

NORTH COUNTRY REGION USA VOLLEYBALL

OFFICIALS CHAIR ELECTION POLICY

ARTICLE I: POSITION OVERVIEW

Section 1.1: Position Title and Purpose

The position shall be known as the North Country Region USA Volleyball (NCR) Officials Chair. The purpose of this role is to grow and support USA Volleyball certified officials throughout the Region, ensuring that a qualified pool of officials is available for all sanctioned events.

Section 1.2 Board Status

The Officials Chair shall serve as a non-voting, paid position on the North Country Region USA Volleyball Board of Directors.

Section 1.3: Term of Office

The Officials Chair shall serve for a term of one Olympiad (four years), or as needed in case of vacancy.

Section 1.4: Compensation

Compensation for the Officials Chair shall be determined solely by the NCR Commissioner based on assigned duties and responsibilities. The terms of compensation shall be enumerated in an annual contract established between the NCR and the Officials Chair as an independent contractor.

ARTICLE II: ELIGIBILITY REQUIREMENTS

Section 2.1: Required Certification

Candidates for the Officials Chair must hold (at minimum) a current National Referee certification from USA Volleyball at the time of application and maintain this certification throughout their term.

Section 2.2: Membership Status

Candidates must be members in good standing with North Country Region USA Volleyball.

Section 2.3: Conflict of Interest

Candidates may not have any financial interest or business relationship that could reasonably be perceived to conflict with the duties of the Officials Chair position. This includes, but is not limited to:

1. Ownership, operation of, or significant financial interest in any volleyball-related business that could benefit from decisions made in the capacity of Officials Chair
2. Business relationships with volleyball organizations, clubs, or tournament providers that could be affected by Officials Chair decisions
3. Any personal or professional relationship that could influence the assignment of officials, scheduling of events, training programs, or allocation of resources in a manner that provides direct or indirect personal financial benefit

Section 2.4: Disclosure Requirement

Candidates must disclose all volleyball-related business interests and financial relationships as part of their application. The NCR Board of Directors shall review these disclosures to determine if any conflicts exist.

Section 2.5: Approval Requirement

All candidates must be approved by the NCR Board of Directors and the NCR Commissioner prior to being placed on the election ballot.

ARTICLE III: DUTIES AND RESPONSIBILITIES

Section 3.1 Purpose and Mission

The primary purpose of the Officials Chair is to grow and support USA Volleyball certified officials across North Country Region USA Volleyball. This includes developing strategies for recruitment, retention, and advancement of officials at all levels, and fostering a culture of excellence in officiating throughout the Region.

Section 3.2: Core Duties

The Officials Chair shall be responsible for the following core duties:

1. Participation in the Official's Chair monthly assembly
2. Determination of in-good-standing status for officials within the region
3. Provide recommendations to the Director of Officials Development when requested
4. Implementation of disciplinary action for officials when necessary
5. Develop and execute strategies to grow the number of certified officials in the Region
6. Advocate for officials' needs and concerns to the Board of Directors

Section 3.3: Additional Duties

Additional duties may be assigned by the NCR Commissioner to either the Officials Chair or to another position such as Officials Coordinator, including but not limited to:

1. Officials training programs
2. Determination of online modules required for certification
3. Organization and implementation of officiating camps
4. Conduct evaluations of officials
5. Assignments to events and tournaments
6. Head referee assignments
7. Conduct Train the Trainer programs
8. Track participation and requirements
9. Update officials handbook
10. Junior officials development
11. Junior clinics coordination
12. Conduct recruitment initiatives
13. Other related activities as determined by the Commissioner

Section 3.4: Scope of Authority

The Officials Chair shall have authority commensurate with their assigned duties and responsibilities as defined by the NCR Commissioner and outlined in their annual contract.

ARTICLE IV: ELECTION PROCESS

Section 4.1: Election Timeline

Elections for the Officials Chair shall be held every four years to coincide with the Summer Olympic cycle, or as needed to fill a vacancy

Section 4.2: Call for Candidates

The NCR Commissioner shall issue a call for candidates at least sixty (60) days prior to the scheduled election date

Section 4.3: Application Process

Candidates shall submit the following to the NCR Commissioner:

1. A completed application form as prescribed by the NCR
2. A current resume highlighting volleyball officiating experience and qualifications
3. Proof of current National (or higher) Referee certification

Section 4.4: Candidate Review

The NCR Board of Directors and Commissioner shall review all applications within fourteen (14) days of the application deadline to determine eligible candidates.

Section 4.5: Voter Eligibility

Voting members shall consist of all registered officials in good standing who hold a Regional or higher certification within the North Country Region.

Section 4.6: Election Administration

The NCR Commissioner shall conduct the election via email ballot. The Commissioner may delegate this responsibility to another NCR official or staff member who is not a candidate for the position.

Section 4.7: Voting Period

The voting period shall be no less than fourteen (14) days from the distribution of ballots.

Section 4.8: Election Results

The candidate receiving the highest number of votes shall be declared the Officials Chair. In the event of a tie, a run-off election between the tied candidates shall be conducted within fourteen (14) days.

Section 4.9: Announcement of Results

The NCR Commissioner shall announce the election results to all candidates and voting members within seven (7) days of the conclusion of the voting period.

ARTICLE V: REMOVAL AND VACANCIES

Section 5.1: Grounds for Removal

The Officials Chair may be removed from office for any of the following reasons:

1. Failure to maintain the required National Referee certification
2. Development of a conflict of interest as defined in Section 2.3
3. Failure to perform the duties of the position as outlined in Article III
4. Violations of North Country Region USA Volleyball or USA Volleyball codes of conduct, policies, or bylaws
5. Actions that harm the reputation or interests of North Country Region USA Volleyball or USA Volleyball

Section 5.2: Removal Process

The process for removing an Officials Chair shall be as follows:

1. A written complaint must be submitted to the NCR Commissioner and Board of Directors, specifying the grounds for removal
2. The NCR Commissioner shall notify the Officials Chair of the complaint within seven (7) days
3. The Officials Chair shall have fourteen (14) days to provide a written response
4. The NCR Board of Directors shall review the complaint and response, and may conduct an investigation if deemed necessary
5. A two-thirds majority vote of the NCR Board of Directors is required to remove the Officials Chair
6. The Officials Chair shall be notified of the decision in writing within seven (7) days of the vote

Section 5.3: Creation of Vacancy

A vacancy in the Officials Chair position may occur through resignation, removal, or inability to serve.

Section 5.4: Interim Appointment

In the event of a vacancy, the NCR Commissioner, with approval of the NCR Board of Directors, may appoint an interim Officials Chair who meets all eligibility requirements until a special election can be conducted.

Section 5.5: Special Election

A special election to fill a vacancy shall follow the same procedures outlined in Article IV and shall be initiated within thirty (30) days of the creation of the vacancy.

ARTICLE VI: ONGOING OBLIGATIONS

Section 5.1: Continuous Disclosure

The Officials Chair shall have an ongoing obligation to disclose any new or potential conflicts of interest that arise during their term of office. Such disclosures must be made in writing to the NCR Commissioner and Board of Directors within thirty (30) days of the conflict arising.

Section 5.2: Annual Certification

The Officials Chair shall annually certify in writing that they:

1. Maintain the required National Referee certification
2. Remain a member in good standing of NCR
3. Have disclosed all potential conflicts of interest
4. Continue to comply with all eligibility requirements

ARTICLE VII: COMPLIANCE

Section 6.1: Governing Documents

This policy shall at all times comply with and be subordinate to the NCR By-laws and the USA Volleyball By-laws and governance documents.

Section 6.2: Policy Review

This policy shall be reviewed at least once every Olympiad by the NCR Board of Directors to ensure continued compliance with all applicable governing documents.

Section 6.3: Amendments

Amendments to this policy may be proposed by the NCR Board of Directors, the NCR Commissioner, or the Officials Chair, and shall require approval by a majority vote of the NCR Board of Directors.

ARTICLE VIII: IMPLEMENTATION

This policy shall take effect immediately upon approval by the NCR Board of Directors.

Approved on: ____ May 30, 2025

NCR Commissioner: Laura A Bush

NCR Board Chair: _____

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NCR Commissioner: Laura A Bush

NCR Board Chair: _____

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NCR Commissioner: Laura A. Bush

NCR Board Chair: [Signature]