

Bylaws

Michigan Wrestling Officials' Association

Article 1: Name

A. The name of this organization shall be designated and known as the **Michigan Wrestling Officials' Association** (herein referred to as **the MWOA**). The MWOA is an association approved by the Michigan High School Athletic Association (MHSAA).

In 2012, the MWOA was founded with the purpose of recruiting and developing outstanding officials. These officials would be trained to be competent and consistent in their understanding and application of the rules governing the sport of wrestling.

Article 2: Goals

A. MWOA goals include:

1. Improving the officiating skills of all members.
2. Building the quality of officiating of its members through informational and instructional meetings, which involve the membership in general discussions.
3. Gaining respect from peers, area coaches, and Athletic Directors.
4. Enrolling new members, either registered officials or individuals who would like to become officials.
5. Recruiting new members through the MHSAA student Legacy program.
6. Keeping the association in the highest standing with the M.H.S.A.A., and maintaining the status as an approved association.
7. Applying uniformly all rules and regulations of the M.H.S.A.A. and National Federation of State High School Associations (NFHS).

Article 3: Membership

A. All Active Members will:

1. Be registered according to the M.H.S.A.A. guidelines.
2. Be entitled to vote on association business and hold office.
3. Be entitled to vote on matters pertaining to the association.
4. Pay yearly dues as established by the association officers, and if change is necessary, the membership will determine said change through voting.
5. Attend over half of the meetings/or events required by the MWOA.

B. Qualifications for Membership in Good Standing - A member shall:

1. Abide by all decisions rendered by the association.
2. Engage in setting the policy of the association.
3. Follow the rules of conduct for officials outlined in the MHSAA Officials Guidebook.
4. Maintain professionalism in all matters involving the MWOA.
5. Work to improve their officiating skills and rules knowledge.
6. Pay dues as required.
7. Attend one more than half of the number of meetings and events.

C. New Members

Will be granted "Member in Good Standing" status unless the member violates one of the conditions set forth to be a member in good standing or is suspended by another high school wrestling association.

Article 4: Organizational Structure

The association will consist of the general membership, assignors, and trainers as well as an executive board which consists of a President, Vice President, and Secretary / Treasurer.

Article 5: Duties and Responsibilities of Officers

A. The President shall:

1. Be the association's representative at all meetings involving Athletic Directors, School Administrators, the Michigan High School Athletic Association (MHSAA) and the National Federation of High School Associations (NFHS).
2. Schedule and chair association meetings.

B. The Vice-President shall:

1. Prepare, in conjunction with the president, an agenda outlining topics to be discussed prior to each association meeting.
2. Make available the agenda to the general membership prior to the scheduled association meeting.
3. Lead discussions during the meeting.
4. Perform the above mentioned duties of the president when the president is absent or when delegated by the president.
5. Keep meetings on task in accordance with scheduled agenda items.

C. The Secretary / Treasurer shall:

1. Record member attendance at all association meetings.
2. Record and distribute minutes outlining all decisions made by the membership during all association meetings, past and present.
3. Maintain names, addresses, e-mail addresses and current phone numbers of the membership.

4. Prepare and deliver a financial report to the association members twice a year, once at the beginning of the season and once at the end. This report shall be made available to all members via the MWOA website.
5. Collect dues.
6. Pay all approved expenditures of the association.
7. Approve, with the acknowledgement of association officers, all expenditures under \$100.00. Expenditures over this amount shall be approved by the general membership.

Article 6: Resignation

Any member who asks to resign their membership from the MWOA will be granted immediate release.

Article 7: Disciplinary Action

A. Any member shall be subject to disciplinary action if that member:

1. Violates the *Code of Conduct for Officials* as set forth in the MHSAA official's guidebook.
2. Fails to pay or defaults upon their dues.
3. Fails to attend the required number of association meetings.
4. Acts unprofessionally while under contract, in cases such as, but not limited to:
 - a. Refusing to work exhibition or JV matches at assigned contests.
 - b. Leaving early or arriving late to a contest.
 - c. Refusing to work or delaying the scheduled contest while attempting to re-negotiate a contract.

B. Disciplinary Action will be progressive in nature and can result in suspension and/or dismissal from the association and forfeiture of assigned contests.

C. The executive officers will be responsible for deciding upon the appropriate disciplinary action by a majority vote.

Article 8: Suspension + Dismissal

A. Any member who fails to meet the requirements of the association, including but not limited to default of dues or failure to meet the requirements of "Member in Good Standing" may be subject to suspension and/or dismissal.

B. A member who violates the MHSAA *Code of Conduct for Officials* shall be considered for suspension and/or dismissal from the MWOA.

C. An official who fails to fulfill the obligation of a contract may be subject to suspension and/or membership revocation from the MWOA.

D. Any member who is deemed to repeatedly conduct themselves in an unprofessional manner or become unnecessarily disruptive or act in an egregiously argumentative manner at any MWOA meeting, that individual may be subject to censure and/or denied further membership. Continued membership will be contingent upon a majority vote of MWOA members.

E. Reinstatement shall be considered after the individual remedies the cause for any suspension.

F. Suspensions and dismissals from the MWOA will be voted on by all members present at the meeting of the discussed suspension and/or dismissal. A decision will be reached by a majority vote.

G. Reinstatement

1. Procedure for Reinstatement

- a. Letter to President asking for reinstatement after suspension time has ended
- b. Vote by executive board to determine when member can present his/her case at meeting
- c. Actual presentation of disciplined member to association membership
- d. Membership vote by ballot; majority vote may allow member back into the MWOA

2. Conditions of Reinstatement

- a. Member will be placed on probation for AT LEAST one year (length determined by the executive board)
- b. Member will not become a member in good standing until after a year of meeting the requirements set forth to become a member in good standing.
- c. Rectify the wrongdoing for which the member was originally suspended, if possible. This process must occur prior to assuming "Member in Good Standing" status. The Executive board will assist in this matter.

H. Any official who is under current or past suspension/revocation from any other association shall be required to submit to a vote of the MWOA membership for re-admittance.

Article 9: Elections

A. Candidates for office are nominated for a two (2) year term and voted on by the general membership at the February association meeting in every even numbered calendar year.

B. Individuals shall hold only one position as an officer during their term.

C. Voting shall be conducted by secret ballot, and this vote shall be determined by a majority.

D. Special elections may be held when necessary and brought to the members for a majority vote.

E. During the elected officer's term, the general membership can, at any time, vote the officer out. It requires a 2/3 vote of the membership to relieve an existing officer from his/her current position. Nominations for the vacant, executive office will be then be accepted from the general membership and voting will be conducted to fill the position.

Article 10: Meetings

- A. There will normally be five meetings between the months of October and March.
- B. The meeting dates will be determined by the president and e-mailed to members in September. Meetings shall be subject to change if a majority of members have a conflict due to a wrestling schedule. A new date shall be voted on by all members present at the meeting.
- C. In addition to five general meetings, there shall be, at least one instructional meeting and one official's mechanics, classroom, discussion seminar.
- D. Veteran officials will aid in the development of new officials through observation, teaching, and modeling professional behaviors. (See Legacy Program)

Article 11: Amendment of Bylaws

- A. Adoption, Amendment, and Repeal: The members of the association may amend or repeal the by-laws or adopt new by-laws provided that the by-laws, as amended or adopted, are not inconsistent with the articles of association or with the law. Any by-laws adopted by the members may not be altered or repealed by the officers. These by-laws have been adopted as the by-laws of the association by a validly and separately convened meeting of the board of directors and the members.
- B. Inspection of Records by Members: All books, records, and lists of members of the association shall be open to inspection and examination upon reasonable request for all proper purposes by any member of the association.
- C. Compensation: The compensation of all officers of the association shall be fixed by the executive board. No officer shall be ineligible to receive compensation simply because he or she is also a member of the association.
- D. Quorum: A quorum at any meeting shall exist when 51% of the "members in good standing" are present.

Article 12: Acquiring Varsity Status

- A. Varsity Official
 - a. Definition: An individual who may officiate all varsity and sub-varsity matches.
 - b. Acquisition of status:
 - i. Officiate sub-varsity matches and meets
 - ii. Attend at least one MHSAA training session

- iii. Earn a varsity rating from the MWOA evaluator (required by MHSAA)
- iv. Be a member in good standing

B. Sub-Varsity Official

a. Definition: An individual who may officiate sub-varsity matches only which include Middle School and Junior Varsity matches and meets.

C. Any official who is considered a varsity official from another association, may or may not gain similar status within the MWOA, depending upon an executive board ruling.

Article 13: Contracts and Membership Responsibilities:

A. The MWOA will determine which web service to use for electronic scheduling. Any fees incurred for these services shall be reimbursed by the MWOA.

B. All contracts will be assigned electronically by the assignor. These contracts are legal and binding and replace any written contracts issued by leagues or individual schools. No contracts shall be reassigned unless approved by the assignor.

C. Members shall honor all accepted contracts.

D. Members shall contact the athletic director(s) of assigned schools by e-mail no sooner, or no later, than 48 hours prior to the accepted contest. The e-mail must advise the athletic director(s) of the official's intent to work the accepted contest. He/she is to include contact information, time of anticipated arrival, and any other pertinent information to promote effective communication.

E. Members shall copy the assignor on the e-mail sent to athletic director(s).

F. All members of MWOA shall have an e-mail address on file with the MWOA. Membership shall use this e-mail address when communicating with assignor, board members, athletic directors and other officials for the purpose of communicating with the MWOA.

G. All members shall use the chosen web site by MWOA to accept, decline and communicate with athletic directors about the status or contractual obligations.

H. Members shall keep "open" and or "closed" dates electronically up-dated through the website. This shall be done on a regular basis during the wrestling season.

I. Members shall accept electronically all assigned contracts within 7 calendars days of the assignment, or the contract may be reassigned to another official.

J. Penalties for failing to meet membership's responsibilities include:

1. Failing to keep calendar updated. 1st offense written, e-mail warning by assignor; 2nd offense, forfeiture of next accepted contest; 3rd offense, forfeiture of the next three accepted contests; 4th offense, forfeiture of remaining accepted contests.
2. Failing to notify Athletic Directors no sooner or no later, than 48 hours prior to scheduled event: 1st offense written: e-mail warning by assignor. 2nd offense: forfeiture of next accepted contest. 3rd offense: forfeiture of the next three accepted contests. 4th offense: forfeiture of remaining accepted contests.
3. Failure to honor accepted contract: Forfeiture of next accepted contest. 2nd offense: forfeiture of all remaining accepted dates.
4. The MWOA President, after consulting with his executive board, has the discretion to review and deviate from the above schedule on a case by case basis. The president's decision is binding and final.