

Inland Volleyball Officials Association Constitution and Bylaws

Article I. Organization

Section 1.01 Name of Organization

The name of this organization shall be the Inland Volleyball Officials Association (IVOA), hereinafter, referred to as the Association or the IVOA.

Section 1.02 Affiliation

The Association is an affiliate and member of the Southern California Volleyball Officials Association (SCVOA). This affiliation was granted by the SCVOA. In the case that this document is in conflict with the constitution and bylaws of the SCVOA, the SCVOA shall have precedence, inasmuch as the IVOA is an affiliate member of the SCVOA.

Section 1.03 Organization and Operation

The association is organized and operated for the purposes herein set forth and any other non-profit purposes. No parts of the asset(s), nor any income or gain there from, shall inure to the benefit of its members, except as provided for in this Constitution and its Bylaws.

Article II. Purpose

Section 2.01 Purposes and Powers

The foregoing statement of purposes shall be construed as a statement of both purposes and power. The Purposes and Powers stated in each clause shall be in no way limited or restricted by a reference to or from the terms or provisions of any other clause, but shall be regarded as independent Purposes and Powers.

Section 2.02 Mission Statement

The mission of the Association shall be to provide an educational, practical and instructional program for volleyball officials to qualify them for officiating assignments under the auspices of the California Interscholastic Federation (CIF) and the Southern California Volleyball Officials Association (SCVOA).

Section 2.03 Objectives

The objectives of the association shall be:

- (a) To uphold, encourage and promote high ethical and professional standards among the Association's members in the performance of his or her officiating duties.
- (b) To provide an educational and instructional program aimed at improving the efficiency, training, preparation, development and competency of each member. This shall be accomplished by the explanation and interpretation of the rules, the mechanics of officiating and the exchange of ideas and through constructive criticism of game situations.
- (c) To promote the advancement of amateur volleyball and encourage the spirit of clean sportsmanship.

Inland Volleyball Officials Association Constitution and Bylaws

- (d) To promote good fellowship among its members and to provide benevolent assistance in extraordinary cases within the membership.
- (e) To provide communication to the members served by the IVOA.
- (f) To provide professional and knowledgeable volleyball officials to the Assignment Coordinator for coverage of designated volleyball games.
- (g) To encourage a thorough knowledge of the National Federation of State High School Association (NFHS) rules under the direction of the SCVOA and CIF.
- (h) Serve as arbitrator for all grievances presented to the Association.

Article III. Membership

Section 3.01 Conduct

Integrity is essential to the performance of duties and responsibilities. When carrying out the duties and responsibilities, honesty, sound judgment and careful observation of the laws and policies applicable to this Association are prerequisites for its success. A conflict of interest can arise when the personal interests of a member influence, or reasonably appear to influence, that member's judgment or ability to act in the best interests of the Association. Every member is responsible for the protection of the assets of the Association. In addition, members are personally responsible for safeguarding and accounting for all Association assets entrusted to their individual control.

Section 3.02 Member Eligibility

- (a) Membership is available to any person age 18 or older, not currently attending any high school or continuation school in California. Membership does not guarantee certification. Membership is awarded, without regard to race, color, religion, creed, sex or sexual preference or age, except as previously stipulated.
- (b) Members of the Association must renew their membership each year.
- (c) All association members shall abide by the Constitution and Bylaws of the Association.
- (d) Association membership may be withdrawn at any time by the Board of Directors, hereinafter referred to as the Board, for just cause as stipulated in Section 3.04.
- (e) All Association members shall be required to sign a Waiver and Release of Liability on an annual basis. If this document is not signed and on file with the Association, the member will be automatically categorized as Non-Qualified until such time as the member has signed the document and it has been received by the Secretary/Treasurer of the Association.

Inland Volleyball Officials Association Constitution and Bylaws

- (f) Any member reporting to an assignment in an improper condition may be suspended by the Board until such time as the member appears before the Board or the Board can convene to review the matter and take appropriate action.

Section 3.03 Classification of Membership

There are six (6) classes of membership:

- (a) **Qualified** - a member that has met the certification requirements of the SCVOA and the Association and has successfully fulfilled the financial obligations of the Association. In addition, does not engage in any conduct, or act in a manner that is detrimental to the welfare and purpose of this Association or its members. Shall have the right to vote, hold office, receive game assignments and to enjoy the full privilege of membership.
- (b) **Non-Qualified** - a member that has not met all the conditions of a Qualified member. A Non-Qualified member shall not have the right to vote, hold office or receive game assignments. The Board shall determine whether a member has failed to meet all of the requirements for Qualified membership. The Board shall, upon finding a member to be non-qualified, immediately notify the member and the Assignment Coordinator(s). Additionally, the SCVOA will be notified so that the member will be considered Non-Qualified for all units in the SCVOA.

Within thirty (30) days after being so informed, a Non-Qualified member may petition the Board for reinstatement to Qualified membership status. The Non-Qualified member must present satisfactory proof that they have or are in the process of fulfilling all of the requirements of a Qualified member.

- (c) **Suspended** - a member is one who, by action of the Board, has been temporarily placed in a Non-Qualified status, pending Board review. During this suspension period, the member may not vote, hold office or fulfill or receive any game assignments and all current game assignments will be forfeit, as seen fit by the Board.
- (d) **Probationary/Expelled** - a member who was a Qualified member of this Association, but because of unprofessional conduct, or a failure to pay dues and/or other acts detrimental to the welfare of this Association, has been placed on probation or expelled. The Board will rule how long the probation or expulsion will last and immediately advise the member. Such probation and/or expulsion shall require the approval of two-thirds of the Board. During such probation or expulsion, the member may not vote, hold office or fulfill or receive any game assignments and all current game assignments will be forfeit, as seen fit by the Board.
- (e) **Associate** - a member who is a fully qualified and certified member in good standing of one or more SCVOA unit(s) and has successfully fulfilled the financial obligations imposed by the Association. Once verified by the Association's Secretary/Treasurer with the other unit(s) that the member has successfully fulfilled the certification and financial obligations of the other unit(s), the member will be granted membership in the Association for the purposes of receiving game assignments. This category of membership shall not have the right to vote, shall not have the right to hold office and will receive game assignments only,

Inland Volleyball Officials Association Constitution and Bylaws

as approved by the Board. Additional stipulations to this class of membership can be established by the Board on an annual basis.

- (f) **Honorary** - a member that has served the sport of volleyball in a distinguished manner. The Board shall approve, on an annual basis, those individuals that should be placed in this category. Members in this category may also hold other categories of membership (e.g., Qualified). A member that is an honorary member only, shall not have to pay dues or bear any of the financial obligations of the Association, shall not hold office or receive any game assignments.

Section 3.04 Forfeiture of Membership

Membership may be forfeited for unprofessional conduct, acts of moral turpitude, unethical act and/or acts that are detrimental to the welfare of the Association or the game of volleyball. Such forfeiture shall require the approval of two-thirds of the Board.

Section 3.05 Reinstatement

Reinstatement shall be initiated by written application of the member seeking reinstatement. Such reinstatement shall require the approval of a two-thirds vote of the Board.

Article IV. Officers and Duties

Section 4.01 Officers

The officers of the Association shall consist of the President, Vice President, Secretary/Treasurer and Past President.

Section 4.02 Term of Office

The term of office for the Association is as follows:

- (a) **President** - one (1) year term and becomes the Past President for a following one (1) year term.
- (b) **Vice President** - one (1) year term and becomes the President for a following one (1) year term.
- (c) **Secretary/Treasurer** - three (3) year term.
- (d) **Past President** - one(1) year term.

Terms of newly elected officers shall commence on July 1 of each year. Terms of outgoing officers shall end on June 30 of the final year of the term.

Section 4.03 Authority and Duties of Officers

- (a) **Authority**
All officers of this Association shall have such express authority and perform such duties in the management of the property and affairs of the Association as is provided in this

Inland Volleyball Officials Association Constitution and Bylaws

Association's Constitution and Bylaws, or to the extent not provided, as may be determined by resolution of the Association, not inconsistent with this Constitution and its Bylaws. All officers of this Association shall also have such implied authority as recognized by the common law from time to time.

(b) President's Duties

1. The President shall preside at all meetings of the Association; call special meetings and execute the will of the Association. The President shall exercise general control over the affairs and conduct of this Association and shall perform all duties that are incidental to the office that they may be directed to perform by the Association.
2. Shall appoint all committee chairs to committees except where provided for in this Constitution and Bylaws.
3. Shall appoint a Qualified Association member to fill a Board vacancy until a special election can be held or until the term expires, depending upon the position being filled. Such appointment must be approved by a majority vote of the Board.
4. Shall be the one who formally suspends, expels and otherwise notifies appealing members of the Association decisions.
5. Shall be the spokesman for the Association and is authorized to delegate this responsibility to other members of the Association as deemed appropriate.
6. Shall decide all questions that may arise under the Constitution, Bylaws or Rules and Regulations of this Association or the SCVOA. However, any member shall have the privilege of appeal from the President's decision to the Association or the SCVOA.
7. Notify a Board member of their suspension if said member fails to perform the duties of their office.
8. Be the chief correspondent for the Association. This duty may be delegated.

(c) Vice President's Duties

1. Shall serve in the place of the President in the event of the latter's absence, disqualification or upon request of the President.
2. Shall assume the Presidency, should the office become vacant.
3. Shall perform other duties usually pertaining to that office or as may be assigned by the President or the Board.
4. Shall be the chairman of the Tally Committee and conduct all elections of the Association and provide the election results to the Association. All elections are final upon the acceptance of the results by the Vice President as certified by the Secretary/Treasurer and the Tally Committee.

Inland Volleyball Officials Association Constitution and Bylaws

5. Shall be in charge of all fundraising and entertainment.

(d) Secretary/Treasurer's Duties

The Secretary/Treasurer shall keep a record of the business transacted by the Association; give notice of; maintain a current roster; deposit or hold in trust, all funds remitted to him on behalf of the Association and account for them quarterly or at any other time upon the demand of the Association.

1. Shall record or cause to be recorded, the minutes of the meetings of the Association. The Secretary/Treasurer shall provide the minutes from those meetings to the members of the Association within ten (10) business days after the approval at the next subsequent meeting.
2. Shall maintain the archives of the Association.
3. Shall publish the ballot for election of directors and officers, tabulate the results as a member of the Tally Committee, and tally and certify any vote or election held by the Association or its Board to the Vice President.
4. Shall maintain accurate, complete and careful records of the Association and be in charge of preserving all paperwork, books, documents, records and communications of the Association.
5. Shall issue all notices, membership cards and kits and conduct the official correspondence of the Association as directed by the President and members of the Association.
6. Shall compile a roster of all classes of membership and present it to the Board or Association, upon request from the Board.
7. Shall have charge of the financial records of the Association and be responsible for filing required documents with the appropriate authorities and agencies.
8. Shall be authorized to establish a bank account for the Association, to execute instruments of deposit or payment on behalf of the Association, with all such instruments of payment to be authorized by the Association or the Board. All such payments shall require two signatures, as authorized by the Board on an annual basis.
9. Shall submit a Yearly Financial Report and Budget, in writing, to the Association at the first and last meetings each year. The budget will be presented at the first annual meeting of the Board for final approval by the Board.
10. Shall perform other duties usually pertaining to this office or as may be assigned by the President or the Association.
11. Shall be the chairman of the Audit Committee and shall appoint a minimum of three (3) members to serve on this committee, when requested by the Board.

Inland Volleyball Officials Association Constitution and Bylaws

12. Shall coordinate periodic audits as deemed necessary by the Association and present these financial reports to the Association from time to time.
13. Shall send notices and invoices to the Association members for membership and dues.

(e) Past President's Duties

1. Shall be the Chairman of the Grievance Committee.
2. Shall investigate, at the request of the Board, complaints against members and shall present to the Grievance Committee all evidence he may procure. When the Grievance Committee has concluded their findings, he shall inform the Board of their recommendations.
3. Shall perform other duties as may be assigned by the President or the Board.
4. Shall be the parliamentary authority of the Association. This duty may be delegated.
5. Shall maintain an accurate roll of all committee memberships.

Section 4.04 Election of Vice President

The Vice President shall be elected by a majority vote of the Qualified members, as stipulated in Article VI.

Section 4.05 Election of the Secretary/Treasurer

The Secretary/Treasurer shall be elected by a majority vote of the Qualified members, as stipulated in Article VI.

Section 4.06 Qualifications of the Vice President

In order to serve as the Vice President a member must be a Qualified member in good standing in the Association for a minimum of three (3) years.

Section 4.07 Qualifications of the Secretary/Treasurer

In order to serve as the Secretary/Treasurer a member must be a Qualified member in good standing in the Association for a minimum of three (3) years. The Association should insure that any person occupying this office have the necessary training or qualifications, as determined by the Association, in order to perform the duties in a competent manner.

Section 4.08 Filling Officer Vacancies

- (a) In the case of death, removal, resignation or inability to act, of the President, the current Vice President will assume the office of President and will complete the vacated term, at which time the offices will assume their normal succession. Upon expiration of this vacated term, the position of Past President will then be deemed vacated. The office of the Past President will be filled as per (d). At this time, the acting President will assume the office of President for the normal term of office. A temporary appointment will be made to fill the vacancy of the Vice President, as stipulated in Section 4.03(b)3. The newly appointed Vice

Inland Volleyball Officials Association Constitution and Bylaws

President will complete the vacated term of office. Upon expiration of the vacated term, the position of Vice President will be filled by normal election, as stipulated in Section 6.01.

- (b) In the case of death, removal, resignation or inability to act, of the Vice President, a temporary appointment will be made to fill the vacancy of the Vice President, as stipulated in Section 4.03(b)3, until such time as the position of the Vice President can be filled by election, as stipulated in Section 6.01. The newly elected Vice President will complete the vacated term of office.
- (c) In the case of death, removal, resignation or inability to act, of the Secretary/Treasurer, the current Association will hold an election at the next scheduled general meeting and will elect a new Secretary/Treasurer to complete the term of office of the vacant Secretary/Treasurer, as indicated in Section 6.01. During such time as the office is vacant, a temporary appointment will be made to fill the vacancy of the Secretary/Treasurer as stipulated in Section 4.03(b)3.
- (d) In the case of death, removal, resignation or inability to act, of the Past President, this position will be filled by appointment as stipulated in Section 4.03(b)3 until the term expires.
- (e) If the successful candidate for an elective office dies or withdraws after being elected or appointed, the resulting situation shall be considered as a vacancy having occurred during the term for which this candidate was selected.

Section 4.09 Association Expenses

No member of the Association may request any fees from the Association for their services, except for approved materials, travel expenses and other expenses authorized by the Association or as set forth in this document.

Article V. Board of Directors and Duties

Section 5.01 At-Large Members of the Board

Shall exercise general supervision of the officers and committees of the Association. They shall consider questions affecting the Association and shall submit their recommendations to the Association's membership; declare any office vacant and shall call for an election to fill such a vacancy. Any decision of the Board may be reversed by a two-thirds vote of the Qualified members voting at any regular scheduled meeting for all members.

Section 5.02 Election of Board Members

The Board shall be elected by Qualified members of the Association.

Section 5.03 Board Member Qualifications

A Qualified member in good standing with the Association for a minimum of three (3) years is eligible for election to the Board.

Inland Volleyball Officials Association Constitution and Bylaws

Section 5.04 Board Composition

- (a) The Board shall be composed of nine (9) members: President, Vice President, Secretary/Treasurer, Past President, three (3) at-large members, the Instructional Chairman and the Assignment Coordinator.
- (b) No Board member shall occupy more than one (1) position (either officer, at-large member, Instructional Chairman or Assignment Coordinator) at the same time.
- (c) If a Board member is elected or appointed to a different office, he is considered to have vacated the office or position previously held at the time his newly elected or appointed position takes office.

Section 5.05 Voting Rights for Board Members

- (a) Each member of the Board shall have the right to vote and shall receive one (1) vote on all matters before the Board except the Instructional Chairman and the Assignment Coordinator.
- (b) There shall be no proxy, absentee votes or substitute representative at any Board meeting.
- (c) The President shall only exercise his vote when it becomes necessary to make or break a tie vote of the Board or Association.

Section 5.06 Term of Office of At-Large Board Members

- (a) Each At-Large Board member shall serve a term of office of three (3) years.
- (b) One (1) At-Large Board member shall be elected each year.
- (c) Terms of newly elected At-Large Board members shall commence on July 1 of each year. Terms of outgoing At-Large Board members shall end on June 30 of the final year of the term.

Section 5.07 Removal or Recall of a Board Member

- (a) Upon a two-thirds vote of the Board, any Board member may be removed from office for dereliction of duty with regard to the Association, unethical, moral turpitude or unprofessional behavior toward the Association or the sport of volleyball.
- (b) A Board member may be recalled if a recall petition with 40% of the Qualified membership, as verified by the Secretary/Treasurer, is received by the Secretary/Treasurer or the President. If such a petition is received, a recall election is scheduled for the next general membership and all Qualified members present at that meeting shall vote on the recall of the Board member. With Board approval, this election may be conducted electronically.

Inland Volleyball Officials Association Constitution and Bylaws

Section 5.08 Duties

- (a) The Board shall appropriate on an annual basis, a stipend to the Secretary/Treasurer for completed services rendered.
- (b) The Board shall appropriate on an annual basis, a stipend to the Instructional Chairman for completed services rendered.
- (c) The Board shall appropriate on an annual basis, a stipend to the Assignment Coordinator for completed services rendered.
- (d) The Board shall appoint an Instructional Chairman for a term of three (3) years, with a review of performance on an annual basis. The Instructional Chairman shall comply with all requirements as stipulated by the Board and shall be held contractually liable to the Association for these duties. Failure to comply with the contractual obligations or failure to fulfill the duties of the Instructional Chairman, are grounds for immediate termination. Said termination will be by a two-thirds vote of the Board.
- (e) The Board shall appoint an Assignment Coordinator for a term of three (3) years, with a review of performance on an annual basis. The Assignment Coordinator shall comply with all requirements as stipulated by the Board and shall be held contractually liable to the Association for these duties. Failure to comply with the contractual obligations or failure to fulfill the duties of the Assignment Coordinator, are grounds for immediate termination. Said termination will be by a two-thirds vote of the Board.
- (f) The Board shall follow all rules and requirements as set forth by the SCVOA and shall insure that the Association complies with all certification requirements of the CIF and SCVOA.
- (g) The Board shall determine all dues, fees, penalties and compensation to be paid on an annual basis.

Section 5.09 Filling At-Large Board Vacancies

- (a) In the case of death, removal, resignation or inability to act, of any At-Large Board member, a temporary appointment will be made to fill the vacancy of the At-Large Board member, as stipulated in Section 4.03(b)3, until such time as the position of the At-Large Board member can be filled by election, as stipulated in Section 6.01.
- (b) If the successful candidate for an elective office dies or withdraws after being elected, the resulting situation shall be considered as a vacancy having occurred during the term for which this candidate was selected.

Inland Volleyball Officials Association Constitution and Bylaws

Article VI. Elections

Section 6.01 Election Procedures

The procedure for the election of the office of President, Secretary/Treasurer or At-Large Board member shall be as follows:

- (a) Nominations of Qualified members shall be presented to the Association at the second scheduled general membership meeting of the year. This may be done electronically, if authorized by the Board.
- (b) Elections shall be conducted by the Vice President at the third scheduled general membership meeting of the year. If a runoff election is needed, it will be scheduled for the next scheduled general membership meeting of the year and any additional runoff elections will continue at that same meeting until a winner is decided. Elections may be conducted electronically, if authorized by the Board.
- (c) Votes shall be cast by Qualified Association members present at these meeting, unless an electronic ballot is authorized by the Board. The vote will be by secret ballot and each Qualified member shall have one (1) vote. If the Board authorizes an electronic ballot, a time limit will be established to allow the casting of each member's vote.
- (d) The Vice President shall appoint a minimum of three (3) Association members to serve on the Tally Committee, tally the votes cast and to present the final tally to the Vice President, as certified by the Secretary/Treasurer. In the event of an electronic ballot, all ballots shall be sent or made available to the Secretary/Treasurer, the Vice President and three (3) Association members, as appointed by the Vice President to serve on the Tally Committee. Each member, at the conclusion of the time limit set by the Board for the electronic ballot, will tally the results and submit their information to the other members of the committee. The Secretary/Treasurer will compare the results of each member's tally results and present the final certification to the Vice President. The Vice President will announce the electronic results to the Association at the earliest opportunity. The committee will decide any discrepancies or irregularities in the voting or tallying process by a majority vote of the committee. All committee members shall have the right to vote in all situations.
- (e) In order to be elected as Vice President or Secretary/Treasurer, the nominee must receive a majority of the votes cast. In the event that a majority vote is not achieved, the two nominees with the most number of votes (or more in the case of a tie for the top two positions) will follow this same procedure (Article VI, Section 6.01(b) through Section 6.01(e)) in a subsequent runoff election until a winner is determined.
- (f) In order to be elected to an At-Large position, the nominee must receive a plurality of the votes cast. In the event that a plurality vote is not achieved, the two nominees with the most number of votes (or more in the case of a tie for the top two positions) will follow this same procedure (Article VI, Section 6.01(b) through Section 6.01(f), excluding Section 6.01(e)) in a subsequent runoff election until a winner is determined.

Inland Volleyball Officials Association Constitution and Bylaws

Article VII. Meetings

Section 7.01 Board of Directors

- (a) The Board shall meet a minimum of four (4) times per year. These dates will be established by the President or Board as necessary. The President or a majority of the Board may call a special meeting.
- (b) A quorum is defined as four (4) voting Board members.
- (c) Meetings may be held electronically, as long as each meeting attendant is able to see and hear all other meeting attendants at the same time. An example of this would be an Internet meeting using webcams, speakers and microphones.
- (d) Except where any personnel issues are being discussed, all meeting shall be open to any Qualified member of the Association. While non-Board members are granted access to the meetings, they are not necessarily entitled to speak, unless recognized by the meeting chair. Additionally, all meeting minutes of the non-closed session are available to any Qualified member, upon request, assuming the minutes have previously been approved by the Board.
- (e) Meetings involving personnel issues are to be conducted in closed session and only Board members and persons directly involved in the issue at hand are to be allowed access. Any minutes from a closed session are only available to the Board. Non-Board member parties directly involved in any issue conducted during the closed session are entitled to see the minutes, inasmuch as it directly pertains to their issue at hand and are not privy to other matters that may be discussed during a closed session.

Section 7.02 General Membership

- (a) The general membership shall meet a minimum of six (6) times per year. These dates will be established by the Instructional Chairman and approved by the Board on an annual basis.
- (b) A quorum is defined as the Qualified members present at any general membership meeting.

Article VIII. Committees and Councils

The Association may establish committees and councils to administer programs within the IVOA.

Section 8.01 Standing Committees

The following standing committees shall be established:

- Policies and Procedures Committee - a committee established to develop and maintain the Associations Policies and Procedures used to operate the Association. This committee is chaired by the Vice President and shall have a minimum of five (5) representatives appointed by the Vice President, on an as needed basis. The Instructional Chairman and Assignment Coordinator are always members of this committee.

Inland Volleyball Officials Association Constitution and Bylaws

- Tally Committee - a committee established to tally the results of any election held by the Association.
 - This committee is chaired by the Vice President and shall have a minimum of three (3) representatives appointed by the Vice President, on an as needed basis.
 - The Secretary/Treasurer is always a member of this committee and is required to certify all election results to the Vice President.
- Audit Committee - a committee established to review the financial status of the Association.
 - This committee is chaired by the Secretary/Treasurer and shall have a minimum of three (3) representatives appointed by the Secretary/Treasurer, on an as needed basis.
 - The Vice President is always a member of this committee.
- Grievance Committee - a committee established to hear and recommend action for or against any member of the association.
 - This committee is chaired by the Past President and shall have a minimum of three (3) representatives appointed by the Past President, on an as needed basis.
 - The Instructional Chairman is always a member of this committee.
- Rating Committee - a committee established to evaluate and rate officials each year and to select all officials for CIF playoff assignments.
 - This committee is chaired by the Instructional Chairman and shall have minimum of five (5) representatives appointed by the Instructional Chairman.
 - This committee is responsible for rating and evaluating officials and to assign each official a rating based upon official's ability, using the ratings stipulated in Section 9.02.
 - This committee has the responsibility of changing an official's rating automatically granted under Article X, should the committee feel a need.
 - This committee has the responsibility of selecting Qualified members to work CIF playoff assignments and to what level each Qualified member will be permitted to work at those playoff assignments. This list will be signed by the Instructional Chairman and the President and submitted to the CIF without further modifications.

Article IX. Ratings, Certifications and Evaluations

Section 9.01 Certification

The Board shall establish the requirements for certification on an annual basis. These requirements shall be in addition to any requirements stipulated by CIF or the SCVOA.

Section 9.02 Ratings

Ratings are subordinate to the ratings stipulated in the SCVOA Constitution and Bylaws and each Qualified member shall receive a rating from the Rating Committee on an annual basis. The Rating Committee can modify any member's rating at any time during the year.

Qualified members are rated, in order from highest to lowest, as follows:

Inland Volleyball Officials Association Constitution and Bylaws

- (a) C1* or C1B - this rating is the highest rating available for a high school official. This rating indicates that the official is capable of working as the R1 (up official and crew chief) or the R2 (down official) at any CIF match for Boys or Girls at any level.
- (b) C1 - this rating indicates that the official is capable of working as the R1 (up official and crew chief) or the R2 (down official) at any CIF Girls match at any level.
- (c) C2 - this rating indicates that the official is capable of working a CIF Girl's or Boy's quarter-final as the R1 (up official and crew chief for a match) or a CIF Girl's or Boy's semi-final as the R2 (down official).
- (d) C3 - this rating indicates that the official is capable of working any high school varsity match as the R1 (up official and crew chief for a match) or the R2 (down official). Additionally, they could work as a single R1 (no down official present) on some high school varsity matches.
- (e) C4 - this rating indicates that the official is capable of working some high school varsity matches as the R1 (up official and crew chief for a match) or R2 (down official). Additionally, they could work as a single R1 (no down official present) on some high school non-varsity matches.
- (f) C5 - this rating indicates that the official is capable of working some high school non-varsity matches as the R2 (down official).

Section 9.03 Evaluations and Rating Changes

Each member will be reviewed by the Rating Committee each year. This is a review of the member to determine whether that member is still working at the currently assigned level and whether or not a rating change evaluation is necessary.

Any Qualified member may request a rating change evaluation on an annual basis, assuming that the member is not in a probationary rating classification.

After a successful upward rating change (C2 to C1 for example), the Qualified member is to receive the new higher rating in a probationary classification (C2 would move to C1 probationary) for a one (1) year period. During this probationary period, the Qualified member cannot be evaluated for a higher rating. Probationary classifications are valid for C3, C2, C1 and C1* classifications only.

At the conclusion of a Qualified member's probationary classification period, the Rating Committee will decide if the new classification is to become non-probationary or if the member is to be returned to their previous rating classification.

The Board will establish, on an annual basis, an amount, if any, due the members of the Rating Committee to reimburse them for time and materials required in a rating change evaluation and who is responsible for this stipend.

Inland Volleyball Officials Association Constitution and Bylaws

The Rating Committee will establish, on an annual basis, what the requirements are for moving from one rating classification to another and how, when and by whom the ratings will be conducted.

Article X. Reciprocity

As the SCVOA cooperates with the USAV and the PAVO and the Association is subordinate to the SCVOA, the Association recognizes Qualified members working at higher levels of volleyball than high school. To avoid having a Qualified member be evaluated by more than one (1) level of authority, the Association has adopted the following reciprocal ratings:

- Any official working as the R1 or R2 at the NCAA (PAVO) level is automatically awarded a minimum rating of C2.
- Any official with a USAV or PAVO National rating or a USAV Junior National is automatically awarded a minimum rating of C1* or C1B.
- Any official with a PAVO State rating is automatically awarded a minimum rating of C1.

Article XI. Amendments

Amendments to this Constitution and Bylaws may be amended at any regular meeting of the Association by a two-thirds vote, provided that the amendment has been submitted in writing or made available electronically at the previous regular meeting. Amendments may be approved electronically instead of at the regular meeting, if approved by the Board.

Article XII. Grievance

Members may appeal in writing any grievance decision to the Board. All grievances will be referred to the Grievance Committee for recommended Board action, based upon their findings. The Board shall answer such grievance within thirty (30) days of receipt of the grievance.

Article XIII. Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with this Constitution and Bylaws and any special rules of order the Association may adopt.