

**MOJAVE DESERT OFFICIALS ASSOCIATION**

To: MDOA Executive Council

From: 2018 MDOA Operations Committee  
John Krueger, Lancaster Chapter, Chairman  
Twyla Thomas, Lancaster Chapter  
Jay Jensen, Bishop Chapter  
Miriam Horning, Ridgecrest Chapter  
Mark Lathrop, Ridgecrest Chapter

Subject: MDOA Constitution and By-Laws Changes and Additions

Along with this cover letter we have included copies of the MDOA Constitution and By-Laws including our recommendations for changes (highlighted in red) and a page of our reasons for the changes..

The reason for our work as the Operations Committee is that the State CIF Office will be requiring our association to once again turn in our "Application for Accreditation" paperwork as our present accreditation expires at the end of June 2019. For the past 18 years our applications have included our "Policy and Procedures" which has been used to answer any and all questions that the State CIF Office has asked about the Associations operations. They have been under the assumption that the Policy and Procedures has been a part of our By-Laws.

We have integrated the Policies and Procedures into Section 6, "Membership" of our By-Laws. We feel that this integration will also make our By-Laws more transparent to our members as the Policy and Procedures has never been an official part of the Constitution and By-laws.

We recommend that these changes be placed on the Spring Dinner/Meeting agenda for vote by the general membership.

## REASONS FOR CHANGES

### Constitution Article IV, Section 3 C&D

Chapter Secretary has been omitted.

The Association Council should be made up of elected members only. Instructional Chairpersons are appointed by the President. This change will make the Instructional Chairpersons advisors to the council and not voting council members.

The sports of Track and Field and Wrestling are added and section 3 C&D's order of sports is switched

### Constitution Article VIII

“the spring” is added as this is when the MDOA members vote on any changes as all members during the fiscal year have received copies of said changes

### By-Laws Section 1D

Date changes needed to keep the MDOA dues collection in line with the parent organizations requirements for their payments

### By-Laws Section 2D

Wording added to reflect change to the Constitution Article IV (if passed)

### By-Laws Section 3B

Added wording to the Operation Committee's responsibilities to handle the State CIF Accreditation Program

### By-Laws Section 3E

Adding the Evaluation Committees to the By-Laws along with their responsibilities

### By-Laws Section 6

Re-writing the section by adding State CIF mandated requirements for Association policies, member's status, game and playoff assignments, liability and game rules and mechanics instruction

### By-Laws Section 9 B 3 a)

If officials follows Section 9 B 1-3, they will be eligible to work the rest of their assignments and also work other sports during the fiscal year

### By-Laws Section 10

“the spring” is added as this is when the MDOA members vote on any changes as all members during the fiscal year have received copies of the changes

**MOJAVE DESERT OFFICIALS ASSOCIATION**

**CONSTITUTION**

**BY-LAWS**

**CONSTITUTION**

ARTICLE I

NAME

The name of this organization shall be the "MOJAVE DESERT OFFICIALS ASSOCIATION", here-in-after referred to as the "Association".

ARTICLE II

OBJECTIVES OF THE ASSOCIATION

The objectives of the Association shall be to:

- A. Uphold, encourage and promote high ethical standards among the institutions, spectators, participants, coaches and officials involved in the sports of:
  - 1. Baseball
  - 2. Basketball
  - 3. Football
  - 4. Soccer
  - 5. Softball
  - 6. Swimming
  - 7. Track
  - 8. Volleyball
  - 9. Wrestling
  - 10. And any other sports instituted by the leagues the Association serves.
- B. Provide a high quality instructional program in the training, preparation and development of the listed sports officials.
- C. Encourage and maintain a thorough knowledge of the rules among persons involved in the listed sports.
- D. To promote good fellowship among its members and to provide benevolent assistance in the extraordinary cases within the membership.

ARTICLE III

MEMBERSHIP

- Section 1. Membership in the Association will be composed only of those chapters/members recognized by the Executive Council. \*
- Section 2. Groups of officials may petition the Executive Council for admission into the Association as a chapter.
  - A. Chapters of the Association shall be located in the following areas:
    - 1. Bishop
    - 2. Lancaster
    - 3. Ridgecrest
    - 4. Other chapters as approved by the council. \*
- Section 3. Each chapter shall establish requirements for its members consistent with the Constitution and By-Laws of the Association.
- Section 4. All chapters shall abide by this Constitution and By-Laws.
- Section 5. All members shall abide by this Constitution and By-Laws.
- Section 6. Chapter members may be withdrawn by the Executive Council for due cause.
- Section 7. Individual membership may be withdrawn by the Executive Council for due cause.

\* Changed May 2006

## ARTICLE IV

### OFFICERS

- Section 1. The officers of the Association shall be elected by the General Membership.
- A. The election of officers of the Association shall form the "Executive Council". The Executive Council here-in-after shall be referred to as the "Council".
- Section 2. Upon a two-thirds vote of the general membership, an elected officer may be removed from office.
- Section 3. The Council shall consist of:
- A. Association President
- B. Association Secretary-Treasurer
- ~~C. Association Instructional Chairperson appointed by the Association President for the following sports:~~
- ~~1. Baseball~~
  - ~~2. Basketball~~
  - ~~3. Football~~
  - ~~4. Soccer~~
  - ~~5. Softball~~
  - ~~6. Volleyball~~
  - ~~7. Other sports as approved by the Council.~~
- ~~D. Each chapter chairman, here in after referred to as Association Vice President and chapter secretary.~~
- ~~1. Each chapter shall have only one (1) vote.~~
- C. Each chapter chairman, here-in,after referred to as Association Vice President.
- D. Association Instructional Chairperson appointed by the Association Preseident for the following sports shall be a non-voting advisor to the council only:
1. Baseball
  2. Basketball
  3. Football
  4. Soccer
  5. Softball
  6. Track and Field
  7. Volleyball
  8. Wrestling
  9. Other sports as approved by the council.
- Section 4. Each chapter shall determine the method of selecting its Association Vice President and chapter secretary.
- A. The names of the chapter representatives shall be sent to the Secretary-Treasurer on or before August 1st annually.
- Section 5. At the annual spring dinner/meeting\* of the general membership, to be held the third weekend of each May\*, the general membership shall elect from its membership the following officers:
- A. Association President
- B. Association Secretary-Treasurer
- Section 6. At the annual spring general meeting or within thirty (30) days thereafter, the elected Association President shall appoint an Instructional chairperson, as approved by the Council, for the sports listed in Article IV, Section 3, Item C of this Constitution.
- Section 7. At the spring Council meeting, the Council shall set the salary to be paid to the Instructional Chairpersons, the Association Secretary-Treasurer and the Association Assigner of Officials. All other officers shall serve without salary.
- A. Travel expenses for the Association Vice Presidents or their representatives for Council and officials evaluation meetings will be paid at a rate set by the Council on a per mile basis.

- B. Travel expenses for the Association President or his/her representative to any parent association meetings will be paid at a rate set by the Council on a per mile basis.

Section 8. The Association Secretary-Treasurer shall be bonded for twenty five hundred dollars (\$2500.00). The premium to be paid out of the Association funds.

\*Added May 2008

#### ARTICLE V

##### MEETINGS

Section 1. The Council shall meet prior to the general membership meetings/workshops for the following sports:

- A. Football/Volleyball (Fall)
- B. Basketball/Soccer (Winter)
- C. Baseball/Softball (Spring)
- D. Other sports and times as approved by the Council.

Section 2. The location of the above listed general membership meetings/workshops will be determined by the appropriate Instructional Chairpersons.

Section 3. The Council will meet prior to the annual spring general meeting.

#### ARTICLE VI

##### QUORUMS

A quorum for the Council shall consist of a majority of the chapter representatives designated as regular members of the Council.

#### ARTICLE VII

##### RATIFICATION

This Constitution shall be in force when ratified by a majority of the general membership.

#### ARTICLE VIII

##### AMENDMENTS

This Constitution may be amended by a two-thirds vote of the general membership represented at a **the spring** general membership meeting, provided that the amendment has been submitted, in writing, to the member chapters at least thirty (30) days prior to the presentation of the amendment to the general membership.

**BY-LAWS**



## SECTION 1

### FEES

- A. The fees charged each member by the Association shall be levied upon a "per sport" basis, and shall be established by the Council.
- B. Non-Association members may purchase rule book kits from the Association for an additional cost of ten dollars (\$10.00) per kit over what the kit cost the Association.
- C. Any additional fees charged participating officials may be determined by each individual chapter.
- D. All collected fees for the various sports shall be submitted by each chapter to the Association Secretary-Treasurer on or before the following dates of each year:
  - 1. Football - ~~October 15~~ August 1
  - 2. Volleyball - ~~October 15~~ August 1
  - 3. Basketball - ~~January 15~~ November 1
  - 4. Wrestling - ~~January 15~~ November 1
  - 5. Soccer - ~~January 15~~ November 1
  - 6. Baseball - ~~April 15~~ February 1
  - 7. Softball - ~~April 15~~ February 1
  - 8. Swimming - ~~April 15~~ February 1
  - 9. Track - ~~April 15~~ February 1Other sports and dates as determined by the Council.
- E. (Deleted May 2006)

## SECTION 2

### DUTIES OF THE OFFICERS

- A. The President of the Association shall preside at all Association meetings. He/She shall:
  - 1. Call meetings to order and see that the meetings are properly conducted and adjourned.
  - 2. Represent the Association at all parent association meetings (i.e.: California Basketball Officials Association; California Football Officials Association; etc.).
    - a) appoint a qualified representative to attend said meetings in the event the Association President is unable to attend.
  - 3. Appoint a qualified Instructional Chairperson in each of the sports listed in Article IV, Section 3, Item C of this Constitution.
  - 4. Represent the Association at any League(s) meeting(s) when so requested by said League(s).
  - 5. Be an impartial and conscientious arbiter of discussion and debate, and insist on fairness in the actions and discussions of members.
  - 6. Be responsible for all standing and ad hoc committees.
- B. The Vice Presidents of the Association shall preside at all chapter meetings. They will:
  - 1. Call chapter meetings to order and see that the meetings are properly conducted and adjourned.
  - 2. Set up and provide to the Association Secretary-Treasurer one week prior to the Council meetings, set forth in Article V, a schedule of the Chapters instructional meetings. Meeting starting times and locations are mandatory for classroom meetings and field/floor sessions.
  - 3. Attend and represent, or appoint a qualified representative, the members of his/her chapter at all Council meetings.
  - 4. Attend and represent, or appoint a qualified representative, the members of his/her chapter at all officials evaluation meetings.
  - 5. See that all collected Association fees are submitted to the Association Secretary-Treasurer in accordance with ByLaws Section 1, Paragraph D.
  - 6. Perform other duties related to the position.
- C. The Association Secretary-Treasurer Shall:
  - 1. Keep accurate and complete minutes and file them for the inspection by members.
  - 2. Keep an accurate roll of the membership.
  - 3. Prepare all correspondence of the Association as directed by the President and members of the Council.
  - 4. Keep ready for inspection a strict account of all monies of the Association and of their collection and distribution.
  - 5. Keep the Council informed about the financial status and any problems of the Association.

6. Maintain evaluation records for a five (5) year period.
  7. Perform other duties related to the position.
- D. The Instructional Chairpersons, appointed by the President **as a non-voting advisor to and** under the direction of the Council **per Article IV, Section 3D of this Constitution** shall:
1. Prepare and administer the instructional programs of the Association.
  2. Conduct a pre-season clinic/workshop in each of the sports listed in Article IV, Section 3, Item C of this Constitution.
  3. Assist the Association Chapters with their instructional programs.
    - a) conduct a pre-season instructional meeting with the chapter instructors.
      - 1) time and place of meetings shall be announced a minimum of ten (10) days in advance.
  4. Answer inquiries addressed to the Association regarding mechanics, rules and/or their interpretations.
  5. Provide to the Association Secretary-Treasurer accurate and complete record of evaluations of members as to their performance in the sport officiated and as to their test results.
  6. Perform other duties related to the position.

### SECTION 3

#### COMMITTEES

The President of the Association shall appoint the following standing committees and other such committees as shall, from time to time, be needed. All such committees shall consist of at least three (3) members, no more than two (2) members from any one (1) chapter.

- A. Auditing Committee - shall be responsible for auditing the financial records of the Association Secretary-Treasurer at any time the Council shall deem advisable and at the conclusion of each fiscal year.
- B. Operation Policies Committee - shall be responsible for the **State CIF Accreditation Program and** evaluation of the current operation policies for the Association as well as revisions of the Constitution and By-Laws. This committee shall serve to provide interm approval of membership of any new chapter applying for membership between Council meetings.
- C. Grievance Committee - shall be responsible for hearing, evaluating and ruling on any appeal by a member for any disciplinary action brought by the Council per Article III, Section 7 of this Constitution, or any Council action taken under the provisions of By-Laws Section 9.
  1. All committee hearings will be to gather information and hear any grievance anew after Council hearing, if so requested by the member.
  2. The ruling by the Grievance Committee shall be final.
- D. Annual Spring Dinner/Meeting Committee - shall be responsible for setting up the date, time, place, menu and any fees for the annual spring dinner/meeting.
- E. **Evaluation Committees – shall be responsible for collecting, reviewing and evaluating game reports and forwarding to the Council recommendations of officials’ status and playoff qualifications.**

### SECTION 4

#### FISCAL YEAR

The fiscal year of the Association shall be July 1st through June 30th of the following year.

### SECTION 5

#### ORDER OF BUSINESS MEETINGS

- A. Business of the Association shall be conducted according to this Constitution and its By-Laws.
- B. All Association and Chapter meetings will begin with a salute to the flag of the United States of America.
- C. Robert's Rules of Parliamentary Procedure shall serve as a guide in the conduct of business.
- D. Agenda items for Council meetings are due to the Association Secretary-Treasurer twenty (20) days prior to any Council meeting. The meeting announcement should be received by the Association Vice Presidents ten (10) days prior to any Council meeting.

## SECTION 6

### MEMBERSHIP

- A. Any group of ten (10) officials or more in any one (1) sport desiring to become affiliated with the Association, upon request of the Association Secretary-Treasurer or other Executive Officer will be sent an application. Upon receipt of this completed document, the Secretary-Treasurer will forward it to the Chair of the Operating Policies Committee, who as a committee shall review the application and give interim approval or denial of membership until the next regular spring Council Meeting, at which time the Committee will make a recommendation to the Council for formal action.
- B. The Association will recognize three (3) \* classes of membership (individual):
1. "Qualified Member" will meet the following minimum requirements:
    - a) Paid dues as required by the Association;
    - b) Attend a minimum of eighteen (18) hours \* of instruction per sport, if a continuing member, or twentythree (23) hours \* of instruction per sport if an entering member;
    - c) Attain a minimum score of 80% on two (2) of the following three (3) items; the Study Guide Exam, the Classification Exam, or the Make-Up Classification Exam, neither of which may be repeated, during a proctored, closed book administration;
    - d) Demonstrate satisfactory skills in game mechanics.
  2. "Non-Qualified Member" will have failed to complete one (1) or more of the above requirements, and will remain Non-Qualified until meeting requirements in a subsequent year.
    - a) The Association or Chapter may not waive requirement c), but may waive requirement b) with a written report submitted to the Council at the spring meeting.
  3. # "Probationary Member" will be:
    - a) any in-coming member, either new or transfer and
    - b) any "Member" who has failed to show improvement based on assesment reports by the "Evaluation Committee" appointed by the President for the sports listed in Article II.
    - c) A probationary Member" will remain a "Probationary member" until such member has been evaluated by the "Evaluation Committee".
- C. Policy Prohibiting Discrimination
1. No member will be denied membership or access th the Mojave Desert Officials Association due to race, color, creed, religion, sex or national origin.
  2. All federal, state and local laws and regulations regarding fiduciary responsibility and reporting will be followed where applicable.
- D. Conflict of Interest Safegards
1. All officials must report to their Association Vice President and/or the Association Assignment Coordinator if they are employed by a high school, have students attending a high school, are members of a support organization of a high school or, within the previous five (5) years, graduated from a high school that is served by the Association.
  2. The Association Council must make their decision pertaining to Association business without regard to the schools the Association serves.
  3. The Association Assignment Coordinator must assign officials so that no official is assigned to a high school which may cause a conflict of interest of any kind.
- E. Process for Resignation/Leave of Absence
- Any member may resign by notifying the Chapter Vice President, the Instructional Chairperson of the sport in season or the Association Assignment Coordinator.
- Any member who has resigned may be reinstated by following the following process:
1. Register with the Association at a future Association meeting.
  2. Pay all outstanding dues and fines.
  3. Meet any terms for reinstatement that the Executive Council deems appropriata.
  4. The member may return with all previous benefits during the current sports season, unless limited by other reasons.
  5. A member may voluntarily rweign at any time. If a resigned member should re-apply, his/her application would be treated as that of a new member.
  6. A suspension/expulsion member may re-apply for membership in the Association the following fiscal year.

F. Member Status

1. Independent Contractor

- a) According to the Californis State Department of Education and Justice, "... an official at a high school athletic event is an independent contractor and therefore not covered by the "Workers' Compensation Status"". As an independent contractor, it is the official's responsibility to comply with the appropriate statutes.

2. Associates

- a) The Association will accept associate memberships (those officials who are members of other accredited associations) with a letter of current status from the member's home association.

G. Background Checks

Currentl there is no requirement by the Association, CIF or the State Department of Education that a sports official has to have a background check. At this point background checks are "self-policing" as the Association asks about arrests and convictions on the registration form. At some point in the future the Association will have to undergo background checks. The Association will follow any and all State mandated guidelines when they become available.

H. Evidence of Liability Coverage

(Amount figures may be changed in this section of the By-Laws, due to insurance companies changes, without a vote of the General Membership)

1. Those members of the Association that are provided liability coverage by the Association through NFIOA by "National Causality Company" are provided with an insurance package which includes general liability of one million dollars (\$1,000,000) per occurrence.
2. Those members of the Association that are provided liability coverage by the Association through NASO by "NASO Sports Officials Security Program" with an insurance package which includes general liability of up to three million dollars (\$3,000,000) per occurrence.
3. The Association Executive Council and Association Assignment Coordinator will be covered by a separate two million dollar (\$2,000,000) policy purchased bt the Association Secretary-Treasurer through NASO by "AXIS Insurance Co," at the beginning of the fiscal year from Association funds.
4. The Association Secretary-Treasurer shall be bonded per Article IV, Section 8 of this Constitution.

I. Instructional Program

(Instruction hours may be changed in this section of the By-Laws, due to a State CIF mandate, without a vote of the General Membership)

The instructional program of the Association shall be delivered to the members under the direction of the Association and the Instructional Chairpersons with assistance from Assistant Instructors and other volunteers. The program will be updated as needed to provide new information that becoms available during and after the season of sport. The instructional content of the program is provided to the Association by the parent associations (California Baseball Officials, Californis Basketball Officials, California Football Officials,Southern California Soccer Officials, California Softball Officials, Southern California Aquatic Federation-Swimming, California Track Starters Association, Southern California Volleyball Officials, California Wrestling Officials) and instructional material from The National Federation along with supplemental material for all sports.

All saports that the Association provides officials to schools will use the following guidelines, but will not be limited to only these guidelines:

1. meetings prior to and during each sport on a weekly basis with eighteen (18) to twenty three (23) hours of Instruction
2. on field, court or pool instruction to learn the rules and positions for each sport official
3. on line or in class testing with proficiency of 80% or better for each sport
4. use of National Federation or local game vidio for instructional purposes
5. on line evaluations for every sport and then use the evaluation for individual improvement throughout the season of sport
6. evaluations from school personnel as constructive criticism for individual improvement
7. use of key experienced officials as leaders of groups in specific sports to assist the Instructional Chairpersons
8. end of season evaluations of all officials with specific recommendations for improvement and commendations in the area where expertise has been shown.

#### J. Evaluation and Rating Criteria

1. An effective evaluation and rating system will be used to determine each official's progression, game assignments and playoff opportunities. The Association President shall appoint an "Evaluation Committee" for each chapter and each sport. The Chapter Vice President shall be the committee chairperson for all sports. Members may meet with the committee to discuss their individual ratings. Committee members shall not discuss ratings of individual officials outside the committee unless it is with an Executive Council Member or the Grievance Committee. All evaluation forms shall be made available for review by the member during the Evaluation Committee meetings. The rating cycle for each sport is at the mid-point of the season and two (2) weeks after the end of the season of sport. All ratings shall be published and sent to each official within two (2) weeks of each cycle ending.
2. All officials shall provide evaluation and rating forms to the Evaluation Committee. If a crew system is used, each official on the crew is required to submit an evaluation form. Independent evaluators and coaches evaluations will also be utilized to rate officials during game situations. These evaluations will also be made available to each official upon request.
3. When complaints are received about an official, the Executive Council will meet with the official as soon as possible to discuss the matter. The official will be evaluated at his/her next scheduled event and any corrections will be brought to the officials attention. If the complaints are of a more serious nature or a violation of the Code of Ethics, the official may be suspended from all of his/her remaining assignments until a hearing can be conducted by the Executive Council and/or the Grievance Committee.

#### K. Assignment of Officials

The Association Assignment Coordinator is appointed by the Executive Council for a term determined by the Executive Council. The Assignor shall ensure that all contests for which the Association is responsible are staffed with appropriate members of qualified officials for varsity contests and all members for non-varsity contests, assigned from the list of officials provided to the Assignor by the Evaluation Committee for each sport. Each Chapter Vice President shall appoint a chapter assignor who will make recommendations for assignments to the Association Assignment Coordinator. Each member shall submit his/her availability to his/her Chapter Vice President or the Association Assignor. The Association Assignor will make all assignments in a fair and equitable manner.

#### L. Qualifications for Post-Season Assignments

The Executive Council with input from the Evaluation Committee provides the Association Assignment Coordinator with the "Playoff Officials Eligibility List" of qualified officials for post-season assignments. The following areas are all taken into consideration in the making of the playoff list:

1. rule knowledge
2. game management
3. mechanics and signals
4. attitude and professionalism
5. consistency and judgement
6. reaction to pressure
7. officials' instructional meeting attendance
8. on-field/court/pool clinic attendance
9. test scores

No assignments will be made to an official who is a "non-qualified" member, an official who has not attended the required hours of instruction, an official who owes the Association money due to dues or fines or who has shown a need for game mechanics improvement.

- Amended May 2006
- # Added may 2006

## SECTION 7

### OFFICIALS CODE OF ETHICS

The National Federation Interscholastic Officials Association "Officials Code of Ethics" will be adhered to by the members of the Association.

"Schools have entrusted us to assist them in the educational development of their youth through athletics. The proper operation of such a process requires that officials be independent, impartial and responsible to people they serve. In recognition of these expectations there is hereby established a Code of Ethics for all officials. The purpose of the Code is to establish guidelines for ethical standards of conduct for all officials.

1. An official must devote time, thought and study to the rules of the game and the mechanics necessary to carry out the rules so that one may render effective and creditable service in a fair and unbiased manner.
2. An official must work with fellow officials and the state association in a spirit of harmony and cooperation in spite of differences of opinion that may arise during debate of points or rules at issue.
3. An official must resist every temptation and outside pressure to use one's position as an official to benefit oneself. Under all circumstances, officials must avoid promoting the special interest of any person or group of persons other than the athletes we serve.
4. An official must constantly uphold the honor and dignity of the avocation on all personal conduct and relations with the student-athletes, coaches, athletic directors, school administrators, colleagues and the public, to be a worthy example to the athletes under one's jurisdiction.
5. An official will be prepared both physically and mentally, dress according to expectations and maintain a proper appearance that is befitting the importance of the game.
6. An official must recognize that it is important to honor contracts regardless of possible inconvenience or financial loss.

Every member of the officiating profession carries a responsibility to act in a manner becoming a professional person. The conduct of any official influences the attitude of the public toward the profession in general as well as towards the official in particular."

## SECTION 8

### SPORTS OFFICIALS' BILL OF RIGHTS

The National Association of Sports Officials "Bill of Rights" will be used to affirm the dignity and importance of sports officials by the Association.

Article 1. Sports Officials shall receive game assignments without regard to sex, race, age, national origin, religion or any other factor unrelated to ability to perform officiating duties.

Article 2. Sports Officials shall be entitled to a written contract for each game assignment delineating their rights and obligations and those of the contracting institution.

Article 3. Sports Officials shall be accorded by the host site full security and protection from physical assaults from the time of arrival at the site through time of departure.

Article 4. Sports Officials shall be accorded by the host site full security for their personal property they bring with them to the site.

Article 5. Sports Officials shall not be responsible for player injuries, except when caused by proven gross negligence.

Article 6. Sports Officials' game decisions shall not be subject to administrative or judicial review, except where there is an allegation of fraud, corruption or abuse of position.

Article 7. Sports Officials' civil rights shall not be abridged.

Article 8. Sports Officials shall have the right to make a full and voluntary choice as to associations desired to be joined.

Article 9. Sports Officials shall be entitled to a due process hearing and appeal when subject to any disciplinary or termination proceedings by an association or league.

Article 10. Sports Officials shall be indemnified by the contracting institution for any claims for negligence brought against them arising out of their officiating duties."

## SECTION 9

### DISCIPLINARY PROCEDURES

- A. Any member of the Association who does not perform his assigned duties under By-Laws Section 7 of this Constitution shall be notified by the Council of any hearing pertaining to any disciplinary actions against that member.
  1. Notice to the member of any pending hearing must be served on the member in writing twenty (20) days prior to any hearing. The notice must contain:
    - a) What offense the member committed;
    - b) When the offense was committed;
    - c) Where the offense was committed;
    - d) Who brought the offense to the attention of the Council.
  2. Offending member is given the opportunity to appeal any ruling of the Council to the Association Grievance Committee per By-Laws Section 3, Paragraph C.
- B. Any member of the Association who misses an athletic event assignment will be fined by the Council as follows:
  1. One (1) missed assignment:
    - a) a fine of that game(s) fee payable to the Association within thirty (30) days of the final ruling by the Council or the Grievance Committee.
  2. Two (2) or more missed assignments:
  3. a fine of that game(s) fee payable to the Association within thirty (30) days of the final ruling by the Council or the Grievance Committee.
    - a) the member will be suspended for ~~the remainder of the fiscal year~~ **up to two weeks** pending a review hearing by the Council.
- C. Members of the Association are required to meet the requirements of By-Laws Section 6, Paragraph B, Item 1.
  1. Members meeting these requirements will be placed on a "Qualified" status for that sport for the following season.
  2. Members not meeting these requirements will be placed on a "Non-Qualified status for that sport for the following season.
  3. Excused absences from Association or Chapter meetings are:
    - a) members' occupational requirements
    - b) officiating assignments made by the Association Assignor of officials or an NCAA Conference Assignment Coordinator
    - c) major illness or accident.
  4. Members must make-up any missed meeting through any Association Vice President or his/her representative in order to be placed or remain on a "Qualified" status list.

## SECTION 10

### AMENDMENTS

These By-Laws may be amended by two-thirds vote of the general members at ~~a~~ **the spring** general membership meeting.

MOJAVE DESERT OFFICIALS ASSOCIATION  
APPLICATION FOR MEMBERSHIP AS AN AFFILIATED CHAPTER

1. PROPOSED NAME OF CHAPTER: \_\_\_\_\_
2. GEOGRAPHIC SERVICE AREA: \_\_\_\_\_
3. ANTICIPATED NUMBER OF MEMBERS: \_\_\_\_\_
4. HAVE THE POTENTIAL MEMBERS BELONGED TO OTHER CHAPTERS? \_\_\_\_\_  
IF SO, GIVE THE NAME(S) OF THE CHAPTER(S): \_\_\_\_\_
5. WHAT IS THE PURPOSE FOR FORMING A NEW CHAPTER? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
6. PROPOSED OFFICERS  
  
\_\_\_\_\_  
NAME ADDRESS CITY POSITION  
  
\_\_\_\_\_  
NAME ADDRESS CITY POSITION
7. NAME OF PERSON COMPLETING THE APPLICATION, IF NOT LISTED ABOVE, AND  
AFFILIATION WITH THE PROPOSED CHAPTER: \_\_\_\_\_  
\_\_\_\_\_
8. PHONE NUMBER OF PERSON COMPLETING APPLICATION: \_\_\_\_\_
9. A COPY OF THE M.D.O.A. CONSTITUTION IS ATTACHED TO THIS APPLICATION; IF  
ACCEPTED FOR AFFILIATED MEMBERSHIP, DO YOU FORSEE ANY PROBLEMS WITH  
MEETING THE REQUIREMENTS OF THE ASSOCIATION CONSTITUTION? \_\_\_\_\_