

By-laws

ARTICLE ONE NAME

The name of this Association shall be "Southern Nevada Officials Association", as incorporated on December 28, 1951, under the laws of the State of Nevada, as a voluntary, non-profit organization.

ARTICLE TWO PURPOSES

The purposes for which this non-profit organization is formed are:

- a. To conduct and transact generally the business of officiating high school, college and other athletic contests.
- b. To promote higher standards of officiating contests by:
 - 1) Administering rules study sessions in each sport to develop uniform understanding and interpretation of the rules.
 - 2) Conduct mechanics and practice sessions in each sport to develop and maintain uniformity and consistency in the administration of sports rules.
 - 3) Administer testing sessions in each sport, including written and practical factor tests, to determine the fitness of its members to officiate.
- c. To promote a widespread recognition of the values to be gained from participation in amateur athletics.
- d. To promote a love of sport and fair play among all participants, coaches, administrators, and spectators.
- e. To promote good fellowship among members.

ARTICLE THREE MEMBERSHIP

Section 1. Eligibility Membership in this organization shall be available to any person, fourteen years (14) of age, or older, interested in officiating athletic contests. All prospective members must do all of the following:

- a. Complete a membership application listing all information, including qualifications and prior experience.
- b. Remittance of required monetary obligations.

Section 2. Classification Members shall be classified by the Board of Control as Active, Honorary, or Associate member as follows:

- a. Active Member A prospective member, at least eighteen (18) years of age, becomes an active member when (a) their application for membership is accepted by the members of Board of Control, or an individual sport board acting on their behalf, and (b) they have fulfilled their financial obligations to the Association. Active membership expires one year plus one month from the date of the most recent accepted application. Active members may be disciplined by an Individual Sports Board, or the Ethics Committee, following the requirements of these By-laws. Members suspended by the Ethics Committee, and expelled members, may not officiate, hold office, sit on any Board or Committee, nor participate in Association business.
- b. Honorary Member: A member who has rendered distinguished service to the Association, or to amateur athletics, and is not an active member as an official. Honorary status may require the recommendation of the Board of Control and a favorable vote by the

membership at the annual meeting. An Honorary Member may have no obligations to the Association and may not be permitted to participate actively in the Association's business. No former member of the Association may be eligible for the consideration as an Honorary Member until he/she has been inactive, as an official, for a period of not less than one (1) year.

- c. Associate Member: Any person who does not officiate an athletic contest, but assists the Association by acting as a non-officiating person in the sport they are needed, or high school students working in any capacity for the Association, or those under 18 years of age not enrolled in high school, may be accepted into the Association as Associate Members. Members whose participation in a sport is only as Auxiliary Persons are eligible for Associate Membership. An Associate Member will only be charged a Sport Fee and Assessments. They will not pay dues and are not eligible to participate in the annual business meeting. They may not vote on any matters before the general membership, unless they are also an Active Member in another sport.

ARTICLE FOUR STANDING COMMITTEES

Section 1. Board of Control: Comprised of the President, 1st Vice President, 2nd Vice President, the Secretary, the Treasurer and the two Members at Large, the Board of Control shall exercise general supervision of the financial affairs, officers and the committees of the Association, and create such policy and rules as necessary to manage the affairs of the Association, provided they do not conflict with the provisions of the By-laws . It shall consider questions affecting the Association and shall submit its recommendations to the Association. It may, for cause, declare any office vacant, with the consent of the All Sports Board. The Board of Control shall constitute a Board of Appeal to review decisions of the Ethics Committee. The Board shall have the responsibility to take action on any matter not herein covered, or when no rule or precedent has been established. The Board shall meet at least once (1) a month and at any other time directed by the President. A majority of the Board may direct the President to call a meeting of the Board of Control. The minutes of each Board of Control meeting shall be published in a manner intended to make them easily accessible to the membership, while protecting the confidentiality of disciplinary matters. The Board of Control may appoint ad hoc committees as needed. The Board is the only entity of the SNOA legally authorized to contract on its behalf.

Section 2. Ethics Committee. The Ethics Committee shall consist of one Active Member of the Association representing each sport. The representatives shall be selected by the president from a list submitted by the All Sports Board, and shall serve staggered three year terms. Members of the Board of Control, Individual Sports Boards, Evaluation Committees, and Assignors, shall not be eligible to serve. It shall annually elect its own Chair from its members, who shall be responsible for calling meetings, and preparing the agenda, and who may not vote except as needed to break ties. The Ethics Committee serves as the Board of Appeal for all decisions of Individual Sports Boards, Assignors, and Evaluation Committees, and has other duties as described in the By-laws.

Section 3. Individual Sports Boards. The membership of each sport shall elect its own governing Board, consisting of three representatives for every sport with 150 members or fewer, or five representatives, for each sport with more than 150 members. Board members shall serve staggered three year terms. Individual Sports Board shall select one of their members each year as the Chair, who shall be the sole person authorized to represent the Board in communication to the members of the sport, and who shall vote only in the case of ties. The Board shall:

- a. Maintain an Officials Manual for its sport, detailing all relevant policies and procedures including those covering local rule variations, assigning, discipline, and evaluation and rating of officials. The portions of this Manual related to discipline and evaluation shall be approved by both the All Sports Board, and a majority vote of the membership of the

sport present at the final meeting of the sport prior to the first regular season contest to be officiated. A subsequent vote of the members shall only be necessary to change the manual, or when no vote has been taken for three seasons. The Manual, and any proposed changes, will be made available to the members in a convenient manner at the first pre-season meeting of the sport, and will be posted on the Association web site once approved.

- b. Annually prepare the list of officials eligible to officiate playoff assignments, and recommend such assignments to the Commissioner, with the advice of the Assignor. Where reasonable, the Board shall not nominate the same official to work state finals in two consecutive years, excepting auxiliary assignments such as scoring and linesmen. The Individual Sports Board shall prepare annually a listing of all regional and state playoff games and the names of the officials who worked each game. It is recommended that this list be created in bracket format. The list will be made available in an easily accessible manner to the members of that sport.
- c. Annually recommend to the president either the retention or removal of the Assignor and Instructor for the sport. When either office is vacant, the Board shall notify the membership, and provide an opportunity for their application for the position. The Board shall interview all applicants, and recommend three qualified members to the president. If fewer than three members apply, or the Board deems fewer than three to be qualified, fewer than three may be nominated by the Board.
- d. Work to expand the opportunities of members to officiate outside of high school sports (recreation leagues, youth sports, collegiate, etc.), in coordination with the Board of Control.
- e. When more than one person is responsible for instruction, require that a meeting of all officials participating in instruction be held prior to the first instructional meeting, and that a written plan of instruction be provided to each participating official.
- f. Perform additional duties as described within the By-laws, or requested by the Board of Control or Ethics Committee.
- g. Once developed and approved, the Board will cause evaluation and rating of officials to occur. Each SNOA official is entitled to one formal written evaluation each year in each sport worked. A copy of the written evaluation will be given to the official, and kept by the SNOA for at least two years. Each Board, with the consent of its membership, is empowered to create an Evaluation Committee to assist in this task.

Section 4. All Sports Board. The All Sports Board shall be comprised of the members of each Individual Sports Board. Each sport shall have one vote on matters brought before the Board, regardless of the number of members of its Individual Sports Board in attendance. The All Sports Board shall be responsible for the preparation of the proposed schedule of fines, and lists of prohibited activities to be submitted to the membership. The All Sports Board shall confirm that the proposed Officials Manual for each sport is in compliance with the requirements of the By-laws, prior to submission to the members of that sport for approval. The All Sports Board advises the Board of Control at its request, including personnel and disciplinary matters, and has additional duties as detailed in these By-laws.

Section 5. Finance Committee. The Finance Committee shall be composed of at least five active members of the Association, selected by the All Sports Board from the entire membership of the Association. These members should have expertise in relevant areas of finance or business. The duties of the Finance Committee are as detailed in these By-laws.

Section 6. Elections Committee. . The Elections Committee shall be composed of at least three active members of the Association, selected by the All Sports Board from its membership, with no two representing the same sport. The duties of the Elections Committee are as detailed in these By-laws.

**ARTICLE FIVE
OFFICERS AND THEIR DUTIES**

Section 1. Officers The elected officers of the Association shall be: President, 1st Vice President, 2nd Vice President and two Board Members at Large. The Secretary and Treasurer shall be appointed by and serve at the pleasure of the President.

Section 2. Term of Office The term of each elected official shown above shall be two years. The term shall begin upon conclusion of the annual business meeting held in November.

Section 3. Vacancy The President, with the approval of the Board of Control, shall have the power to fill a vacancy in any office, except President, between election meetings. In case there is a vacancy in the office of the President, the 1st Vice-President shall become President. The president shall then appoint one of the remaining elected Board members to the office of 1st vice president. The president shall then complete the membership of the Board of Control by appointing an active member to fill the remaining vacancy. Except for the president, any office filled by appointment shall have a term which expires at the next Annual Meeting of the Association.

Section 4. Eligibility and Qualifications of Officers Qualifications of Officers within the Association shall be:

- a. **President:** Must be an active member in a sport serviced by the Association and must have been a member of the Association for a minimum of three (3) consecutive years immediately prior to his/her nomination. He/she shall be required to fulfill the duties of this office in all sports serviced by the Association.
- b. **1st Vice President:** Must be an active member in a sport serviced by the Association and must have been a member of the Association for a minimum of two (2) consecutive years immediately prior to his/her nomination. He/she shall be required to fulfill the duties of this office in all sports serviced by the Association. In case of absence or disqualification of the President, the 1st Vice-President shall assume the duties of the President for the remainder of the term.
- c. **2nd Vice President:** Must be an active member in a sport serviced by the Association and must have been a member of the Association for a minimum of two (2) consecutive years immediately prior to his/her nomination. He/she shall be required to fulfill the duties of this office in all sports serviced by the Association.
- d. **Secretary and Treasurer:** The Secretary and Treasurer will be appointed, from any list of applicants, by the President, with the concurrence of other members of the Board of Control and will serve at the pleasure of the President. Should a new President assume office, the they will tender their resignations to the new President. The new President may accept or decline either or both of the resignations and initiate action as necessary to appoint a new Secretary and/or Treasurer. They must be active members in a sport serviced by the Association. They shall be required to fulfill the duties of this office in all sports serviced by the Association. They will not have the right to vote on items before the Board of Control.
- f. **Board Members at Large** Must be active members of a sport serviced by the Association, and must have been a member of the Association for a minimum of one (1) consecutive year immediately prior to his/her nomination. He/she shall be required to fulfill the duties of this office in all sports serviced by the Association.
- g. **Individual Sport's Board Member:** Must be an active member in that sport, as serviced by the Association, for a minimum of one (1) consecutive year immediately prior to his/her nomination.

- h. **Quorum.** A majority of elected members of the Board of Control shall constitute a quorum. A majority of the members of any other Board shall constitute a quorum of that Board. Regardless of quorum requirements, no action of any Board or Committee, shall be valid unless all members of that Board or Committee were notified of the meeting at least three calendar days prior to it being held. Roberts Rules of Order shall be observed at all meetings of the Association and its various Boards and Committees.

Section 5. Duties of Officers: Duties of Officers within the association shall be as follows:

- a. **President:** The President shall preside at all general membership and Board of Control meetings of the Association; Treasurer of the Association; appoint all ad hoc committees, appoint each Sport's Instructor and/or Assignor from the list of nominated members provided by the Individual Sport Board; call special meetings; execute the will of the Association; be an ex-officio member of all committees and countersign all checks drawn on Association accounts. He/she will preside over the annual meeting of the membership. Ensure that sufficient instructional meetings are held for each sport, in consultation with the Individual Sports Boards.
- b. **1st Vice President:** In case of absence or disqualification of the President, the 1st Vice President shall assume the duties of the President for the remainder of the term. The 1st Vice President shall be an ex-officio member of all standing committees. The 1st Vice President shall preside over all meetings of the All-Sports Board, and assume other duties as assigned by the president.
- c. **2nd Vice President:** The 2nd Vice President will serve as the Historian for the Association and will serve as the Recording Secretary to the All-Sports Board chaired by the 1st Vice President. He/she will be responsible for identifying members who have served in the Association for a minimum of 25 years. He/she will preside over the meeting of the All-Sports Board in the absence of the 1st Vice President. He/she shall be responsible for the recruitment of new officials, in coordination with the Individual Sports Boards, and assume other duties as assigned by the president.
- d. **Secretary:** The Secretary shall keep a record of business transacted by the association and give notices of meetings and assume other duties as assigned by the president. Prior to the start of any sport season, he/she shall send the Webmaster a written notification of scheduled meeting dates at least one (1) week prior to each sport's first meeting. At all elections he/she shall be responsible for the eligibility of voters. He/she shall maintain minutes of all Board of Control meetings. Such minutes shall bear the signature of either the President or Vice President and the Secretary. He/she shall prepare and distribute to each Board of Control Member a typewritten agenda of the upcoming Board of Control meeting, prior to the meeting. Members desiring to appear on any agenda must make written request, to the Secretary, one (1) week prior to the meeting and his/her request shall contain all facts pertaining to the reason for his/her request.
- d. **Treasurer:** He/she shall deposit or hold in trust all funds remitted to him/her on behalf of the Association, and may countersign checks. He/she will present a written financial report to the Association at the conclusion of each sport season. He/she shall collect all fees, dues, fines, and all other moneys due the Association in accordance with Association regulations. He/she shall bill and collect, for services rendered by members of the Association. He/she shall be responsible for the payroll of the Association. He/she shall comply at all times with the financial regulations contained within the By-laws.
- e. **Board Member at Large:** The Board Member at Large shall be required to fulfill the duties of his/her office in all sports serviced by the organization. Additional duties will be assigned by the President.

ARTICLE SIX
DISCIPLINARY ACTIONS AGAINST MEMBERS

Section 1. Fines. The Association shall maintain a schedule of acts by officials which are subject to fine. This schedule shall be prepared by the All Sports Board and approved by majority vote of the membership at the Association Annual Meeting. Each individual sport, with the consent of its members and the All Sports Board, may add sport-specific fines to the schedule, which shall be published in the Officials Manual for that sport. Individual Sports Boards are responsible for enforcing the fine schedule, and may delegate that responsibility in whole or in part to their Assignor.

Section 2. Prohibited Activities. The Association shall maintain a list of prohibited activities which may result in suspension or expulsion. The list shall include, but not necessarily be limited to, those activities which are listed in the NSOA Constitution. The list shall be further divided into minor violations which may be acted upon by an Individual Sports Board, and serious violations which may only be enforced by the Ethics Committee. The list shall be prepared by the All Sports Board and shall be approved by the membership at the Annual Meeting.

Section 3. Suspension by Individual Sports Board. The Individual Sports Board may suspend an Active Member for a period of up to one sport season for minor violations provided for on the list of Prohibited Activities. A notice of the suspension, including a full explanation of the reasons for the suspension, its length, and the requirements, if any, to return to Active status, will be sent by registered mail to the last known address of the official within seven (7) working days of the Board meeting. Suspension requires a majority vote of the suspending Board. The Individual Sports Board shall notify the Ethics Committee, which may act under section [4]. The Individual Sports Board, following a majority affirmative vote, shall similarly notify the Ethics Committee of any serious violation committed by a member, but may not act on that violation.

Section 4. Suspension by Ethics Committee. Upon notification by an Individual Sports Board, the Ethics Committee may suspend an Active Member for a period of up to one year for serious violations provided for on the list of Prohibited Activities. The Ethics Committee may also suspend an official from working contests in any sport at a particular school for an indefinite period. A notice of the suspension, including a full explanation of the reasons for the suspension, its length, and the requirements, if any, to return to Active status, will be sent by registered mail to the last known address of the official within seven (7) working days of the Board meeting. Suspension requires a majority vote of the Committee.

Section 5. Expulsion. The Ethics Committee may expel an Active Member for violations provided for on the list of Prohibited Activities. Expulsion is for an indefinite period. A notice of the expulsion, including a full explanation of the reasons for the expulsion, and the requirements, if any, to return to Active status, will be sent by registered mail to the last known address of the official within seven (7) working days of the Board meeting. Expulsion requires a two-thirds vote of the Committee .

Section 6. Appeal of Individual Sports Board Action. Within 30 days of the imposition of a fine or suspension by an Individual Sports Board, the member may appeal to the Ethics Committee according to their published policies and procedures.

Section 7. Appeal of Ethics Committee Action. Within 30 days of an action by the Ethics Committee, the member may appeal the decision by sending a letter to the Secretary or President of the Association, which shall provide the opportunity for a hearing before the Board of Control. An expelled member may

request reinstatement at any time through the same process, provided at least one year has elapsed since the most recent hearing on the matter.

Section 8. Status of Officials After Suspension, Expulsion, and During Appeal. A fine, suspension, or expulsion is considered to be in effect during the appeal process, unless the President determines otherwise. Fines do not remove an official from Active status. Suspension by an Individual Sports Board removes an official from Active status only in that sport during the period of the suspension. Suspension or expulsion by the Ethics Committee removes an official from Active status in all sports, and from the Association as a whole.

Section 9. Procedural Requirements. Unless the official filing the appeal agrees otherwise, the hearing to resolve any appeal must take place no sooner than seven days after the receipt of the request for appeal, and no later than the date of the next regular instructional meeting of that sport after the seven day period. The official requesting the hearing may be present at the hearing, but not the deliberations, unless the Committee or Board agrees otherwise. The official may bring a representative with them, and may call witnesses in their defense, though the Committee or Board may limit the number. The Board, Committee or person originating the appealed act may be present at the hearing, but not the deliberations, unless the official is present as well. The Committee may set reasonable and identical limits on the length of presentation by all persons. Decisions must be rendered by the Board or Committee on the day of the hearing, and communicated to the official in writing.

Section 10. Appeals to NIAA. Any suspension or expulsion may be appealed to the Executive Director of the NIAA per the Constitution of the NSOA, after all administrative remedies within the Association are exhausted. The NIAA Board of Control hears appeals of denial or revocation of the certification of an official for certain criminal acts defined in the NSOA Constitution.

ARTICLE SEVEN ELECTIONS

Section 1. Election Schedule: The annual election shall be held in November, at the Annual Meeting, as directed by the Board of Control. In each odd calendar year the two Vice Presidents and one Board Member at Large will be elected. In each even calendar year the President and the other Board Member at Large will be elected. In each sport serviced by the Association at least one (1) Sports Board Member will be elected yearly as defined in the Officials Manual, at the first meeting where game assignments are given out for the season.

Section 2. Vacant Offices: In the event of the resignation or disqualification of any Individual Sport Board Member, the President shall, based upon recommendation from that Sport's remaining board members, appoint a qualified member to complete the un-expired term of the office at the next scheduled regular meeting of the Board of Control. Any person appointed to any office must possess the qualifications required for that office.

Section 3. Nominations: The Elections Committee shall, at least five weeks prior to the Annual Meeting date, place a notice opening nominations for available offices on the Association web site, and notify the Individual Sports Boards of the opening of nominations. Nominations will close three weeks prior to the election. The Elections Committee, together with the Secretary, will certify eligibility of each candidate, and inform the membership of the Association by mail of the candidates for office no later than two weeks prior to the election. Nominations for Individual Sports Board member will be made from the floor of the voting membership for that sport at their election meeting, which shall be the final meeting prior to the start of the regular sport season. Any individual nominated for an Individual Sport's Board meeting must be present on the date of the election to accept (or decline) the nomination. Candidates for any board position, at any level of the Association, must meet the qualifications and eligibility for the office they are

seeking.

Section 4. Voting: Active members from any sport in the year immediately preceding the Annual meeting may vote upon candidates for the offices of President, 1st and 2nd Vice Presidents, and Board Members at Large, provided they have been duly certified as qualified voters by the Secretary. Printed ballots will be provided to all members eligible to vote at the Annual Business Meeting. Voting for Individual Sports Board Member shall be limited to those members qualified as Active in the sport involved, in the season immediately prior to the election meeting. At all elections, voting shall be done by secret written ballot, except where only one (1) candidate for an office has been nominated, in which case a majority voice vote is acceptable. Majority of votes cast shall be necessary for election. In the event more than two (2) candidates have been nominated for the same office and none receive a majority of the vote's casts, a run-off election shall be conducted between the two candidates receiving the most votes. The Elections Committee will oversee the election of Individual Sports Board members. The Elections Committee shall count ballots, and certify the results of all elections, and will swear the newly elected members into office.

Section 5. Absentee Ballot: At the request in writing of an Active Member, the Secretary shall issue an Absentee Ballot for election of member(s) to the Board of Control. The following provision shall be made for those members, who, for a valid reason, can not attend the Annual Meeting: the Member shall mark the Ballot and MAIL it, in a sealed envelope to the Treasurer prior to the Annual Meeting. Ballots may NOT be hand-carried to the Secretary. The Secretary will turn the unopened Absentee Ballot over to election officials at the annual meeting. The Absentee Ballot shall be opened and tabulated with all other ballots cast at the Annual Meeting. Any properly submitted Absentee ballots cast for a candidate shall be counted in the run-off election. Absentee ballots are not authorized for use in electing Individual Sport's Board members.

Section 6. Conduct of Election of Officers. The election will be held as the first order of business of the Annual meeting. When the Annual meeting is preceded by a meal, the election will be held prior to, or concurrent with, the meal.

- a. Each candidate listed on the ballot will be provided the opportunity to address the members
- b. The Elections Committee shall collect and count the ballots cast.
- c. Members present for the first vote must be present to cast votes in a run-off election.

Section 7. Installation: The installation of newly elected, or reelected Officers, and/or Board Members, shall be conducted immediately prior to adjournment of the election meeting at which they were elected. At the annual elections for Board of Control members, the President shall perform the installation in each odd calendar year, and the 1st Vice President will perform the installation ceremonies in each even calendar year. The Board of Control member overseeing the election will perform the installation of newly elected Individual Sports Board members. They will assume their new roles upon completion of the election.

ARTICLE EIGHT FINANCIAL REGULATIONS

Section 1. Budget

- a. The Association's budget year shall be from August 1st of each year to July 31st of the following year, though it will maintain its legal fiscal year for tax purposes. The Treasurer shall prepare a proposed annual budget for the Association by July 1 each year and present it to the Board of Control for approval. The approved budget will be made available to the membership upon request. Three times each year, at the end of fall, winter, and spring sports seasons, a year to date comparison budget will be prepared and given to the Board of Control. The comparison budget will be available to the

- membership in an easily accessible manner.
- b. The Association's budget will include anticipated revenue from all sources by sport, officer's compensation, operating expense detail, instructor, assignor and other compensation by sport.

Section 2. Reserves The Association will endeavor to have reserves sufficient to cover the largest single payroll of each year. The budget will include anticipated changes in the Association's reserve position. The reserves will be maintained in an interest bearing, risk-free, account.

Section 3. Audit The Association's financial records shall be audited by the Finance Committee in any year where there has been a presidential or treasurer transition. In any event, the committee shall perform a financial audit no less than every third year

Section 4. Records The Association's most recent balance sheet and income state will be available for inspection by the membership in an easily accessible manner. The Treasurer shall update these documents at least every 120 days. A financial status report for the Association shall be made to the membership at the Annual Meeting.

Section 5. Dues and Fees

- a. The Association shall maintain an up-to-date schedule of all dues and fees charged the membership, and the current pay schedule for officials, including game fees and travel pay, by sport. These schedules shall be available on-line.
- b. The Board of Control shall set the dues and fees annually in concert with approval of the budget,, and present any changes to the dues and fees schedule at the Annual Meeting. When a fee is calculated as a percentage of the game fee paid the official, any increase requires the favorable vote of a majority of the membership at the Annual Meeting.
- c. The Board of Control shall be responsible for negotiating, in consultation with the affected Individual Sports Boards, all game and travel fees with the NIAA, school districts, and private organizations sponsoring sports contests, as needed. Where possible, the Board of Control shall negotiate the payment of an administrative fee with the sponsoring agency sufficient to cover the Association's costs of scheduling officials on site.
- d. All fees charged the Association by the NIAA on a per official basis shall be passed on to officials exactly as owed to the NIAA.
- e. The Association shall contract for liability insurance, and charge each official at cost.
- f. Any other fee, such as membership in the NFHS , rules books, or other materials, agreed to by the Board of Control as a universal cost to all members, and not charged to each official at cost, shall be noted as such in the budget, with the actual cost listed.

Section 6. Stipends

- a. Board of Control. The Board of Control members may receive stipends for their service. Any per game fees charged officials shall be waived for Board of Control members.
- b. Individual Sports Boards. Members of Individual Sports Boards may not receive stipends, but any per game fees charged officials shall be waived for the sport they serve.
- c. Assignors and Instructional Chairs. Assignors and Instructional Chairs shall receive stipends.
- d. Other Sport Personnel. Sports may have assistant assignors, instructional chairs, raters, and so forth, as recommended by their sports board and approved by the Board of Control. These officials may receive a stipend as negotiated and approved by the Board of Control. Such additional personnel must be listed in the Association budget for that sport.

- e. Members of the Ethics Committee and Finance Committee may not receive a stipend, but the Board of Control may elect to waive any per game fees for the sport they serve or their primary sport. Members of an evaluation committee may not receive compensation from the Association other than reimbursement for related expenses approved by the Board of Control.
- f. All stipends paid must be listed in the Association's budget.

ARTICLE NINE AMENDMENTS

At the Annual Business Meeting, the Board of Control shall propose changes and/or amendments to these bylaws. Proposed amendments from individual Association members shall be considered if submitted with the signatures of no less than 10 members in good standing. Written copies of all such proposed changes and/or Amendments shall be made available to all Members of the Association prior to the Annual Meeting either by electronic media, posting on the Association Website, or by providing copies of such proposed changes and/or amendments to the Members present at the Annual Meeting prior to a vote thereon. Upon the two-thirds majority vote of the members present at the Annual Meeting, such changes and/or amendments to the By-Laws shall become effective the following day.