5. Develop status download to track all town referee progress
 - Status currently available by looking up one-by-one
6. Make certification component expiration dates consistent/yearly
7. Improve sense of community for refs generated by MSRC
8. ...



Support for Assignors – Topic Suggestions

- Share ideas to recruit new refs
- Increase in Saturday conflicts
 - HS sports, club sports, and adult leagues are now encroaching on Saturdays
 - Many refs are pulled away from reffing because they must participate in Saturday games as players
- Expansion of ZT per Mass Youth Soccer
 - BAYS ZT Policy is *stricter* than MA Youth policy



Support for Assignors - What can BAYS do for you?





Thank
YOU!!