

**Constitution and By-Laws of Eastern Massachusetts Soccer Officials Association Incorporated
as of January 22, 2017**

**CONSTITUTION
&
BY LAWS
EASTERN MASSACHUSETTS
SOCCER
OFFICIALS ASSOCIATION, INCORPORATED**

www.emsoa.org

Revised January 22, 2017

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ARTICLE I: ORGANIZATION, NAME, PURPOSE AND APPLICATION

Section I: Name and Purpose

- A. The name of this organization is the Eastern Massachusetts Soccer Officials' Association Incorporated, hereafter referred to as the EMSOA.
- B. The purpose of the organization is:
 - 1. To promote, develop and improve, in general, the game of soccer.
 - 2. To collaborate with Massachusetts Interscholastic Soccer Officials Association (MISOA), other soccer associations, coaches, officials, etc. for the advancement of the game of soccer.
 - 3. To promote the uniform interpretation and administration of the rules of soccer by all officials.
 - 4. To provide trained and capable officials to referee soccer matches at Massachusetts Interscholastic Athletic Association (MIAA) member schools.

Section II: Location

- A. The principal office of the EMSOA in the Commonwealth of Massachusetts shall initially be located at the place set forth in the Articles of Organization. The directors may change the location of the principal office in the Commonwealth of Massachusetts effective upon filing a certificate with the Secretary of the Commonwealth.

Section III: Corporation Seal

- A. The directors, hereafter referred to as the Board of Directors, may adopt and alter the seal of the Corporation.

Section IV: Fiscal Year

- A. The fiscal year of the Corporation shall, unless otherwise decided by the Board of Directors, end on December 31 in each year.

ARTICLE II: MEMBERSHIP

Section I: Regular Membership and Dues

- A. Regular membership is open to anyone 18 years of age as of September 1st of the year for which membership is sought. All new applicants for membership, excepting those seeking membership under Paragraphs H, I, and J (following) will be required to attend a 12 hour course of instruction (over a period of not less than three days), take and pass a written examination (passing grade of 80%), and participate in a field trial, as available. The Judiciary Committee must approve all elements of these requirements.
- B. Dues for the next fiscal year shall be payable annually on or before December 1st of the current year; this insures membership for the following season. If dues are NOT paid by January 1st, a penalty fee of \$20.00 will be assessed over and above the regular dues. If dues are NOT paid by March 1st OF THE FOLLOWING YEAR, THEN EXPULSION WILL BE RECOMMENDED.

Dues shall be as follows:

- | | |
|--------------------------------|-----------------------------|
| 1. Active Membership: | Varsity Fee |
| 2. Inactive Membership: | Half of a Varsity Fee |
| 3. Executive Board Member: | Exempt |
| 4. Life Membership (active): | One-fourth of a Varsity Fee |
| 5. Life Membership (inactive): | Exempt |
| 6. Life Membership (retired): | Exempt |

- C. By acceptance of membership in the EMSOA, the individual pledges to be bound by the Association's Code of Ethics and rulings. Further, members agree that any violation of said rulings subjects them to suspension or expulsion from the Association.
- D. No persons will be allowed a testing date other than one set by the Judiciary Committee in conjunction with the local chapters.
- E. Members will be certified to the Massachusetts Interscholastic Athletic Association (MIAA) and the League Commissioners as qualified to officiate MIAA soccer games in accordance with the rules.
- F. Members may only officiate a game under MIAA jurisdiction with another official who is a MIAA affiliated board member. If the member is uncertain about the status of the other official, a reasonable effort should be made to determine the other official's status.

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- G. An official requesting transfer from a recognized local (MISOA) board must provide a letter of membership in good standing, which includes the type and number of years of experience. Transfers are subject to the review of the Executive Board. The candidate must pay all applicable dues.
- H. An official requesting transfer from an out of state Board must provide a letter of membership in good standing which includes the type and number of years of experience. The official must also qualify him/herself on rules specific to the MIAA with the EMSOA or Chapter interpreters. Transfers are subject to review and approval of the Executive Board. The candidate must pay all applicable dues.
- I. An official seeking membership who can show evidence from a legitimate (non-high school) soccer association of advanced membership (e.g. NISOA or USSF 7 or 6 or higher) may attain membership by attending a minimum 3 hour course of study and passing a written examination (passing grade of 80%) and participate in a field trial, as available. The focus of the course will be MIAA rules and the dual system. The candidate must pay all applicable dues and testing fees. All of the above requirements must be met by the last day of August. All clinics will be approved by the Judiciary Committee and announced in advance.

Section II: Categories of Members

- A. Active Membership in this association is defined under Article II Section I Part A.
- B. Inactive Membership is open to any Active Member in good standing who requests such status in writing to the Executive Board prior to August 15. Half of the dues will be re-funded for inactive members who paid full dues. An inactive member may not accept any game assignment during the year he/she is inactive. Anyone who has been an inactive member for more than two (2) years and wishes to return to being an active member must be re-tested in a manner approved by the Judiciary Committee.
- C. Life Membership is granted to active members in recognition of service to EMSOA. Active Life Members must attend the Rules Interpretation meetings, will have full voting rights and will have the right to officiate games. Inactive Life Members will have full voting rights but not the right to officiate games. Retired Life Member will have the right to attend meetings, but do not have the right to vote nor officiate games.

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1. Honorary Life Members: Life membership may be granted to active members with 20 years of service in good standing who are recognized by the Executive Board for outstanding service to the EMSOA organization as a volunteer or as elected officer and have acted in the best interest of soccer.
2. 25 Years of Service Life Membership: shall be granted to members with 25 years of service as active members of EMSOA in good standing for 25 year. The Executive Board shall bring the achievement of Life Membership to the attention of the full EMSOA membership.

Section III: Qualifications, Rules and Terms for Suspension or Expulsion from the Association.

A. Failure to pay dues.

1. Members will receive notice of non-payment of annual dues after December 1st of each season. A second notice will be sent after the following February 1st. Failure to respond, in writing, will result in termination of membership and does not require further notice.

B. Failure to attend Mandatory Interpretation Meeting and/or regular Chapter Meetings.

C. Willful and deliberate breach of articles listed in the EMSOA Code of Ethics.

D. Notification

1. Any member proposed for expulsion will receive advance written notice stating reason for the proposed expulsion (except for failure to pay dues, III.A.1). Said member will have an opportunity to contest the proposed expulsion in writing or in person, to the Appeals Committee. If the expulsion is appealed, a final written notice of the Committee's decision will be sent to the said member.

ARTICLE III: ORGANIZATIONAL STRUCTURE

Section I: Officers

- A. The officers shall consist of a PRESIDENT, VICE-PRESIDENT, SECRETARY/TREASURER, INTERPRETER and DIRECTORS OF ASSESSMENT, and shall be elected by the delegates at the Annual Meeting.

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- B. Officer's duties shall be those usually appertained to the respective office.
- C. Only active members in good standing are eligible to hold office.
- D. Any vacancy of an office elected by the Annual Business Meeting which occurs during the year may be filled by the President until the next meeting of the Executive Board. At the next Executive Board meeting, the Board shall fill the position until the next Annual Business Meeting. The Annual Business Meeting shall fill the position for the remainder of the term of office.
- E. The PRESIDENT, VICE-PRESIDENT, and INTERPRETER will serve a two (2) year term. The SECRETARY/TREASURER and DIRECTORS OF ASSESSMENT will serve a three (3) year term. Terms of office shall begin at the conclusion of the Annual Business Meeting.
- F. The SECRETARY/TREASURER shall be paid for his/her services each year. The amount of payment may be changed from time to time as recommended by the Executive Board and voted by the delegates at the Annual Business Meeting.
- G. The INTERPRETER shall be paid an annual stipend for services rendered. The amount of payment may be changed from time to time as recommended by the Executive Board and voted by the delegates at the Annual Business Meeting.
- H. There will be a DIRECTOR OF ASSESSMENT in each local chapter (North, South, West and Other) who shall be selected from résumés submitted to Chapter Presidents and passed on to the Executive Board for recommendation to the Annual Business Meeting. A stipend will be paid for administration as approved by the Executive Board. It should be understood that assessments will not necessarily be done by the Director of Assessment for that Chapter but could be conducted by EMSOA members appointed by the Director of Assessment. The person that conducts the assessment would be paid for the assessment per the fee approved by the Executive Board.

Section II: Board of Directors

- A. The Board of Directors shall consist of the PRESIDENT, VICE-PRESIDENT, SECRETARY/TREASURER, and the Chapter President of any affiliated local chapter.
- B. The Board of Directors shall at least once per year and more often as necessary. A quorum shall consist of a simple majority.

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- C. An EMSOA member may hold only one position on the Board of Directors
- D. The Board of Directors shall appoint the Parliamentarian to serve for a period stated by the Board of Directors.
- E. Any vacancy of a position filled by the Board of Directors may be filled by the President until the next Meeting of the Board of Directors.

Section III: The Executive Board

- A. The Executive Board shall consist of the members of the Board of Directors, the EMSOA Interpreter, the Directors of Assessment, the members of the Appeals Committee, the members of the Judiciary Committee, Chapter representatives (one representative/chapter who may also hold another chapter position), the members of the Financial Oversight and Audit Committee and the Parliamentarian.
- B. The Executive Board shall transact all routine business of the EMSOA and shall have the power, authority and responsibility to enforce these Bylaws.
- C. The Executive Board may fine, suspend, sanction and/or expel any member for failing to fulfill his/her obligations as a member of the EMSOA. Appeal of such disciplinary action may be made to the Appeals Committee in accordance with these Bylaws.
- D. The Executive Board will meet as necessary, but not less than twice per year. A quorum shall consist of a simple majority.
- E. The Executive Board may hold a virtual meeting by electronic medium as needed. A quorum, consisting of a simple majority, must participate in the virtual meeting.
- F. The Secretary/Treasurer will provide minutes of the meeting to all Executive Board members not later than the next scheduled Executive Board meeting.
- G. The Executive Board will appoint one of its members to be a representative to MISOA for a two year term.
- H. An EMSOA member may hold a maximum of two positions on the Executive Board. A person holding two positions receives only one vote on the Executive Board.

Section IV: Chapters

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- A. The EMSOA may elect to charter smaller organizational groups, referred to as Chapters.
- B. Chapters may be chartered when there is a common purpose deemed by the Executive Board of the EMSOA to be of benefit to the EMSOA and its members (i.e., regional or geographical areas; or a category such as Tournament Officials, etc.).
- C. Each Chapter will elect a Chapter President, who will also become a voting member of the EMSOA Board of Directors. The length of the term of the Chapter President will be the same as the length of the term of the EMSOA President and Vice-President. Each Chapter will elect a Chapter Interpreter who will coordinate with the Interpreter of the EMSOA. The length of the term of the Chapter Interpreter will be the same as the length of the term of the EMSOA Interpreter.
- D. Chapters shall schedule membership meetings in cooperation and conjunction with the Executive Board.
- E. A budget item is appropriated annually by the Executive Board to each chapter for the express purpose of funding instructional clinics at Chapter regular Season Meetings. The amount to be expended annually, by each Chapter with the express approval of the Chapter President. Funds may be used to fund training materials and to provide honoraria to Clinicians. The Clinicians must be approved by the Chapter President, the Chapter Interpreter, and the EMSOA Interpreter. Other Chapter expenses must be approved by the Executive Board.

Section V: Committees

- A. The following standing committees shall be appointed by the PRESIDENT:
 - 1. Judiciary Committee: Members shall be appointed to a two year term. Each chapter must be represented. The Judiciary Committee will have five (5) members. Where possible, the two year terms shall be staggered.
 - 2. Finance Oversight and Audit Committee: Members shall be appointed by the President to a two year term. The Finance Oversight and Audit Committee shall have three (3) members. The two year terms shall be staggered.
 - 3. Special Committees - as needed.

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4. Appeals Committee - Comprised of three (3) past Presidents; Chairperson to be elected from within the committee.

B. The duties of the Judiciary Committee shall be as follows:

1. To prepare and administer the annual examination and to decide on the eligibility of all candidates for membership.
2. To consider any and all complaints of any member if the complaint is made in writing and make recommendations to the Executive Board.
3. To take attendance at meetings and to make recommendations for disciplinary action when appropriate to the Executive Board.

C. The duties of the Appeals Committee shall be as follows:

1. To consider appeals of members who have been disciplined by the Executive Board within 14 days of receipt thereof.
2. To render a written decision within 14 days of consideration, and notify both the appellant and the Executive Board of said decision in writing.
3. To keep and maintain records of appeals acted upon and dispositions rendered.

D. The duties of the Finance Oversight and Audit Committee will be as follows.

1. To provide a review of Treasurer's Reports, monthly Bank statements, and Expenditures.
2. To conduct an audit at the request of the Executive Board.

Section VI: Meetings

- A. All members are invited and encouraged to attend the Annual Business Meeting on a date and place called by the PRESIDENT after the conclusion of the regular season.
- B. The Annual Business Meeting is composed of delegates which will consist of 9 representatives from each Chapter in addition to the members of the Executive Board. These members will meet annually with the authority to conduct the business of the EMSOA.
- C. Every active member is **REQUIRED TO ATTEND THREE (3) MEETINGS** each year as follows.

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1. All members ARE REQUIRED to attend a mandatory Rules Interpretation Meeting held at various dates and locations at the beginning of the high school soccer season.
 - a. An active member may be excused from attending the Rule Interpretation Meeting if the member provides a written explanation to the Secretary/ Treasurer explaining why the member is unable to attend any of the sessions. The excuse must be received not later than 10 days after the last session of the Rules Interpretation Meeting. The excused member must certify in writing that he/she has read all educational materials posted on the EMSOA web site related to NFHS and MIAA rules and the review of current procedures and points of emphasis for the upcoming season.
 - b. An active member who does not attend the Rules Interpretation Meeting and has not been excused will be required to pay a fine of one varsity fee plus read all educational materials posted on the EMSOA web site related to NFHS and MIAA rules and the review of current procedures and points of emphasis for the upcoming season. The Secretary/Treasurer will send a written notice of these requirements to the unexcused members not sooner than 10 days and not later than 15 day after the last session of the Rules Interpretation Meeting.
 - c. If the unexcused member has not paid the fine and stated that he/she has read the material by 25 days after the last session of the Rules Interpretation Meeting. The Secretary/Treasurer will inform all EMSOA assignors that the member is in violation of the Bylaws, should not be assigned to postseason games and may be subject to removal from membership.
 - d. If the unexcused member has not paid the fine and stated that he/she has read the material by 35 days after the last session of the Rules Interpretation Meeting. The Secretary/Treasurer shall recommend to the Executive Board at its next meeting, that the member be removed from membership. If the Executive Board does remove the member from membership, the Secretary/Treasurer will promptly inform him/her that he/she is no long a member.
 - e. The former member may petition the Appeals Committee to be re-instated due to such reasons as the former member provides to the Appeals Committee. If the Appeals Committee grants the appeal and the former member pays the fine, the Appeals Committee will recommend

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to the Executive Board that the former member be re-instated to membership.

- f. Members will be allowed to be excused from the Rules Interpretation Meeting for three (3) years in any five (5) year period. After the third excused absence in a five year period, the Secretary/ Treasurer will provide in writing a notice that the member cannot be excused again within the five year period unless granted a waiver by the Executive Board.
 2. There shall be two Chapter meetings each year, in addition to the Annual Interpretation Meeting.
 3. All Active Members are required to attend one Chapter Meeting each year unless the member has provided the written request prior to the Chapter Meetings to the Secretary/Treasurer to be excused for a reasonable cause. Failure to attend at least one Chapter Meeting each year may result in such penalties as the Executive Board may determine to be appropriate. Removal from membership will be an appropriate penalty
- D. An Active Member NOT ATTENDING the REQUIRED MEETINGS may be EXPELLED. Members who request to seek excuses from attending the mandatory Interpretation Meeting will be limited to a total of three (3) excused absences. Any requests beyond the three (3) absences limit will result in the member being REQUIRED to attend a regularly scheduled Chapter Rules Clinic in order to officiate that season.
- E. Special business meetings may be called by the PRESIDENT or upon written request of five (5) Active Members. Upon being called, the Secretary/Treasurer will inform all members of the Executive Board and all delegates of the time and location of the meeting. The special business meeting will be held not sooner than 7 calendar days after the announcement by the Secretary/Treasurer and not later than 45 calendar days after the announcement.
- F. Any member wishing to be excused from attending the required interpretation or chapter meetings shall send a written request to the Secretary/Treasurer including reasons for the request. The Executive Board will determine whether or not to excuse the member from attending.
- G. A quorum for a business meeting shall consist of twenty-five percent (25%) of the delegates.
- H. Chapter meetings will not be held on any religious or legal holiday.

Section VII: Order of Business

- A. The agenda for the Annual Meeting shall be as follows:
1. Reading of the Minutes
 2. Election of Officers; (if an election year)
 3. EMSOA Interpreter's Report
 4. Report of the Treasurer
 5. Committee reports
 6. Communications
 7. Unfinished Business
 8. New Business
 9. Adjournment

Section VIII: Rules of Order

- A. Robert's Rules of Order shall be the authority for matters not covered in these Bylaws.

Section IX: Assessment

- A. The purpose of the EMSOA Assessment Program is to improve and upgrade the quality of officiating in our association by:
1. Assisting the new official to learn the mechanics of officiating;
 2. Identifying potential varsity officials;
 3. Upgrading experienced varsity officials.
- B. Assessments for members should be available upon request to the DIRECTORS OF ASSESSMENT. The request may be made by contacting the DIRECTORS OF ASSESSMENT in writing. Officials should request assessment in this manner PRIOR to becoming a varsity official.
- C. The Assessment Program will consist of three (3) phases:
1. All new officials will work at least one (1) Junior Varsity game with a designated assessor/official who will give verbal feedback to the new official regarding signals, mechanics, positioning, game control, and

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selection of calls. A written assessment will be sent to the DIRECTORS OF ASSESSMENT who will send a copy to the observed official.

2. Assessments will be available to all Varsity officials, upon written request to the DIRECTORS OF ASSESSMENT, to assist an official to improve performance.
- D. Commissioners and the Executive Board may request the DIRECTORS OF ASSESSMENT to assess an official to improve his/her skills. Any official so designated will be notified by the DIRECTORS OF ASSESSMENT. The official will choose the game to be assessed.
- E. Funding for the program will essentially be from the EMSOA as a service to its members, but may be partially borne by the individuals being assessed.

Section X: Suspensions and Expulsions

- A. Any member who fails to pay dues by March 1st may be expelled from the EMSOA upon due notice.
- B. Members who fail to attend aforementioned prescribed meetings during the season will be subject to expulsion from the EMSOA.
- C. The Executive Board shall have the power to censure, suspend, or expel any member found guilty of misconduct. Any member so dealt with shall have the right to appeal such decisions to the Appeals Committee.
- D. Expelled or suspended members may exercise the appeal process upon receipt of such action within three (3) months and ONLY in writing.
- E. Members who have been expelled and failed the appeal process may be reinstated ONLY by taking the annual examination and paying back dues and penalties.
- F. Members who resign from the EMSOA shall have the right to be considered for readmission upon the following conditions:
 1. Obtain prior approval by the Judiciary Committee.
 2. Payment of the current year's dues.
 3. Applications for readmission may be subject to successful completion of the annual examination at the discretion of the Executive Board.

Section XI: Amendments

- A. Amendment(s) of these Bylaws may be proposed by any active member in good standing.
- B. Proposed amendment(s) shall be submitted to the EMSOA Secretary/Treasurer, in writing, not later than July 15th each year. The proposed amendment with the Executive Board's recommendation(s) will be mailed to the delegates at least fourteen (14) days prior to the Annual Business Meeting, and shall be decided by the delegates at the Annual Business Meeting.
- C. To be approved a proposed amendment must obtain a two-thirds (2/3) vote of delegates present and voting.

ARTICLE IV: CODE OF ETHICS

Section I: The Code

A. An official shall:

- 1. Exhibit conduct that brings credit to the EMSOA, on and off the field of play.
- 2. Honor his/her obligations to the EMSOA, attend meetings, and strive to become more knowledgeable of soccer rules, interpretation, and application on the field of play, and the use of proper field mechanics.
- 3. Maintain the personal appearance and physical fitness required to properly carry out the duties of a soccer referee.
- 4. Not accept any assignment which may lead to a conflict of interest, real or apparent;
- 5. Honor any and all assignments accepted.
- 6. Demonstrate the honor and dignity of the avocation in all personal conduct and relations with the student-athletes, coaches, athletic directors, school administrators, colleagues, and the public; and refrain from acting or speaking in a manner considered profane, offensive, or demeaning to any individual regarding her/his race, ethnic origin, economic status, educational background, gender, sexual orientation or religion.

7. Make game decisions without personal bias and in a manner that ensures player safety and conformance with accepted rules as designated by the MIAA.
8. Not act in any way that is detrimental to the organization, including but not limited to:
 - any and all breach of conduct unbecoming a trusted soccer official;
 - any breach of conduct governed by civil and/or criminal statutes
 - and any other breach of conduct as determined by the findings of the Judiciary Committee;
9. Bear a great responsibility for engendering public confidence in sports.
10. Be free of obligation to any interest other than the impartial and fair judging of interscholastic soccer competitions.
11. Hold and maintain the basic tenets of officiating, which include history, integrity, neutrality, respect, sensitivity, professionalism, discretion and tactfulness.
12. Be punctual and professional in the fulfillment of all game assignments.
13. Work with each other and their state association in a constructive and cooperative manner.
14. Resist every temptation and outside pressure to use one's position as an official to benefit oneself.
15. Never participate in any form of illegal gambling on a sports contest, never gamble on any sporting event in which they have either a direct or indirect involvement, and never gamble on events involving high school athletics.
16. Not make false or misleading statements regarding their qualifications, rating, credentials, experience, training or competence.

17. Accept responsibility for all actions taken.
 18. Take reasonable steps to educate themselves in the recognition of emergency conditions that might arise during the course of competition.
 19. While enforcing the rules of play, remain aware of the inherent risk of injury that competition poses to student-athletes. They shall take appropriate action when finding conditions or situations that appear to be unreasonably dangerous.
- B. Penalties for any ethics violations may include warnings, fines, probation, suspension or even immediate termination. Such penalties will be recommended by the Judiciary Committee to the Executive Board upon completion of a hearing allowing for due process. The Executive Board will determine whether penalties will be imposed.

Section II: Uniforms

- A. The official uniform for EMSOA referees shall be set forth by the EMSOA Executive Board and identified in the Policy document.
- B. In the dual system of officiating, both officials must be dressed in similar uniforms.
- C. Current EMSOA membership badge must be worn centered on the left breast pocket.

Section III: Suggested Ethics for Schools regarding Game Assignments

- A. All EMSOA officials given less than one (1) school day notice of a regularly scheduled game cancellation should receive the FULL game fee for that contest from the school.

Section IV: Exceptions

- A. Inclement Weather - All EMSOA officials assigned to a regularly scheduled game should contact the HOME SCHOOL, DIRECTLY,

at least TWO (2) HOURS prior to the scheduled starting time in order to determine the game status.

- B. Unusual Circumstances - such as strikes, work stoppages, fire, unplayable field conditions due to weather, etc. are to be considered on an individual basis with the prudent use of common sense and practicality.

ARTICLE V: MISCELLANEOUS

Section I: Execution of Papers

- A. Except as the Executive Board may generally, or in particular cases, authorize the execution thereof in some other manner, all deeds, leases, transfers, contracts, bonds, notes, checks, drafts, and other obligations made, accepted or endorsed by the organization shall be signed by the PRESIDENT, VICE-PRESIDENT, or SECRETARY/TREASURER. Any financial obligation over \$1,000 requires the signature of two of the three specified officers.

Section II: Personal Liability

- A. The members, Directors, and Officers of the Association shall not be personally liable for any debt, liability or obligation of the organization. All persons, corporations or other entities extending credit to, contracting with, or having any claim against the Association may look only to the funds and property of the Association for payment of any such contract or claim, or for the payment of any debt, damages, judgment or decree, or of any money that may otherwise become due or payable to them from the Association, and each of the members hereby waives and agrees not to assert any and all claims against the Association for any injuries or harm which they suffer or incur as a result of or in connection with their membership in the Association.
- B. Any Officer or Director shall have no personal liability to the Association or to its members for monetary damages for breach of fiduciary duty as an Officer or Director notwithstanding any provision of law imposing such liability. This provision shall not, however, eliminate or limit the liability of an Officer or Director:
 - 1. For any breach of the Officer's or Director's duty of loyalty to the Association or its members.

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2. For acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of the law.
 3. For any transaction from which the Officer or Director derived an improper personal benefit.
- C. This provision shall not eliminate the liability of an Officer or Director for any act or omission occurring prior to the effective date of these Bylaws. No amendment or repeal of this provision shall apply to or have any effect on the liability or alleged liability of any Officer or Director of the Association for or with respect to any acts or omissions of such Officer or Director occurring prior to such amendment or repeal.