

***SOUTHEASTERN
FOOTBALL OFFICIALS
ASSOCIATION
2024***



Constitution

&

By-Laws

(Sep 2024)

CHANGE HISTORY

This listing contains the dates of all revisions to this document.

Article/Section No.	Revision Date	Change Description
Constitution Art. IV, Vacancy in Office, Sec. 3, Vacancy of Commissioner	14 July 2018	Section does not read well and terms are not defined.
Constitution Art. IV, Nominations and Elections of Officers and Directors	14 July 2018	Section does not read well and is confusing.
By-Laws Art. III, Sec. 1	14 July 2018	Address the use of social media.
Constitution Art. V, Sec. 2 Treasurer	14 July 2018	Address the use of outside entities whose hired functions are to act as the Treasurer.
Constitution Art. V, Sec. 1 Commissioner	15 July 2023	Allow board to determine compensation for member support and assistance to Commissioner.
Constitution Art. V, Sec. 2 Treasurer	15 July 2023	Update check drafting procedures and authorized signatories given tools available to the Association.
By-Laws Art. X	13 July 2024	Authorize Association to pay dues of Board of Director members beginning in CY 2025.
By-Laws Art. III, V-X	9 Sep 2024	Update articles based on lessons learned and current procedures and tools available.

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CONSTITUTION AND BY- LAWS

SOUTHEASTERN FOOTBALL OFFICIALS ASSOCIATION

CONSTITUTION

ARTICLE I

NAME

SEC. 1. - The name of this organization shall be the Southeastern Football Officials Association (SEFOA), hereinafter termed 'Association'.

ARTICLE II

PURPOSE

SEC. 1. - The purpose of the Association is to:

- Develop and maintain a membership consisting of experienced and capable Virginia High School League (VHSL) football officials to officiate scholastic football.
- Foster high standards of ethics, morality, encouraging fair play, sportsmanship, closer cooperation and better understanding among officials, coaches, players, principals, athletic directors and the media.
- Encourage every official to rigidly enforce the rules designed to promote safety and good sportsmanship conscientiously and fearlessly in an impartial manner.

ARTICLE III

OFFICERS AND BOARD OF DIRECTORS

OFFICERS

SEC. 1. - The officers of the Association shall consist of a President, First Vice President, Second Vice President and a Commissioner.

SEC. 2. - To be eligible to hold office, a person so nominated shall be a Regular member in good standing as defined in the Association's By-Laws.

SEC. 3. - All officers shall enter upon their official duties on the first day of January.

SEC. 4. - The term of office for officers shall be one year except for the Commissioner, whose term of office shall be three years.

BOARD OF DIRECTORS

SEC. 1. - The Board of Directors (BOD), also termed 'Board', of this Association shall consist of the officers and four elected Directors and the immediate Past President.

SEC. 2. - Each Director shall be a Regular member in good standing as defined in the Association's By-Laws.

SEC. 3. - Directors shall serve in office, commencing on the first day of January, for the period of time indicated as follows:

- Four members of the Board of Directors shall be elected for two-year terms.
- Two Directors shall be elected each year on an alternating basis.

SEC. 4. - The Association shall act in accordance with the resolutions and actions passed by the Board of Directors and all business and actions taken shall be done upon a majority vote (as defined in Robert's Rules of Order) of the members of said Board.

SEC. 5. - The Board of Directors shall be authorized to determine the policies and activities of this Association, except as indicated in the By-Laws. The Board is entrusted with the general management of the Association and shall have authority to:

- Develop and approve the Association's budget.
- Levy Association dues, assessments and fines.
- Approve of all Association expenditures and disbursements.
- Receive and act upon committee recommendations.
- Entertain any complaints from or concerning officials, coaches or other persons in connection with the officiating of football games; to conduct hearings on all alleged misconduct of any official of this Association or member thereof, and to render disciplinary action that the majority of the Board (as defined in Robert's Rules of Order) deems appropriate.

SEC. 6. - The Board shall meet at the call of the President, in a regular or special meeting, either in person or via electronic means. The Board shall have full power to adopt any and all regulations necessary to govern its own deliberations. At the discretion of the Board, committee chairmen may meet with the Board of Directors. All Board meetings are open, however the President may:

- Request to close a Board meeting for considering a specific personnel or sensitive issue with the approval of the Board of Directors. At such Board meeting, with a quorum (as defined in Robert's Rules of Order) of not less than fifty percent thereof, the Board shall consider such request and make an appropriate decision.

SEC. 7. - Concerning Board voting via electronic means the following guidance applies.

- A discussion of the issue in question must be held by electronic mail, conference call or other appropriate means prior to any vote. Both voting and non-voting board members shall be given the opportunity to participate in this discussion.
- In the event that e-mail is used as the means of discussion, all Board members' messages concerning the issue in question shall be copied to the Secretary, or designated Board member, and held as part of the Board minutes. In the event that a conference call is used as a means of discussion, minutes of the call shall be taken to be included in the Board minutes.
- A quorum of elected Board members, as defined in the By-Laws, must participate in the discussion and vote on the issue.
- A simple majority of the elected members voting shall decide the issue in question.

- The vote must be recorded by the Secretary, or designated Board member, as part of the Board minutes. The results of the vote shall be posted for all members of the Association to review.

SEC. 8. - The person elected Commissioner shall perform all duties assigned by the Board.

ARTICLE IV

NOMINATIONS AND ELECTIONS OF OFFICERS AND DIRECTORS

SEC. 1. - The SEFOA Election Meeting, in which the election of officers and Directors is held, shall be conducted at a regular or special meeting, the purpose of which has been announced at least twenty-one days prior thereto.

SEC. 2. - At least fourteen days prior to the SEFOA Election Meeting the President shall appoint a committee of not less than three persons to be known as the Committee on Nominations and Elections. This committee shall submit nominations (Pulled from the list of Regular members in good standing as defined in the Association's By-Laws) for the positions up for election and have general charge of the election, including the preparation, distribution, collection and counting of ballots.

SEC. 3. - The Committee of Nominations and Elections shall report to the general membership at least seven days prior to the SEFOA Election Meeting its recommendations for officers, Directors and when required, Commissioner. The committee may choose to nominate an existing officer or officers to serve in their current position for an extended period of one year. At this meeting additional nominations regularly made and seconded may be received from the floor provided such nominees are Regular members in good standing as defined in the Association's By-Laws.

SEC. 4. - Voting shall be by secret ballot and only Regular members who are present at the meeting and in good standing, as defined in the Association's By-Laws, may vote. There shall be no voting by proxy. Upon motion duly made, and in lieu thereof, voting may be made either by voice vote or by show of hands and thereafter conducted.

SEC. 5. - For all regular business matters and election of officers and Directors, a total of fifty percent of the Regular membership shall constitute a voting quorum. The nominee for any office, either officer or Director, receiving a majority vote shall be deemed elected to such office.

SEC. 6. - Though in person voting is preferred, electronic voting is authorized for both regular Association business matters as well as the election of officers and Directors.

SEC. 7. - On line voting systems must meet, at a minimum, these criteria:

- Guarantee secrecy
- Allow for the submission and listing of additional nominations
- Ensure a proper and accurate vote count
- Authenticate the eligibility of each voter
- Safeguard against potential hackers
- Limit a member to one vote cast
- Protect against the interception or alteration of votes
- Instruct members on how to vote electronically
- Ensure that the web server does not crash during the voting period
- Ensure that a process is available to conduct a recount of the ballots if necessary

VACANCY IN OFFICE

SEC. 1. - In the case of vacancy of the office of President, the First Vice President shall succeed to such office. In case of vacancy in the office of First Vice President, the Second Vice President shall succeed to such office. In the case of vacancy in the office of Second Vice President, or any of the Directors of the Association, the Board of Directors shall fill the vacated position at the next regular or special meeting of the Board, or the next election, whichever occurs first. The individual so appointed (Pulled from a list of Regular members in good standing as defined in the Association's By-Laws) will serve for the remainder of the term of office that was vacated.

SEC. 2. - In case of vacancy in the office of immediate Past President, the next immediate Past President shall be asked to fill the office for the remainder of the term. In the event that he is unable or unwilling to serve, the President is authorized to appoint another Past President to serve such vacancy, subject to the approval of the Board of Directors.

SEC. 3. - In the case of vacancy of the office of Commissioner on or before June 30th, and in accordance with the guidance set forth in the NOMINATIONS AND ELECTIONS OF OFFICERS AND DIRECTORS segment, a special meeting of the Association shall be called by the President for the purpose of electing a Commissioner to complete the remaining term of office. When the vacancy occurs after June 30th the Board shall appoint a Commissioner (Pulled from a list of Regular members in good standing as defined in the Association's By-Laws) until the time of the next SEFOA Election Meeting.

SEC. 4. - Removal of the Commissioner shall be decided by a majority vote (as defined in Robert's Rules of Order) of the general membership and will be conducted during a regular or special Association meeting called by the President. Only Regular members of the Association in good standing, as defined in the Association's By-Laws, may vote. Members must be present to vote. In the event of the removal of the Commissioner an Interim Commissioner will be chosen in accordance with Article IV of the Association's Constitution.

ARTICLE V

DUTIES OF OFFICERS, TREASURER AND SECRETARY

SEC. 1. - Duties of elected officers shall be as follows:

- **PRESIDENT** - The President is the Executive Officer of the Association and shall preside at all Association and Board of Directors meetings. The President is an ex-officio member of all standing and special committees and is the official representative of this Association for external meetings and correspondence. Through action, the President shall further the policies of the Board of Directors, implement the various purposes of the Association and execute such duties as may be assigned or directed by the Board of Directors. On matters requiring a vote by the Board of Directors the President casts no ballot. If, however, the vote of the Board is tied the President will cast his vote as the tie-breaker. During general meetings of the Association the President will report all actions taken by the Board of Directors to the general membership.
- **FIRST VICE PRESIDENT** - In the absence or disability of the President, the First Vice President is authorized to perform all duties of the President.
- **SECOND VICE PRESIDENT** - In the absence or disability of the First Vice President, the Second Vice President is authorized to perform all duties of the First Vice President.
- **COMMISSIONER** - The Commissioner shall maintain the electronic program(s) required for scheduling and will ensure that Association publications are made available to all members. The Commissioner shall oversee the construction, publication and dissemination (Via hard copy or electronic means) of all Association notices and shall maintain the official records of the same. The Commissioner shall receive and investigate all applications for Association membership and shall present the same with a recommendation to the Board of Directors for approval. The Commissioner shall notify each candidate of his election or rejection. The Commissioner shall investigate all complaints against Association members or any problems reported to the Association and shall, at the next regular or special meeting of the Board of Directors, present to the Board all evidence collected. The Commissioner shall be compensated by the Association per fee schedule as stated in the contracts of the Association. Concerning expenses directly related to executing the duties of Commissioner, the Commissioner shall be reimbursed for any

and all expenses incurred. Concerning expenses not directly related to the position of Commissioner, the Commissioner is entitled to receive such reimbursement as is authorized by the Board. Additionally, the Commissioner may:

1. Designate any member of the Association to serve as Assistant to the Commissioner. The position of Assistant to the Commissioner does not carry with it a vote on the Board of Directors. The duties of Assistant to the Commissioner shall be to assist the Commissioner with scheduling and in the Commissioner's absence, to act as the Association's primary point of contact with Association members and serviced schools/coaches. When an Assistant to the Commissioner is utilized, compensation will be determined by the Board of Directors.
2. The Commissioner may select members in good standing to serve in the position(s) of game analysis and play review. These positions will review game films and provide presentations on game analysis and play review feedback to the Association. Compensation for these positions will be determined by the Board of Directors.

SEC. 2. - TREASURER - There are two options in which the functions of the Treasurer may be performed. First, the President may appoint a member of the Association as the Treasurer for a one-year term (they may serve multiple back-to-back terms). In this case the Treasurer will be compensated by the Association; the amount of compensation to be determined by the Board of Directors. Second, the BOD may hire an outside accounting firm to perform the functions of the Treasurer. In this case the BOD shall enter into a contract with the accounting firm and maintains oversight of their support. Functions of the Treasurer include:

- The collection of all fees, dues and assessments imposed by the Board of Directors upon members of the Association and to account for said moneys.
- Oversight of all Association deposits into a banking account approved by the Board of Directors in the name of the Association.
- The drafting of all Association checks and withdraws, with the approval of the Board of Directors. The Treasurer will have single signature authority on all checks. Two signatures are no longer required on each check and withdrawal request. The Second Vice-President will be the alternate signature person authorized to sign checks and withdraw request, in addition to the Treasurer. Any other authorized alternate signature authority will be determined by the Board of Directors.
- Provide required reports to the Board highlighting the status of Association funds, showing all receipts and expenditures for the period of such report. The financial records of the Association will be available for audit at any time. Financial records will be audited at least once a year and when a new President is elected.

SEC. 3. - SECRETARY - The Secretary of the Association is responsible for the roll call of the Board of Directors and shall keep the minutes of all open meetings of the Board of Directors. An official copy of said minutes shall be provided to each Board member, at the next scheduled Board meeting, for approval and shall be permanently maintained for record within the Association's official files. The Secretary may:

- Be appointed by the President for a one-year term and may serve multiple back-to-back terms.
- Be a member of the Board of Directors, however the position in and of itself does not constitute a vote on the Board of Directors.

BY-LAWS

ARTICLE I

PARLIAMENTARY PROCEDURE

SEC. 1. - All matters coming before this Association shall be handled in accordance with the parliamentary procedures as established by "Robert's Rules of Order".

ARTICLE II

MEETINGS

SEC. 1. - This Association shall hold a general meeting not later than the first week of August each year.

SEC. 2. - Meetings shall be called each year to satisfy the requirements as established by VHSL Officials handbook (Minimum of six per year) or at the call of the President; these meetings may be conducted either in person or via electronic means.

SEC. 3. - The President may call general or special meetings as the business of the Association demands, provided seven days' notice is given all members. Again, these meetings may be conducted either in person or via electronic means.

SEC. 4. - Special meetings may be called by any member of the Association upon presentation of a petition signed by ten members of the Association, to the President, who shall notify the membership of the impending meeting, allowing at least seven days before said meeting.

SEC. 5. - The President, as agreed upon by the Board of Directors, may call a general or special meeting to deliberate Constitution and By-Law amendments. All amendments shall be posted in writing at least seven days prior to such meeting in order to facilitate an Association vote (as defined in Robert's Rules of Order) of not less than a two-thirds vote of those voting, a voting quorum being present.

ARTICLE III

DUTIES AND OBLIGATIONS OF ASSOCIATION MEMBERS

SEC. 1. - The duties and obligations of members are as follows:

- All members of this Association, regardless of classification, are required to reply to any communication(s) from the Commissioner or the Board of Directors promptly when requested.
- Members must have access to the Internet and are responsible for reviewing, updating personal information, accepting and/or declining games, as assigned by the Electronic Scheduling Program (if used by the Commissioner).
- All members shall pay all dues, assessments and fines imposed by the Board of Directors. Concerning fines, failure to pay any fine within seven days after final imposition (Either as the result of a Board decision or the appeals process) of such fine shall result in the member's suspension from the Association.
- A disciplined member who is in good standing may petition the Board for a hearing of any fine or charge levied against him and the hearing shall not be later than the next scheduled meeting after the reading/notification of the petition.
- No official shall either voluntarily or at the request of any coach, assist said coach in the selection of any officials for a forthcoming season. Any such assistance in selecting officials would place such official in a position of criticizing other members of this Association. Such criticism is always to be avoided.
- No member of this Association shall solicit employment, recommendations or assignments, either directly or indirectly, by any means whatsoever, including letters or personal communications with coaches, school officials, or other persons who may be charged with the recommendation of an official or the making of assignments of officials to games.
- Officials shall at all times maintain professional appearance, proper bearing and demeanor and shall be attired in a clean uniform as prescribed by the VHSL and shall be governed by the latest Board of Directors approved edition of the "SEFOA Football Officials Manual". The Board will provide guidance on appropriate wear of uniform adornments, tattoos, brands and jewelry in the "SEFOA Football Officials Manual".

- Officials (including clock operators) shall be punctual in arriving at game sites in accordance with procedures established for such games, which, unless otherwise modified by extenuating circumstances, shall be as follows:
 - Varsity Games: Be at the game site in acceptable attire (no tank tops, sleeveless shirts, shorts, flip flops, etc.), as directed by the Board of Directors, not less than 1-1/2 hours prior to game time.
 - J.V., Jr. J.V., and Middle School Games: Be at the game site no less than 45 minutes prior to the start of the game.
 - No cell phones are permitted on the field or in the press box unless authorized by the Board of Directors for extenuating circumstances.
 - Clock operators are to check in with the Referee upon arrival and be at the control board 30 minutes prior to the start of the game to ensure complete understanding of the operation of the clock.
- Members shall not be late arriving for a game. A fine of twenty dollars shall be imposed for each occurrence. For repeated offenses, the member will be relieved of further game assignments until such time as the Board may rule on further eligibility.
- All members are required to call the Referee of your assigned game no less than 48 hours in advance or as soon as notified of game to confirm your assignment if not, member may be removed from that game by the Commissioner. A fine or suspension may be imposed for repeated offenses.
- No official shall make a statement to coaches, school officials, members of the press, or radio talk shows, concerning any rulings or plays of a controversial nature at the end of any game. An explanation, short in duration and courteously rendered, shall always be given upon inquiry of the head coach upon ruling during such games or intermission thereof, but a prolonged discussion or argument shall not at any time be engaged in by the officials and coaches.
- Guidance concerning the use of social media by members of this Association is contained within the separate document entitled "SEFOA Board of Directors (BOD) Policy on Social Media Use."
- In the event there is any irregular, controversial, or unusual ruling or play situation likely to cause comment by school officials, coaches, or members of the press, the Referee of such game shall notify the Commissioner promptly; but in any event not later than twelve hours after the termination of such game, with an explanation of what occurred, and the ruling made and all inquiries or statements concerning same shall be issued by the Commissioner. The President shall be authorized to act when the Commissioner is unavailable.
- No member of this Association shall register with and/or officiate with another High School football officials Association without prior approval of the Board of Directors.
- Members may be absent from not more than two meetings of the Association and tardiness or lateness for meetings will count as an absence. For the third meeting date missed and each meeting date thereafter, the member shall be fined twenty dollars and relieved of further game assignments until such time as the Board may rule on further eligibility. The President shall investigate all absences and bring findings to the Board for action. The Board will determine standards for authorized absences, such as game assignment and publish in SEFOA Football Officials Manual.
- Any member failing to receive a grade of seventy (70) on the Federation examination shall be placed on probationary status for that year or until such time as a successful passing grade is achieved. Should a grade of less than seventy (70) be received two consecutive years, said official shall be suspended from game assignments that year and must re-apply for membership through routine channels as a new applicant per Article VI.
- All members must successfully complete the physical fitness requirements set by the Board of Directors.

ARTICLE IV

COMPLAINTS AND DISCIPLINE OF MEMBERS

SEC. 1. - Complaints against members of this Association shall be forwarded to the Commissioner or President. In order to protect the Association and the individual involved, all complaints will be held in the strictest of confidence.

SEC. 2. - Upon receipt of a formal complaint, the Commissioner shall notify the President and the Board of Directors. At the next general or special Board meeting the Board, during a closed session, with a quorum (As defined in Robert's Rules of Order) of not less than fifty percent thereof, shall deliberate the merits of the charge. If the charge is found to be groundless, the charge will be dismissed. If the charge warrants additional investigation a Board meeting with the individual involved will be scheduled.

SEC. 3. - At such a closed Board meeting, with a quorum (as defined in Robert's Rules of Order) of not less than fifty percent thereof, the Board shall: Read the complaint, hear arguments in defense and make their finding. If the Board determines that the charge is groundless the charge is dismissed. If the Board determines that the conduct represents an explicit or implicit breach of the Association's rules, then the Board is authorized to take appropriate action. Appropriate Board action includes but is not limited to: Expulsion from the Association, suspension from the rolls of active membership for a given period, imposition of a fine and/or the cancellation of all game assignments remaining for that year. Board deliberations concerning disciplinary matters will be held in strict confidence and confidentiality.

SEC. 4. - If a disciplined member of the Association wishes to challenge the finding of the Board they may, under By-Laws Article II, Section 4 request a special meeting of the Association to present their appeal. During the appeal proceeding each side is given the opportunity to present their arguments to the membership at large (A quorum of at least fifty percent of the total Regular members must be present). After all arguments have been presented, a vote will be taken by all Regular members present to either uphold or overturn the findings of the Board.

SEC. 5. - If the Board agrees that the performance and/or actions of any officer, Director or the Commissioner is negligent to the point requiring action or removal, the Board shall forward its recommendation to the Association whereupon the members of the Association shall determine such remedy as is necessary including disciplinary action(s) and/or removal. Such actions shall be at a special meeting of the Association, which shall be limited to the matter at hand. A minimum of fifteen (15) days' notice to all shall be required.

ARTICLE V

TRANSFER OFFICIAL ELIGIBILITY FOR CLASS AAA AND OTHER GAMES

SEC. 1. - A Transfer official, with varsity football officiating experience, who was a member of a VHSL football official's association, or one that is recognized by the VHSL, is eligible to officiate varsity football games. These Transfer officials must complete at least one year of SEFOA probationary training.

SEC. 2. – Transfer officials, as described in Sec. 1 of this Article, are eligible for post season game assignments at the discretion of the Commissioner.

SEC. 3. - A Transfer official without varsity football officiating experience will be assessed, during the officiating year, by the Training and Evaluation Committees who will give the Commissioner a recommendation on whether they should be considered a first, second or third year probationary official and that official may be used in any capacity as determined by the Commissioner.

ARTICLE VI

APPLICATION FOR MEMBERSHIP

SEC. 1. - New applicants shall be eighteen or older.

SEC. 2. - New Applicants will be steered to the SEFOA website where they will fill out an Interest Form, from this Interest Form the Recruiting Director and Training Director will compile their email addresses and send them Invitations to an Informational Meeting that will be conducted by the Recruiting Director. The Recruiting Director, after discussion with the Training Director and Commissioner, may decide not to hold an Informational Meeting any particular year. The Training Director will send all new Applicants an email with the Training Schedule and Training Syllabus for the year.

- Each new Applicant will fill out a Profile Sheet and turn it into the Training Director. The Training Director will make sure the Commissioner has access to these Profile Sheets.

- New Applicants, just as all SEFOA members, will sign a Release Form prior to the start of each season.

SEC. 3. - The Board may, from time to time, determine eligibility tests and entrance requirements for new applicants to this Association.

SEC. 4. - New applicants must score not less than seventy on the Federation examination of the year applied in.

SEC. 5. - New applicants, after meeting all requirements as set forth herein, will begin their 3 Year Probationary Status.

ARTICLE VII

MEMBERSHIP CLASSIFICATION

SEC. 1. - SEFOA membership classification can be broken down into three categories: Regular members, Probationary members and Honorary members.

SEC. 2. - Regular members have completed the following requirements:

- Completed general release application for membership.
- Passed all Probationary or Transfer membership requirements (As determined by the Board of Directors) and, upon completion, have been voted into regular membership.
- Are registered with the VHSL.
- Meet requirements in SEFOA Football Officials Manual and Articles III and IX.

SEC. 3. - Probationary members are those members that have met all requirements for new applicants and are in their First, Second or Third year of training or are transfer officials. Probationary members:

- Must complete general release application for membership.
- Are new officials in their First, Second or Third year of training or transfer officials who are required to attend all probationary meetings and shall not miss more than 2 scheduled training meetings per year. The Training Committee will approve all excused absences. Probationary members are required to call a member of the Training Committee 48 hours in advance of his/her absence. Unexcused absences will be forwarded to the Board of Directors through the Commissioner for resolution.
- Are registered with the VHSL.
- Can work Varsity Games based on the assessment and recommendations of the Training and Evaluation Committees and at the discretion of the Commissioner.

SEC. 4. - The Association shall maintain a standing Membership Committee that would be responsible for evaluating all Probationary and Transfer officials. There will be four members-at-large from the body of the Association. These at-large members must have a minimum of FIVE consecutive years as a Regular member in good standing in the Association. They will be selected by the Board of Directors for final approval.

SEC. 5. - The Membership Committee will work along with the Board of Directors and are responsible for determining the status of each Probationary/Transfer official on an annual basis. All Probationary members, who have completed three years of service, and all eligible Transfer officials shall be considered by the Membership Committee for Regular membership (this eliminates the need for an Association-wide election of Probationary/Transfer officials for Regular membership status). The Membership Committee will determine whether an individual will be promoted, held back, or dropped and will report their decisions to the Board of Directors for final approval. All Regular members of the Association may voice their opinions concerning an individual either through the Membership Committee or the Board of Directors. After the conclusion of the football season the Board of Directors will schedule a vote, at the first regularly

scheduled Board meeting of the new calendar year, on whether to accept the recommendations of the Membership Committee.

SEC. 6. - Probationary members may be eligible for post season game assignments at the discretion of the Commissioner based on evaluation of their performance during the officiating year and recommendations of the Training and Evaluation Committees.

SEC. 7. - Honorary Members are persons who have demonstrated an extraordinary interest in football officiating but who are not actually engaged in such and whose contribution to the sport is recognized by such classification, such names having been approved by the Board of Directors.

ARTICLE VIII

MEMBERSHIP STATUS

SEC. 1. - SEFOA membership status can be broken down into two categories: Active Members and Associate Members.

SEC. 2. - Active status is given to Probationary and Regular Association members who officiate on the field during the season.

SEC. 3. - Associate status is given to Association members who will not participate on the field during the season. Associate Members are required to register with the VHSL, however they may be assessed a reduced Association fee, as established by the Board of Directors. Associate members will be given longevity credit for years of officiating.

ARTICLE IX

MEMBERSHIP STANDING

SEC. 1. - SEFOA membership standing can be broken down into two categories: "In good standing" and "Not in good standing".

SEC. 2. - The importance of members maintaining "In good standing" status cannot be over emphasized as this gives insight into the ethical and upright character of the individual. To maintain "In good standing" status the member must:

- Be current with the payment of required dues and assessments.
- Pay, post final adjudication, all fines levied.
- Not be under suspension.
- Score a 70 or higher on the Federation test.
- Meet all attendance requirements established by the Board of Directors.
- Maintain satisfactory officiating assessments (For on the field and/or game clock work).
- Not continually fail to perform the duties and obligations of Association membership as outlined in Article III and SEFOA Football Officials Manual.

SEC. 3. - If a member is in jeopardy of losing their "In good standing" status they will be notified by the Commissioner or President. At the next board meeting, that member may meet with the Board to discuss their deficiencies and required corrective actions. The Board of Directors has final say in determining membership standing. The Commissioner will track completion of corrective actions as outlined by the Board and provide updates at future Board meetings.

SEC. 4. - The consequences of a member being "Not in good standing" are the restriction/loss of any and all rights and privileges normally bestowed upon a member of this Association.

ARTICLE X

DUES

SEC. 1. - Dues for membership in this Association are the combination of the VHSL fee and local Association dues. The Board of Directors shall establish Association dues. Dues are owed as of the beginning of the officiating season in August. Dues will be paid by withholding from the first payroll payment of the season in the fall. In the event an official does not have sufficient funds in their payroll account, the dues will be deducted from subsequent payrolls for the season. In the event an official does not have sufficient funds for the entire season, dues must be paid to the SEFOA on or before December 1 of the officiating season. If an official does not pay dues, no games will be assigned until dues are paid in full.

SEC. 2. - The Officiating year shall be August 1st thru July 31st.

SEC. 3. - Fees for new applicants shall be total Association dues and such assessments as determined by the Board of Directors. These fees will be paid pursuant to Section 1 of this Article.

SEC. 4. - Members shall be exempt from paying dues beginning their 31st year of "football officiating" with the SEFOA. Years with another recognized state association, combined with SEFOA years, will be accepted.

SEC. 5. - Members of the Board of Directors, including the appointed Treasurer and Secretary, shall be exempt from paying dues during their officiating year of service beginning in Calendar Year 2025.