

CENTRAL CONNECTICUT SOCCER OFFICIALS ASSOCIATION, INC.

CONSTITUTION

ARTICLE I: Name

The name of this Association shall be "Central Connecticut Soccer Officials Association, Incorporated" (hereafter noted as "CCSOA, Inc." or "Association").

ARTICLE II: Purposes

The purposes of this Association shall be:

1. To unite in the membership of this organization all fully qualified soccer officials in and around Hartford County, Connecticut and the Central Connecticut region and to be responsible for the proper officiating of secondary schools and all other soccer contests that come within our jurisdiction.
2. To develop, establish and maintain the highest ideals of fair play and sportsmanship in connection with the game of soccer.
3. To provide the training of new officials, to develop among all soccer officials a definite responsibility as to their knowledge of the rules and conduct of the game as officially adopted by the National Federation of State High School Associations or by any other competition that comes within our jurisdiction and to promote the uniform interpretation of the rules of soccer.
4. To encourage every official to sensibly enforce all the rules of the game, both in letter and spirit of the rules and to uphold the Constitution and By-Laws of the Central Connecticut Soccer Officials Association, Inc. (hereafter known as CCSOA, Inc.)

ARTICLE III: Commencement of Operations

The Central Connecticut Soccer Officials Association, Inc. shall be Connecticut non-stock corporation established pursuant to the provisions of Chapter 600 of the Connecticut General Statutes. The corporation shall commence its existence as of the date of incorporation in the office of the Secretary of State and shall have perpetual existence.

ARTICLE IV: Membership

The membership of this Association shall consist only of those duly elected to membership and they shall be classified as follows:

1. Active: Active members are those in good standing with no financial obligation owing to the Association for current or previous years, who have successfully passed all required qualifications for membership, and who have been voted as Active members by the membership of this Association. Active membership in this Association shall be open to:
 - a) any persons who have reached the age of 18 and have an interest in the welfare of soccer.
 - b) all qualified persons who can meet the requirements as set forth by the CCSOA, Inc Examination and Member Committee. A testing fee set by the Exam and Membership Committee shall accompany all applications for membership.

2. Inactive: Any Active member in good standing may request "Inactive" status for a maximum of two consecutive years by written or electronic notification to the Secretary/Treasurer. The Association will vote to approve or disapprove. The Inactive member shall receive no assignments, be exempt from paying annual dues and have no vote.

Return to "Active" status is accomplished by paying annual dues, passing a written exam and a majority approval vote of the Association. They must complete the following requirements:

- i. For an official who had obtained "Active" status:
 1. Take the annual exam and pass – without fee

- ii. For an official who obtained probationary status:
 1. Take annual exam and pass – without fee

Satisfactory completion of these requirements will place an official at the same status they were at prior to being put in Inactive status.

3. Probationary: Probationary members include all Active members who have been placed on probation pursuant to the By-Laws of this Constitution and all new applicants who have been elected to Probationary membership at the end of their application year and who have fulfilled all requirements for Probationary membership. A Probationary membership may not remain in that status for less than one year or more than four consecutive years. All applicants for CCSOA, Inc. membership shall pay first-year probationary dues, which shall be set by the Exam and Membership Committee, before they can obtain Probationary status or officiate any assigned soccer contest.

Probationary member may become an Active Member:

i. After officiating for two full seasons and working a minimum of 30 games during that period or having five (5) years prior verifiable experience with another sanctioned soccer refereeing organization and in good standing with said organization, after officiating for one full season and working a minimum of 15 games with a partner during that period. The Association must have assigned those games.

ii. Upon recommendation of the Exam and Membership Committee.

iii. Upon payment of all assessments, dues, fines and any other financial obligation due to the Association.

iv. Upon fulfilling attendance requirements.

v. Upon passing a game assessment by better officiating committee.

vi. By a simple majority approval vote of the Active membership.

4. Honorary: Honorary membership may be awarded to any person who has honorably distinguished himself or herself in any way in the game of soccer as voted by a simple majority of the Active membership present at any meeting. Honorary members do not have voting status.

5. Life: Life members are past or active members who have been voted into such status by the present Active membership of the Association.

Life membership may be awarded to individuals who are or who have been Active members of the Association and who have distinguished themselves in the interest of soccer. They will pay no dues but will have all other privileges of any member including the right to vote.

6. Transfer: An official, who transfers from another soccer association, from within or without the state of Connecticut, shall become an Active member or a Probationary member when he/she presents evidence that they were a member in Good Standing of their previous Association. They shall be placed on an officiating level commensurate with the level officiated with their previous Association.

Transfer of Officials from other boards.

- i. Members who transfer to CCSOA, Inc. from another Association or state shall be accepted as a member upon a written letter of recommendation from their previous association.
 - ii. A Transferee must meet all financial obligations as set forth by this Association.
 - iii. A Transferee's status will be determined by recommendation from the Examination and Membership Committee after the Transferee has met with the committee.
7. Dual: An Active official who lives in the area of one board but employed in the area of another board may officiate in both areas provided the dues and other financial responsibilities are paid to both boards. If the official does not wish to do this, he/she may pay their dues with either board and can only officiate through that board's assignments.

ARTICLE V: Officers

Section 1 – The elected officers shall consist of the President, 1st Vice-President, 2nd Vice President, Secretary-Treasurer, Official Interpreter and Commissioner. The officers shall be elected at the Annual Meeting of the Association for a term of 2 years except the Official Interpreter will be elected annually. New officers will assume their duties as of January 1 of the following calendar year.

Section 2 – Duties

- A. The president shall preside at all meetings of the Association and of the Executive Committee. He/she shall exercise supervision and coordination over the affairs of the Association.
- B. The First Vice-President shall serve in the absence of the President or upon his/her death or resignation for the duration of his/her term of office. He shall serve as Chairperson of the Better Officiating Committee.
- C. The Second Vice-President shall serve as the Chairperson of the Exam and Membership Committee.
- D. The Secretary-Treasurer shall perform the following duties:
 1. Keep the minutes of all regular and Executive Committee meetings.
 2. Take and keep track of the members' attendance at meetings.
 3. Send a copy of the minutes to all members prior to the next meeting.
 4. Handle all board correspondence.
 5. Compile all roster material and return it to the State Association by the CSOA established deadline.

6. Consult with the President and Executive Committee before formulating a budget.
7. Keep a record of the Association's income and expenditures.
8. Present a Treasurer's Report at each business meeting.
9. Collect all dues, fines, and assessments due to the Association.
10. Provide the Audit Committee with all the information needed to provide the Annual Audit.
11. Maintain an up-to-date copy of the Constitution and By-Laws.
12. Consult with the Commissioner to ensure proper assessment collection.

For the performance of the above-mentioned duties, the Secretary-Treasurer shall receive the following compensation:

- a. a stipend of \$1500.00
 - b. This amount will be payable at the annual banquet
- E. The Official Interpreter or his/her designee, shall conduct rule interpretation sessions at each meeting, determine the board's interpretation of rules, acts as the board's liaison with the Connecticut Soccer Officials Association Interpreter.
- F. The Commissioner shall perform the following duties:
1. Serves as the Chairperson of the Assignment Committee.
 2. Obtains the school schedules.
 3. Obtains from all Active Officials an Availability Calendar by a date set by the Commissioner.
 4. Makes contact with all officials who have failed to send in the Availability Calendar.
 5. Assigns games with the assistance of the Assignment Committee.
 6. For each member and each school; publish a completed list of assignments for the pre-season and the first two weeks of the regular season; and at the end of the first week of the regular season, publish a completed list of assignments for the remainder of the games in the regular season.
 7. Provides the Secretary-Treasurer, no later than 14 days after the final assigned game, a list of officials with the games they officiated, the sites and dates they officiated and compilation of income from games officiated.
 8. Reassigns all games in which the host school or the officials make changes involved.

9. Works with the Secretary-Treasurer to ensure proper assessment collection.

10. Handles any other duties that might arise in the Assignment process.

For the performance of the above-mentioned duties, the Commissioner shall receive the following compensation:

a. 90% of the annual anticipated assessment

b. One-half of this amount, will be paid during September and the remainder will be paid by January 31.

G. Each year the Executive Committee will meet with and review the performance of the Secretary-Treasurer and the Commissioner. The committee's performance review will be presented to the membership at the Annual Meeting.

Section 3 – Only Active members in Good Standing are eligible to hold office.

Section 4 – Any vacancy occurring during the year shall be filled at the next business meeting by a Vote of the Active membership. The Executive Committee will recommend a nominee. The Active membership may nominate from the floor. A simple majority of the Active membership, in secret ballot, shall determine the replacement, which will be for the rest of the term. The President will appoint a member in good standing to fill the vacancy upon recommendation of the Executive Board until the next business meeting. The filling of the vacancy will only be for the rest of the term.

Section 5 – The Nominations Committee will recommend to the Active membership a slate of officers every other year. These offices will include President, 1st Vice-President, 2nd Vice-President, Commissioner, and Secretary-Treasurer. The Active membership may nominate from the floor. A simple majority of the Active membership, in secret ballot, shall determine the officers at the Annual Meeting every two years. The Official Interpreter will be voted through the same process, but annually.

Section 6 – The Secretary-Treasurer and the Commissioner shall receive compensation annually as determined in Article V, Section 2, D(a), F(a). The Secretary-Treasurer, during his/her term in office shall be exempt from paying annual dues.

Section 7 – The President, during his/her term of office shall be exempt from paying annual dues.

Section 8 – The Official Interpreter, during his/her term in office shall be exempt from annual dues.

ARTICLE VI: Uniform

Section 1 – The Referee uniform will be defined by CCSOA.

ARTICLE VII: Meetings

Section 1 – A minimum of four meetings a year shall be held. The last fall meeting shall be designated as the Annual Meeting. At this meeting, annual reports shall be given and officers shall be elected.

Section 2 – Special meetings may be called by the President or by the Executive Board. In addition, the President shall call a special meeting within 14 days of presentation to, and verification by, the Secretary/Treasurer of a petition requesting a special meeting signed by a majority of the voting members in good standing. At least 72 hours prior to the commencement of any special meeting, the Secretary/Treasurer shall give notice to the membership of the date, time and location of the meeting and the matter or matters to be considered at the meeting. No business shall be transacted other than that for which the meeting was called, and business related thereto.

Section 3 – All meeting dates and sites will be set by the Executive Committee.

Section 4 – All meetings will be conducted under Robert's Rules of Order. The Parliamentarian shall have final determination of any question of procedure.

Section 5 – A banquet shall be held at the end of the regular season. The Banquet Committee will determine the date, site, time and program for the event.

ARTICLE VIII: Attendance-Fine-Suspensions

Section 1 – A member who fails to pay assessment fee or fines by April 1st shall be suspended indefinitely upon notification by the Secretary.

Section 2 – A member may be reinstated if he/she pays all past assessments, fines, past and future dues and a \$100.00 processing fee.

Section 3 – A member may appeal any fine or punishment directly to the Executive Board. If the Executive Board refuses to take action or denies the appeal, the member may directly appeal to the Active membership. A ruling and a favorable simple majority vote by the Active membership present will uphold the member's appeal. Otherwise the appeal will be denied. The Association's vote is final.

Section 4 – Any member whose actions are considered by the membership to be detrimental to the best interests of the Association is subject to be returned to Probationary membership, suspension, expulsion, and/or to be fined. Any complaint regarding a member shall be submitted in writing to any member of the Executive Board specifying the exact nature and the time of the alleged improper conduct. Upon receipt of said complaint, the President will forward the complaint to the Grievance Committee who will attempt to resolve the grievance in the spirit of the fairness of the issue. If they are unable to resolve the grievance or if any disciplinary action is recommended, the Committee will forward a written report of its findings to the President who

will submit the complaint to the Executive Committee, who will set a date for a hearing on the complaint. The Executive Committee must notify the accused member at least seven days prior to the hearing and offer the member an opportunity to be heard. The Executive Committee, after hearing all facts, shall examine the matter in the spirit of fairness and submit to the Association a written report which shall include their recommendations. The Executive Board may take the following action: exonerate the member, reprimand the member, restrict the member, place the member on probationary status, refer the member to the membership with a recommendation that the member be suspended or expelled. A two-thirds majority vote of the Active membership present is necessary to ratify any return to Probationary membership, suspension, expulsion and/or fine. If this procedure is not followed, the complaint shall be dismissed.

Section 5 – Members who miss more than one non-mandatory meeting during the year will be fined and/or suspended.

A. Members who fail to:

-Pay assessment fee within 30 days of receipt

-Submit preseason scrimmage form by the second business meeting, if the scrimmage is not assigned by the Commissioner

-The final date for the completion of the yearly refresher test(online or written) will be the earlier of August 25th or the date the online test is closed.

will be subject to an automatic \$25 fine for each violation.

Section 6 – Turnbacks, Refusals to Officiate on an Open Date

A turnback is defined as a situation in which an official turns an assigned game back for any reason and notifies the Commissioner of his/her inability to work. The Commissioner will then reassign the game. A refusal to Officiate is defined as a situation in which an official refuses to officiate, for whatever reason, on any open date on his/her Availability Calendar.

A Turnback is appropriate in the following circumstances:

A. Five (5) Calendar days before any assigned game.

B. In any emergency situation (death or illness in the family, injury, change in work status, etc.) less than five days before an assigned contest.

C. The Turnback is in writing and is received, faxed or e-mailed to the Commissioner more than five (5) calendar days before the assigned contest.

A Refusal is appropriate in the following circumstances:

- A. If an official is notified less than 48 hours before an assigned contest by the commissioner.
- B. An official has closed the date with the Commissioner prior to notification.

The fine for each inappropriate Turnback or refusal offense shall be \$25.

A No-Show is an official who has been assigned to officiate but does not appear at the site to complete his/her duties.

A No-show is appropriate in the following circumstances:

- An auto or traffic emergency
- A personal emergency requiring the official's appearance
- Any other situation of an emergency nature

In the case of inappropriate offenses, the Commissioner shall determine the offender(s) and notify the Secretary of the offense at the conclusion of the officiating season. If the member does not agree with the Commissioner's determination, he/she shall turn the matter over to the Grievance Committee who shall investigate and make determination. If the member does agree with the decision of the Grievance Committee, he/she may follow the normal appeal process.

A suspended member may return as an Active or Probationary member:

- i. If he/she pays all past assessments, fine and future dues by the mandatory Interpretation Meeting.
- ii. Pays \$100.00 Processing fee by the mandatory Interpretation Meeting.

ARTICLE IX: COMMITTEES

Section 1 – The Executive Committee shall consist of all officers, the immediate Past President and, three (3) other members appointed by the President.

The Executive Committee shall meet whenever necessary for the purpose of conducting such business as is deemed pertinent for the betterment of this Association through initiating, discussing, recommending and, ruling on matters for the benefit of CCSOA Inc.

Section 2 – Each standing committee shall consist of at least three (3) members.

Section 3 – The following standing committees shall be appointed by the President:

A. Assignment

- B. Better Officiating
- C. Constitution and By – Laws
- D. Exam and Membership
- E. Interpretation
- F. Nominations
- G. Grievance and Ethics
- H. Audit
- I. Banquet
- J. Recruitment and Retention
- K. Publicity
- L. McKelvie Award
- M. Awards
- N. Technology

Section 4 – The duties of the standing committees shall be as follows:

- A. Assignment – to equitably assign games to members on the basis of rating guidelines, school's preferred lists, constitution and by-laws and any other membership approved policy.
- B. Better Officiating – to make recommendations to the Association which would be to the benefit of the Association and for the advancement of soccer; to administer the Physical Fitness test to the Association.
- C. Constitution and By-Laws – to review periodically and keep the constitution and by-laws up to date. A copy of the constitution should be available to each member of the Association.
- D. Exam and Membership – to prepare and administer the qualifying exam to each prospective member of the Association; to recommend successful candidates for Active Membership.
- E. Interpretation – to arrange for interpretations and demonstrations of rules at clinics and regular meetings; to arrange for establishment of clinics for members and coaches; to represent the Association at clinics and state interpretation meetings.
- F. Nominating – to present a slate of officers at the Annual Meeting when terms expire; to recommend members to fill vacant offices when it becomes necessary due to resignation, illness or

any other time when it becomes necessary. (It is recommended that this committee be comprised of Active members who are Past Presidents.)

- G. Grievance and Ethics – to receive in writing all grievances and recommend actions to the Executive Committee regarding said grievances.
- H. Auditing – to examine the records regarding the financial status of the Association and report same at Annual Meeting.
- I. Banquet – to plan the annual awards banquet.
- J. Recruitment and Retention - to be responsible for the recruitment of prospective members; to assist in retaining members of the Association.
- K. Publicity – to handle the publicity for the Association.
- L. McKelvie Award – to review applicants and select a recipient for the C. Donald McKelvie Award.
- M. Awards – to facilitate the process of selecting nominees and recipients for the Association’s various annual awards.
- N. Technology – to maintain and enhance the CCSOA website to enable better communication among the membership.

ARTICLE X: ORDER OF BUSINESS

Section 1 – The order of business shall be as follows at the discretion of the President.

- A. Rule Interpretation
- B. Acceptance / Correction of minutes of previous meeting
- C. Report of Treasurer
- D. Communication and Bills
- E. Committee Reports
- F. Unfinished Business
- G. New Business
- H. Roll Call

ARTICLE XI: AMENDMENTS TO CONSTITUTION

Amendments to the Constitution proposed by members shall be voted upon at the Annual meeting and every second year thereafter and shall require a 2/3rd majority vote of the Active members present, provided that:

- a. The proposed amendment has been received by the Secretary/Treasurer in writing or electronically 30 days prior to the first official meeting of the seasonal year.
- b. The Secretary/Treasurer has made reasonable effort to give notice of the proposed amendment to members.

CENTRAL CONNECTICUT SOCCER OFFICIALS ASSOCIATION, INC.

BY – LAWS

ARTICLE I: Rules of Procedure

Section 1: A list of awards may be given annually at the Association banquet.

Section 2: An annual soccer clinic for coaches/mandatory interpretation meeting will be the responsibility of the Interpretation Committee to plan and direct.

Section 3: The three delegates to the Connecticut Soccer Officials Association (CSOA) Executive Council shall be elected at the Annual Meeting from a slate of candidates put forth by the Nominations Committee. They shall serve for the ensuing two year period. This will occur at the same time that elections of the President, 1st Vice president, 2nd Vice President, Secretary-Treasurer, Official Interpreter and Assignment Chairman occur.

Section 4: The Association shall pay the expenses of any Executive Committee meeting.

Section 5: All Active and Probationary Officials must wear NISOA recognized uniforms as described below.

- a. The NISOA gold checked or new solid yellow (as of 2018), (short and long sleeve) will be the primary jersey.
- b. Any other NISOA color checked or new solid color (as of 2018) (short and long sleeve) will be the alternate jersey.
- c. The referee crew jerseys will be matching colors and styles on varsity games, referees will match colors and make every effort to match styles on sub-varsity games
- d. Black referee shorts.
- e. Black referee stockings with three (3) white stripes at the top.
- f. Wear the CCSOA soccer patch over the left breast.

Section 6: Members not wearing the proper uniform shall be subject to suspension.

Section 7: It is the responsibility of the member official to record and report any violation or game misconduct via verbal communication and the completion of any and all required CSOA/CIAC forms. (I.e. Disqualification forms). These forms must be forwarded to the proper administrative official within 24 hours.

ARTICLE II: Assignment & Fees

Section 1: Whenever possible, the Assignment Committee will assign new Active officials with experienced Active officials.

Section 2: The Secretary/Treasurer shall have the responsibility of collecting and forwarding to CSOA dues to its Treasurer. The Association shall have the right to levy such charges as may be deemed necessary. Dues must be sent to CSOA by a designated date.

Section 3: Probationary members will work varsity games only after the Assignment Committee has employed all regular members and is unable to fill the date.

Section 4: The Sub-Varsity and varsity fees shall be set by the CIAC. If an official is forced to officiate a contest alone, the fee is one and one-half the individual fee.

Section 5: An individual in good standing shall not:

- a. Solicit games
- b. Officiate for more or less than the prescribed game fee
- c. Knowingly accept a one-person varsity assignment
- d. Officiate with a suspended member or a non-member of the locally recognized boards for scholastic assignments
- e. May not accept a schedule for purposes of assigning officials

Section 6: It is the responsibility of each official to know the date, time and, place of each game he/she is assigned to officiate.

Section 7: In the event of a postponement or cancellation of a game, the officials must be notified by the host school according to CIAC policy. It is the responsibility of the officials to contact the school and their partner for situations such as weather, etc. determine.

Section 8: In the event that an official cannot fulfill an assignment, it is their responsibility to contact the Commissioner.

Section 9: An official is not allowed to send another official in his/her place to officiate a contest without prior approval of the Commissioner.

Section 10: An official is not allowed to accept an assignment from any other person associated with any public or private school except through the Commissioner.

Section 11: Yearly dues are set at the Annual Meeting and are payable by a date set at the Annual Meeting. For every 20 days after that Due Date, a fine shall be levied on a delinquent member until April 1st. After April 1st, any member in arrears shall be suspended.

ARTICLE III: Guidelines for Training Prospective and Probationary Officials

Section 1: Successful candidates (written exam) will be oriented as to the proper ethics by a member of the Exam and Membership Committee. This will be done at a meeting called by the Chairperson of the Exam and Membership Committee.

Section 2: Meetings will start at a designated time set by the Exam and Membership Committee. They will be held in coordination with regular meetings of CCSOA, Inc. and will be held to instruct the Probationary members in technique and to answer questions relating to game experiences.

Section 3: Probationary members can only work games assigned by the Commissioner and/or the Assignment committee. They will not be assigned to work varsity games until all of the Regular Active membership is scheduled.

Section 4: Probationary members must participate in the annual Physical Fitness Test.

Section 5: Probationary members can express themselves in the general meeting but have no voting privileges.

ARTICLE IV: Amendments to the By-Laws

Section 1: The CCSOA rating system will be based on 4 components. These components are the refresher test, the physical fitness test, the assignment committee rating, and the intangibles. It will be done on a weighted point system out of 100 possible points. The refresher test is worth 10 points, the fitness test is worth 30 points, and the assignment committee rating is worth 55 points, intangibles worth 5 points. Each person will end up with a score out of 100 points. At that point the officials on the board will be ranked in order of their total score. This ranking applies only to non-probationary officials. Amendments to the By-Laws may be proposed in writing at any regular meeting. The proposal may be submitted by the Executive Board or an Active member in good standing having been cosigned by a minimum of 25 Active members in good standing. The amendment must appear in the minutes of the meeting.

Section 2: A majority vote of the Active membership present at the meeting following the written by-law proposal shall be sufficient to adopt a change to the by-laws.