



Mid-Valley Basketball Officials Association

H A N D B O O K

Updated 10/16/2023



EXECUTIVE BOARD

Revised 10/16/2023

MVBOA Executive Board Members

2022-2023 Season

CURRENT MVBOA EXECUTIVE BOARD

Office	Term	Elect	Officer	Term Expires
President	1 Year	N/A	Nina Pruett	2023-24
President-Elect	1 Year	Every Year	Mike Schwartz	2023-24
Secretary	2 Years	Odd Years	Brian Robinson	2024-25
Trainer	2 Years	Odd Years	Raynel Whitney	2024-25
Treasurer	2 Years	Even Years	Dwayne Johnson	2023-24
Member-At-Large	2 Years	Even Years	Quincy Johnson	2023-24
Parliamentarian	2 Years	Even Years	Rylan Owen	2023-24
Commissioner	3 Years	3 rd Year	Dave Brooks	2023-24

Contact information for each board member can be found on [ArbiterSports/Reftown](#).

Terms of office extend through March 31 of the last year listed in the **Term Expires** column. There is no limit to the number of terms any officer may hold office. Following their one-year term as **President-Elect**, that officer then serves a one-year term as **President**. [Constitution Art. V, §1, 2, 3]

Duties of each office are outlined in the Constitution, Article IV – Officers.

Nominations for the next season’s Executive Board occur during the second to last scheduled regular meeting. Elections are held at the last scheduled regular meeting. [Constitution Art. V, §4 & 7]

**MEETING
SCHEDULE &
ATTENDANCE
POLICY**

Revised 10/23/2022

MVBOA Meeting Schedule & Attendance Policy

2023-2024 Season

Sun. 11/5	4:00p – 6:00p	Regular Meeting #1	PHS Library
Sun. 11/12	4:00p – 4:30p	Business Meeting ZOOM Call	Zoom
Sun. 11/19	3:00p – 7:00p	Regular Meeting #2 (Boot Camp)	PHS Library
Sun. 12/10	4:00p – 6:00p	Regular Meeting #3	PHS Library
Sun. 1/7	4:00p – 6:00p	Regular Meeting #4	PHS Library
Sun. 1/21	4:00p – 6:00p	Regular Meeting #5	PHS Library
Sun 2/4	4:00p – 6:00p	Regular Meeting #6	PHS Library

Meeting Location

For the 2023-24 season, MVBOA meetings will be held at Philomath High School in the Library. Parking is available on the south side of the building next to the stadium/track.

Required Meetings

Below is a summary of meeting requirements and penalties for missing meetings primarily taken from the Standard Operating Procedures, Clause IV, sub-section 7.

Regular Meetings

All members are required to attend all scheduled regular meetings. Regular meetings may be counted towards hours of approved training.

An official may miss one regular meeting per season with an excused absence and the Executive Board will follow-up with that member. Any member who misses two or more meetings may be disciplined and will be asked by the Executive Board for an explanation for a remediation plan.

Training Clinics

Training clinics are mandatory for new officials, second year officials, and transfer officials.

Officials may be excused from one sub-varsity training meeting per season. Any official not attending a second training clinic who was required to attend may be fined one 3A sub-varsity game fee or lose a portion of their next schedule.

Business Meeting

Attendance at the annual business meeting is optional.

Excused Absence Policy

Game assignments are made by the Commissioner who and must weigh the needs of the association, clients, and individual member availability while also taking into consideration schedule dynamics, rankings, meeting attendance, membership standing, and other criteria. Unexcused absences may affect game assignments; members may lose all, some, or none of their assignments, even if assignments have already been accepted by the officials; assignment priority may also be affected.

In order to be excused from a meeting, members must contact the Secretary by email at least 24 hours before the scheduled meeting. In case of an emergency, members should contact the Secretary by phone.

Acceptable reasons that constitute an excused absence include:

- Previously known schedule conflicts
- Previously known family commitments or emergencies
- Work related travel or emergencies

Missing a mandatory meeting in order to officiate a non-MVBOA assigned game is not grounds for excusing absence. There are no penalties for missing a required regular meeting or required training clinic if the official has an excused absence that has been communicated to the Secretary. Although an official may have an excused absence by the association, that does not rescind the training requirement established by the OSAA (see below).

Certification & Training Requirements

Each MVBOA member official is ultimately responsible for their own OSAA certification. Before any official can work an OSAA-sanctioned contest, officials must complete the following four requirements:

- Complete the annual online OSAA officials registration process (including paying the required OSAA fees)
- Pass an annual criminal conviction history screening (performed by the OSAA)
- Complete the annual online OSAA Basketball Rules exam (sub-varsity < 75%, varsity ≥ 75%, playoff ≥ 90%)
- Complete the annual online OSAA concussion training course

In addition to the above requirements, to be an MVBOA member, officials must also:

- Read and sign the annual online MVBOA Independent Contractor Agreement

OSAA policies also require certified officials to receive training in their respective sports; officials must annually:

- Attend at least 6 meetings or obtain at least 10 hours of association approved training
(This training requirement must be fulfilled by the end of the regular OSAA basketball season)

Although members may miss a required meeting without penalty, if they have an excused absence, such exceptions do not excuse members from the OSAA requirement of attending 6 meetings or obtaining 10 hours of training. Members that attend 5 regular meetings and only miss 1 meeting would have obtained 10 hours of approved training (if the meeting duration is 2 hours). Members that miss 2 or more regular meetings must either make-up meetings by attending other meetings, like a training clinic, or by obtaining make-up training hours approved by the Executive Board on a case-by-case basis; otherwise, assignments may be taken away or modified (e.g. limited to sub-varsity or non-OSAA games).

Without exception, members that want to officiate in the post-season (league playoff, play-in, or OSAA playoff games) must have attended at least 6 meetings or obtained at least 10 hours of approved training.

Association Website

The MVBOA has a website, www.mvboaoofficials.com. Any changes will be updated on the website.



CONSTITUTION

Revised 11/11/2023

MVBOA Constitution

Revised January 7, 2024

ARTICLE I – NAME, ORGANIZATION, AND AFFILIATION

Section 1

The name of this organization shall be the “Mid-Valley Basketball Officials Association”, hereinafter and commonly referred to as the MVBOA.

Section 2

The MVBOA shall be a not-for-profit corporation registered with the State of Oregon.

Section 3

The MVBOA is a local officials’ association chartered by and affiliated with the Oregon School Activities Association (OSAA).

Section 4

The MVBOA may develop and revise, when necessary, a service contract between the MVBOA and each school or client that it services.

ARTICLE II – PURPOSE

Section 1

The mission of the MVBOA is to promote interest in the sport of basketball throughout the Mid-Willamette Valley by providing quality officials for basketball games at all levels of competition.

Section 2

The purpose of the MVBOA includes:

- A. Provide referees for interscholastic basketball games.
- B. Provide recruitment and training of member referees.
- C. Promote sportsmanship and knowledge of the sport of basketball.
- D. Promote integrity, character, and quality of member referees.
- E. Serve as a liaison between members and the OSAA.

ARTICLE III – MEMBERSHIP

Section 1

MVBOA membership shall be available to any person who meets the requirements as outlined in the Standard Operating Procedures in conformance with OSAA rules and all applicable federal, state, and local laws.

Section 2

Membership shall not be limited on the basis of race, creed, color, sex, national origin, marital status, or sexual orientation.

Section 3

The total number of members shall not be limited.

Section 4

All members shall be considered independent contractors to the MVBOA. Members must annually enter into an Independent Contractor Agreement and agree to follow and adhere to the guidelines outlined in said agreement, as well as, this Constitution and the Standard Operating Procedures.

Section 5

Full membership standing is gained by annually entering into an Independent Contractor Agreement and completing the annual OSAA officials registration process. All members must annually maintain their membership requirements as outlined in the Standard Operating Procedures.

Section 6

Any member may voluntarily resign their membership by submitting a written resignation to the Secretary. Members failing to complete the annual membership requirements will have their membership automatically resigned.

Section 7

A member in good standing has met the requirements of the MVBOA, as outlined in this Constitution and the Standard Operating Procedures, and has not had their membership revoked, suspended, or curtailed.

Section 8

Prior to any curtailment, suspension, or revocation of membership, the member shall be entitled to a hearing before the Executive Board. Membership may be curtailed or suspended by the Executive Board. Members may appeal such a decision by the Executive Board to the entire membership. Membership may be revoked, without appeal, by a simple majority vote of all present members at any scheduled regular meeting or annual business meeting if a recommendation is proposed by the Executive Board to revoke such membership after a hearing.

Section 9

Sabbatical shall be defined as an approved leave of absence for members in good standing and a voluntary suspension of their membership with the intention to return. The duration of a sabbatical cannot exceed two membership years and includes the current membership year in which the sabbatical begins. Members on approved sabbatical leave shall be considered full membership status in good standing with the following provisions. The member:

- A. Is exempt from fulfilling annual membership requirements.
- B. Shall not work any MVBOA assignment.
- C. Cannot hold nor be nominated for any MVBOA office.
- D. Cannot propose amendments and cannot vote in elections or MVBOA matters.
- E. May return within one membership year and retain their former rank.
- F. Shall be considered a transfer official if returning after one membership year.
- G. Is not eligible for another sabbatical period until after ten years upon their return.

ARTICLE IV – OFFICERS

Section 1

The elected officers of the MVBOA shall consist of the President-Elect, Secretary, Treasurer, Parliamentarian, Trainer, and Member-At-Large. The President is a non-elected officer who serves after completing a one-year term as President-Elect.

Section 2

The President shall represent the MVBOA on all appropriate association matters. The President shall preside over all meetings. The President shall appoint all members to any special and/or standing committee with the approval of the Executive Board. The President, or their designated officer, shall be an ex-officio member of all committees. The President shall develop a meeting schedule, with input from the Executive Board, by October 1 prior to the upcoming OSAA basketball season.

Section 3

The President-Elect shall have all the responsibilities and duties of the President in the President's absence. If the President is unable to complete their term, the President-Elect shall act in the role of President for the duration of the President's unexpired term; nominations and elections to replace the President-Elect shall occur at the next scheduled regular meeting.

Section 4

The Member-At-Large will represent the interests of members. The Member-At-Large shall bring to the Executive Board's attention any ideas, criticisms, or concerns from the membership; anonymity if requested, is guaranteed.

Section 5

The Secretary shall be responsible for keeping attendance records of all meetings except training meetings. The Secretary shall take typed minutes of all Executive Board meetings and the annual business meeting. The Secretary shall ensure minutes are published and available to members. The Secretary shall be responsible for all MVBOA corporate revisions and shall maintain all association records and correspondence.

Section 6

The Treasurer shall be responsible for all MVBOA financial matters, accounting, and monies. The Treasurer shall provide a financial report at the annual business meeting, at each regular meeting, and each Executive Board meeting. The Treasurer is responsible for completing any annual financial reports as required by law or as directed by the Executive Board. The Treasurer shall prepare and present at the annual business meeting a budget for the next membership year.

Section 7

The Parliamentarian shall be responsible for providing official interpretations of this Constitution and the Standard Operating Procedures. The Parliamentarian is responsible for recording all revisions to the MVBOA governing documents. The Parliamentarian shall ensure the Executive Board operates correctly in compliance with the governing documents of the MVBOA including this Constitution and the Standard Operating Procedures and shall refer any contrary action of the Executive Board to the membership. Any action of the membership that is contrary to the MVBOA governing documents shall be referred to the Executive Board by the Parliamentarian.

Section 8

The Trainer will keep the total membership updated on any rule or mechanic changes, additions, or interpretations. The Trainer shall lead training clinics and be responsible for leading regular meetings' training segments concerning play situations, mechanics, signal questions, and other general training topics.

ARTICLE V – TERMS OF OFFICE, ELECTIONS, AND VOTING

Section 1

All officers of the MVBOA shall serve a term of two years beginning April 1 and ending March 31 of the second calendar year.

Section 2

There is no limit to the number of terms that any officer may hold office.

Section 3

Upon completion of their one-year term as President-Elect, the President-Elect subsequently assumes the office of President for a one-year term.

Section 4

Nominations for the elected officers listed in Article IV, Section 1 shall occur during the regular meeting prior to the last scheduled regular meeting. Nominations may only be made from members in attendance at the meeting. The President-Elect office shall be voted upon every year. Other elected offices shall be voted upon in offsetting years: Secretary and Trainer on odd years; Member-At-Large, Treasurer, and Parliamentarian on even years.

Section 5

Only members that are currently in good standing and have been in good standing for at least the past two years are eligible to be nominated to an elected office. Members cannot be nominated for more than one office. Nominees must accept their nomination in order to be included on the ballot for that office. Nominations may be accepted by proxy.

Section 6

No member shall hold more than one office at a time.

Section 7

Elections of officers shall occur during the last scheduled regular meeting. Officers shall be determined by a simple majority vote of the present members in good standing. Only members in good standing may vote in officer elections, excluding members on sabbatical as noted in Article III, Section 9. In the event of a tie during elections, the office will be determined by a run-off between the tied nominees.

Section 8

Any officer may resign their office by providing a written resignation to the Secretary.

Section 9

Any officer may be removed from office by a simple majority vote of all present members at any scheduled regular meeting. The Executive Board may remove any non-participating elected officer by unanimous vote of the Executive Board (excluding the officer in question) during the off-season when regular training meetings are not being held

Section 10

The President shall appoint any member to a vacant office, with the approval of the Executive Board, in the event of an open office before the term's expiration, except as noted in Article IV, Section 3.

Section 11

All MVBOA members are entitled to a vote, except for officer elections as noted in Section 5 which limit MVBOA officer electoral votes to members in good standing only or if specified otherwise. As noted in Article III, Section 9, members on sabbatical are not allowed to vote on any MVBOA item.

Section 12

All votes shall be weighted equally; each vote shall count as one single vote. Unless otherwise specified in this Constitution or in the Standard Operating Procedures, decisions are determined by a simple majority of the eligible voters present in attendance.

Section 13

Business items and motions other than amendments to this Constitution may be conducted electronically or in person during the membership year. If a vote is taken electronically, eligible voters shall have a minimum of five days to vote. During the period between April 1 and October 31, voting may only be conducted electronically, and eligible voters shall have a minimum of ten days to vote.

ARTICLE VI – THE EXECUTIVE BOARD

Section 1

The Executive Board is composed of seven voting officers: President, President-Elect, Member-At-Large, Secretary, Treasurer, Parliamentarian, and Trainer as described in Article IV. The Commissioner shall be a non-voting member of the Executive Board.

Section 2

The property, business, and affairs of the MVBOA shall be managed by its Executive Board. The Executive Board may exercise all such powers of the MVBOA that are not specifically restricted by any governmental laws, OSAA rules, or by this Constitution or Standard Operating Procedures. Duties and responsibilities of the Executive Board include, but are not limited to:

- A. Develop and publicize the meeting schedule.
- B. Implement recruiting practices to increase membership.
- C. Appoint banks or other depositories in which MVBOA monies and/or securities are to be deposited.
- D. Authorize the expenditure of MVBOA monies; sign or designate agents to sign all checks or other orders for the payment of money and all notes or other evidences of indebtedness issued in the name of the MVBOA.
- E. Accept on behalf of the MVBOA any contribution, gift, or bequest for any general or specific purposes of the MVBOA.
- F. Approve an annual operating budget.
- G. Monitor and facilitate relationships with all organizations utilizing MVBOA referees.
- H. As necessary, propose revisions to the Constitution and Standard Operating Procedures.

- I. Appoint legal counsel to represent the MVBOA, as necessary.
- J. Provide oversight and guidance, as necessary, to the Commissioner.
- K. Conduct any other MVBOA business not specifically covered in this Constitution or in the Standard Operating Procedures.

Section 3

All Executive Board members, if specifically requested, shall confirm receipt of any communication from any member.

Section 4

A quorum of the Executive Board shall consist of the President (or President-Elect in the President's absence) and any three other voting Executive Board members.

Section 5

No financial commitments obligating the MVBOA shall be agreed to by any member, officer, the Commissioner, or any committee without specific approval from the Executive Board.

ARTICLE VII – THE COMMISSIONER

Section 1

The Commissioner shall serve a three-year term beginning April 1 and ending March 31 of the third subsequent calendar year. Nominations and election of the Commissioner shall take place in the third year of the current Commissioner's term. Nominations shall occur at the same meeting at which nominations are held for officers. Anyone can be nominated as Commissioner. If a nominee is also a member, that individual must currently be a member in good standing and have been in good standing for at least the past two years. Election of the Commissioner shall occur at the same meeting at which elections are held for officers.

Section 2

The Commissioner cannot concurrently be an officer of the MVBOA.

Section 3

The Commissioner shall enter into a contract with the MVBOA and be considered an independent contractor. The Commissioner shall perform in a complete and timely fashion the duties as specified in their contract, as outlined in this Constitution and the Standard Operating Procedures, and as directed by the Executive Board.

Section 4

The Commissioner shall act as the liaison between the clients of the MVBOA, the membership, and the OSAA.

Section 5

The Commissioner shall be responsible for refereeing assignments for the MVBOA. Assignments shall be based upon the criteria outlined in the Standard Operating Procedures, client service agreements as stated in Article I, Section 4, and with input from the Executive Board.

Section 6

The Commissioner may be removed from their position by a two-thirds majority vote of the present membership at any scheduled meeting.

Section 7

The Executive Board shall assume the duties and responsibilities of the Commissioner in the event the Commissioner vacates their position before their term's expiration or the Commissioner is unable to fulfill their contractual obligations. In the event the Commissioner must be replaced, nominations and the election of a new Commissioner will occur at the next scheduled regular meeting. The replacement Commissioner will assume the position for the remainder of the previous Commissioner's vacated term.

ARTICLE VIII – MEETINGS**Section 1**

The MVBOA shall hold meetings of various types throughout the membership year. These types of meetings include: an annual business meeting, regular meetings, Executive Board meetings, and training clinics. Meetings shall be conducted according to Roberts Rules of Order for the purposes of carrying out MVBOA business.

Section 2

The MVBOA shall hold one annual business meeting. This meeting shall take place before December 1 and be included on the published meeting schedule. Members must be notified by the Executive Board prior to this meeting with at least two-weeks of notice. Attendance at the annual business meeting is optional. The MVBOA may conduct additional business at any other scheduled meeting or as deemed necessary by the Executive Board.

Section 3

The MVBOA shall hold at least six regular meetings. These meetings shall take place throughout the winter basketball season (including the pre-season) and be included on the published meeting schedule. Attendance is mandatory; members must attend these scheduled regular meetings as outlined in the Standard Operating Procedures.

Section 4

The Executive Board shall meet a minimum of two times each year: once prior to the start of the membership year (November 1) and once before officer term expirations (March 31). The Executive Board may hold additional meetings at the President's discretion or when requested by at least two other Executive Board members. Executive Board meetings are open to any member; however, the Executive Board may deliberate in closed sessions for confidential or sensitive matters.

Section 5

The MVBOA shall hold at least five training clinics. These meetings shall take place throughout the winter basketball season (including the pre-season) and be included on the published meeting schedule. Attendance is mandatory for new officials, second year officials, and transfer officials; others may optionally attend.

ARTICLE IX – ACCOUNTING, RECORDS, AND MONEY

Section 1

The MVBOA shall maintain financial accounts in accordance with the Standard Operating Procedures.

Section 2

Accounts may be reviewed at any time at the discretion of the Executive Board or when required by law. If a review is performed, a certified public accountant shall be contracted by the Executive Board and they shall provide a report to the Executive Board. The Executive board shall provide copies of the report and a summarization to the membership at the next annual business meeting.

Section 3

The accounts, books, and records of the MVBOA may be kept at such places physically or electronically at the direction of the Executive Board in accordance with the Standard Operating Procedures and any applicable law.

Section 4

The accounts, books, and records of the MVBOA shall be open to inspection by any member, subject to regulations prescribed by the Executive Board.

Section 5

Membership dues will be outlined in the Standard Operating Procedures. Membership dues can be collected via one of the two following methods:

- A. A flat fee payment in which the member pays the established membership fee in full. Dues must be paid in full prior to being assigned any MVBOA game; failing to pay membership dues in full shall render the member ineligible for assignments.
- B. A percentage based payment in which the member pays their membership dues based on an established percentage of earned game fees that are deducted from the member's fee distribution payments.

Section 6

The Standard Operating Procedures shall outline any other dues or fees and can be collected via similar methods listed in Section 5.

Section 7

Any fees, dues, or fines not paid by any member may be deducted from the member's fee distribution payments. Resignation of membership or granting sabbatical leave does not relieve the member of any outstanding financial obligation.

Section 8

The fiscal year for the MVBOA shall be October 1 through September 30.

ARTICLE X – STANDARD OPERATING PROCEDURES

Section 1

Any specific guideline not covered in this Constitution shall be included in the Standard Operating Procedures. The guidelines, policies, and procedures contained in the Standard Operating Procedures shall not conflict with this Constitution.

Section 2

The Executive Board shall annually review and update, as necessary, the Standard Operating Procedures. Updates by the Executive Board cannot be substantial changes.

Section 3

Changes to the Standard Operating Procedures may be proposed by the Executive Board or any member at any scheduled regular meeting or at the annual business meeting.

Section 4

During the period between April 1 and October 31, the Executive Board may propose amendments to the Standard Operating Procedures without holding a regular meeting and voting procedures shall comply with Article V, Section 13.

Section 5

Failure to comply with the Standard Operating Procedures may be considered unprofessional or unethical behavior or grounds for disciplinary action by the Executive Board in accordance with this Constitution and the Standard Operating Procedures.

ARTICLE XI – AMENDMENTS

Section 1

Amendments to this Constitution may be proposed by the Executive Board or any member at any scheduled regular meeting or at the annual business meeting.

Section 2

Proposed amendments to this Constitution shall become effective upon a two-thirds majority vote of the entire membership. Voting shall be conducted in person at the same meeting as an amendment was proposed. Members not in attendance shall be notified of the proposed changes the same day by the Executive Board and allowed ten days to cast their vote electronically.

ARTICLE XII – DISSOLUTION

Section 1

Upon the dissolution or liquidation of the MVBOA, the Executive Board shall first make provision for paying all liabilities of the corporation. Any remaining funds shall be contributed, at the discretion of the Executive Board, to an Oregon not-for-profit corporation that promotes the sport of basketball.

AMENDED:

5/30/2001	2/15/2006	11/30/2018
8/27/2001	1/28/2007	
10/07/2001	11/11/2007	
11/07/2001	1/25/2009	
11/14/2001	11/7/2010	
11/17/2002	1/8/2012	
11/24/2002	12/21/2014	
12/6/2004	2/12/2017	



STANDARD OPERATING PROCEDURES

Revised 1/23/2023

MVBOA Standard Operating Procedures

Revised January 23, 2022

CLAUSE I – MEMBERSHIP REQUIREMENTS

1. Annual Certification Requirements

- A. The membership year shall be November 1 through October 31.
- B. In order to maintain MVBOA membership, member officials must fulfill the annual certification requirements established in the OSAA Athletic Officials Handbook.
- C. MVBOA members must pay membership dues as outlined in Clause IV, sub-section 1.

2. Membership Standing

- A. As established in the MVBOA Constitution Article III, Section 7, the terminology of a membership in good standing applies to internal MVBOA memberships.
- B. Memberships that have been suspended or revoked shall be considered memberships not in good standing in regard to OSAA guidelines and only those members who had their membership suspended or revoked will be reported to the OSAA as such.

CLAUSE II – OFFICIALS RANKINGS

1. Assignments

- A. In addition to the general guidelines regarding emeritus and ranked officials, the Commissioner is the assigner and must weigh the needs of the association, clients, and individual member availability.
- B. All MVBOA member officials shall be ranked according to the rankings established in the following sub-sections.

2. Emeritus Level

It is the intended purpose of the Emeritus status to allow a valued, long-time MVBOA official to continue contributing to the betterment of the MVBOA while being recognized for their loyal service to, and as a valuable resource within, the MVBOA.

- A. A veteran official with a minimum of 10 years membership in the MVBOA may request transfer to the Emeritus status, subject to approval by the Executive Board.
- B. An Emeritus official is neither ranked nor eligible for any post-season assignment.
- C. A member with Emeritus status may petition to rejoin the ranking process through the Transfer Official Process in sub-section 5.
- D. Emeritus officials are assigned games at the discretion of the Commissioner with limitations provided by the Executive Board prior to the start of the season.

3. Official Rankings

- A. All members shall be ranked numerically by the Commissioner, except for Emeritus members. Rankings are used by the Commissioner to assign officials to various levels of games in addition to other considerations including availability, meeting attendance, membership standing, etc.
- B. The list of ranked officials will not be published. Individual members may contact the Commissioner to request their ranking.
- C. Ranking considerations include technical and tactical proficiency, knowledge and understanding of rules and philosophy, rule application, implementation of mechanics and signals, credibility and acceptance with peers and coaches, proficiency of game control and management, conflict resolution skills, physical fitness, comfort level, self-improvement and self-development initiative, professionalism, communication, and evaluations.
- D. New officials will not be ranked until after their first year of officiating with the MVBOA.

4. Senior Crew Chiefs

The purpose of the Senior Crew Chief status is to identify members that have reached the highest levels of experience and leadership within the association. A Senior Crew Chief exemplifies the top level of professionalism by displaying all of the qualities of ranked officials.

- A. Qualifications:
 - i. Evaluated by other Senior Crew Chiefs,
 - ii. Commissioner nominated,
 - iii. Affirmed by the membership, and
 - iv. Meets criteria and expectations listed below.
- B. Criteria and Expectations:
 - i. Technically and tactically proficient, tried, tested, without blemish, consistent, trusted, looked to positively by peers, acknowledged by coaches, fully accepted, capable and proven as both a referee and umpire in all facets and all levels,
 - ii. Has playoff and tournament experience and works 20 or more MVBOA varsity games during the membership year,
 - iii. Is in good health,
 - iv. Continues to improve, seeks professional development, stands out as best of the best, a leader, a teacher, a mentor, completely professional on and off the court, participates regardless of assignment and/or postseason contribution, and
 - v. Has the ability to work all levels as lead referee and observes, trains, and assists when assigned as the umpire.

5. Transfer Officials

The following procedures apply to officials who transfer into the MVBOA or members who are returning after a sabbatical of more than one year.

- A. Officials may submit to the Commissioner a letter of officiating experience, letters of references from other associations with contact information, and/or any other information that might help in determining their status in the MVBOA.
- B. Based on the information provided, the Commissioner will assign appropriate level games as they see fit in order to evaluate the official.
- C. The Commissioner, or other designated evaluators as requested by the Commissioner, may evaluate the transfer official.
- D. In no case will any transferring or returning official be ranked as a Senior Crew Chief during their first year of transferring or returning to the MVBOA.

6. Rank Re-Evaluation

Any member who feels their rank is not reflective of their current ability may petition to have their rank re-evaluated.

- A. A member requesting a re-evaluation must submit the following documents to the Secretary no later than the second scheduled regular meeting.
 - i. A statement from the petitioning member indicating the reasons a re-evaluation should occur.
 - ii. Written endorsements from at least three members. Each endorsement must include reasons the petitioning member should be re-evaluated reflective of their current ability.
- B. The member petitioning to be re-evaluated will be notified by the Executive Board that the required documents have been received. After which, the petitioner may request a meeting with the Executive Board to discuss their request for re-evaluation; any meeting will be limited to five minutes.
- C. The Executive Board will assign at least two members to observe and evaluate the petitioning member. Written evaluations will be made and returned to the Executive Board as soon as possible.
- D. The Executive Board will also consider information from the Commissioner.
- E. The Executive Board will give the petitioning member the results verbally by the end of December followed by a written response.

CLAUSE III – ETHICAL AND PROFESSIONAL CONDUCT

1. Conflict of Interest

The MVBOA adopts the current OSAA minimum conflict of interest policy for officials; refer to the OSAA Athletic Officials Handbook.

2. Unethical Conduct

In addition to the ethical code of conduct and ethical guidelines outlined in the OSAA Athletic Officials Handbook, the MVBOA shall consider the following actions as unethical conduct.

- A. Consuming alcoholic beverages with less than twelve hours prior to a game's start time.
- B. Use of tobacco products (including e-cigarettes), illegal drugs, cannabis, and/or alcoholic beverages at a game-site.
- C. Officiating under the influence of illegal drugs, cannabis, and/or alcoholic beverages.
- D. Making a bet or wager, taking a bribe, or accepting a gift that may be perceived as a bribe relating to any interscholastic contest.
- E. Violating the OSAA ethical code of conduct as outlined in the OSAA Athletic Officials Handbook.
- F. Soliciting or lobbying for game assignments from the Executive Board or Commissioner, grossly neglecting contractual obligations, or turning back an accepted MVBOA assignment in order to work a different, non-MVBOA assigned game.
- G. Failing to report a known conflict of interest to the Commissioner.

3. Unprofessional Conduct

In addition to the professional conduct and expectations outlined in the OSAA Athletic Officials Handbook, the MVBOA shall consider the following actions as unprofessional conduct.

- A. Missing a game assignment.
- B. Arriving late to a game assignment.
- C. Making public derogatory comments about officials, games, players, and/or coaches.
- D. Undermining the Commissioner, the Executive Board, or representing the MVBOA in a manner that reflects poorly on the association or the officiating profession.
- E. Engaging in any action which, within the discretion of the Executive Board, gives rise to a concern for the safety of children due to the official's conduct, indicates that the official cannot objectively perform the official's duties, or otherwise is inconsistent with the MVBOA's responsibilities to its clients.

CLAUSE IV – MEMBERSHIP DUES, PENALTIES, AND FINES

1. Membership Dues

Each member of the MVBOA shall pay membership dues.

- A. Dues are automatically deducted from each fee distribution.
- B. Membership dues for each member are 3% of the net game fees/officials fees.

2. Additional Dues and Fees

- A. Members may also have additional dues automatically deducted from game fees/officials fees to be paid to the Commissioner. The amount of these dues shall be established by the

Executive Board, included in the contact with the Commissioner, and notification provided to the membership at the first scheduled regular meeting.

- B. The Executive Board may propose special fees if the MVBOA requires additional funding. Any such additional fees shall be proposed to the membership at a scheduled regular meeting. Proposals shall include the amount of the additional fees, which members are to pay the fees, the purpose of the additional fees, and a timeline for collection. The membership shall vote for any additional fees at the same meeting in which they are proposed by the Executive Board.

3. Member Discipline

Each member official shall abide by the regulations established by the Oregon School Activities Association constitution, rules, board policies and interpretations, the Athletic Officials Handbook, all Oregon Athletic Officials Association rules and regulations, the MVBOA Constitution, these MVBOA Standard Operating Procedures, and the MVBOA Independent Contractor Agreement, collectively referred to as the regulations.

- A. Members may be disciplined for committing the following actions:
 - i. Violating or failing to comply with the regulations,
 - ii. Missing mandatory meetings with unexcused absences,
 - iii. Committing unethical conduct, or
 - iv. Committing unprofessional conduct.
- B. Members may be disciplined in accordance with the regulations or as otherwise deemed appropriate by the Executive Board.
- C. Depending on the severity and repetition of the conduct, the methods of discipline include, but are not limited to, the following:
 - i. Formal written warnings,
 - ii. Curtailment of membership by the taking away of assigned games, limiting consideration on future schedules, or being placed on probation,
 - iii. Imposing fines,
 - iv. Lowering of rank,
 - v. Suspension of membership, or
 - vi. Revocation of membership.

4. Monetary Fines

An option for disciplinary action includes fining members under certain conditions.

- A. Fines will be automatically deducted from the next fee distribution. The next fee distribution can be in the next membership year.
- B. All money from fines shall go to the MVBOA.
- C. Some fines may be waived by the Commissioner.
- D. Monetary fines may be appealed to the Executive Board.

5. Administrative Fines

The rationale for administrative fines is to make officials responsible for their availability calendar and to encourage officials to turn back games as soon as possible.

- A. Declining game assignments when association wide assignments are released will result in a \$5 fine per declined game unless waived by the Commissioner.
- B. Members that accept a game assignment are responsible for officiating that game. Turning back an accepted assignment will result in a fine unless there was an unforeseen emergency approved by the Commissioner or illness prevented the official from working the assignment. A doctor's note or verification may be necessary to rescind a turn-back fine.
 - i. Turning back an assignment with more than 24 hours prior notice to the scheduled start time results in a \$15 fine.
 - ii. Turning back an assignment with less than 24 hours prior notice to the scheduled start time results in a \$25 fine.
- C. Trading a game assignment without the Commissioner's approval will result in a \$25 fine.
- D. Giving away a game assignment to another official without the Commissioner's approval will result in a \$25 fine.

6. Arriving at Game-Site with No Game

Refer to OSAA game cancellation policy. If the Commissioner made an assignment error, the MVBOA is responsible for game and mileage fees.

7. Penalties for Missed Meetings

- A. Annual business meeting attendance is optional for each official with no penalty for non-attendance.
- B. All regular meetings are mandatory and all members must attend each regular meeting. An official may miss one regular meeting per season. Any official not attending a second regular meeting may be fined a fee determined by the Executive Board or may lose a portion of their next schedule.
- C. Training clinics are optional but must be attended by new officials, second year officials, and transfer officials. Officials may be excused from one sub-varsity training meeting per season. Any official not attending a second training clinic who was required to attend may be fined one 3A sub-varsity game fee or lose a portion of their next schedule.

8. Penalties for Unethical Conduct

- A. An official who is found to have committed unethical conduct shall lose their game assignments for the next two schedules, which may affect the next season's schedule(s), and be placed on probation for two calendar years.
- B. The official will be required to appear before the Executive Board for a hearing regarding their unethical conduct prior to disciplinary action per MVBOA Constitution Article III, Section 8.

9. Penalties for Unprofessional Conduct

- A. An official who is found to have committed unprofessional conduct shall be placed on probation for the rest of the membership year.
- B. Additional disciplinary actions are prescribed for specific unprofessional conduct.
- C. The official will be required to appear before the Executive Board for a hearing regarding their unprofessional conduct prior to disciplinary action per MVBOA Constitution Article III, Section 8.

10. Missing a Game Assignment

Missing a game assignment shall be considered unprofessional conduct. It is expected that officials fulfill their contractual obligation by working an accepted game assignment.

- A. A penalty of one game fee will be assessed to the official who missed their assignment.
- B. One and a half game fee shall be paid to an official working a game alone, by themselves.
 - i. An official who works alone will not receive an additional game fee if they have not attempted to contact their partner prior to the game and must also have attempted to notify the Commissioner.
- C. An official who misses a game assignment will have their membership put on probation for the rest of the membership year.
- D. If officials car-pool and the game assignment is missed because of an error on the driver's part, then the official who drove will be held responsible and accountable for the missed game. Officials who rode with the driver will not be held responsible.
- E. Officials who miss a game assignment because of an error committed by the Commissioner will not be held responsible.
- F. It is the responsibility of the school and/or officiating crew to notify the Commissioner of any missed games. Officials who do not report such incidents to the Commissioner will be fined \$5.

11. Arriving Late to a Game Assignment

Arriving late to a game shall be considered unprofessional conduct. Officials are expected to arrive at the game-site at least 30 minutes prior to the scheduled start time. At a minimum, officials are to be on the floor, in uniform, and ready to officiate 15 minutes prior to the scheduled start time. The following penalties apply to officials who are late.

- A. Not on the floor or ready to officiate fifteen minutes before the scheduled game time will result in a \$5 fine.
- B. Not on the floor or ready to officiate by game time or later will result in a fine equal to one game fee.
- C. An official who is late to a game assignment will have their membership put on probation for the rest of the membership year.
- D. An official who rode in a carpool and arrives late due to an error by their officiating partner who drove will not be held responsible.

- E. An official who drove in a carpool and arrives late due to an error by their officiating partner(s) who rode will not be held responsible.
- F. Officials who arrive late because of an error committed by the Commissioner will not be held responsible.
- G. It is the responsibility of the school and/or officiating crew to notify the Commissioner of late arrivals. Officials who do not report such incidents to the Commissioner will be fined \$5.

12. Membership Probation

While on probation, members are strictly held to the standards of ethics and professionalism. The following actions or conduct committed by a member on probation shall result in further discipline in addition to the established disciplinary actions prescribed in the regulations.

- A. Any subsequent missed game assignments while on probation will result in membership suspension for one calendar year during which no MVBOA game assignments will be assigned to the official.
- B. Any subsequent late arrivals while on probation will result in the loss of the member's next schedule and may affect next season's schedule.
- C. Any other unprofessional or unethical conduct while on probation will result in membership suspension for one calendar year during which no MVBOA game assignments will be assigned to the official or the official's membership may be revoked.

CLAUSE V – TOURNAMENT SELECTION COMMITTEE AND POST-SEASON ASSIGNMENTS

1. Purpose and Authority

The purpose of the Tournament Selection Committee is to select officials from the MVBOA membership to officiate OSAA final-site state tournaments. The committee maintains the authority to make good faith decisions on behalf of the association. Tournament official selections will be decided by this committee based primarily on evaluations and internal committee discussions using advisory information, feedback, and input where deemed appropriate.

2. Committee Members

- A. The Tournament Selection Committee shall have at least six committee members consisting of:
 - i. The Commissioner,
 - ii. The President or their designated Executive Board officer,
 - iii. An Executive Board appointed Evaluators,
 - iv. One MVBOA member, who is a Senior Crew Chief, who has obtained the playoff level of certification, and who has been elected by the membership, and
 - v. Two MVBOA members who have previously been selected and officiated games at a past OSAA final-site state tournament and who have been elected by the membership.

- B. The Tournament Selection Committee shall be chaired by the Commissioner.
- C. In lieu of an appointed Evaluator per A-iii, the membership may elect a third MVBOA member who meets the same qualifications listed in A-v.
- D. Elected members of the Tournament Selection Committee, per A-iv and A-v, shall meet the following requirements:
 - i. Members shall not be eligible to be selected to officiate any OSAA final-site state tournament during the membership year in which they serve on the committee.
 - ii. Members must currently be in good standing and must have been an active member in good standing in the previous membership year with the MVBOA.
 - iii. Members must have selected the MVBOA as their primary local officials association.
 - iv. Members will be elected by the membership at the second scheduled regular meeting of the season. The candidates receiving the top number of votes will be elected to the committee.
- E. Regarding A-iv, this elected committee member shall be nominated at the same meeting Tournament Selection Committee elections are held. Any MVBOA member meeting the established criteria for this committee position may be nominated.
- F. Regarding A-v, these elected committee members shall be nominated automatically from the group of all active MVBOA members who officiated in any of the previous year's OSAA final-site state tournaments.
 - i. Automatic nominees may decline their nomination to the Tournament Selection Committee if they are eligible and choose to be considered for selection to officiate a subsequent year at an OSAA final-site state tournament.
 - ii. Additional candidates meeting the established criteria for these committee positions may be nominated by the membership at the same meeting Tournament Selection Committee elections are held.

3. Committee Expectations

All Tournament Selection Committee members are expected to fulfill the following requirements.

- A. Committee members must attend all committee meetings.
- B. Committee members must evaluate, observe, and/or work with at least 67% of the tournament eligible officials identified per sub-section 5-I during regular season MVBOA assigned games.
- C. The Evaluators, if appointed, shall observe a minimum of 75% of the tournament eligible officials identified per sub-section 5-I.
- D. Committee members must submit to the committee chair a list of observed tournament eligible officials. approved evaluation forms for all tournament eligible officials they have evaluated or observed All evaluation forms must be submitted prior to the committee's last scheduled meeting.
- E. Committee chair shall observe a minimum of 75% of the tournament eligible officials identified per sub-section 5-I.

- F. Any committee member who does not meet these expectations will be reported the Executive Board and dismissed from the committee and their service up to dismissal will not be counted towards any obligated requirement.

4. Committee Meetings

The Tournament Selection Committee must schedule and hold at least three committee meetings.

- A. The first meeting must be held in November. The objective of this first meeting is to review the committee purpose, requirements, and expectations; to establish evaluation guidelines; and to approve an evaluation form.
- B. A meeting must be held in January after the membership has voted to select the top twelve tournament eligible officials. At this meeting, the committee will examine the list of top twelve tournament eligible officials and review their evaluations, if any, and ensure those without evaluations are planned to be observed.
- C. The last meeting must be held in February. At this last meeting, the committee must discuss the top twelve list of tournament eligible officials; review all evaluations, client and member feedback, and any other pertinent considerations; and make a final determination of the selected tournament officials.

5. Tournament Final Site Official Eligibility

To be eligible for consideration as a tournament official representing the MVBOA at an OSAA final-site, members must meet the following criteria and requirements. The criteria in sub-sections C through H may be waived by approval from the Executive Board.

- A. Members must meet the requirements for OSAA State Championship officials established in the OSAA Athletic Officials Handbook. These requirements include:
 - i. Being an OSAA certified official,
 - ii. Having obtained playoff level certification,
 - iii. Having obtained OCEP Principles certification,
 - iv. Having obtained and being currently certified in OCEP Basketball Playoff certification,
 - v. Having at least three years of officiating basketball experience at the varsity level, and
 - vi. Having officiated at least three boys games and at least three girls games during the regular season.
 - vii. Having officiated at least four regular season contests using 3-person mechanics.
- B. Members are not eligible as a tournament official if they have officiated at any OSAA final-site state tournament in both of the previous two years.
- C. Members must have selected the MVBOA as their primary local officials association at the start of the season.
- D. Members must be currently ranked.
- E. Members must have been an active member in good standing of the MVBOA for the previous two membership years.
- F. Members must have officiated and/or have been assigned to officiate a minimum of fifteen varsity games. Assignment cancellations outside of the member's control will still be counted towards this minimum.

- G. Members who fail to accept an invitation after being selected to officiate a tournament are ineligible for the next two membership years after the membership year in which an invitation was declined.
- H. Members must have met their tournament official obligations per sub-section 9.
- I. Eligible Members meeting the criteria 5-A through 5-H and wishing to be considered as a tournament official must notify the Executive Board of their interest and availability no later than the first scheduled regular meeting in January.

6. Determining the Top Twelve Tournament Eligible Officials

A list of the top twelve tournament eligible officials will be chosen by the membership.

- A. At the second scheduled regular meeting in January, the list of tournament eligible officials who have identified their interest per 5-I shall be narrowed down to a list of twelve by a vote of the membership.
- B. Of the list of interested and eligible tournament officials, each member shall vote by ballot for twelve officials. In order for a ballot to be counted, it must contain twelve unique selections.
- C. The twelve tournament eligible candidates receiving the most votes shall be listed alphabetically and provided to the Tournament Selection Committee by the Executive Board with each of their identified tournament availability.

7. Selection Criteria

The Tournament Selection Committee shall consider the following criteria and advisory information in its deliberations and final selection of tournament officials.

- A. Availability of the official for a tournament final-site must be considered and officials shall not be selected for a tournament in which they have previously indicated per 5-I that they are unavailable to attend.
- B. In order to be selected to a specific tournament, officials must have officiated at least three varsity level games in both genders at that tournament's classification or higher.
- C. The MVBOA shall elicit input from varsity level head coaches from client high schools. Within five days after determining the top twelve list, coaches will receive a ballot from the Executive Board and asked to vote for six officials from the list of top twelve officials. Coach ballots will have a deadline of January 30.
- D. The committee shall select **and rank up to one less than the MVBOA's allocated number of** tournament officials. The top committee ranked official shall have their choice of tournaments followed by the other selected officials in descending order by committee ranking.
- E. **One additional tournament official will be selected and assigned by the TSC chair. This selected official** must meet the eligibility requirements in sub-section 5, must have indicated interest per 5-I, and **preference falls to those that** have never represented the MVBOA at a previous OSAA final-site state tournament. If the committee chair selects a

tournament official who was not included on the list of top twelve tournament eligible officials, approval from the Executive Board is required.

8. Post-Season Assignments

The Commissioner is responsible for assigning all post-season games per the regulations outlined in the OSAA Athletic Officials Handbook.

- A. Post-season assignments are contests beyond the regular season including league playoffs, play-ins, and OSAA playoff rounds up to the final-site state tournaments.
- B. Depending on availability, the Commissioner will attempt to assign selected tournament officials to at least one and no more than two post-season game at the same classification as their selected tournament. If unavailable, the Commissioner shall assign at their discretion.
- C. Only officials who have met the criteria outlined in subsection 5-A through 5-H may be assigned to post-season games.

9. Tournament Final Site Official Obligation

Past tournament officials are expected to participate on the Tournament Selection Committee.

- A. Members who have previously been selected and officiated games at a past OSAA final-site state tournament must serve on the Tournament Selection Committee for at least one year.
- B. Officials may defer service for one year if the following two conditions are met:
 - i. Per 5-I, they are eligible and indicate their desire to be selected for a subsequent year as a tournament official, and
 - ii. They are selected by the Tournament Selection Committee for a second consecutive year as a tournament official.
- C. Officials that are not selected for a second consecutive OSAA Final-Site state tournament will have their TSC obligation waived and are eligible to be selected the following season.
 - i. i. During the following season, officials meeting this criteria would be considered a first year for the purposes of the OSAA allowed two consecutive years at a Final-Site..
- D. Officials who accept their nomination to the Tournament Selection Committee but not selected by the membership shall have their obligation to serve on the committee waived.
- E. Members will not be eligible for any post-season assignment until this obligation is fulfilled per 9-A, or unless deferred per 9-B or waived per 9-C or 9-D

CLAUSE VI – ACCOUNTING

1. Bank Accounts

The MVBOA maintains three separate banking accounts. Bank statements shall go directly to the Treasurer.

- A. Checking Account:
 - i. The checking account is funded by membership dues, fees, fines, and billings received from clients.
 - ii. The checking account is used to pay MVBOA expenses.

- iii. Checks require one signature from an authorized signatory: President, Treasurer, or Commissioner.

B. Savings Account:

- i. Any excess monies received by the MVBOA may be transferred to the savings account.
- ii. Monies will be transferred to the checking or fee distribution accounts as needed and will be transferred by the Treasurer or Commissioner.
- iii. Excess monies and/or interest earned will remain in the savings account and belong to the MVBOA.

C. Fee Distribution Account:

- i. The fee distribution account is used to pay MVBOA members for game fees and mileage and to pay the Commissioner.
- ii. The Treasurer or Commissioner will transfer money to cover fee distributions from the checking or savings account as needed.
- iii. Checks require one signature from an authorized signatory: Treasurer or Commissioner.

2. Treasurer Reports

The Treasurer shall report balances for each account to the membership at the annual business meeting and at each regular meeting. The Treasurer shall also report balances for each account to the Executive Board at each Executive Board meeting.

CLAUSE VII – AMENDMENTS

1. Proposed Changes

Per MVBOA Constitution Article X, Section 3, substantial changes to these Standard Operating Procedures may be proposed by the Executive Board or any member at a scheduled regular meeting or at the annual business meeting.

- A. Proposed changes must be presented in writing.
- B. Proposals must include any current language with clause and sub-section references and all proposed additions, subtractions, and/or modifications must be indicated with a differentiating font style.
- C. Proposed amendments must have an identified “Author”, and may have identified Members that are “co-sponsoring” the proposed amendments

2. Adopting Changes

- A. Changes shall be adopted by a simple majority vote of the membership present at a scheduled regular meeting or the business meeting. Electronic voting will be complete in compliance with MVBOA Constitution Article V, Section 13.
- B. Unless otherwise specified in the proposed amendment, changes shall take effect immediately upon ratification.

3. Amended

3/24/2001	11/07/2001	11/7/2010	1/22/2018
5/30/2001	11/14/2001	1/30/2011	11/30/2018
6/29/2001	11/24/2002	11/6/2011	11/24/2019
8/27/2001	12/6/2004	11/24/2014	1/19/2020
10/07/2001	2/11/2007	12/21/2014	1/23/2022
10/12/2001	11/9/2008	12/3/2017	1/8/2023

APPENDICES

- A. Tournament Official Eligibility & Timeline
- B. Independent Contractor Agreement
- C. Independent Contractor Clarifications
- D. Commissioner Contract
- E. Mentor Program

APPENDIX A – TOURNAMENT SELECTION COMMITTEE CLARIFICATIONS

The following appendix clarifies the Tournament Selection Committee (TSC) as described in Clause V. The language in this appendix should not be used as the official policy nor is this appendix intended to replace Clause V. These clarifications are intended to summarize the committee process, timelines, and eligibility requirements for member officials interested in being selected for a state tournament.

TSC Member Selection and Meetings

There are six members on the TSC. The first three members are ex-officio members (either appointed by the Executive Board or in place by their position as outlined in Clause V, sub-section 2). The TSC is formed at the second regular meeting of the season where nominations and voting take place. The entire membership votes to select the remaining three members of the TSC. The TSC consists of:

1. Commissioner (*TSC Chair*)
2. President (*or other appointed Executive Board officer*)
3. Evaluator (*or third elected member with tournament experience if there is no evaluator*)
4. A Senior Crew Chief
5. A Member with Tournament Experience
6. A Second Member with Tournament Experience

The TSC meets at least 3 times:

- Once in November, after the committee is formed;
- Once in January after the list of eligible officials is narrowed down to the top twelve by the membership; and
- The last meeting is in February to select the tournament officials.

Members Interested in Officiating at an OSAA Final-Site Tournament

Members that want to be considered for selection as a tournament official must inform the TSC by the first scheduled meeting in January. However, members are highly encouraged to inform the TSC a lot sooner to provide as much opportunity as possible for evaluation and observation.

Top Twelve List

The full list of officials that have previously indicated their interest to be selected for a tournament will be vetted to ensure officials have met or are on track to meet the tournament selection requirements. This vetting is done at the second regular meeting in January. During this meeting, the entire membership votes by ballot for the top twelve eligible officials from the TSC list. Coaches also have input into the selection process by voting for the top six officials from the top twelve list by January 30.

Eligibility Requirements

The following table clarifies the eligibility requirements for tournament officials and the deadlines to meet these requirements. The full requirements can be found in Clause V, sub-section 5.

Description	Requirement(s) to be selected by the TSC by the selection deadline in February	Benchmark to be able to be voted to top 12 list by the second meeting in January
[A-i] Be an OSAA certified official (OSAA registered, passed a background check, completed concussion training, completed the NFHS rules exam, and meet the attendance requirement by the end of the regular season)	<ul style="list-style-type: none"> - OSAA registered - Completed concussion training - Passed background check - Completed the rules exam - Minimum of 6 meetings 	<ul style="list-style-type: none"> - OSAA registered - Completed concussion training - Passed background check - Completed the rules exam - Minimum 5 of 6 meetings
[A-ii] OSAA playoff level of certification (minimum score on the online NFHS Basketball Rules exam)	Minimum score of 90%	Minimum score of 90%
[A-iii] Obtained OCEP Principles certification (must obtain within the first 3 years of officiating)	Have OCEP Principles certification	Have OCEP Principles certification
[A-iv] Current OCEP Basketball Playoff certification (re-certification is required every five years)	Attended an OCEP Basketball Playoff clinic within the past 5 years	Attended an OCEP Basketball Playoff clinic within the past 5 years
[A-v] Have enough basketball officiating experience at the varsity level	Minimum of 3 years of varsity games	Minimum of 3 years of varsity games
[A-vi] Officiate a certain number of games of each gender during the regular season	Officiate a minimum of at least 3 boys games and at least 3 girls games	Officiate a minimum of at least 3 boys games and at least 3 girls games
[A-vii] Officiate a certain number of games utilizing 3-person mechanics	Officiate a minimum of 4 games with 3-person mechanics	Officiate a minimum of 4 games with 3-person mechanics
[B] Cannot officiate at a tournament for more than two consecutive years in a row	Officiated at a tournament for less than 2 consecutive years	Officiated at a tournament for less than 2 consecutive years
[C] Members must be MVBOA members that have selected the MVBOA as their primary association by the start of the season (dual members only)	MVBOA must be the primary local officials association (this only applies to dual association members)	MVBOA must be the primary local officials association (this only applies to dual association members)
[D] Members must be currently ranked	Not emeritus status and not on a sabbatical leave of absence	Not emeritus status and not on a sabbatical leave of absence
[E] Members must have been a member in good standing in the previous two membership years	Been an MVBOA member in the previous 2 years in good standing	Been an MVBOA member in the previous 2 years in good standing
[F] Must have worked or been assigned a certain number of varsity basketball assignments	Minimum of 15 varsity games	Minimum of 10 varsity games
[G] Members cannot have declined selection to a tournament within the past 2 years	Not be suspended for failing to accept a tournament selection	Not be suspended for failing to accept a tournament selection
[H] Members must have met their TSC obligation after officiating a tournament for one year or a second consecutive year	Must meet their TSC obligation (this only applies to previous year's tournament officials)	Must meet their TSC obligation (this only applies to previous year's tournament officials)

MVBOA Tournament Eligibility Scenarios

Tournament #1 and Tournament #2 refer to the first or second of the OSAA allowed two consecutive tournaments (2 on 1 off)

Season #1	Season #2	Season #3	Season #4
Official attends tournament #1	Official defers TSC & declares for a tournament... Official is selected for tournament #2 and attends tournament #2	Official must serve on TSC* before being eligible for another tournament	Official eligible for another tournament #1 if TSC requirement served
Official attends tournament #1	Officials doesn't declare for a tournament... Official must serve on TSC* before being eligible for another tournament	Official eligible for another tournament #1 if TSC requirement served	Official eligible for tournament #1 or #2
Official attends tournament #1	Official defers TSC & declares for a tournament... Official is not selected for tournament #2	Official is not required to serve on TSC Official eligible for another tournament #1	Official eligible for tournament #1 or #2
Official attends tournament #1	Official defers TSC & declares for a tournament... Official selected for tournament #2 but declines selection	Official not eligible for a tournament for two seasons Official must serve on TSC* before being eligible for another tournament	Official not eligible for a tournament (would be eligible in season #5)
Official declares for a tournament, is selected for tournament #1, but declines selection	Official not eligible for a tournament for two seasons	Official not eligible for a tournament	Official eligible for tournament #1

*Officials who accept their nomination to the Tournament Selection Committee but not selected by the membership shall have their obligation to serve on the committee waived.

Officials that are selected for and accept a tournament and subsequently must withdraw due to circumstances outside the officials control (i.e. illness, injury, family emergency, work emergency, etc.) will have their following year's tournament eligibility and/or TSC appointment decided on an individual basis by the MVBOA Executive Board based on the SOPs.

APPENDIX B – INDEPENDENT CONTRACTOR AGREEMENT

The following language is included on the annual MVBOA Independent Contractor Agreement (ICA). In order to be a member of the MVBOA, every individual must agree to this ICA.

Introduction

This agreement is made and entered into effect on (the date signed) by and between the Mid-Valley Basketball Officials Association (MVBOA) and you (OFFICIAL). In consideration of the mutual promises set forth below, the parties agree to:

1. Description of Work

The service to be performed by the OFFICIAL shall be providing basketball officiating to any MVBOA Client (CLIENT). Such services shall be provided in accordance with the rules and guidelines established by the National Federation of State High School Associations (NFHS), the Oregon School Activities Association (OSAA), the Oregon Athletic Officials Organization (OAOA), and the MVBOA. (Refer to www.osaa.org/officials for additional information for the NFHS, OSAA, and OAOA.)

2. Payment for Services & Relation

The CLIENT(s) to which the OFFICIAL is assigned shall pay the MVBOA the established game fees and/or mileage fees as set by the OSAA or as contracted between the MVBOA and the CLIENT. The MVBOA will deliver the amount earned, less any fee and/or fine per MVBOA bylaws. The MVBOA will not withhold any amount for taxes - income, FICA, Medicare, unemployment, worker's compensation, etc. The OFFICIAL agrees to report amounts received, and pay all taxes, fees, and other charges as may be required by the Federal, State, and/or Local governments. Other individual OFFICIAL expenses incurred to operate said services shall be the sole responsibility of the OFFICIAL.

The OFFICIAL is an Independent Contractor and is not, and shall not be deemed to be, an employee, agent, or servant of the MVBOA. The MVBOA shall not provide any benefits to the OFFICIAL, including but not limited to, worker's compensation insurance or unemployment insurance. The OFFICIAL shall be solely and entirely responsible for his/her actions during the performance of this agreement. The OFFICIAL agrees to comply with all Federal, State, and Municipal laws, rules, and regulations that are now or may be in the future applicable to the OFFICIAL, as well as, adhere to the policies and procedures established by the MVBOA and its overseeing and/or governing organization.

3. Liability for Loss

The MVBOA, its Commissioner, Officers, Executive Board, Committees, or any other representatives shall not be responsible or held liable for injury or damage to persons or property resulting from the rendering of services by the OFFICIAL.

4. Insurance and Indemnification

The services rendered shall be performed entirely at the OFFICIAL's risk, and the OFFICIAL shall assume all responsibility for the condition of his/her equipment, vehicle, or tools used in performance of services. The OFFICIAL will carry, for the duration of this agreement, medical, work accident insurance, and/or necessary automobile insurance, for any vehicle used by the OFFICIAL in driving to any assignment and/or meeting, as required by Oregon Law. The OFFICIAL agrees to indemnify the MVBOA, and its Commissioner, for any liability, loss, or attorney fees arising out of performance of this agreement. n of the section goes here.

5. Term of Agreement

It is understood that the services provided by the OFFICIAL shall be completed by October 31. However, the covenant herein shall survive said termination.

APPENDIX C – INDEPENDENT CONTRACTOR CLARIFICATIONS

From the laws in the State of Oregon as defined in ORS 659A.200 and ORS 656.027 (13), members of the MVBOA are independent contractors, not employees, based on the following considerations and factors listed in no specific priority.

- Officials are not under the direction or control of the association when providing their services to schools. Officials are under the directions and control of the National Federation of High School Associations (NFHS) and the Oregon School Activities Association (OSAA).
- Officials are not paid with association funds. The association holds the schools' game fee payments in trust to be distributed to the officials on a game-by-game basis.
- Officials are free to accept or reject game assignments.
- Officials are free to accept assignments from non-OSAA leagues and other sport organizations.
- Officials provide their own equipment / uniforms and purchase their own rule books and training materials.
- Officials are responsible for their own costs associated with obtaining certification from pertinent governing bodies.
- Officials provide their own transportation to the schools / game-sites.
- Officials do not perform their services on the association's premises.
- Officials are certified, or licensed, by the OSAA, not the association.
- When rendering services, officials' decisions cannot be overturned by the association.
- Services are performed as an OSAA certified official, not the association.
- The association's primary duty is to train, assign, and evaluate officials.
- The MVBOA governing documents state its members are independent contractors.
- Officials annually enter into and sign an independent contractor agreement.
- If an official violates OSAA regulations, they lose their certification. The association cannot revoke OSAA certification.
- Game fee rates are set by the OSAA, not the association.
- Officials report income via 1099 forms issued by the association without withholding taxes.
- Clients have input into the assignments of officials. Schools can reject an assigned official.
- Officials must obtain their insurance from the OSAA, the NFHS, or other sources, not from the association.
- The association does not withhold any amount from officials for taxes: income, FICA, Medicare, workers compensation, nor unemployment.
- Officials pay association dues for administrative overhead and association operations.
- ORS 656.027 (13) exempts officials from worker's compensation recognizing their independent contractor status.
- Officials can be members for more than one association.
- Some associations service non-OSAA leagues and organizations. Officials receive assignments from collegiate leagues and conferences independent from their OSAA local officials association assignments.

APPENDIX D – COMMISSIONER CONTRACT

The following language is included on the MVBOA Commissioner Contract per the MVBOA Constitution Article VII, Section 3 and is to be signed by the President and Commissioner.

The parties to this agreement for the provision of basketball official administrative services are the Mid-Valley Basketball Officials Association (MVBOA) and [commissioner's name] (COMMISSIONER). The MVBOA and the COMMISSIONER agree the COMMISSIONER shall perform the following services for the MVBOA as an independent contractor.

- Follow and adhere to the governing documents, polices, and procedures of the MVBOA, the Oregon Athletic Officials Association, and the Oregon School Activities Association.
- Know, honor, and uphold the spirit of the Office of Commissioner as prescribed in the OSAA Athletic Officials Handbook.
- Assign MVBOA members to games contracted with the MVBOA and publish assignments in a timely manner.
- Gather, prepare, schedule, distribute, and record the necessary documentation for the scheduling and administration of REFEREES, acting as a liaison between clients and the MVBOA while conducting business in a timely and professional manner.
- Bill MVBOA clients for the total amount of all related fees the MVBOA charges for client schedules based on applicable contracts, agreements, or governing guidelines.
- Ensure REFEREES are paid for game fees and other fees at mutually agreed upon fee distributions using ArbiterSports and ArbiterPay.
- Annually prepare and distribute the appropriate federal tax revenue forms to MVBOA members.

The MVBOA shall ensure the COMMISSIONER is reimbursed as follows.

- 100% of the OSAA billable “commissioners fee” shall be paid to the COMMISSIONER.
- 100% of the OSAA billable “check writing fee” shall be paid to the COMMISSIONER:
 - The MVBOA will pay 100% of the ArbiterSports group licensing fees;
 - The COMMISSIONER will pay 100% of the ArbiterPay fees for fee distributions.
- 5% of the OSAA billable “officials fee” shall be paid to the COMMISSIONER.

The MVBOA will not withhold any payment amount for taxes - income, FICA, Medicare, unemployment, worker's compensation, etc. The COMMISSIONER agrees to report amounts received, and pay all taxes, fees, and other charges as may be required by federal, state, and/or local governments. The COMMISSIONER is an independent contractor and is not, and shall not be deemed to be, an employee, agent, or servant of the MVBOA. The MVBOA shall not provide any benefits to the COMMISSIONER, including but not limited to, worker's compensation insurance or unemployment insurance.

The MVBOA shall not be responsible or held liable for injury or damage to persons or property resulting from the rendering of services by the COMMISSIONER. The services rendered shall be performed entirely at the COMMISSIONER's risk. The COMMISSIONER shall assume all responsibility for the condition of his/her equipment, vehicle, or tools used in performance of services.

This agreement may be amended in writing by mutual agreement of the MVBOA and the COMMISSIONER.

APPENDIX E – MENTOR PROGRAM

The OSAA requires local officials associations to have a mentoring program (OSAA AOH Rule 3.10) and programs must include the following:

- a) Goals and objectives of the mentoring program,
- b) How the mentorship program is administered; i.e. mentoring format, mentor-mentee interactions, program administration, etc.,
- c) Qualifications, responsibilities, and expectations of mentors and mentees,
- d) Procedures for mentor-mentee pairing, and
- e) A plan for feedback and evaluation of the mentorship program.

Goals and Objectives of the MVBOA Mentor Program

To support the MVBOA, the association's mentor program provides avenues to accomplish the following goals:

- A. Develop members and help them grow as officials.
- B. Produce effective officials through the development and use of effective mentors.
- C. Build connections and relationships between members and the association.
- D. Provide opportunities for new members to feel welcome while involving experienced officials.
- E. Promote the retention of officials.

Mentoring officials is vitally important to the association. It helps the association retain referees. Effective officials and mentors are indispensable if the association is to grow and prosper. Effective mentors are indispensable if the association's core of officials is to continue to grow. The effectiveness of mentors has a tremendous impact on members and ultimately the overall success of the MVBOA.

Mentoring helps new officials quickly become capable and confident as well as helping experienced officials advance. The MVBOA mentor program allows experienced officials new opportunities to continue their involvement with the association and for newer officials to build both confidence and competence by allowing them to build upon their knowledge and skills more quickly than if they were learning solely on their own. In all aspects of the MVBOA mentor program, the intention is to nurture professional relationships between members which helps officials feel welcome and connected.

Mentor Program Structure

All members are assigned to a mentor group. Mentor groups are led by senior crew chiefs, or an experienced/veteran official in the senior crew chief's absence. This model of one mentor to many mentees allows for discussions and learning to take place in small groups. These groups are diverse with a mix of officials with various levels of experience.

The MVBOA mentor program is administered by the Executive Board, or their designee. Administrative duties include assigning mentees to mentor groups, utilizing mentor groups during regular meetings, receiving feedback from the membership, and annually re-evaluating the mentor program.