

JACKSONVILLE COASTAL PLAINS BASEBALL ORGANIZATION

BY-LAWS

ARTICLE I: NAME/OFFICE

1. The Name of the entity is the JACKSONVILLE COASTAL PLAINS BASEBALL ORGANIZATION (herein referred to as the Organization).
2. The Office of the Organization shall be located at the residence of the Booking Agent.
3. The Mailing Address shall be the address of the Office of the Organization or that of the Booking Agent.

ARTICLE II: MEMBERSHIP

1. Members may vote and also hold Board positions. All memberships are for a period of one (1) baseball season ending with the completion of the state Finals and must be renewed each Year.
2. Subject to the requirements of this article, any person who is registered with JACKSONVILLE COASTAL PLAINS BASEBALL ORGANIZATION; is registered and in good standing with the North Carolina High School Athletic Association; and who agrees to abide by the Constitution, By-Laws and other rules, procedures and regulations of the Organization shall be eligible for membership.
3. Persons requesting membership after moving into the Organization's area must provide the supervisor with credentials as to their qualifications. The Booking Agent shall have sole authority to accept or reject any new or transferring person. Transfers' credentials and ability may allow the Booking Agent to promote them sooner to the Varsity level of competition.

ARTICLE III: SUSPENSIONS, PROBATION,EXPULSION

1. Any member's membership may be withdrawn or suspended by the Booking Agent for delinquency in dues, unethical or immoral conduct unbecoming of an official, conviction of any misdemeanor involving moral turpitude, felony, refusal to work any game assigned, refusal to work with any partner assigned, or for any willful violation of these By-Laws or any rule or regulation adopted by the Organization. The Booking Agent or the Board of Directors may also take action including expulsion, suspension or probation as is necessary to maintain the integrity and competence of the Organization or its members or for such other reasons as are determined to be in the best interests of the Organization.
2. Any member whose membership has been suspended or withdrawn may appeal to the Board of Directors. Also any member who has a grievance may appeal to the Board of Directors. For grievances, the Board will appoint an independent GRIEVANCE COMMITTEE of at least three (3) Members to hear the grievance and forward it to the Board if there is sufficient grounds to hear the complaint. A Member who has lost his membership by expulsion or been suspended will not need to go through a GRIEVANCE COMMITTEE.

3. The GRIEVANCE COMMITTEE has the power to decide if the grievance is passed on to the Board or if it ends in the committee. The GRIEVANCE COMMITTEE is similar to a GRAND JURY. It only decides if there is sufficient evidence to warrant the case to continue. Its decision is final.

4. On any appeal or grievance that reaches the Board of Directors, its decision shall be final.

ARTICLE IV: INDEPENDENT CONTRACTORS

1. Members of the Organization shall officiate all games assigned by the Booking Agent as an Independent Contractor and shall not enter into any employee status or be deemed an employee of any school system, this Organization, its Booking Agent or administrative entity for any game assigned by this Organization or its Booking Agent. Members of this Organization shall hold and also agree to hold this Organization and its Booking Agent harmless and free from any liability for injury or damage claimed to have been sustained as a result of any game assigned by this Organization and its Booking Agent.

2. It is understood and agreed that registration does not carry any obligation on the part of the JACKSONVILLE COASTAL PLAINS BASEBALL ORGANIZATION or its Booking Agent for a specific number or type of assignments. It is further understood and agreed that this registration is for one (1) season from the date of acceptance of the application until the official end of the season being the State Finals. Any assignment received by a member is subject to cancellation by the Booking Agent if he deems such cancellation to be in the best interest of the official or the JACKSONVILLE COASTAL PLAINS BASEBALL ORGANIZATION.

ARTICLE V: MEMBERSHIP MEETINGS

1. Meetings of the Organization shall be held at a place and time selected by the Booking Agent.

2. The Annual meeting for the election of any vacancies to the Board of Directors by the membership and the transaction of such other business as may come before the meeting shall be held at a time specified by the Booking Agent. It shall be a condition that this meeting be held prior to the first regular playing date as set by the NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION (NCHSAA).

3. Special meetings of the Organization may be called by the Booking Agent at times other than the annual meeting. Notice of special meetings shall be given in writing, stating date, place and time, a minimum of five (5) days in advance of the date of the meeting and may be given in person or by mail, postal or electronic means. If postal, such notice shall be deemed delivered when deposited in the UNITED STATES MAIL and addressed to the member as it appears on the books of the Organization with postage prepaid. Waiver by a member either orally or in writing shall be the equivalent to giving such notice.

4. To be eligible to vote, each member must be registered and in good standing with the Organization, the NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION and all dues paid in full. Each member is allowed one (1) vote and must be present at the meeting to vote. No absentee votes or votes cast by another person will be accepted.

5. The vote will be taken during the annual association meeting and be counted by the President and Secretary/Treasurer of the BOARD OF DIRECTORS. The new member(s) of the board will be the top vote receiver(s) but must receive a majority of the votes cast and will be announced before the end of the Organization's meeting. The new member(s) will be seated on the Board immediately.

ARTICLE VI: BOARD OF DIRECTORS

1. The number of Board of Directors shall be nine (9): one (1) administrator from the central office of the local education administration, one (1) principal or assistant principal, one (1) athletic director, and one (1) coach, all appointed by the Booking Agent; plus five (5) officials elected from within the Organization.

2. The terms of Board Members are indefinite. The Booking Agent sits on the Board as an ex-officio member, and may bring materials to the Board but his position is not counted in the nine (9) total Members of the Board.

3. Members of the Board of Directors may be removed from office for any cause deemed by the remaining members to be in the best interest of the Organization by a majority vote of the Board Members.

4. Members of the Board will not receive compensation or preferential assignments for their services on the Board.

5. It shall be the duty and the responsibility of the Board to adopt such rules and regulations as it deems to be in the best interest of the association in carrying out the purposes and objectives of the Organization as set forth in the CONSTITUTION. The Board will also hear and rule on such appeals and grievances that come before the Board. NOTE: The Administrative school personnel, the Coach and the Athletic Director, will not be called to the Board on matters arising before the Board that pertain directly to officiating and officials. These four (4) positions will definitely be called to sit on matters pertaining to situations involving schools, coaches, administration, and or fans of schools where recommendations could result in contact with school administration.

6. The Board, when in place, will select a President to preside over the meetings and a Secretary/Treasurer to keep minutes of each meeting and handle all finances. Once selected, these two positions will be permanent as long as each official remains on the board, or until there is a motion by the board members to remove or replace these positions. As in other business, a majority vote is needed to remove a board member from the position of President or Secretary/Treasurer.

7. Monies received by the Organization from scrimmages or any other source will be disposed of as stated in Article X or voted on by the board.

8. The latest edition of Appendix 1 to this document lists the Board Members.

ARTICLE VII: BOARD OF DIRECTOR MEETINGS

1. The Board of Directors will meet at least annually at a time specified by the President.

2. Special meetings may be convened by the Booking Agent, President, or by a majority of the Members on the Board.
3. Notification of the annual meeting must be a minimum of five (5) days; however, it is recommended that notice for special meetings be at least two (2) days. Notification may be by phone or by mail, postal or electronic.
4. A quorum shall be at least a minimum of five (5) Members and three (3) for officials only business.
5. Except as otherwise provided in these By-Laws, the acts of the majority of the members present at a board meeting in which a quorum is present shall be the acts of the Board of Directors.
6. Actions of the Board when a quorum is not present may or may not be taken by the Booking Agent when conditions warrant.
7. On situations concerning the status of the Booking Agent, all sitting members of the Board must be present including the school personnel members, and a vote of six (6) of the nine (9) members is required.

ARTICLE VIII: OFFICERS

1. The Booking Agent shall be the principal officer of the Organization. The Booking Agent shall supervise all officials and delegate this authority where he deems necessary. He shall keep records of all officials of the Organization and shall make all game assignments. He shall have the final decision concerning when and if to register any official for the coming season and this decision can not be appealed. Once a Member is accepted and properly registered, any complaints arising with the principal officer may be appealed to the Board of Directors for the remainder of that season. He shall collect all membership dues and keep what is left as his salary after all assignments, mailings, meetings, and duties of the Organization are completed.
2. While the final decision of the hiring and firing of the Booking Agent rests in the hands of the NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION (NCHSAA) in Chapel Hill, it shall be the responsibility of the Board of Directors to make recommendations to NCHSAA in the event a vacancy occurs in this office. The Board should take applications for the position, hold interviews, select the most qualified applicant, and make a recommendation to NCHSAA for approval..

ARTICLE IX: COMMITTEES

1. The Grievance Committee is appointed by the Board of Directors to hear complaints and grievances to determine if there is sufficient evidence to warrant the full Board to hear a complaint. The Grievance Committee is to inform the Board if there is or is not a problem as determined by its consensus.
2. The Review Committee is appointed by the Booking Agent or by the Board of Directors when conditions warrant an evaluation of a Member's performance on or off the field. The Review Committee may be called to evaluate the performance of any official that may be jeopardizing the integrity or image of the Organization; to evaluate numerous complaints from coaches or administration over an official; or any other situations that the Booking Agent or the Board deems necessary for the best interest of the Organization. The Review Committee may or may not include members of the Board of Directors. This

Committee will report its findings directly to the authority that appointed it, be it the Booking Agent or the Board, for any action.

ARTICLE X: FINANCES

1. Each Member shall pay annual dues (or booking fees) in the amount that is set forth by the Booking Agent each year.
2. Each Member shall promptly pay any fines levied for cancellations or other penalties.
3. The failure by any Member to pay his annual dues or fines by the date set by the Booking Agent shall be grounds for suspension or forfeiture of his Membership by the Board. .
4. The Fiscal year for the Organization shall be from October 1 to September 30.
5. The Booking Agent shall appoint Evaluators who are paid \$20 to offset the expenses of an evaluation session.
6. All remaining funds from scrimmages and fines will be utilized for awards and a social event at the end of the year.

ARTICLE XI: CODE OF ETHICS

1. Each Member of the Organization shall conduct himself at all times in a gentlemanly, honest and intelligent manner.
2. He or she shall use their best efforts in learning all the rules of the game and shall administer said rules firmly, conscientiously, courteously and impartially.
3. He or she shall honor all game assignments and be punctual in their arrival at game sites.
4. He or she shall be properly attired in a neat, clean and correct uniform. Only NCHSAA Logos are permitted. Officials reported to the NCHSAA for wearing improper uniforms will be sanctioned a minimum of 14 days to a maximum of 365 days.
5. He or she shall learn and practice correct officiating mechanics.
6. He or she shall cooperate with and assist fellow officials working the same game.
7. He or she shall keep themselves in the best physical condition and strive for a good mental attitude.
8. He or she shall maintain a professional relationship and make no further contact with the coaches, players or fans than is necessary to carry out their officiating duties.
9. He or she shall refrain at all times from using profanity in the presence of any fellow official, player, coach or fan.

10. He or she shall partake of no alcoholic beverages the day of the assignment until off the premises after the game.

11. He or she shall not smoke or use tobacco products in the vicinity of school grounds or buildings. If such use is reported to NCHSAA by the school, an immediate 365 day suspension in all sports will be imposed. Also, umpires are to enforce the tobacco rule for coaches and players.

12. He or she shall not criticize a fellow official for any act unless such criticism or judgment is requested by the Booking Agent or the official involved.

13. He or she shall refer all press, radio and television inquiries to the Booking Agent.

14. He or she shall be loyal to the Organization and the Booking Agent.

15. He or she shall never discuss fees or game assignments with schools.

16. An official that is found guilty of any CODE OF ETHICS violations or any conduct inconsistent with the wholesome athletic environment, including any interaction with fans, players, coaches, administration or fellow officials may be fined, reprimanded, suspended, placed on probation, or dismissed at the discretion of the REVIEW COMMITTEE, BOARD OF DIRECTORS or BOOKING AGENT as the situation may dictate. This action could extend for a specified period of time or possibly into and through the next baseball season if deemed necessary.

ARTICLE XII: NO SHOWS BY AN OFFICIAL

1. If there is a no show in a Junior Varsity game, the one official shall start the game as soon as possible while asking a school administrator to notify the booking office. The first Varsity Official to arrive shall dress quickly and jump to the aid of the lone JV official.

2. If the no show is in the Varsity contest, one JV official shall stay and officiate the Varsity game. If there is no JV game, the Varsity game may be officiated single man if both coaches and the official agree.

ARTICLE XIII: OFFICIALS RULES AND POLICIES

1. The Plate Umpire is responsible for contacting his crew regarding travel arrangements, even if the crew is not riding together or the game is in the same town. Be specific, communicate arrival times, date, game times and any other pertinent information. If the Plate Umpire has not made contact within 24 hours prior to game time, the base umpire(s) shall attempt contact, and if unsuccessful, notify the Booking Agent.

2. Officials are expected to be on time for all assignments and clinics. They are reminded of their responsibility to be dressed in appropriate uniform, complete their pre-game and be on the field at least 10 minutes prior to game time. Pre-game conferences are mandatory.

3. No shows are a serious matter and are grounds for immediate suspension. The penalty for missing an assignment is suspension from the next assigned game. The penalty for being late for a game is a reprimand and a note in one's official records. Tardy the second time is a loss of next assignment. Any additional offenses will result in immediate action by the Board. Flat tires, traffic tickets, and other

people's wrecks are not legitimate excuses to miss or be tardy for assignments. The official should have left earlier.

4. Notify the supervisor by updating the assignment program closed dates, address changes and telephone changes.

5. Every official is expected to attend a minimum of two scrimmages and six local clinics. Extra credit in the eyes of the supervisor is given to officials that attend more than the required amount.

6. Work to stay in shape and present the positive image that benefits the top officials.

7. If there is a possible inclement weather cancellation, please call the school involved and ask the Secretary to find out if the game will be played. Relay this information to your crew and your Booking Agent.

8. Officials should report any unusual occurrences to the Booking Agent immediately after the game. If the Booking Agent is out, leave your message and a number to reach you. In the event of an ejection, you must write it in the scorebook and call your Booking Agent. Make it very clear that it was an ejection and not just a disqualification or some other occurrence. Reports must be filed for ejections, and fines are levied by the State Office for late reports. These fines will be passed along to the officials who are vague or late in getting the message to the Booking Agent.

9. Umpires are not to make decisions concerning emergencies at the game site (power outage, unruly fans, etc). Those decisions at game site are made by game management and honored by officials.

10. Check assignments when you receive them. Any problems should be discussed immediately.

11. We are using flat fees. Officials that ride with another official owe that official some gas money. If you choose to drive the next assignment, fine; but some compensation or consideration should be given the driver.

12. Members should not contact the State Office for any reason other than registration and insurance problems. Use the Booking Agent.

13. Officials should conduct themselves at all times in a manner that will reflect honor upon this profession and this Organization. Treat players, coaches and even fans in a courteous manner. Remember, even when you are a fan watching other officials, most administrators and coaches know that you are an official. Act accordingly.

JACKSONVILLE COASTAL PLAINS BASEBALL ORGANIZATION

CONSTITUTION

In order to promote and improve high school baseball, the JACKSONVILLE COASTAL PLAINS BASEBALL ORGANIZATION hereby adopts the following Constitution.

ARTICLE I: PURPOSE

The purpose of this Organization shall be as follows:

1. To assist the Booking Agent of this Organization in the recruitment, training and development of competent officials for the JACKSONVILLE COASTAL PLAINS BASEBALL ORGANIZATION.
2. To foster a high standard of officiating for assignments as made by the Booking Agent; to encourage fair play and sportsmanship; and to develop a closer cooperation and understanding among officials, athletic directors, coaches, players and the press.
3. To work closely with the Booking Agent and the Board of Directors to improve and maintain a high level of communication and understanding between the school personnel and the baseball officials.
4. To adopt and undertake such activities as the Booking Agent, Board of Directors and the membership shall deem necessary to affect these purposes.

ARTICLE II: POWERS

In order to carry out the above purposes, this Organization shall have the following powers:

1. To elect five umpires to form the Board of Directors. Elections will take place as vacancies occur. These directors will administer the affairs of the Organization with the aid of the Booking Agent and the other members of the Board of Directors.
2. To grant the Board of Directors authority to assist the Booking Agent in conducting annual clinics, negotiations on behalf of the Organization and to offer recommendations to the Booking Agent for the general improvement of the officials in the JACKSONVILLE COASTAL PLAINS BASEBALL ORGANIZATION.
3. To meet annually and on call from the Booking Agent or President of the Board of Directors.
4. To disseminate such information as the Organization shall from time to time deem necessary for the further accomplishment of its purpose.
5. To assess dues and such other assessments as the Board of Directors and the Booking Agent deem necessary; and to employ adequate means for protecting the members financially, physically and morally.

ARTICLE III: MEMBERSHIP

1. Membership in this Organization shall be held only by persons of high moral character, who are interested in providing fair and impartial officiating.
2. The requirements of membership shall be provided in the By-Laws of this Organization and shall be for one (1) year in length.

ARTICLE IV: BOARD OF DIRECTORS

1. The number of members of the Board of Directors shall be nine (9) as specified in the By-Laws in addition to the Booking Agent who is active and sits on the Board in an ex-officio status.
2. Five (5) members are seated due to elections by the general membership. From the schools being served, one (1) district administrator, one (1) principal/assistant principal, one (1) athletic director, and one (1) coach are appointed by the Booking Agent and approved by the Board.
3. Board of Directors membership is year round.

ARTICLE V: BY-LAWS

The power to adopt or alter the By-Laws of this Organization shall be vested in the Board of Directors.

ARTICLE VI: DURATION

The duration of this Organization shall be unlimited.

ARTICLE VII: AMENDMENTS

This Constitution may be amended at a regularly scheduled Board of Directors meeting by a majority vote of the members present providing a quorum is present with the exception of any situation concerning the Booking Agent as stated in the By-Laws.

JACKSONVILLE COASTAL PLAINS BASEBALL ORGANIZATION

BY-LAWS APPENDIX 1

BOARD OF DIRECTORS

Danny Shepherd - Onslow County Schools Administrator
Albert James - Principal, Northside High School
Homer Spring - Athletic Director, Dixon High School
Larry Coffman - Baseball Coach, White Oak High School
- President
Dan Beblo – Secretary/Treasurer
Mike Montford
Frank Hart
Mike Chrostek
Ken Saunders – Booking Agent (Ex Officio)

2-4-08