

**BYLAWS
OF
GREATER KANSAS CITY BOARD OF VOLLEYBALL OFFICIALS
OF THE
PROFESSIONAL VOLLEYBALL OFFICIALS ASSOCIATION**

Adopted August 3, 2014

Revised:

August 6, 2016,

August 12, 2018,

August 15, 2019

April 21, 2020

September 22, 2020

ARTICLE I. NAME, OFFICES, AND RECORDS

Section 1 Name

The name of this organization shall be The Greater Kansas City Board of Volleyball Officials (Board). The Board, encompassing the greater Kansas City area under the Professional Association of Volleyball Officials (PAVO) Operating Code (Code). The Code, as presently constituted, shall be construed to be an integral part of these Bylaws. In the event of any conflict between the provisions of the Code and these Bylaws, the Code shall take precedence. In the event of amendments to the Code by PAVO these Bylaws shall adopt the amendments.

Section 2 Principal Office

The principal office and location of the Board shall reside with the current chair.

Section 3 Records

The Board shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of the members, officers and each committee having any of the authority of the board.

ARTICLE II. OUR MISSION PURPOSE, AND FOCUS

Section 1 Our Mission

The Board is dedicated to improving the quality of volleyball officiating for all rules codes and skill levels. The Board strives to increase the number of competent officials through education, training, and mentoring and promotes involvement in the governing bodies of other volleyball officiating groups.

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Section 2 Purpose

The purpose for which the Board is organized is to promote quality volleyball officiating by:

- a. Providing standardized training/evaluation for volleyball officials, including rules knowledge, techniques and mechanics, professionalism, ethics, and event management.
- b. Disseminating information on current rules, interpretations, and officiating techniques.
- c. Promoting the use of PAVO-rated/certified officials.
- d. Establishing standards of conduct for members compatible with the PAVO Code of Ethical and Professional Conduct.

Section 3 Focus

Recruit, Train, and certify line judges, scorers and officials, while promoting continued education and development for board members to meet collegiate volleyball officiating requirements at all levels. Promote benefits the Board member can provide local collegiate volleyball programs.

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ARTICLE III. MEMBERSHIP

Section 1 General

The Board shall provide PAVO and local memberships. Memberships shall be composed of people interested in fostering the purposes for which the Board is organized and:

- a. Be a PAVO member of good character.
- b. Be at least eighteen (18) years old.
- c. Be committed to serving the best interests of the Board.
- d. Be committed to the principles of the Board.
- e. Be willing to adhere to the Board's policies.

Section 2 Membership Types

- a. Standard. All persons who apply for membership become Standard members by:
 - Passing PAVO examinations.
 - Paying annual dues.
 - Standard membership automatically expires upon retiring from officiating.
 - Standard membership may be rescinded for losing a rating due to complaints of inefficiency or behaving in an unethical or unprofessional manner.
 - Standard members have voting rights.
- b. Associate. All persons who apply for membership become Associate members by:
 - Obtaining line judge or scorer certification.
 - Retire as a certified PAVO official.
 - Paying annual dues.
 - Associate members have voting rights.
- c. Local. All persons who apply for membership become Local members by:
 - Paying local dues.
 - Local members do not have voting rights.

Section 3 Liability

Members shall not be responsible for the payment of any of the Board's debts.

Section 4 Membership Dues

Board dues will be established by the Executive Committee. The initial dues or the annual dues may be increased or decreased by the Executive Committee from time to time to reflect the needs of the Board. Dues are payable on or before June 1 of each year (as prescribed by PAVO).

ARTICLE IV. EXECUTIVE COMMITTEE

Section 1 General

Property and affairs shall be managed by the Executive Committee. The Executive Committee shall not authorize or permit the Board to engage in any activity not permitted to be transacted by the Articles of the Board.

- a. No part of the net earnings or other assets shall inure to the benefit of any member, director, officer, contributor or other private individual having, directly or indirectly, a personal or private interest in the activities of the Board.
- b. General Powers of the Executive Committee. The Executive Committee shall have oversight of the business and financial affairs and ultimate authority over the activities of the Board, including, but not limited to:
- c. The authority to elect and remove the Chair of the Board.
- d. The authority to remove a member of the Board or any member of a Board Committee for cause.

Section 2 Composition of Executive Committee

Individuals serving on the Executive Committee may hold no more than one position on the Executive Committee at any one time. The number of Executive Committee members may be increased or decreased by amendment to these Bylaws. Composition will be:

- a. Executive Committee Chair (Chair)

- b. Executive Committee Vice-Chair (Vice-Chair)
- c. Executive Committee Secretary (Secretary)
- d. Treasurer
- e. Collegiate Liaison (Liaison)
- f. Professionalism and Ethics Coordinator (Ethics Coordinator)
- g. Director of Indoor Training/Rating (Indoor Trainer)
- h. Director of Beach Training/Rating (Beach Trainer)
- i. [Director of](#) Technologies and Development (Tech and Development)

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Section 3 Elections

Terms are for two years:

- a. Even years beginning 2020, the following officers are elected by membership ballot no later than May 31. Officers assume their duties June 1 following their election.
 - Chair
 - Secretary
 - Treasurer
 - Liaison
 - Ethics Coordinator
- b. Odd years beginning 2021, the following officers are elected by membership ballot no later than May 31, assuming their duties June 1 following their election.
 - Vice-Chair
 - Indoor Trainer
 - Beach Trainer
 - Tech and Development

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ARTICLE V. OFFICERS' DUTIES, NOMINATIONS, ELECTIONS, RESIGNATION, REMOVAL, VACANCIES, AUTHORITY

Section 1 Duties of the Chair

The duties and responsibilities of the Chair include, but are not limited to, the following:

- a. Ensure compliance with the Board's Bylaws and take all necessary disciplinary actions.
- b. Preside over meetings of the Board.
- c. Notify members of meeting dates
- d. Develop the agenda for all meetings of the Board at which he/she shall be present.
- e. Serve as Chair of the Executive Committee.
- f. Chair a subcommittee on membership recruitment.
- g. Coordinate the work and serve as an ex-officio member of all other committees.
- h. Oversee or delegate the supervision of all activities.
- i. Submit annual reports with the PAVO National Office.
- j. Act as official representative to the PAVO Board of Directors.
- k. Authorize payment of invoices submitted by the Treasurer.

Section 2 Duties of the Vice-Chair

The duties and responsibilities of the Vice-Chair include, but are not limited to, the following:

- a. Assist the Board Chair with all duties designated above.
- b. Preside over meetings of the board in the absence of the Board Chair.
- c. Assume duties of the Board Chair in the event of his/her death, resignation, or removal.
- d. Serve on ad-hoc committees as needed and established by the officers.

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Section 3 Duties of the Secretary

The duties and responsibilities of the Secretary include, but are not limited to, the following

- a. Record the minutes of all meetings of the Board and of Executive Committee meetings.
- b. Maintain accurate membership records, including all information requested by the PAVO National Office.
- c. Maintain an accurate record of all organizational activities.

- d. Maintain records of communications with PAVO.

Section 4 Duties of the Treasurer

The duties and responsibilities of the Treasurer include, but are not limited to the following:

- a. Submit financial report to the Executive Committee and membership.
- b. Maintain accurate records of all revenues and expenditures.
- c. Disburse funds for payment of invoices authorized by the Chair.
- d. File all required documentations with required government entity.

Section 5 Duties of the Liaison

The duties and responsibilities of the Liaison include, but are not limited to, the following:

- a. Create and maintain a data for all colleges and conferences in our area
 - Include colleges contacts and coaches by conference and location
 - Include assignors contact information and requirements
- b. Identify local training needs and requirements if needed i.e. scorers/line judge
- c. Identify early season tournaments for certifying officials
- d. Serve as liaison with collegiate conferences and post-secondary schools.
- e. Communicate with conferences and colleges/universities regarding training clinics.
- f. Member of Training Committee and work closely with the indoor and beach trainers.

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Section 6 Professionalism and Ethics Coordinator

The duties and responsibilities of the Professionalism and Ethics Coordinator include, but are not limited to, the following:

- a. Chair a committee of at least three members in good standing who do not have a conflict of interest regarding the complaint or the individuals involved.
- b. Follow the directives in the PAVO Code of Ethical and Professional Conduct to address any complaints received. Review the PAVO Code and summarize yearly to the Executive committee.
- c. Help establish standards of conduct, appearance and professionalism.
- d. Provide a clear understanding for any compliance necessary.
- e. Conduct annual code of conduct training.
- f. Provide members documentation and training that provides a visible formal process to lodge complains (i.e. sexual harassment, racial concerns, alcohol and/or any type unfair practice or observation. Provide a process for complaint resolution.

Section 7 Duties of the Indoor Trainer

The duties and responsibilities of the Director of Indoor Training/Rating include, but are not limited to, the following:

- a. Possess a State or higher PAVO rating.
- b. Prepare and conduct annual training/evaluations sessions.
- c. Work with Liaison to coordinate training and evaluation sessions.
- d. May conduct written and practical examinations according to PAVO.
- e. Maintain accurate records of ratings for all indoor members and submit these to the Chair and Secretary/Treasurer.
- f. May appoint line judge and scorer training coordinators.
- g. Develop a mentoring program.

Section 8 Duties of the Beach Trainer

The duties and responsibilities of the Director of Outdoor/Beach Training Rating include, but are not limited to, the following:

- a. Possess a State or higher PAVO rating.
- b. Prepare and conduct annual training/evaluations sessions.
- c. Work with Liaison to coordinate training and evaluation sessions.
- d. May conduct the written and practical examinations according to PAVO.
- e. Maintain accurate records of ratings for outdoor officials and submit to the Chair, Secretary, Treasurer.
- f. Develop a mentoring program.

Section 9 Duties of the Director of Technologies

The duties and responsibilities of the Director of Technologies include, but are not limited to, the following:

- a. Develop and maintain the Board's website.
- b. Advise the Board of emerging technologies.
- c. Help the Board with technology relative to meetings and clinics.

Section 10 General

Unless removed in accordance with the procedures established by law and these Bylaws, the [Executive Committees](#) shall serve until the next succeeding annual meeting of the Board and until their respective successors are elected by the Board or appointed by the Chair and approved by the Board. Officers may serve as many successive terms in office as the members of the Board may determine.

- a. An [Executive Committee Member](#) shall be deemed qualified when he/she enters upon the duties of the office to which he or she has been elected or appointed.
- b. Nominations. Nominations for positions shall be submitted in writing to the Chair, or designated monitor, by no later than May 1 of the year of election. If a nomination is made on behalf of another, the nominee must also state to the Chair, or designated monitor, in writing his/her acceptance to run.
- c. Elections. A majority of votes of current Standard and Associate members is necessary for the election of Executive Committee Members. In the event that no candidate receives a majority of the vote, a run-off election between the two candidates with the highest number of votes will be held. Voting may be done by proxy, electronic media or in person.
- d. Resignation. Any Executive Committee Member may resign from the Board by written notice to the Chair of the Board. Such resignation shall be in writing and shall be effective immediately or upon its acceptance by the Board as such resignation may provide.
- e. Removal. At a meeting called expressly for that purpose or at any meeting of the Board, an [Executive Committee Member](#) may be removed for cause, after having been given ten (10) days written notice, by a vote of two-thirds of the members present at such meeting.
- f. Vacancies
 - Vacancy caused by the death, resignation, incapacity, removal or disqualification of the Chair of the Executive Committee may be filled by a non-member of the Executive Committee at a regular meeting or at any special meeting called for that purpose, and such person so elected to fill the vacancy shall serve the Board until his/her successor is duly elected and qualified.
 - Vacancies caused by the death, resignation, incapacity, removal or disqualification of any other officer of the Board may be temporarily filled by a member of the Board who is selected by the Chair; provided, however, that such selection is approved by a majority of the Executive Committee at the next meeting or at any special meeting called for that purpose. Such person or persons so elected to fill such vacancy shall serve until the next annual meeting of the Board and until his/her successor is duly elected and qualified.
- a. Delegation of Authority. The Board may from time to time delegate any of the functions, powers, duties, and responsibilities of any officer to any other officer or to any member of the Board or other responsible person, provided a majority of the Board concurs. In the event of such delegation, the officer from whom any such function, power, duty, or responsibility has been transferred shall thereafter be relieved of all responsibility for the proper performance or exercise thereof.

ARTICLE VI. MEETINGS OF THE BOARD

Section 1 Place

Meetings of the Board shall be held at any place by resolution of the Executive Committee or by written consent of the members of the Board.

Section 2 Meetings of the Board and Notice

There will be at least two regular meetings of the Board per year, one in spring and one in the fall. Special meetings may be called by the Chair and can be called upon written request of three active members in good standing. All material in preparation for each meeting shall be provided at least ten (10) days before the meeting is held.

Section 3 Special Meetings

Special meetings of the Board may be held at any time and for any purpose(s). Special meetings may be called by any [Executive Committee Member](#) through written notice to each member of the time and place of the meeting, including the purpose(s) for which the meeting is called, and shall be given not less than ten (10) days before the date of the meeting. No business shall be transacted at a special meeting other than business specified in the call. If mailed, such notices shall be deemed to be given when deposited in the United States [Postal Service](#) addressed to the Member at his or her address as it appears on the books of the Board, with postage prepaid.

Section 4 Quorum

The presence of a majority of the current Standard and Associate Board members shall be requisite for and shall constitute a quorum for the transaction of business at all meetings. The act of a majority of the Executive Committee present at a meeting at which a quorum is present shall be valid as the act of the Board except in those specific instances in which a larger vote may be required by these Bylaws.

Section 5 Voting

Each Standard and Associate member present at any meeting shall be entitled to cast one vote on each matter coming before such meeting for decision.

Section 6 Proxies

Each member may vote at any meeting by proxy duly authorized in writing. Proxies shall be valid only for one meeting, to be specified therein, and any adjournments of such meeting. Proxies shall be dated and shall be filed with the Secretary of the meeting.

Section 7 Meetings by Conference Telephone or Similar Communications Equipment

Unless otherwise restricted by the Articles of the Board or these Bylaws, members of the Board, or any Committee designated by the Board, may participate in a meeting of the Board or Committee by means of conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other, and participation in a meeting pursuant thereto shall constitute presence in person at such meeting.

ARTICLE VII. AMENDMENTS

The Board shall have the power to make, alter, amend, and repeal the Bylaws of the Board and to adopt new Bylaws, which power may be exercised by a vote of two-thirds of the members of the current Board. The Board shall keep a copy of the Bylaws, as amended, which shall be open to inspection by any Board member or any member at all reasonable times during office hours.

ARTICLE VIII. DISSOLUTION

In the event that the activities of the Board are no longer deemed desirable, the Board may be declared inactive in accordance with procedures specified by applicable PAVO.

Bylaws certified by Board of Directors:

Dated: 9-22-2020

Tom Rastok

Executive Committee Chair, GKCBVO

Barbara J. DeBose

Executive Committee Secretary, GKCBVO