

Greater Los Angeles Lacrosse Officials Association

Constitution and By-Laws

Archived text - adopted May 1, 2017

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CONSTITUTION

ARTICLE I: NAME OF ASSOCIATION

The name of the Association shall be the Greater Los Angeles Lacrosse Officials Association (GLALOA) hereinafter referred to as The Association.

ARTICLE II: OBJECTIVES, PURPOSES AND MISSION OF THE GLALOA

The objectives, purposes and mission for which this Association as organized include, without limitations, the following:

- Uphold, encourage and promote high ethical standards among the institutions, spectators, participants, coaches and officials involved in the sport of lacrosse
- Provide a high quality instructional program in the training, preparation and development of high school lacrosse officials; and to provide competent, well-trained high school lacrosse officials to correctly facilitate lacrosse contests in obedience to the applicable rules of the game
- Encourage a thorough knowledge of the National Federation of State High School Association rules and the California Interscholastic Federation modifications to those rules among persons involved in high school lacrosse
- To maintain the highest standard of lacrosse officiating with integrity, honesty and efficiency; to encourage and enforce uniform interpretation of the rules of lacrosse
- To demonstrate and encourage attributes of sportsmanship in all areas of the game of lacrosse; and to cooperate with all organizations connected with and interested in furthering sportsmanship and professionalism of lacrosse officials
- Promote good fellowship among its members and provide benevolent assistance in the extraordinary causes within the membership
- To promote the purposes of recruiting and retaining Qualified Members in Good Standing for all levels of lacrosse including all C.I.F.-sanctioned regular season and post-season games and other club and youth lacrosse games that are played under the jurisdiction of the GLALOA
- The Association shall have the authority and power to become a California-based non-profit, tax-exempt corporation and upon achieving such a status, the Association shall have and exercise all rights and powers conferred upon any non-profit, tax-exempt corporation organized under the laws of the United States and/or the State of California

ARTICLE III: MEMBERSHIP

Membership in the Association shall be open to any person who meets the Qualifications and Requirements set forth herein and in the By-Laws of the Association.

ARTICLE IV: OFFICERS AND BOARD OF DIRECTORS

The property, business and affairs of the Association shall be managed by the Board of Directors, through Officers elected and appointed, as set forth in the By-Laws duly adopted by the Association.

ARTICLE V: MEETINGS

The Association shall conduct its business in regularly scheduled or special meetings, as set forth in the By-Laws.

ARTICLE VI: FISCAL YEAR

The Association shall be operated on a fiscal year beginning July1 and ending June 30.

ARTICLE VII: RATIFICATION

Ratification of the Constitution will cause it to be in force with a two-thirds (2/3) vote of the Association's members Qualified and in Good Standing present at the time of the vote.

ARTICLE VIII: AMENDMENTS

The Constitution may be amended only in the following manner:

- Proposed amendment(s) shall be submitted to the President in writing, who in turn will then present the proposed amendment(s) to the Constitution Committee
- The Constitution Committee shall then consider the proposed amendment(s), and if approved by a majority of the Committee, shall present the proposed amendment(s) to the Board of Directors at its next meeting
- Any amendment brought directly to the Unit's Membership and not through the Constitution Committee shall need the signatures of at least 51% of the Full Members who are Qualified and in Good Standing and are present at the meeting. If such amendment(s) receive at least 51% or more approval, then at the next regularly scheduled meeting, the amendment(s) would require at least 67% approval of the members Qualified and in Good Standing in attendance via secret ballot in order to be made part of the Constitution.
- At the next regular meeting or special meeting called for the purpose of discussing and voting on the proposed amendment(s), any amendment receiving a vote of at least 67% of the Full Members who are Qualified and in Good Standing and present as determined by secret ballot shall be adopted and effective following the conclusion of the meeting.

ADOPTED:

May 1, 2017

AMENDED:

BY-LAWS

ARTICLE I: NAME OF ASSOCIATION

Section 1.0: Name

The name of the Association shall be the Greater Los Angeles Lacrosse Officials Association (GLALOA), hereinafter referred to as the Association.

ARTICLE II: AFFILIATION

Section 2.01: Affiliation

The Association may be affiliated and cooperate with the California Lacrosse Officials Association (CLOA), California Interscholastic Federation (CIF), its sections within the jurisdiction of the Association including the CIF/LA City (CIF/LA) and CIF/Southern Sections (CIF/SS) and its member schools, the National Federation of State High School Associations (NFHS) and U.S. Lacrosse.

ARTICLE III: STATEMENT OF PURPOSE, MISSION AND POLICY

Section 3.01: Purpose and Mission

The Purpose and Mission of the Association is as stated in the Constitution, Article II and is incorporated herein in its entirety.

Section 3.02: Policy

The Policy of the Association is to instruct, evaluate, classify and assign lacrosse games without regard to gender, race, age, national origin, age, disability status, religion, ethnicity, religion, sexual orientation or any other characteristic protected by law.

ARTICLE IV: MEMBERSHIP

Section 4.01: Eligibility

Membership in The Association is open to any person 18 years of age or older who displays interest in officiating lacrosse games and fulfills the obligations of membership in The Association as established in these By-Laws.

Section 4.02: Classes of Membership and Rights

The Association shall have the following classes of membership: Full, Associate or Honorary; Qualified or Non-Qualified and In Good Standing or Not in Good Standing.

- Full Members: Full Members of the Association are members of The Association who are not Full members of any other boys high school lacrosse official's association recognized by the California Interscholastic Federation (CIF) or any of its Sections
- Associate Members: Associate Members of the Association are members of The Association who are also Full members of any other boys high school lacrosse official's association recognized by the California Interscholastic Federation (CIF) or any of its Sections, or members of the Board of Directors of any other boys high school lacrosse official's association recognized by the California Interscholastic Federation (CIF) or any of its Sections. An Associate Member must pay the then-established dues and/or fees of The Association and attend all mandatory meeting(s) of The Association.

Associate Members are not eligible to:

- Hold any elected or appointed office or position
- Vote in any election
- Receive any playoff assignments of the Association as established by the By-Laws

Honorary Members: Honorary Members of The Association shall be those persons who have been designated as such by the Board of Directors or the membership of The Association in recognition of distinguished services or contributions to the Association. Honorary Members are not required to pay annual dues to the Association and are not eligible to vote or hold any office or position.

1. Qualified Members: Qualified Members are those officials that have completed the following requirements:

- Complies with the financial obligations established by the Association
- Is a Member in Good Standing of U.S. Lacrosse, NASO or the NFHS
- Provides written proof of current Liability Insurance from U.S. Lacrosse, NASO or the NFHS
- Meets the minimum requirements for Qualification as determined by The Association
- Attends the number of instructional hours as determined by the Board of Directors but in no event less than the number of instructional hours currently required by the State CIF
- Attains a minimum score of at least 80% on the high school lacrosse examination provided by The Association
- Demonstrates proper high school field mechanics as prescribed by The Association
- Fulfills all game assignments
- Does not engage in unprofessional conduct or act in manners that are detrimental to the welfare and purpose of The Association, its members, the schools it services or the lacrosse community

These requirements of a Qualified Member may only be waived upon written request to the Secretary or Secretary/Treasurer. The request must also be approved by a majority vote of the Board of Directors.

A Qualified/Full Member of The Association shall have the right to vote, to hold office (after three years of continuous membership), to air grievances, to receive game assignments, and to enjoy all other privileges and benefits of membership in The Association. Each Qualified/Full member of The Association shall have one vote.

First year officials may become Qualified upon passing the Qualification Examination, fulfilling the meeting requirements specified by The Association and any further requirements designated by the Instructional Chair.

2. Non-Qualified Members: A Non-Qualified Member is an individual who fails to meet one or more of the requirements of a Qualified Member as stated in the By-Laws -- Section 4.02 Classes of Membership; Qualified Members.

Non-Qualified Members are not eligible to:

- Hold any elected or appointed office or position
- Receive any officiating assignments from the designated Assignor(s) of The Association
- Vote in any election or on any issue brought before the members of The Association until they become a Qualified Member
- Receive any playoff assignments of the Association as established by the By-Laws

Non-Qualified Members shall forfeit all remaining assigned games that high school season. The Board of Directors shall determine whether a member has failed to meet all the requirements of a Qualified Member. If a member is found to be Non-Qualified, the Secretary shall give written notification to the member and the Assignor(s), and the Assignor(s) shall cancel the remainder of the Non-Qualified Member's game assignments for the current high school season. After being notified of Non-Qualified status, the member may, within seven (7) days from the written notification to such member, submit a written petition to the Secretary asking the Board of Directors for reinstatement to Qualified status. Based on evidence satisfactory to the Board of Directors, the member shall be changed to Qualified status and waive that time while the member was Non-Qualified.

A Non-Qualified Member may become a Qualified Member by fulfilling the requirements of a Qualified Member.

Section 4.03: Rights of Membership

Any member, upon written demand of The Association through its Secretary, may inspect for a reasonable amount of time the names of the members, the accounting books and records, the minutes of the meetings of the Board of Directors, the records of business transactions by the membership and these By-Laws as amended to date.

Section 4.04: Membership Dues

Each member of The Association shall pay annual membership dues as established annually by the Board of Directors. Such dues shall be paid each year to the Treasurer at a date determined annually by the Board of Directors. The Board of Directors may impose a penalty for the late payment of dues on continuing members. Each member of The Association shall pay such other fees or penalties as may be established by the Board of Directors as is warranted by the circumstances.

Section 4.05: Membership Assignors' Fees

Each member shall pay Assignor fee(s) as shall be determined annually by the Board of Directors.

Section 4.06: Termination of Membership

Membership in The Association is year-to-year and shall automatically terminate annually on June 30. It may also be terminated upon the members' request or by authority of the Board of Directors as provided in the By-Laws. Should a member request reinstatement they must re-attain Qualification in the Association subject to the same requirements as a new member of The Association. Any member shall also be required to be in compliance with the By-Laws and be in Good Standing with The Association.

Section 4.07: Play-off Eligibility

Members holding membership in any other high school lacrosse official's organization are not eligible to receive any Association playoff assignments. Qualified Members in Good Standing must meet the minimum amount of games as determined annually by the Board of Directors prior to the start of the season.

Section 4.08: Transfer of Members

The Association may provide for the transfer of members from other high school lacrosse officials organizations to this Association with such requirements as established by the Instructional Chair upon the approval of the Board of Directors.

ARTICLE V: MEMBERSHIP MEETINGS

Section 5.01: Generally

The Members of The Association shall meet prior to the start of the high school lacrosse season in order to further the Purpose, Mission and Policies of the Association. The dates and locations of the sessions shall be determined by the President and Instructional Chair and approved by the Board of Directors. The Secretary shall give written notice of the meetings to all members not less than 30 days and not more than 90 days prior to the first membership meeting of each high school lacrosse season

Section 5.02: Voting

Each Qualified, Full Member in Good Standing shall have one vote. Unless otherwise indicated in these By-Laws, there is a requirement for either a majority or two thirds (2/3) vote, it shall mean that after a Quorum is achieved and maintained throughout the voting process that in order for the motion or action to pass a majority (50% plus one) or two-thirds (2/3) of the remaining members must vote in favor of the motion or action or else such motion or action

shall fail.

Section 5.03: Quorum

A Quorum of the Qualified, Full Members in Good Standing shall be fifty percent plus one (50% plus one) of the entire membership. The Membership may not transact business in the event that less than a Quorum should occur at any time during the meeting.

Section 5.04: Elections at Membership Meetings

- A. The Secretary shall lead and oversee any voting and elections of The Association's membership
- B. All nominated candidates for office shall have been a Qualified, Full Member in Good Standing of The Association for at least three (3) full consecutive years prior to the nominations (except for the first two annual elections) and shall consent in person to have their name placed on the ballot
- C. No person may hold more than one position on the Board of Directors. A person on the Board of Directors whose term expires at the end of the Fiscal Year may run for another position on the Board of Directors. A person on the Board of Directors whose term does not expire at the end of the Fiscal Year may run for another position on the Board of Directors only if such person resigns their current Board position prior to the elections effective at the end of the year.
- D. Prior to the elections, the Secretary will announce any nominations that have been presented to The Association and advise the membership of all elected positions that are open for election
- E. At the election meeting of the membership, the Secretary will solicit nominations for those members that want to run for office and consent to their names being included on the ballot
- F. At the meeting prior to the general meeting where voting will take place, a written ballot containing the list of candidates shall be presented to the membership. Prior to voting, candidates shall be given the opportunity to present their qualifications to the Unit
- G. All Qualified, Full members of The Association in Good Standing, including the President that are present at the meeting shall vote by secret ballot for all candidates for office. The date, time and place for voting on Election Day will be scheduled by the Board of Directors. Each member may cast one vote for each open position, but cannot vote for more than once for a specific candidate.
- H. The ballots shall be counted by the Secretary and two members of the membership not holding any office selected by the Secretary. If the Secretary is up for re-election, the ballots for that position will be counted by the Vice President. All elections -- including run-off voting, shall take place at the same Election Meeting.
- I. For the office of President, Vice-President, Secretary and Treasurer the candidates who receive the most votes cast shall be declared the winners. If no candidate receives the most votes, then the Association will conduct a re-vote(s) between the top two vote recipients until one candidate receives more votes.
- J. For the offices of Board Members-at -Large, the candidates receiving the most votes cast shall be declared the winner(s). If a tie occurs such that more candidates are elected than positions are available, then the Association will conduct a revote(s) between the candidates with the same number of votes until one candidate receives more votes and all positions are filled.

Section 5.05: Conduct at Meetings

The President shall be the Presiding Officer and shall conduct the meetings of The Association in a fair and business-like manner, but shall not be obligated to follow any technical, formal, or Parliamentary Rules of Principles

of Procedure. The President shall supervise and oversee the affairs of The Association and shall execute the will of the Members of The Association. The President shall see that the Constitution and By-laws of The Association are carried-out in its business and activities.

The President shall serve as a non-voting member of all Committees of The Association except the Instruction, Ratings and the Ethics/Grievance Committees. The President shall select two members to form a Nominating Committee which shall present a slate of candidates to The Association in accordance with the By-Laws.

The President may not vote, except to break or create a tie, except as provided for in the By-Laws.

Section 5.06: Attendance at Membership Meetings

Members must attend membership sessions in their entirety until the sessions are adjourned. Absent an emergency, a member may be required to attend a Make-Up session either with The Association or at another CIF-affiliated high school lacrosse official's organization. If a member attends an Affiliated Unit's meeting the member must present written or electronic verification to the Secretary of the Association within ten (10) business days.

ARTICLE VI: BOARD OF DIRECTORS

Section 6.01: Members of the Board of Directors

The Board of Directors shall consist of the President, Vice President, Past President, Secretary, Treasurer, and two (2) At-Large members, as necessary. No member shall hold more than one office at a time.

Section 6.02: Officers

President: The President shall be the Presiding Officer, shall conduct the meetings of the Board of Directors and has, subject to control of the Board of Directors, general supervision, direction, and control of the business of the Association. In addition to those Powers described in Section 5.04 that are applicable to Board Meetings, the President shall serve as a non-voting member of all committees of The Association except the Instructional, Ratings and Ethics/Grievance Committees.

- The President shall represent The Association to the California Interscholastic Federation, the NFHS, NASO, U.S. Lacrosse and any other representative bodies of lacrosse. This power may be delegated by the President to another Board member(s) as necessary.
- The President shall supervise and oversee the affairs of The Association and shall execute the will of the Members of The Association. The President shall see that the Constitution and By-Laws of The Association are carried out in its business and activities.
- The President is the last person to vote and only to break or create a tie, except as otherwise provided for in these By-Laws
- The President shall select two members to form a Nominating Committee. Such members shall present a slate of candidates to The Association in accordance with the By-Laws.
- The President may establish Committees to further the purposes of The Association and appoint a Chair to any such Committee. The President may request revisions to these Constitution and By-Laws and may appoint a Committee to recommend such revisions or amendments.
- All Presidential powers granted in Section 5.04 above, are applicable to Board Meetings

Vice President: The Vice President shall only have such Powers and Duties as may be assigned to him by the President and shall exercise the powers of the President during the President's verified absence or inability to act.

Secretary: The Secretary shall record and keep the minutes of all meetings of the Board of Directors, general and special meetings of the Membership, maintain the Minutes, records, Constitution and By-Laws of The Association and make them available to the membership. The Secretary shall issue all correspondence and notices on behalf of the Board of Directors and The Association including meeting dates and times. The Secretary shall maintain a roster of all members of The Association and distribute such information as needed by the members as approved by the Board of Directors upon payment of dues.

Treasurer: The Treasurer shall be responsible for all monies and the financial records of The Association. The Treasurer shall collect and deposit all funds received on behalf of The Association and shall disburse funds for the benefit of The Association as authorized by the Board of Directors with the concurrence of the President. The Treasurer shall pay all fees and Administrative Reimbursements as may be set by the

Board of Directors. The Treasurer shall also maintain, respond and report any inquiries regarding the legal corporate structure of The Association and assure compliance with all requirements regarding The Association's corporate structure. The Treasurer shall submit a written year-end financial report to the Board of Directors (or Audit Committee or Auditor) by the end of the Fiscal Year. Upon approval of the Board of Directors (or Audit Committee or Auditor) the financial report shall be presented to the members of The Association at the next regular meeting.

Past President: The Past President shall assist the President and shall serve the unexpired term of the President if the President and Vice President are unable to fulfill their terms of office

Members-At-Large: There may be two (2) Members-At-Large who must be Qualified, Full Members in Good Standing with The Association as provided by the By-Laws.

Section 6.03: Powers and Duties

The governing body of The Association shall be the Board of Directors who shall have the following Powers and Duties, among others:

- To exercise general supervision, direction, and control of all committees of The Association
- To conduct, manage, and control the business affairs and activities of the organization in conformance with the Constitution and By-Laws
- To delegate management of specified activities of The Association to committees or members, provided that such specified activities be under the ultimate direction of the Board of Directors
- To approve the annual operating budget submitted by the Treasurer and to govern the expenditures of funds in conjunction with the applicable Officers or Members
- To request an accounting of all receipts, disbursements and transactions of The Association from the Treasurer
- To set the amount of dues and late charges paid by the Members of The Association
- To set the amount of dues paid by the Members of The Association to compensate Assignor(s) -- if applicable
- To approve and/or remove any appointment or Committee Chair
- To determine the amount of compensation for any Chairman or other activity
- To affirm or remove the selection of the Instructional Chair and Rating Committee appointments who fails to fulfill their assigned responsibilities, upon recommendation of the Instructional Chair
- To consider and adopt a fair and equitable system of observing, evaluating, classifying and advancing Members of The Association
- To determine the minimum number of games required to be Qualified for play-offs

- To assist in the scheduling of Membership meetings
- To exercise such powers and duties as the By-Laws prescribe

Section 6.04: Terms of Board Members

The term of office for the President, Vice President and Past President shall be two (2) years starting on odd-numbered years. The terms of the office for Secretary and Treasurer shall be two (2) years starting on even-numbered years except for the initial terms which shall be three (3) years. The term for any appointment made pursuant to these By-Laws shall be one (1) year. Candidates assume their duties on the first day of July following their election or appointment, unless otherwise provided by these By-Laws.

The Board Members-At-Large, if authorized by the Board of Directors, shall be elected to three year terms in alternate years -- One At-Large Member on even-numbered years and one At-Large Member in odd-numbered years -- except for initial term in which the candidate receiving the second highest number of votes will be elected to a two (2) year term.

The Assignor(s) shall be appointed by the Board of Directors to a two year term in even-numbered years except for the inaugural term which shall be for one (1) year

Any Member of the Board of Directors, Assignor or Member of a Committee unable to complete their Term of Office shall be replaced by a person appointed by the Board of Directors until the next election when a person will be elected to fill the unexpired term

The Instructional Chair shall be appointed by the Board of Directors to a two year term in even-numbered years except for the inaugural term which shall be for one (1) year

No member of the Board of Directors shall hold more than one elected position on the Board of Directors at any time

ARTICLE VII: MEETINGS OF THE BOARD OF DIRECTORS

Section 7.01: Meetings and Notice

The President shall preside over all meetings of the Board of Directors except those portions of meetings related to the Instructional Chair or the Disciplinary/Grievance Committee. Meetings of the Board of Directors shall be held at any place, including teleconference and by E-Mail if appropriate and time and location as designated by the President. Notice of Board meetings must be at a minimum of five (5) business days hours prior to such meeting. Notice may be made by telephone, E-Mail or text.

Section 7.02: Emergency Meetings

An Emergency Meeting of the Board of Directors may be held at any place, including teleconference and by E-Mail if appropriate, and time and location as designated by the President. Special meetings may also be scheduled by a Quorum of the voting Board Members provided that at least forty eight (48) hours' notice is provided to the Board of Directors and members. Notice may be made by telephone, E-Mail or text. The only subject matter that may be addressed and acted upon Emergency Meetings is the specific subject matter that warranted the emergency meeting.

Section 7.03: Notice

An Agenda for all Board meetings, including Emergency Meetings shall be posted via E-Mail in advance of any meeting. The Board of Directors shall schedule the dates of all Membership meetings and coordinate any other dates affecting the Membership with consideration from any advisory decisions made by an appointed Member or by

the appropriate Committee Chair.

Section 7.04: Quorum

A Quorum will constitute one more than 50% of the Board of Directors for the transaction of business. Non-voting Members or Appointments shall not be considered in establishing or maintaining a Quorum for meetings of the Board of Directors. The Board of Directors and Membership may conduct business regardless of whether or not a Quorum is present but may only vote if a Quorum is present.

Section 7.05: Voting

Each voting Member of the Board of Directors shall have one vote. Motions made at Board meetings require a majority to pass, except as otherwise provided in the Constitution and By-Laws. The President is the last person to vote and only to break or create a tie, except as otherwise provided for in these By-Laws.

Section 7.06: Electronic Forms of Meeting and Proxies

Any meeting of the Board of Directors or Membership may be held by teleconference, videoconference or other electronic means. For purposes of submitting Proxy votes, any Proxy vote shall be sent to the Secretary by E-mail transmission at least twelve (12) hours before the scheduled start time of the meeting. Such transmission shall be deemed to be the same as an executed original.

Section 7.07: Duties and Powers

- The Board of Directors shall have the following Duties and Powers, among others:
- Oversee and conduct the business of The Association in accordance with the Constitution and By-Laws
- Attend meetings of The Association and the Board of Directors
- Set The Association's dues, fees and Administrative Reimbursements
- Approve all expenditures of The Association
- Determine the business and instructional meeting dates as well as clinics, classroom discussions and/or instructional group meetings
- Oversee the workings of Committees and Appointees
- Approve all Appointments of the President
- Approve the slate of Instructors and Assistant Instructors selected by the Instructional Chair
- Approve the method of rating and the classification of each official in The Association based on the recommendation of the Instructional Chair including a list of officials eligible for playoffs and recommendations for play-off assignments
- Approve expulsion of any member of The Association based on the recommendation of the Ethics and Grievance Committee
- Approve the report of the Treasurer and, if applicable, the Audit Committee and present it to the membership
- Approve proposed amendments to the Constitution and By-Laws prior to their presentation to the membership
- Determine penalties for violation of the Constitution and By-Laws

ARTICLE VIII: COMMITTEES

Section 8.01: Committee Chairs and Members

The President shall appoint all Committee Chairs and all Committee Members with the approval of the Board of Directors, except as otherwise as otherwise provided by the By-Laws.

The Committee Chair shall be appointed prior to the first general meeting. The Ratings Chair and Instructional Chair shall be appointed at the first meeting of the Board of Directors but no later October 1.

The President, with approval of the Board of Directors, shall appoint a replacement to complete the unexpired term for any Committee Chair who is unable to fulfill their term of office.

Section 8.02: Instructional Chair, Training, Ratings and Evaluation and Play-Off Eligibility Committees

Instructional Chair: The Instructional Chair shall direct and supervise the instructional program for all members of The Association and shall direct and organize discussion of classroom groups. The Instructional Chair shall also direct and supervise the Ratings and Play-off Committees.

The Instructional Chair may appoint one or more members to assist instruction to the membership, each of whom shall be a level ____ official pursuant to Association, NFHS and U.S. Lacrosse guidelines. Instructors may serve on the Board of Directors or Ratings Committee. Such appointments shall be for a one (1) year term.

The Instructional Chair shall chair the meetings of appointed instructors and review the instruction guides prior to the first general meeting. The Instructional Chair shall lead and/or oversee all test results, field instruction and evaluations performed for the membership and develop the curriculum of instruction for the membership.

The Instructional Chair shall provide rule interpretations for the Association and upon members upon request

The Instructional Chair shall be the primary appointing authority for games officiated by The Association; shall certify officials for appointment; shall be the authority for rules interpretations and mechanics used by Association officials and shall be responsible for training and supervision of all members.

Section 8.03: Annual Training Requirements

The Instructional Chair shall establish training requirements that are consistent with the requirements of likewise-accredited high school lacrosse officials organizations including the CLOA, the CIF and U.S. Lacrosse. These requirements shall include minimum training as follows:

- Total Training:
The Association shall schedule at least 18 combined hours (or the current amount required by the state CIF) of annual online or classroom testing and training and/or field training conducted throughout the geographic area covered by the Association. To allow members reasonable access to training, there should be at least three full instructional meetings before and during the high school season along with clinics area-wide in order to assure compliance with CIF requirements
- Pre-Season Training -- 6 hours:
The Association shall schedule at least three (3) pre-season meetings covering new rules, feedback regarding application and implementation of new and existing rules and mechanics
- Pre-Season Field Training – 3 hours:
This includes mechanics, points of emphasis, demonstrations and on-field controlled scrimmages
- Scrimmages – 3 hours:
Using both high school pre-season scrimmages and youth games for observations and ratings

- Testing -- 3 hours:
Annual rules interpretation video and 100+ question NFHS rules test: Members must pass with a score of 80% or higher. Certain questions may be reviewed in classroom training regarding interpretation and implementation of new rules.
- In-Season Review Sessions – 3 hours:
In-season review sessions, test questions, problems, feedback should be scheduled as needed to advise the Membership of in-season mechanics, rule interpretations, mechanics to assure that the Membership is current with developments and adjusts to interpretations for field rules and mechanics.

Section 8.04: Evaluations

The Association shall consult the CLOA, NFHS, CIF and U.S. Lacrosse guidelines to establish the procedures and basis for Member evaluations. Evaluators are required to be Certified Evaluators under the U.S. Lacrosse Observers Certification process.

The Association should use a standard form(s) for the basis of evaluations in accordance with guidelines of the CLOA, NFHS, CIF and U.S. Lacrosse. Evaluations are deemed a private matter and completed evaluations are reviewed solely by the Instructional Chair before being shared with the official being evaluated. No other person is to be involved without the official's consent. An Evaluator may not share the evaluation unless otherwise instructed by the Instructional Chair. Each official is evaluated and given/sent the evaluation form to apprise each official of positive areas as well as areas to improve. The official evaluated may also contact the evaluator(s) to discuss any concerns contained in the Evaluation Report and seek further guidance.

In addition to these formal evaluations, the Instructional Chair may consult informal evaluations from experienced officials partnered with less experienced officials throughout the season. These informal evaluations are compared to the formal evaluations to further assist in determining the advancement of officials during the season.

Section 8.05: Rating of Officials

Official's ratings are assigned in consultation with the guidelines established by the CLOA, the NFHS, the CIF and U.S. Lacrosse. The Association may use the U.S. Lacrosse rating system to further categorize the skills of officials as needed by the Association. This rating system provides levels and descriptions as follows:

- Level 100: Referee on any game including playoffs, semi-finals and finals
- Level 125: Referee on high-level high school game
- Level 150: Referee on mid-level high school game
- Level 175: Referee on low-level high school game
- Level 200: Umpire on any high school game
- Level 225: Umpire on mid/low-level high school game
- Level 300: Referee on youth games
- Level 325: U15 eligible
- Level 350: 350 New adult official
- Level 375: New youth official

Section 8.06: Rating Committee and Feedback

Officials will be rated based on formal evaluations as well as feedback received from senior officials when partnered with junior officials. Evaluations will be used as one factor in making playoff selections. The ratings are discussed with the Evaluation Committee with the Instructional Chair presiding. Each official is reviewed and rated based on the training and evaluations and other feedback as delineated below.

Section 8.07: Play-off Eligibility

To receive play-off assignments members must:

- Be A Qualified, Full Member in Good Standing
- Have officiated at least ten (10) high school varsity games during the current high school season
- Be rated at a level eligible for high school games
- Have been reviewed by the Evaluation, Ratings and Play-Off Committees for their annual training, evaluations and rankings and suited to have met intangibles such as competitiveness of games and leagues. Based on this information, the Committee would select the best officials for specific play-off games.

ARTICLE IX: ETHICS AND GRIEVANCE COMMITTEE

Article 9.01: Ethics and Grievance Committee

The Ethics and Grievance Committee shall consist of five (5) Qualified, Full Members in Good Standing of The Association, one of whom shall serve as a Chair. No member of the Ethics and Grievance Committee shall be a member of the Board of Directors or the Ratings Committee.

The Ethics and Grievance Committee shall be responsible for determination of whether a member engaged in unprofessional conduct or has acted in a manner that is detrimental to the welfare and/or purposes of The Association. The Ethics and Grievance Committee shall determine the proper punishment if any. The Ethics and Grievance Committee shall also review each specific charge by The Association against an Officer. The Ethics and Grievance Committee shall hear all appeals regarding a member's rating and if the Ethics and Grievance Committee agrees with the member they will bring grievance to the Rating Committee Chairman who will then bring it to the Rating Committee for revocation within ten (10) days.

Each member of the Ethics and Grievance Committee shall serve a two (2) year term with three (3) members elected in year one and two (2) members elected the following year.

In the year that this section is adopted, there shall be a Nominating Meeting for the Ethics and Grievance Committee and an election the following year. The top five (5) vote recipients will be elected to the Committee with the top three (3) recipients serving a two (2) year term and the next two (2) serving a one (1) year term.

Any written complaint that a member has engaged in unprofessional conduct or has acted in a manner that is detrimental to the welfare and purposes of the Association shall be submitted to the Ethics and Grievance Committee chair within 30 days of discovery of the incident. A copy of the complaint and any written evidence relevant to the complaint shall also be delivered to the Secretary, unless the complaint is about the Secretary, in which case the complaint shall be delivered to the President. The complaint shall be considered as follows:

The Ethics and Grievance Committee chair, within fourteen (14) days, shall give written notice to the accused member of a scheduled hearing date, the name of the complainant, and the alleged complaint

The Ethics and Grievance Committee will arrange for any necessary witnesses to be present at the hearing

The accused member shall not contact the complainant, any member of the Ethics and Grievance Committee, other than the Chairman or any member of the Board of Directors until the matter has been resolved

Within fourteen days after the conclusion of the hearing, the Ethics and Grievance Committee's Chair will provide a written decision to the accused and the Board of Directors.

The accused shall have fourteen (14) days to present a written appeal of the Ethics and Grievance Committee's decision to the Board of Directors.

Within thirty (30) days of receiving the appeal, the Board of Directors shall provide written notice to the accused that it affirmed, modified, reversed the decision or requests a new hearing. The Boards of Directors' decision is final. Once the decision becomes final, the decision will be presented to the membership at the next general meeting.

If the complaint is against the Ethics and Grievance Committee then the Board of Directors shall act in place of the Ethics and Grievance Committee

Any specific charge referred by the Association against an Officer will be considered as follows:

- The Ethics and Grievance Committee Chair, within fourteen (14) days shall give written notice to the accused Officer of a scheduled hearing date, and the alleged charge
- The Ethics and Grievance Committee will arrange for any necessary witnesses and evidence to be present at the hearing
- The accused member shall not contact any member of the Ethics and Grievance Committee other than the Chairman of the Committee until the matter is resolved
- Within fourteen (14) days after the conclusion of the hearing, the Ethics and Grievance Committee Chair will present the results and its recommended course of action to the Board of Directors for their approval

Section 9.02: Audit Committee

The Audit Committee, if needed, shall consist of a least three (3) Qualified Members in Good Standing appointed by the President, one of whom shall serve as Chairman. The Committee shall audit the financial records of the Association annually or as required and shall submit a financial report to the Board of Directors for its approval and submission to The Association membership at the next general meeting.

The Audit Committee may be replaced by an independent, third-party Auditor.

Section 9.03: Other Committees and Positions

The President, subject to the approval of the Board of Directors, may create such other Committees and/or positions as are determined to be necessary. Such Committee and/or position will be at a Board of Directors meeting with a Quorum and by majority vote.

ARTICLE X: GAME ASSIGNMENTS

Section 10.01: Acceptance of Games

Qualified Members of The Association in Good Standing will only accept CIF games from the Association's Assignor(s) or assigned with the Assignor(s) permission for any games played within the jurisdiction of The Association. Once an official accepts an assignment from The Association, the member may not turn-back that game to accept any other lacrosse games -- the only exception being any college assignments. The penalties for doing so will be as follows:

- First offense: \$50 Fine immediately assessed to the official to be paid within five (5) business days
- Second offense: \$75 Fine immediately assessed to the official to be paid within five (5) business days and removal from the play-off list
- Third offense and any and all other offenses occurring afterwards: Removal/forfeiture of remaining Association schedule

Acceptance of games within The Association's designated jurisdiction not coming from the Association's designated Assignor(s) or made without the permission of the designated Assignor(s) may result in forfeiture of the official's remaining schedule.

Section 10.02: Assignor Fees

Each official will pay the Assignor(s) fees as may be determined annually by the Board of Directors, for each game assigned by the designated Assignor(s). Such fees shall be paid promptly to the respective Assignor(s) as noticed by such Assignor(s). Non-payment may result in no further assignments until such fees are paid and/or registration fees for the next season not being accepted until all outstanding fees are paid.

Section 10.03: Unable to Officiate Accepted Games

Officials -- who after accepting a game assignment are then unable to officiate that game, shall notify the Assignor(s) by phone and E-Mail who will then reassign a replacement official(s).

Section 10.04: Tardiness of Officials

Officials will arrive in a timely manner at all officiating assignments and officiate games in accordance with the rules of the game, including but without limitation, the following:

- An official will be deemed late to a game (a Late-Show) if, without contacting the Assignor(s) and partner(s), is not on the field and in the proper uniform at least 20 minutes before the start of the assigned game
- An official will be deemed to be a No-Show to a game if the official is not on the field in uniform by the end of the first quarter of the assigned game

An official who is a Late-Show or No-Show to a game will incur:

- First Offense: \$25 fine
- Second Offense: \$50 fine
- Third Offense: Forfeiture of all remaining games that high school season and the first half of the following high school season
- No-Show officials will forfeit that games' fee to the GLALOA
- Late-Show officials will pay their partners one-fourth (1/4) of their game for each quarter they are late

An official who has a combination of three Late-Shows or No-Shows during a season shall forfeit the remainder of that high school season's schedule and the schedule for the first half of the following high school season

Within ten (10) days of being notified by the Secretary that the official is deemed a Late-Show or No-Show, the official shall pay the applicable fine to the Treasurer and notify, in writing, an explanation to the Assignor(s) with a copy to the Secretary. Failure to comply with this paragraph will result in the official being deemed Not In Good Standing until the foregoing is completed.

ARTICLE XI: DISCIPLINE OF MEMBERS

Section 11.01: Generally

Association Members shall be subject to the disciplinary actions and/or applicable penalties prescribed in the Constitution and By-Laws. The Ethics and Grievance Committee will consider all discipline issues except monetary payments of fines and late charges.

Section 11.02: Discipline

Disciplinary action may result from the following:

- Gross disloyalty or conduct unbecoming an official or Board of Directors member
- Financial malfeasance or misappropriation of The Association's money or assets
- Conduct or activity which would be reasonably construed as impairing or hindering the interest, image or well-being of The Association
- Advocating or engaging in the dissolution or the succession of or from The Association
- Violating the rules or the Constitution or By-Laws of The Association
- Bringing specious, unmeritorious or knowingly false charges or allegations against any official, Officer or The Association
- Conflicts of interest regarding relationships with schools or other entities that may raise an appearance of impropriety, breach of duty of loyalty and/or breach of fiduciary duty to The Association
- Conflicts of interest, including financial gain, regarding other lacrosse leagues or other entities that compete with The Association

Section 11.03: Penalties

Penalties that may be imposed include the following:

- A letter of caution
- A letter of reprimand
- A monetary fine
- A letter of expulsion from The Association as recommended by the Grievance Committee
- Removal from office
- A letter requiring the performance of specific acts
- Loss of one or more game fees
- Loss of one or more games
- Changed to the status of Not In Good Standing
- A letter of expulsion from The Association as recommended by the Ethics/Grievance Committee

ARTICLE XII: ORDER OF BUSINESS

The business of The Association shall be conducted according to the Constitution and By-Laws. The Association will maintain its status as an Accredited member of the State CIF. Meetings shall be conducted according to Roberts Rules of Order. Where appropriate to the meaning or spirit of Robert's Rules of Order such rules will be amended regarding electronic transmissions, meetings as provided by the Constitution and By-Laws of The Association

except as otherwise stated in the Constitution or By-Laws.

ARTICLE XIII: INDEMNIFICATION, INSURANCE AND WAIVERS

Section 13.1: General

The Association shall have the power to purchase and maintain insurance to provide indemnity on behalf of any person who is or was a Member or Officer of the Association or who is or was serving at the request of The Association as a Trustee, Director, Officer or Employee of a Corporation, Partnership, Joint Venture, trust or other enterprise against any liability asserted against him and incurred by him in any such capacity, or arising out of his status as such.

Section 13.2: Insurance

The Association may maintain a Group Accident Policy and/or a Directors and Officers Insurance Policy which may be obtained through its affiliation with U.S. Lacrosse, the U.S. Lacrosse Official's Council, the NFHS, NASO or a similar organization to protect the Members and Officers from loss due to:

Injuries sustained while participating in or traveling to and from an Association activity, including officiating Association-scheduled games

Claims made by third parties against Association Members or Officers for injury or property damages sustained while The Association Member or Officer was participating in or traveling to and from an Association activity, including officiating Association-scheduled games. The President shall determine the extent, policy limits, deductible and other terms of such coverage.

Section 13.3: Independent Contractors

All Association members are Independent Contractors per California State Labor Code 3352 and are not employees of The Association. As such they must join either U.S. Lacrosse and register for membership as an official or cross participant or NASO or the NFHS as an Official. This affords the member liability insurance while officiating games assigned through The Association.

Association Members are in no way covered by The Association, U.S. Lacrosse, NASO, NFHS, the CIF or any of its Sections or member schools, partners or affiliates for any medical insurance or medical coverage. Medical insurance coverage is strictly the responsibility of Association Members.

Section 13.4: Annual Disclaimer/Waiver

As a requirement for recognition as an Association Member, each individual shall execute and deliver to the Secretary and/or Secretary/Treasurer an annual Disclaimer and Waiver of Liability that releases The Association, its Board of Directors, Officers and Members from liability for any injuries or damages to person or property arising out of that individual's Membership in The Association or participation in any games, clinics or other activities sponsored, sanctioned, serviced or scheduled by The Association. The Disclaimer and Waiver shall further certify the Member's acceptance of his individual obligation to report all officiating compensation to any appropriate local, state or federal taxing authorities.

ARTICLE XIV: SPORTSMANSHIP AWARD

Beginning in year tbd and each subsequent year, The Association will establish a Committee to accept nominations from all members and present an award (a plaque or similar token of appreciation) to one (1) coach at the conclusion of the high school lacrosse season.

ARTICLE XV: ADOPTION OF BY-LAWS AND AMENDMENTS

Section 15.01: Adoption of By-Laws

The adoption of these By-Laws require a majority vote (50% plus one) of the Qualified Members in Good Standing at the meeting where the Board of Directors presents the By-Laws. A majority vote to adopt these By-Laws shall cause the By-Laws to be in effect immediately with the following provisions:

Any elected Office shall continue without interruption until the expiration of their respective Terms of Office unless such Officer vacates his or her Office, or by recall, resignation or removal. The Instructional Chair shall continue to serve at the will of the Board of Directors.

These By-Laws may be amended by a two thirds (2/3) vote of the Board of Directors which shall then be presented in writing to the Qualified Members in Good Standing at the next regularly scheduled meeting or a Special Meeting called for the purpose of presenting and discussing the proposed amendment(s).

At the next regularly scheduled meeting or at a Special Meeting called for the purpose of discussing and voting on the proposed amendment(s), any amendment receiving a two thirds (2/3) majority of the Qualified Members in Good Standing present shall be adopted and effective following the conclusion of the meeting. The voting shall be conducted by secret, written ballot.

ARTICLE XVI: DISSOLUTION AND TRANSFER OF FUNDS

If The Association should dissolve and cease to exist, the remaining funds in the Treasury shall be transferred to a Non-Profit Organization pursuant to all Federal and State requirements at the time of dissolution. Such transfer shall be made at the final meeting of the Board of Directors.

ARTICLE XVII: ADOPTION DATE AND AMENDMENTS

ADOPTED:

May 1, 2017

AMENDED