

SANTA CRUZ COUNTY BASKETBALL OFFICIALS ASSOCIATION CONSTITUTION

PREAMBLE

FOR THE PURPOSE OF FOSTERING, TRAINING AND STANDARDIZING OFFICIATING FOR THE PROMOTION OF UNDERSTANDING AND GOOD SPORTSMANSHIP BETWEEN INDIVIDUAL MEMBERS AND BETWEEN VARIOUS SCHOOLS, THIS ORGANIZATION HEREBY SUBMITS ITSELF TO BE GOVERNED BY THE FOLLOWING CONSTITUTION:

ARTICLE I — NAME

THE NAME OF THIS ORGANIZATION SHALL BE THE SANTA CRUZ COUNTY BASKETBALL OFFICIALS ASSOCIATION.

ARTICLE II — MEMBERSHIP

SEC. 1 — ACTIVE MEMBERSHIP SHALL BE LIMITED TO PERSONS-WHO ARE IN COMPLIANCE WITH THE CONSTITUTION AND BY-LAWS OF THIS ASSOCIATION.

A. THE INDEPENDENT EVALUATOR OF THE SCCBOA WILL BE GRANTED ACTIVE MEMBERSHIP.

ARTICLE III — OFFICERS

SEC. 1 — THERE SHALL BE A PRESIDENT, PRESIDENT-ELECT, SECRETARY, TREASURER AND AT-LARGE MEMBER.

SEC. 2 — THE PRESIDENT ELECT SHALL SUCCEED THE PRESIDENT AT THE END OF THE ONE-YEAR TERM. THE PRESIDENT ELECT ALSO SHALL SUCCEED THE PRESIDENT IF THE PRESIDENT RESIGNS OR IS RECALLED.

SEC. 3 — OFFICERS SHALL SERVE FOR A TERM OF ONE YEAR.

ARTICLE IV — EXECUTIVE COMMITTEE

SEC. 1 — THE EXECUTIVE COMMITTEE SHALL CONSIST OF THE OFFICERS.

SEC. 2 — THE EXECUTIVE COMMITTEE SHALL APPOINT AN ASSIGNOR.

SEC. 3 — THE EXECUTIVE COMMITTEE SHALL ORGANIZE MEETINGS AND SET DUES FOR THE YEAR.

SEC. 4 — THE EXECUTIVE COMMITTEE SHALL APPROVE ALL BILLS BEFORE PAYMENT.

ARTICLE V — EVALUATION COMMITTEE

SEC. 1 — THE EVALUATION COMMITTEE SHALL CONSIST OF THE EXECUTIVE COMMITTEE, INCLUDING THE INDEPENDENT EVALUATOR FOR THE SEASON THAT THE EVALUATIONS ARE GIVEN.

A. EVALUATIONS MUST INCLUDE RATINGS BY FELLOW OFFICIALS AND COACHES, AS WELL AS SCORES ON EXAMINATIONS, ATTENDANCE AT MEETINGS, PARTICIPATION IN TEAM SCRIMMAGES AND ADHERENCE TO THE CODE OF ETHICS AS WELL AS OTHER CRITERIA DESIGNATED BY THIS COMMITTEE.

ARTICLE VI — MEETINGS

SEC. 1 — THE DATE OF THE FIRST REGULAR MEETING OF EACH SPORT WILL BE SET BY THE PRESIDENT OF EACH SPORT WHO WILL NOTIFY ALL PREVIOUS MEMBERS AT LEAST FIFTEEN (15) DAYS PRIOR TO THE DATE OF THE MEETING.

SEC. 2 — THE PRESIDENT MAY CALL SPECIAL MEETINGS AT ANY TIME.

SEC. 3 — OFFICIALS ARE REQUIRED TO ATTEND 18 HOURS OF MEETINGS/CLINICS BETWEEN, AND INCLUDING, THE FIRST MEETING IN OCTOBER AND THE FINAL MEETING IN FEBRUARY.

A. ATTENDANCE AT LESS THAN THE COA REQUIRED 18 HOURS OF MEETINGS/CLINICS WILL BE REFLECTED IN THE OFFICIAL'S EVALUATION AND MIGHT PROHIBIT THE OFFICIAL FROM POST-SEASON ASSIGNMENTS.

SEC. 4 — ANY MEMBER IN GOOD STANDING MAY REQUEST IN WRITING A LEAVE OF ABSENCE FOR A PERIOD NOT TO EXCEED ONE YEAR. SUCH MEMBER SHALL BE PLACED ON INACTIVE STATUS AND SHALL NOT BE ENTITLED TO THE RIGHTS AND PRIVILEGES OF THIS ASSOCIATION. AT THE END OF THE LEAVE OF ABSENCE, THE MEMBER MAY RESTORE HIMSELF/HERSELF TO ACTIVE STATUS BY PAYING DUES FOR THE CURRENT YEAR AND BY COMPLYING WITH OTHER REQUIREMENTS FOR GOOD STANDING IN THIS ASSOCIATION. THE CLASSIFICATIONS (RATINGS) OF AN OFFICIAL RETURNING FROM A LEAVE OF ABSENCE SHALL BE DETERMINED BY THE EXECUTIVE COMMITTEE.

ARTICLE VII — CODE OF ETHICS

SEC. 1 — CONDUCT ADHERING TO THE PRINCIPLES OF GOOD SPORTSMANSHIP IS REQUIRED OF ALL MEMBERS OF THE ORGANIZATION, AND TO FURTHER THIS PROGRAM A CODE OF ETHICS SHALL BE SET FORTH IN THE BY-LAWS.

ARTICLE VIII — AMENDMENTS

SEC. 1 — PROPOSED AMENDMENTS TO THIS CONSTITUTION AND BY-LAWS MAY BE PRESENTED AT ANY REGULAR MEETING OR A SPECIAL MEETING OF WHICH MEMBERS HAVE BEEN NOTIFIED AT LEAST SEVEN (7) DAYS IN ADVANCE.

SEC. 2 — IF THE PROPOSED AMENDMENT RECEIVES A TWO-THIRD FAVORABLE VOTE OF THE ENTIRE MEMBERSHIP, IT SHALL BE EFFECTIVE AT ONCE.

ARTICLE IX — IMPLEMENTATION

SEC. 1 — THIS CONSTITUTION SHALL BECOME EFFECTIVE WHEN APPROVED BY A TWO-THIRD VOTE OF THE ENTIRE MEMBERSHIP.

ARTICLE X — THE ASSOCIATION

SEC. 1 — SANTA CRUZ COUNTY BASKETBALL OFFICIALS ASSOCIATION IS ORGANIZED TO BETTER THE CONDITIONS OF OFFICIALS, IMPROVE THE GRADE OF THEIR SERVICE TO THE SCHOOLS BY WHICH THEY ARE CONTRACTED, AND DEVELOP A HIGHER DEGREE OF EFFICIENCY IN THEIR PERFORMANCE.

SEC. 2 — NO PART OF THE NET EARNINGS OF THE SCCBOA SHALL INURE TO THE BENEFIT OF, OR BE DISTRIBUTABLE TO ITS MEMBERS, TRUSTEES, OFFICERS, OR OTHER PRIVATE PERSONS, EXCEPT THAT THE SCCBOA SHALL BE AUTHORIZED AND EMPOWERED TO PAY REASONABLE COMPENSATION FOR SERVICES RENDERED AND TO MAKE PAYMENTS AND DISTRIBUTIONS IN FURTHERANCE OF THE PURPOSES SET FORTH IN THESE BYLAWS. NO SUBSTANTIAL PART OF THE ACTIVITIES OF THE ORGANIZATION SHALL BE THE CARRYING ON OF PROPAGANDA, OR OTHERWISE ATTEMPTING TO INFLUENCE LEGISLATION, AND THE ORGANIZATION SHALL NOT PARTICIPATE IN, OR INTERVENE IN (INCLUDING THE PUBLISHING OR DISTRIBUTION OF STATEMENTS) ANY POLITICAL CAMPAIGN ON BEHALF OF OR IN OPPOSITION TO ANY CANDIDATE FOR PUBLIC OFFICE. NOTWITHSTANDING ANY OTHER PROVISION OF THESE ARTICLES, THE SCCBOA SHALL NOT CARRY ON ANY OTHER ACTIVITIES NOT PERMITTED TO BE CARRIED ON (A) BY AN ORGANIZATION EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE, OR THE CORRESPONDING SECTION OF ANY FUTURE FEDERAL TAX CODE, OR (B) BY AN ORGANIZATION, CONTRIBUTIONS TO WHICH ARE DEDUCTIBLE UNDER SECTION 170(C)(2) OF THE INTERNAL REVENUE CODE, OR THE CORRESPONDING SECTION OF ANY FUTURE FEDERAL TAX CODE.

SEC. 3 — UPON THE DISSOLUTION OF THE SCCBOA, ASSETS SHALL BE DISTRIBUTED FOR ONE OR MORE EXEMPT PURPOSES WITHIN THE MEANING OF SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE, OR THE CORRESPONDING SECTION OF ANY FUTURE FEDERAL TAX CODE, OR SHALL BE DISTRIBUTED TO THE FEDERAL GOVERNMENT, OR TO A STATE OR LOCAL GOVERNMENT, FOR A PUBLIC PURPOSE. ANY SUCH ASSETS NOT SO DISPOSED OF SHALL BE DISPOSED OF BY A COURT OF COMPETENT JURISDICTION OF THE COUNTY IN WHICH THE PRINCIPAL OFFICE OF THE SCCBOA IS THEN LOCATED, EXCLUSIVELY FOR SUCH PURPOSES OR TO SUCH ORGANIZATION OR ORGANIZATIONS, AS SAID COURT SHALL DETERMINE, WHICH ARE ORGANIZED AND OPERATED EXCLUSIVELY FOR SUCH PURPOSES.

BYLAWS

SEC. 1 — ACTIVE MEMBERS MUST PAY DUES, MUST ATTEND MEETINGS AS PROVIDED IN ARTICLE VI, SEC.3 OF THE CONSTITUTION, AND MUST ADHERE SCRUPULOUSLY TO THE CODE OF ETHICS OF THIS ORGANIZATION.

SEC. 2 — IN THE EVENT THAT A MEMBER OF THE ASSOCIATION FAILS TO COMPLY WITH THE RULES FOR ACTIVE MEMBERSHIP, THE PRESIDENT SHALL HAVE THE POWER TO SUSPEND THE MEMBER UP TO A PERIOD OF FIFTEEN (15) DAYS. IN THE EVENT THAT ANY MEMBER IS SUSPENDED (SUSPENSION MUST BE UPHOLD) MORE THAN ONCE DURING ANY SCHOOL YEAR, THAT MEMBER MAY BE DROPPED IMMEDIATELY FROM THE MEMBERSHIP OF THE ASSOCIATION AND WILL FORFEIT ALL DUES AND ASSIGNMENTS.

- A. MEMBERS WHO ARE SUSPENDED FOR ANY REASON MAY APPEAL SUCH SUSPENSION TO THE EXECUTIVE COMMITTEE OR BY SUBMITTING IN WRITING A COPY OF THEIR CASE TO EACH MEMBER THEREOF AND ASSUMING ANY FINANCIAL RESPONSIBILITY (POSTAGE, PHONE CALLS, MILEAGE, ETC.) THAT MAY BE INCURRED BY COMMITTEE MEMBERS IN ARRIVING AT A DECISION ON THE MATTER.
- B. ANY MEMBER WHO IS RECOMMENDED FOR A SUSPENSION BY AN EXECUTIVE COMMITTEE MAY APPEAL SUCH SUSPENSION TO A TWO-THIRD MAJORITY OF THE MEMBERSHIP AT ANY SCHEDULED MEETING OR A SPECIAL MEETING CALLED BY THE PRESIDENT.

SEC. 3 — ALL MEMBERS MEETING THE QUALIFICATIONS FOR OFFICIATING GAMES SHALL BE PLACED IN EITHER THE PREFERRED, GENERAL I, GENERAL II, SUPPLEMENTARY OR NEW TRAINEE CLASSIFICATION BASED ON CRITERIA DETERMINED AND EVALUATED BY THE EVALUATION COMMITTEE.

A. RATINGS FOLLOW:

1. PREFERRED OFFICIAL-PASS AN EXAMINATION WITH AT LEAST A 90 PERCENT SCORE. CAPABLE OF, AND WILLING TO ACT AS CHIEF OFFICIAL FOR VARSITY GAMES. EXERTS LEADERSHIP IN DEVELOPING THE OBJECTIVES OF THE ASSOCIATION INCLUDING THE TRAINING OF YOUNGER/NEWER OFFICIALS.
2. GENERAL I-PASS AN EXAMINATION WITH AT LEAST AN 80 PERCENT SCORE. CAPABLE OF SERVING AS AN OFFICIAL AT VARSITY GAMES.
3. GENERAL II-PASS AN EXAMINATION WITH AT LEAST 80 PERCENT SCORE. CAPABLE OF SERVING AS AN OFFICIAL AT VARSITY GAMES WHEN TEAMED WITH HIGHER RATED OFFICIALS.
4. SUPPLEMENTARY-PASS AN EXAMINATION WITH A SCORE OF AT LEAST 70 PERCENT. CAPABLE OF OFFICIATING AT PRELIMINARY (JV/FR) GAMES WHEN TEAMED WITH A HIGHER RATED OFFICIAL.
5. NEW TRAINEE-PASS AN EXAMINATION WITH A SCORE OF AT LEAST 70 PERCENT. MEMBERS NEED APPRECIABLE SUPPORT IN ORDER TO OFFICIATE.

- B. ANY OFFICIAL NOT ACHIEVING A MINIMUM OF GENERAL II WITHIN FOUR YEARS WILL BE EXCLUDED FROM THIS ASSOCIATION.
- C. ONLY PREFERRED AND GENERAL I OFFICIALS WILL BE ASSIGNED LEAGUE VARSITY GAMES UNLESS CIRCUMSTANCES REQUIRE THE USE OF LESSER-RATED OFFICIALS.
- D. A FORMAL EVALUATION WILL BE MADE AT THE END OF EACH SEASON TO BE EFFECTIVE THE FOLLOWING SEASON.
- E. NEWCOMERS WILL BE GIVEN A RATING AT ANY TIME TO BE EFFECTIVE THE CURRENT SEASON.
- F. A MEMBER MAY TAKE ONLY ONE EXAMINATION PER SEASON. IF A MEMBER BELONGS TO ANOTHER ASSOCIATION, THE SCORE OF THE EXAMINATION THE MEMBER TAKES FOR THAT ASSOCIATION WILL BE USED BY THE SCCBSOA.
- G. THE EXECUTIVE COMMITTEE MAY FINE AND/OR PLACE AN OFFICIAL ON PROBATION UP TO A PERIOD OF A YEAR WHO HAS VIOLATED THIS CONSTITUTION.
1. FOR EACH VIOLATION, A FINE CANNOT EXCEED THE TOP AMOUNT THAT AN OFFICIAL COULD EARN BY AN ASSIGNMENT IN HIS PARTICULAR SPORT.
 - A. THE OFFICIAL WILL BE PROHIBITED FROM WORKING FURTHER ASSIGNMENTS UNTIL THE FINE IS PAID.
 2. AFTER THE PROBATION PERIOD HAS LAPSED, THE EXECUTIVE COMMITTEE MAY REINSTATE OR EXCLUDE THE OFFICIAL.
 3. THE OFFICIAL IN QUESTION MAY APPEAL THE DECISION OF THE EXECUTIVE COMMITTEE TO THE GENERAL MEMBERSHIP WHICH CAN VOTE TO SUPPORT OR OVER RULE THE ACTION OF THE EXECUTIVE COMMITTEE BY A TWO-THIRD MAJORITY.
- H. THE EXECUTIVE COMMITTEE WILL RECEIVE ALL COMPLAINTS OF OFFICIALS WHO HAVE BEEN PHYSICALLY OR VERBALLY ABUSED WHILE FULFILLING THEIR DUTIES AS AN OFFICIAL.
1. AN OFFICIAL WILL INFORM THE PRESIDENT AND COMMISSIONER WITHIN TWENTY-FOUR (24) HOURS OF THE FOLLOWING:
 - A. NUMBER (AND NAME IF POSSIBLE) OF ANY PLAYERS WHO ARE EJECTED FROM A CONTEST.
 - B. NAME OF ANY COACH WHO RECEIVES A PENALTY FOR UNSPORTSMANLIKE CONDUCT.
 - C. ANY BLATANT MISCONDUCT BY PLAYERS, COACHES, OR SPECTATORS BEFORE, DURING, OR AFTER A CONTEST.

2. THE PRESIDENT WILL REPORT ACTION TAKEN IN RESPONSE TO PARAGRAPH #1 ABOVE AT THE NEXT MEETING OF THE EXECUTIVE COMMITTEE.

SEC. 4 — ALL ACTIVE MEMBERS SHALL HAVE FULL RIGHTS AND PRIVILEGES OF THE ASSOCIATION.

DUES

SEC. 1 — DUES ARE PAYABLE AT THE FIRST MEETING AND MEMBERS SHALL NOT RECEIVE ASSIGNMENTS UNTIL DUES ARE PAID AND PROOF OF INSURANCE IS ACCEPTED. OFFICIALS MAY ELECT TO HAVE DUES DEDUCTED FROM PAYCHECK.

SEC. 2 — AN ASSESSMENT APPROVED BY A MAJORITY VOTE OF THE ACTIVE MEMBERSHIP MAY BE LEVIED AT THE END OF THE SEASON FOR THE PURPOSE OF DEFRAYING AN UNEXPECTED OPERATIONAL EXPENSE.

CODE OF ETHICS

SEC. 1 — MEMBERS OF THIS ORGANIZATION SHALL STRIVE TO LEARN, UNDERSTAND, AND INTERPET FAIRLY OFFICIATING RULES AND ADHERE TO THE STANDARDS OF CONDUCT FOR GOOD SPORTSMANSHIP.

SEC. 2 — MEMBERS SHALL ASSIST AND COUNSEL OTHER MEMBERS TO THE END THAT A BETTER STANDARD OF OFFICIATING MAY BE OBTAINED.

SEC. 3 — MEMBERS SHALL NOT BRING DISREPUTE UPON THE SPORT OR ON THE PROFESSION OF OFFICIATING. OBJECTIONABLE CONDUCT INCLUDES THE USE OF ALCOHOLIC DRINK DURING THE DAY BEFORE A GAME, OBJECTIONABLE LANGUAGE, OR OTHER UNSEEMLY CONDUCT.

SEC. 4 — MEMBERS SHALL NOT SCOUT A TEAM DURING A GAME AT WHICH THEY ARE OFFICIATING.

A. MEMBERS SHALL NOT SOLICIT ASSIGNMENTS FROM SCHOOL PERSONNEL NORMALLY DONE BY THE ASSIGNER.

SEC. 5 — MEMBERS SHALL NOT TRADE AN ASSIGNMENT. IN THE EVENT A CANCELLATION OF ASSIGNMENT IS WARRANTED WHICH HAS NOT BEEN NOTED ON THE OFFICIALS AVAILABILITY SHEET, THE OFFICIAL REQUESTING THE CANCELLATION OF CHANGE MAY BE RESPONSIBLE FOR ALL FINANCIAL RENUMERATION (PHONE CALLS, POSTAGE, MILEAGE, ETC) INVOLVED IN MAKING THE CHANGE OR CANCELLATION.

SEC. 6 — MEMBERS SHALL BE PROMPT TO FULFILL ASSIGNMENTS.

SEC. 7 — MEMBERS SHALL REPORT INADEQUATE OR UNSAFE PLAYING CONDITIONS OR ANY DISORDERLY SITUATION TO THE EXECUTIVE COMMITTEE WITHIN ONE DAY OF THE DATE OF THE CONTEST. THE EXECUTIVE COMMITTEE WILL FORWARD A COPY TO THE COMMISSIONER.

SEC. 8 — MEMBERS SHALL NOT DISCUSS THE CONDUCT OR DECISIONS OF OTHER OFFICIALS WITH PERSONS OUTSIDE THE ACTIVE MEMBERS OF THE ORGANIZATION.

SEC. 9 — MEMBERS SHALL REPORT ALL VIOLATIONS OF THE CODE OF ETHICS BY OTHER MEMBERS TO THE EXECUTIVE COMMITTEE AND SHALL SUBMIT IN WRITING ALL INFORMATION PERTINENT TO THE VIOLATION.

SEC.10 — OTHER THAN THOSE DISCUSSIONS NECESSARY FOR THE CONDUCT OF A CONTEST, ALL COMMUNICATION BETWEEN SCHOOL PEOPLE AND OFFICIALS WILL BE ROUTED THROUGH THE PRESIDENT.

SEC.11 — NECESSARY COMMENTS OR DISCUSSIONS BETWEEN OFFICIALS AND COACHES SHALL BE HELD WITH THE HEAD COACH ONLY AND HE OR SHE SHALL BE THE ONLY COACH WHO APPROACHES THE OFFICIAL.

OFFICERS

SEC. 1 — PRESIDENT

- A. PRESIDES OVER ALL MEETINGS OF MEMBERS AND EXECUTIVE COMMITTEE.
- B. CALL MEETINGS OF THE EXECUTIVE COMMITTEE AND SPECIAL MEETINGS OF THE MEMBERSHIP.
- C. MAKE APPOINTMENTS AS INDICATED IN THIS CONSTITUTION NOT TO EXTEND BEYOND HIS/HER TERM OF OFFICE.
- D. ESTABLISH AND MAINTAIN CLOSE LIAISON WITH THE COMMISSIONER.
- E. APPOINTS A NOMINATING COMMITTEE TO PRESENT A SLATE OF OFFICERS AS INDICATED IN SECTION 5.
- F. WITH THE TREASURER, SIGN ALL CHECKS FOR BILLS APPROVED BY THE EXECUTIVE COMMITTEE.

SEC. 2 — PRESIDENT ELECT

- A. SERVES IN THE ABSENCE OF THE PRESIDENT.
- B. SERVE AS CHAIRMAN OF THE PUBLIC RELATIONS COMMITTEE AND WORK ACTIVELY TO PROMOTE THE SPIRIT OF GOOD SPORTSMANSHIP AND RESPECT FOR THE AUTHORITY OF PRINCIPALS, COACHES AND OFFICIALS.
- C. WORK CLOSELY WITH THE INDEPENDENT EVALUATOR TO ORGANIZE AND OVERSEE THE TRAINING OF OFFICIALS.

SEC. 3 — SECRETARY

- A. TAKES ATTENDANCE.
- B. MAINTAINS A ROSTER OF ACTIVE MEMBERS.
- C. MAINTAINS A ROSTER OF COACHES, ATHLETIC DIRECTORS AND PRINCIPALS.
- D. KEEPS MINUTES AND OTHER MATERIALS.
- E. MAINTAIN CORRESPONDENCE.

SEC. 4 — TREASURER

- A. OVERSEES FINANCIAL OPERATIONS OF ASSOCIATION.

SEC. 5 – AT-LARGE MEMBER

SEC. 6 — THE PRESIDENT SHALL APPOINT A NOMINATING COMMITTEE TO PRESENT A SLATE OF OFFICERS AT THE NEXT TO LAST MEETING OF THE SEASON IN WHICH THE TERMS OF THE OFFICERS EXPIRE.

LIST OF ACTIVE MEMBERSHIP

SEC. 1 — AT THE CONCLUSION OF THE SECOND MEETING OF EACH SEASON A LIST OF ACTIVE MEMBERS AND THEIR ADDRESSES AND PHONE NUMBERS WILL BE FORWARDED TO ALL SCHOOLS SERVED BY THIS ORGANIZATION AS WELL AS TO MEMBERSHIP.

QUORUM

SEC. 1 — ONE-FOURTH OF THE ACTIVE MEMBERS SHALL CONSTITUTE A QUORUM FOR THE TRANSACTION OF BUSINESS.

RECALL

SEC. 1 — ANY OFFICER OR MEMBER OF THE EXECUTIVE COMMITTEE IS LIABLE FOR RECALL.

- A. A PETITION REQUESTING A RECALL AND BEARING THE SIGNATURES OF FORTY (40) PERCENT OF THE MEMBERS OF THAT SPORT SHALL BE FORWARDED TO THE EXECUTIVE COMMITTEE.
- B. THE EXECUTIVE COMMITTEE SHALL CALL A SPECIAL MEETING WITH ONE (1) WEEK NOTICE TO MEMBERS. A TWO- THIRD MAJORITY OF THOSE MEMBERS VOTING SHALL BE REQUIRED FOR RECALL.
- C. IN THE EVENT THAT A RECALL IS SUCCESSFUL, THE VACANCY (OTHER THAN THAT OF THE PRESIDENT) CREATED BY THE RECALL SHALL BE FILLED BY APPOINTMENT BY THE EXECUTIVE COMMITTEE FOR THE REMAINDER OF THE UNEXPIRED TERM.



GREGORY PETERSON LATHROP, PRESIDENT



AGUSTO AGUIRRE, PRESIDENT-ELECT

Adopted August 7, 2005