

LIBERTYVILLE/VERNON HILLS HOCKEY CLUB ORGANIZATION CLUB BY-LAWS

Section A- Team Name

The name of the organization shall be known as the Libertyville/Vernon Hills Hockey Club Organization (referred to in this document as the ICECATS), a 501(c) 3 corporation.

Section B- Program Purpose

1. The primary purpose of the ICECATS is to encourage and promote the sport of ice hockey within the Libertyville and Vernon Hills High Schools (District 128).
2. To develop and encourage sportsmanship and good character in all players both on and off the ice.
3. To encourage academic excellence as a top priority.
4. The hockey program shall be conducted on a not-for-profit basis and all funds generated by the organization shall be employed in furthering and expanding its ice hockey program.
5. Effective December 2020. The original by-laws have been amended by the general membership at the ICECATS annual meetings in 97, 99, 2000, 01, 02, 03, 04, 05, 07, 08, 09, 11 and 2020.

Section C- Officers, Non-Officers, Elections, Quorum, Removal from Office Officers

1. The Board of Directors shall consist of nine (9) elected officers; President, Vice President, Treasurer, Secretary, Rules & Ethics and four additional at-large Directors.
2. Board members MUST have a player active in the ICECATS program, with the exception of parents of a graduating senior, who may have their term extended one additional year.
3. The Board is responsible for all business and affairs for the ICECATS.

Non-Officers

1. The Board may choose to have other committees/individuals carry out specific functions to facilitate ICECATS operations. Such committees/individuals include, but are not limited to: Director of Hockey, Fundraising committee, Coaching committee.
2. ALL Non-Officers MUST have a player active in the ICECATS program, with the exception of parents of a graduating senior who may have their term extended one additional year

Elections

1. Nominations for open Board positions shall be open to all Member parents. Open Board positions will be communicated to the Membership by September 1st of each year. Member parents who are interested in filling an open Board position must complete an

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application (attached as schedule "A") and submit to the President no later than 7 days after the open positions have been posted. The Board will then meet within 7 days and the President will present all applicants to the Board for review. The Board will vote to approve applicants who will be voted on by the Membership to fill the open positions. A list of approved applicants will be published to the Membership by the President by the third week in September of each year.

2. Elections shall be held by secret ballot at the October Board meeting. Any voting member not able to attend said meeting may request an absentee ballot. Any ballot submitted after the conclusion of the October Board meeting shall not be counted.
3. Only current members may vote. A current member is one who is providing current financial support for an ICECATS player.
4. Voting is limited to one member per player from any one family. i.e.: if a family has 2 players, they have 2 votes.
5. Terms shall begin October 1st.
6. In the case of any Board Member leaving before the end of his/her term, the remaining Board Members shall appoint by a majority vote a new member to fill in until the next regular election.
7. Each board position is for a 1-year term, except for President, Vice President and Treasurer. Those will be for 2 years.

Quorum

Five Board Members constitutes a quorum for transaction of business at any Board of Directors Meeting. If less than five Directors are present at a Board Meeting, the meeting will immediately be adjourned.

Removal

Any Board Member may be removed from the Board by a 6/9 vote by the Board. All 9 are required to vote

Section D - Membership and Fees Membership

1. Membership shall be between April 1st to March 31st of each year.
2. Players shall be restricted to those students attending District 128 high schools. No player shall be double rostered with another organization.
3. Membership is defined as:
 - Players (non-voting members)
 - Parents and guardians providing financial support for the players (voting members)
 - Coaches (non-voting members)
4. ALL Membership MUST participate in operating the hockey program. Volunteer opportunities will be defined and provided to the membership at the beginning of each season. If a member parent volunteers, the family will be entitled to a refund as laid out in the registration package.

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5. In addition, under the rules and regulations outlined by AHAI, which is the governing body of amateur hockey in Illinois, the ICECATS may file for Financial Suspension. This will suspend the player involved for non-payment within any AHAI-sanctioned hockey club in the current and subsequent season(s).
6. Members that leave the program without cause other than hardship, will require an in-person hearing with the Rules and Ethics committee prior to future reinstatement to the program.

Fees and Financial Obligations

1. Fees are to be determined by the Board for each fiscal year based upon the proposed budget and expenses.
2. Fees are due pursuant to the Fee Payment Schedule. Non-receipt of fees will result in suspension or termination of the player(s).
3. Members must be in good financial standing to vote.
4. By taking a roster spot within the ICECATS, parents/guardians are committing to the season fees, including Team Funds, established for the team that your player is selected to play for. Your fee includes ice slots (including skills, practice, and games), coaches, league fees, dry-land training, year-end banquet, and tournaments. Please note that once your player is committed on a roster, and you have agreed to the financial obligations set forth through registration, there are no refunds.
5. Following the tryout process, and once the players are placed on a team, you have 24 hours to register online at for the season and select your payment plan based on the fee structure below. All credit or debit card payments (regardless of payment plans) will be processed through the online payment system on our website.
6. Hardship with regards to fees will be evaluated on a case-by-case basis. Documentation demonstrating an immediate financial hardship will be required. ICECATS may utilize 3rd parties to independently validate hardship.

Fee Payment Schedule

1. **Fall Season ICECATS** fee payment schedule affords three options:
 - a. Cash or check at team rostering for the full payment.
 - b. One credit/debit payment online at team rostering for the full payment.
 - c. Payment Schedules for Fall Season in four equal payments: 1) team rostering, 2) October 1st, 3) November 1st and 4) December 1st.
2. **Fall Season Tryout Fee** –Tryout fee will be applied to Fall Season fees upon rostering, however, are non-refundable if you do not accept a roster spot.
3. **Spring Season ICECATS**: paid in full at registration
4. **Summer Season ICECATS**: paid in full at registration
5. Credit/debit payments will post on the dates listed above. The credit card must not expire within the time frame of the payment structure. You are responsible for keeping a current credit card. If a card is declined, a \$35 NSF fee will be applied. Players who do not have payments submitted by the team registration deadline will be denied access to the ice and all team activity.

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6. Late payments denied credit/debit card charges or unpaid balances during the season may result in the player being suspended from the ice.

Injury Policy Refund

1. Medical related injuries and illnesses will be considered on an individual basis for possible proration of fees once a player has missed 8 consecutive weeks of the season. Proration, if granted, will begin after the 8th week. No refunds will be granted for injuries that occur after December 31st of the fall season. Prior to a skater returning to his/her team, a medical release must be provided by the attending physician.
2. Any family wishing to pursue an injury related refund will need to complete the "Injury Refund Request Form" which can be found on the ICECATS website. Contact the ICECATS Treasurer with questions about this policy.

Section E - Meetings and Procedures

1. The President will schedule monthly board meetings during the season. Regular Board meetings shall be held on the first Sunday or Monday of each month. Board meetings will be open to all active membership and held at a time and public place designated by the President.
2. The President may call special meetings at any time. Attendance by non-Board members at special meetings shall be at the discretion of the Board
3. The President shall schedule an initial meeting before the start of the Fall season each year and a year-end meeting at the conclusion of the fall season. At the initial meeting, the President will review the proposed budget for the Fall season and will present the season ending budget at the year-end meeting
4. The Secretary shall review the minutes of the previous regular meeting and request member approval.
5. The Treasurer will give a financial report including details of all receipts and expenditures for the previous month at every meeting.
6. When needed at the end of a discussion, a motion may be made and seconded. A verbal show of hands shall be taken. A Quorum vote shall carry a motion and is considered final.

Section F – Definition of Terms

1. Quorum - minimum number of Officers of an organization who must be present for the valid transaction of business. Minimum number 5.
2. Fees - Money paid to become an ICECATS member.
3. Board of Directors – Elected officials from the current voting ICECATS membership. Elected officers: President, Vice-President, Treasurer, Rules and Ethics, Secretary and 4 additional "at large" Directors.
4. Board Meeting - Meeting of elected officers and standing committee chairpersons.
5. ICECATS – Libertyville/Vernon Hills Hockey Club Organization.

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6. Committee Chairperson(s) – Appointed by the President. One current Board member will be assigned to each major committee.
7. Committee Members – Open to all current ICECATS members and alumni.

Section G - Duties of Officers, Coaches, Support Managers, and Standing Committees Officers

President

1. The President is responsible for the overall operation of the ICECATS organization
2. The President shall preside at all meetings of the ICECATS.
3. He or she shall appoint all Standing Committees with the approval of the Board of Directors.
4. He or she shall appoint all Special Committees, with the approval of the Board of Directors, and shall be an ex-officio member of all committees.
5. He or she is responsible to ensure ICECATS coaching staff is in place and under contract for the start of every season
6. He or she is responsible to ensure that all Board positions are filled.
7. He or she is responsible to appoint the chair(s) of any Committee.
8. He or she will represent the ICECATS at all League of Play, AHAI and USA Hockey meetings. This includes voting on behalf of the ICECATS. If the President cannot attend, he or she will delegate to another Board member or Director of Hockey.
9. He or she, together with the Treasurer, shall review all ICECATS financial matters and review with the membership at least twice per year.

Vice-President

1. In the absence of the President, the Vice-President shall perform the designated duties.
2. In the absence of the Secretary the Vice-President shall perform the designated duties.
3. Will be the Team Registrar:
 1. Will be responsible for ALL team Registration responsibilities including making public the date, time, and place where individuals may register to participate in the ICECATS.
 2. He or she shall keep an accurate list of member's names, addressees, telephone numbers and e-mail addresses.
 3. He or she will establish and administer the registration procedures and obtain all necessary participant information.
 4. He or she shall prepare and submit necessary USA Hockey, AHAI, and "League of Play" registration materials for the Club, players, coaches and managers.
 5. He or she shall be responsible for the supervision of collection of registration fees, registration forms, insurance claims and being accountable for these items to the ICECATS.

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Rules and Ethics

1. Establishing a comprehensive Code of Conduct and ensuring that all ICECATS players, members, coaches, and alumni adhere to this document.
2. Investigate and review all rules and ethics and member parent/coaches code (player code of conducts violations are determined by the respective schools and Athletic Directors) of conduct violations and then make a recommendation to the Board for respective corrective actions.
3. Shall report to the President.

Secretary

1. The Secretary shall keep an accurate record of the proceedings of all meetings of the ICECATS.
2. He or she shall conduct the general correspondence of the club and keep an accurate list of memberships and perform such other duties as pertain to the office.
3. He or she shall keep attendance record of all members at every meeting.
4. He or she shall provide an updated telephone list to the officers at each board meeting, if there is any new or reactive membership since the previous meeting.

Treasurer

1. The Treasurer shall collect all money due to the ICECATS, keep an accurate record thereof, and deposit same in the name of the club in the bank selected by the Board of Directors.
2. He or she shall present a full report at each regular meeting of the Board of Directors and regular meetings or at any time upon request. Bills will be paid upon receipt, no later than thirty (30) days after the incurred expense.
3. Finances will be totally transacted through a checking account under the name of the ICECATS. Checks to the club shall be made payable to the Libertyville Hockey Club Organization.
4. He or She will record the receipt of membership fees to include but not limited to; the amount and date the dues were paid.

Additional Directors (up to 4)

1. In addition to attending regular ICECAT board meetings.
2. Act as liaison between the parent membership and the board (The intent is to have 2 for JV and 2 for Varsity).
3. Serve on various Special Committees as requested by the President.
4. He or she is responsible to establish and maintain positive partnership opportunities and communication with the Libertyville and Vernon Hills High Schools.

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Non-Officer Positions Director of Hockey

1. The Director of Hockey, working with the ICECATS Board, is responsible for the overall direction, development and continuous improvement of the ice hockey program. Specific duties include, but not limited to, coordination and organization of practices and games, development of team members, discipline of team members, and all physical conditioning pertaining to the sport.
2. Working with the board, or it's designated committee, to hire coaching staff.
3. Will attend all Board meetings unless specifically asked not to by the President.
4. Additional responsibilities and obligations are outlined in the individual coaching contract and other code of conduct documents.

Team Managers

1. There shall be a one Team Manager for each ICECAT team. Team Manager shall be a voting member of the ICECATS.
2. Will be responsible for the preparation of the score sheet prior to each game.
3. Will be responsible for the execution of the score sheet during the game or the assignment of a competent party for the purpose of the execution of the score sheet.
4. Will be responsible for assuring that all signatures are secured upon completion of the game, that all parties receive the appropriate copies, and that the score sheet is transferred to the league office for recording.
5. Prior to each game the Team Manager will review the appropriate sites to confirm that officials are assigned to the home games.
6. Will be responsible for official team roster and have it available at all games.
7. Will be responsible for working with Head Varsity Coach to schedule all games and keeping the game and practice calendar current as to keep coaches and players informed.
8. Shall report to the Vice President

Additional Committees

The ICECATS Board shall seek the active involvement of non-board member parents in various additional committees including, but not limited to: Fundraising, Spirit, Community Service, Public Relations.

Section H - Code of Conduct

Purpose

ICECATS values sportsmanship, fair play, skill development, and mutual respect among all players, coaches, officials and spectators. This Code of Conduct has been established and adopted to ensure the guiding principles the ICECATS are understood and met by all individuals associated with this organization.

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This Code of Conduct applies to all activities associated with the ICECATS. These activities include, but are not limited to tryouts, practices, games, and any activities, attended under the ICECATS banner, run by other organizations.

The Code of Conduct for coaches, players, parents, and spectators will be thoroughly discussed at the pre-season coaches meeting. In addition, this Guiding Principles, Code of Conduct, and Procedures will be available on the ICECATS website for review. The following codes of conduct will be strictly enforced.

Players Code of Conduct

Each player will ensure that they are fairly competing to the limit of their ability. To satisfactorily meet these responsibilities, the player is expected to:

1. Know the rules and abide by them.
2. Respect the game officials and refrain from addressing them or commenting on their decisions during the play of the game.
3. Maintain control of their emotions, avoiding the use of abusive language or profanity, humiliating remarks, gestures of ill temper, and physical assault upon another player at any time.
4. Respect the coaches and players of the opposing team and demonstrate appropriate gestures of sportsmanship at the conclusion of game. Be humble and generous in victory and proud and courteous in defeat.
5. Respect all ICECATS members.
6. Place the emotional and physical well-being of the program ahead of any individual desires, marked by devotion to teamwork rather than individual achievement.
7. Follow all building rules and regulations, respecting at all times the property of others.
8. Realize, accept, and practice the principle that a team's reputation is built not only on its playing ability but also on the sportsmanship, courtesy and manners of each individual player.
9. Attend every practice and game that is reasonably possible and notify the coach in advance if the player is unable to attend.

Coaches Code of Conduct

The Head Coach will be provided with copies of the Code of Conduct prior to the start of the season. Each Head Coach is responsible to see that their assistant coaches, players, and spectators abide by the respective Code of Conduct. It is also the coach's responsibility to review the Codes of Conduct with their assistant coaches and players.

Each coach will ensure that his/her conduct is that of a responsible adult fairly competing to the limit of his/her ability. To satisfactorily meet these responsibilities, the coach is expected to:

1. Know the rules and abide by them.
2. Instruct players in the rules and coach his/her team in such a way as to motivate each player to compete according to the rules at all times.
3. Place the emotional and physical well-being of the players ahead of any personal desire to win.

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4. Respect the game officials and refrain from questioning their decisions in a disrespectful or abusive manner.
5. Ensure that all building rules and regulations are followed by the players and spectators.
6. Ensure that fans of his/her team conduct themselves with sportsmanship and maturity at all times while in attendance at game sites and assist the game officials in maintaining control of spectators during the games.
7. Respect the coaches and players of the opposing team both during the play of the game and at its conclusion, win or lose.
8. Respect all members of the ICECATS.
9. Teach each player, especially through personal example, to be humble and generous in victory and proud and courteous in defeat.
10. Maintain control of his/her emotions and avoid actions, language, and/or gestures that may be interpreted as hostile and humiliating.
11. Instruct team support personnel in their responsibilities in accordance with established rules and procedures.
12. Maintain and follow all required steps outlined in Safesport regarding hazing, bullying and member interactions.
13. Realize, accept, and practice the principle that a team's reputation is built not only on its playing ability, but also on its sportsmanship, courtesy, and manner.

Parents and Spectators Code of Conduct

Each parent and spectator will ensure that his/her conduct is that of a responsible adult or youth who are positively encouraging all participants to the limit of his/her ability. To satisfactorily meet these responsibilities, each parent and spectator is expected to:

1. Respect the rules of the game.
2. Respect the game officials and refrain from questioning their decisions or from addressing them in a loud, disrespectful, or abusive manner.
3. Cheer for their team in a positive, supportive manner.
4. Place the emotional and physical well-being of the players ahead of any personal desire to win.
5. Place the emotional and physical well-being of the program ahead of any individual desires, marked by devotion to teamwork rather than individual achievement.
6. Maintain control of his/her emotions, avoid the use of abusive language, profanity, and gestures of ill temper, and refrain at all times from making hostile or negative remarks about the any member of the ICECATS and/or opposing team.
7. Respect all ICECATS members.
8. Follow all building rules and regulations, respecting at all times the property of others.
9. Leave any facility in a timely fashion after the conclusion of a practice or game.
10. Demonstrate appropriate gestures of sportsmanship at the conclusion of a game, win or lose. Do not interact in a negative fashion with fans, players or coaches of the opposing team or game officials.
11. Realize, accept, and practice the principle that a team's reputation is built not only on its playing ability, but also on the sportsmanship, courtesy, and citizenship of its fans.

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Offensive Actions

Any individual violating the Code of Conduct set forth above shall be subject to penalties and sanctions as set forth in the Disciplinary Procedures below. In addition to conforming to the requirements of the Code of Conduct above, the following actions are specifically prohibited ("Offensive Actions"):

1. Refusing to abide by an official's decision.
2. Refusing to abide by the ICECATS approved bylaws.
3. Verbally abusing or assaulting any player, coach, official, parent, spectator, or Icecat member.
4. Engaging in activities that put at risk the reputation of the ICECATS program which include but are not limited to sending, posting, or sharing negative, harmful, false, or mean content about someone else or the ICECATS program. It can include sharing personal or privileged information about someone else or the ICECATS program causing embarrassment or humiliation. Examples of such communication are not limited to:
 1. Social Media, such as Facebook, Instagram, Snapchat, and Tik Tok
 2. Text messaging and messaging apps on mobile or tablet devices
 3. Instant messaging, direct messaging, and online chatting over the internet
 4. Online forums, chat rooms, and message boards
 5. Email
 6. Phone
 7. In person dialogue
5. Physically assaulting, abusing, or threatening any player, coach, official, parent, spectator, or Icecat member.
6. Electronically harassing, abusing, or threatening any player, coach, official, parent, spectator, or Icecat member.
7. Stalking, tailing, or attempting to intimidate any player, coach, official, parent, spectator, or Icecat member.
8. Engaging in any other type of violent behavior, such as throwing equipment or other objects.
9. Engaging in any lewd or sexual behavior, physically abusing a player, or engaging in any inappropriate physical contact with a player.

DISCIPLINARY PROCEDURES

Reporting Improper Conduct

The ICECATS provides a forum on its website to allow coaches, players, parents, spectators, and officials to report to the Rules and Ethics Committee any issues they observe before, during, or after practices and games. The link to report Code of Conduct violations and Offensive Actions can be found under "Contact Us" on the ICECATS website.

Reporting by Coaches

1. It is the responsibility of every coach to address improper conduct observed by the coach or brought to the coach's attention in a timely and respectful manner.
2. In the event any coach feels that the Rules and Ethics Committee should be involved in addressing any improper conduct, the coach is encouraged to contact the Disciplinary Committee through the ICECATS website.

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3. Coaches must report any Offensive Actions to the Rules and Ethics Committee, including, without limitation:
 - a. Any report or allegation of inappropriate physical contact, violence, or threatened violence against any player, coach, official, parent, spectator, or Icecat member.
 - b. Any situation where a player, coach, parent, or spectator is ejected from a game or removed from the premises.
4. Coaches are encouraged to keep the Rules and Ethics Committee informed of any improper conduct and the steps taken by the coach to address the misconduct, even if the coach is not required to report the misconduct to the Rules and Ethics Committee.
5. Coaches shall promptly respond to any request by the Rules and Ethics Committee for information relating to any incident or violation of the Code of Conduct.

Reporting by Parents and Spectators

1. Parents and spectators are encouraged to report any improper conduct to the team manager.
2. If a parent or spectator reports misconduct to the team manager and feels that the misconduct is not appropriately addressed, the parent or spectator is encouraged to contact the Rules and Ethics committee through the ICECATS website.

Procedures for Addressing Improper Conduct

Coaches and Officials

1. Coaches and officials shall promptly address any misconduct that is observed or brought to the attention of the coach or official during an ICECATS event.
2. Coaches and officials have the absolute authority, in their sole discretion, to issue verbal warnings and/or eject any player, parent, or spectator from any game or match if the player, parent, or spectator violates the Code of Conduct or engages in any Offensive Action.
3. Officials have the absolute authority to issue verbal warnings and/or eject any coach from any game or match if the coach violates the Code of Conduct or engages in any Offensive Action.

ICECATS Rules and Ethics Committee

1. The Rules and Ethics Committee will conduct a timely and reasonable investigation into any misconduct reported to the Committee. The scope of any investigation will be determined by the Rules and Ethics Committee in its sole discretion, provided, however, that the Committee will provide any person accused of misconduct a reasonable opportunity to be heard.
2. After a reasonable investigation, the Rules and Ethics Committee will determine the appropriate penalty for any violation of this Code of Conduct and any Offensive Action.
 - a. Penalties will be based on the nature and severity of the violation.
 - b. The Rules and Ethics Committee will strive to treat all similar offenses in a similar manner, while taking into account the individual facts and circumstances of each violation.

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- c. The Rules and Ethics Committee will not discriminate in any manner in determining whether to impose a penalty or in determining which penalty to impose.
3. The Disciplinary Committee will keep reasonable and appropriate records of each reported violation and shall document each penalty and the reasons for imposing the penalty.

All decisions of the Rules and Ethics Committee are final and cannot be appealed.

Penalties

The Rules and Ethics Committee shall determine the appropriate penalty for any violation of the Code of Conduct and any Offensive Actions. Penalties may include any one or more of the following:

1. Verbal Warning
2. Written Warning
3. Suspension:
 - One game suspension
 - Multiple game suspension, or
 - Indefinite suspension
4. Expulsion from the ICECATS

Additional Considerations

1. If a coach or parent is expelled from the league, any player associated with that person is also expelled from the league.
2. If a player is suspended from the ICECATS, they cannot participate in ICECATS for the duration of their suspension. If a player is expelled from District 128, they cannot participate with the ICECATS. If they are currently on a team, they will be removed from that team.
3. Behavior of players may also subject them to discipline under the District 128 High School student code of conduct.
4. There are no refunds as a result of any person being removed from the league.

Section I – Termination of ICECATS

1. Any act of termination of the ICECATS must be voted on by the membership.

Section J - Amendments

1. These by-laws may be amended or lengthened at any time with the following procedures:
 1. The amendment is placed on the floor as a motion, by any member.
 2. The motion will rest until then regular meeting.
 3. At the next regular meeting the discussion will resume, pro and con. At the end of this discussion, the motion shall pass or fail by a majority of all members present.

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4. A copy of the amendments shall be posted on the ICECATS website. It is the member's responsibility to attach the amendment to his or her copy of the by-laws, which are also posted on the ICECATS website.

Section K - Adoption of By-Laws

The by-laws have been read at one (1) regular ICECATS board meeting as defined by the ICECATS Hockey Club membership and accepted by a Quorum Vote.

Section L - Placement

1. A copy of these by-laws shall be posted to the ICECATS website.

Section M - Miscellaneous

1. The President or Vice-President may approve spending up to but not to exceed \$250 for non-budgeted items and/or one sheet of ice for each the Junior Varsity and Varsity teams without prior approval. Proper receipts shall be turned in to the Treasurer.
2. Expenditures over the above stated amounts shall be approved by a Quorum vote at a regularly scheduled Board Meeting or by conference calls.

Section N - Insurance

USA Hockey provides broad legal liability protection for USA Hockey and USA Hockey affiliated organizations, their officers, directors, coaches, managers, officials, players, sponsors and volunteers are all covered against lawsuits arising due to the accidental bodily injury that results from a claim of negligence being brought against them while acting within the scope of their responsibilities on behalf of USA Hockey. For more information refer to the USA Hockey Membership Information and Summary of Insurance Coverage's for Members.

Section O – Contract for Services

To the extent possible, services should be sought on a voluntary basis. However, professional services may be contracted as deemed necessary by the Board at a cost not to exceed the "going rate." Examples of such services include but are not limited to; coaches, bus transportation, tax preparation, auditing, professional skating or other skills training and ice time (practice and game).

Coaches

ICECATS will enter into a contract with all coaches for a period to be determined by mutual consent between the coach and ICECATS. This contract will designate the time period of action and will define the salary and payment schedule, and include specific responsibilities. Payment

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may include, but not be limited to: Salary, bench and practice apparel, and travel expenses for tournaments.

Section P - Designated Teams

For each season ICECATS will attempt to field both a Varsity team and a Junior Varsity team in accordance with the policies of the league(s) in which they participate. The number and level of the teams for each season will be determined solely by vote of the Board of Directors.

Section Q – Suspension, Dismissal, or Termination of Membership

The policies of USA Hockey, AHAI, and the leagues in which the ICECATS chooses to participate may supersede the suspension and/or termination policy defined herein.

1. A player may not participate in any club activity while under suspension or expulsion from school beginning the day of the suspension/expulsion and ending the day he/she returns to school.
2. A member may be suspended or terminated by a 6/9 vote of the BOD with all 9 BOD required to vote.
3. In the case of a BOD member being reviewed refer to section C.
4. If another family member of a BOD member is being reviewed, that member will be excused from the voting and a 3/4 vote of the remaining 8 BOD members is required.
5. The determination as to the length of the suspension or termination of membership is left to the BOD except where explicitly defined in these bylaws.
6. The board at its discretion may vote to suspend a player from participating in all activities until further investigation is complete.
7. In all cases the member has the right to speak before the BOD before a final vote is taken on suspension or termination. If the member fails to appear at the designated time/location for the hearing, the right to plead his/her case is negated.
8. Suspension or termination may result for various reasons including the following:

Behavior

Involvement with drugs, alcohol, or any criminal activity is cause for immediate termination with no refund of fees. Behavior determined by the board to be unbecoming of a member or detrimental to the ICECATS, including violation of any code of conduct or zero tolerance policy, could result in suspension or termination with no refund of fees.

Financial

Non-payment of fees in accordance with the policies outlined by the Treasurer and the board is cause for suspension or termination without refund of any fees paid to date.

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Academics

All Team Members are required to adhere to the District 128 Athletic Academics policies and the Academic policies of the school. Failure to do so may result in suspension and/or termination.

Section R – ICECATS Communications

All communication representing the ICECATS will be made by Board or a designee. No member shall publish information as a representative of the ICECATS without approval of the Board. Failure to do so may result in suspension and/or termination of membership.