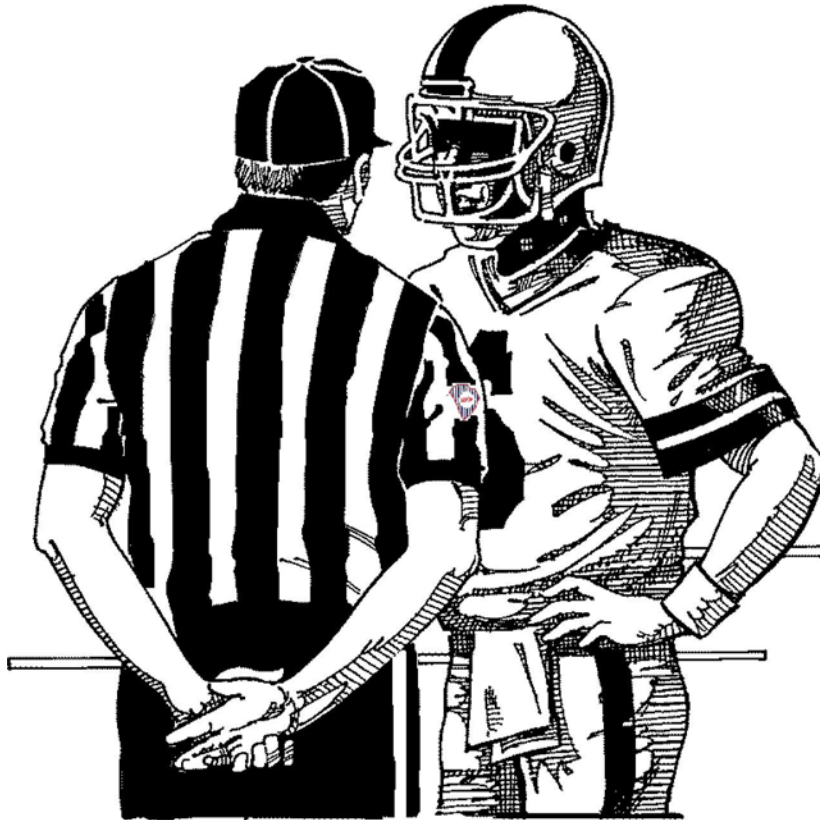


DIRECTORY OF OFFICIALS 2018



SOUTH CAROLINA FOOTBALL OFFICIALS ASSOCIATION

Constitution

By-Laws

Booking Regulations

121 Westpark Boulevard

Columbia, SC 29210

803-798-0120 Fax: 803-731-9679

www.schsl.org

www.scfoa.net

Revised May 14, 2018

SOUTH CAROLINA FOOTBALL OFFICIALS ASSOCIATION

2018

LEADERSHIP TEAM

PRESIDENT Tommy Brush
VICE PRESIDENT Terry Troutt
PAST PRESIDENT Chris Horton
SECRETARY Robert Davis
OFFICIALS REPRESENTATIVE Sam Jones
SCHSL COMMISSIONER Jerome Singleton
COMMISSIONER OF OFFICIALS Charlie Wentzky

DIRECTORS

DISTRICT 1	DISTRICT 2	DISTRICT 3
Jeff Thomas 706 Cannongate Drive Greer 29650 (H) 864-469-6523 (C) 864-238-5227 E-MAIL: jthomas9259@charter.net	Eric T Wells P.O. Box 510 Roebuck 29376 (B) 864-316-9788 (C) 864-431-3867 E-MAIL: ETWells@hspartanburg.com	Chris Horton 857 Rawlinson Road Rock Hill 29732 (H) 803-366-4352 (C) 803-448-1707 E-MAIL: chorton1@comporium.net
DISTRICT 4	DISTRICT 5	DISTRICT 6
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DISTRICT 7	DISTRICT 8	DISTRICT 9
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DISTRICT 13	SECRETARY	COMMISSIONER
Brian Shealy P.O. BOX 492 Clinton 29325 (B) 864-833-1555 (C) 864-833-5078 (C) 864-923-9456 (C) 864-993-9767 (Other) 864-223-7080 E-MAIL: bshealy@clintonymca.org	Robert Davis 116 Dares Ferry Road Spartanburg 29302 (B) 864-591-2369 (C) 864-585-9755 (C) 864-621-5202 E-MAIL: rdavis@wardfirm.com	Charlie Wentzky P. O. Box 211575 Columbia 29221 (B) 803-798-0120 (C) 864-617-1683 E-Mail: charlie@schsl.org

CALENDAR

2018

JULY	28	ANNUAL MEETING - 8:30 AM ANNUAL EXAM - 12:00 NOON SPRING VALLEY HIGH, COLUMBIA, SC
JULY	30	MAKE-UP CLINIC - 6:00 PM - LEAGUE OFFICE, COLUMBIA
AUGUST	24	FIRST FOOTBALL GAME (WEEK 1)
NOVEMBER	02	FIRST ROUND PLAY-OFFS – ALL CLASSES
NOVEMBER	09	SECOND ROUND PLAY-OFFS – ALL CLASSES
NOVEMBER	16	THIRD ROUND QUARTER-FINALS – ALL CLASSES
NOVEMBER	23	UPPER & LOWER STATE SEMI-FINALS – ALL CLASSES
NOVEMBER	30	STATE FINALS – A & AA
DECEMBER	01	STATE FINALS – AAA, AAAA & AAAAA
DECEMBER	08	NORTH/SOUTH ALL-STAR GAME MYRTLE BEACH, SOUTH CAROLINA
DECEMBER	15	2017 PEER RATINGS DUE IN ARBITER
DECEMBER	15	SHRINE BOWL - SPARTANBURG, SOUTH CAROLINA

2019

JULY	27	ANNUAL MEETING (<i>TENTATIVE</i>)
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2017 STATE FINALS OFFICIALS

CLASS AAAAA		CLASS AAAA	CLASS AAA
John Hill		Jerry Welmaker	Terry Troutt
John Peek		James Waldrep	Steve Sawyer
Jeff Cockrell		Brian Shealy	Todd Johnson
Jeffrey Powtak		Jeff Owings	Garen Denard
Steve Brush		Shane Broome	Grey Young
Thomas Brush		Rico Reed	Clay Goodyear
John Harley		Steve Burton	Garrick Messer
Tyrone DeLoach		Olin Bonner	Anthony Gilchrist
CLASS AA		CLASS A	
Bryan Fink		Tommy Stribble	
John Hitchman		Edward Buckner	
Carroll Bledsoe		David McKee	
Granderson James		Dustin Farmer	
Donnie Strong		B. G. "Bud" Fulton	
Bert Sanford		Ricky Robinson	
Michael Mullinix		Rhett Powell	
Kenneth Teuton		Eric McKnight	
2017 SHRINE BOWL		2017 NORTH/SOUTH ALL-STAR GAME	
John H. Hill	Garen Denard	Danny Caulder	Jeff Chamberlain
W. Keith Ritter	C. A. Donnie Strong	Edward Buckner	W. Jeff Owings
		John H. Harley	Dustin Farmer
		Jeffrey M. Powtak	Edwin Fisher

CONSTITUTION

Article I – NAME

This organization shall be known as the **South Carolina Football Officials Association**.

Article II – PURPOSE

- A. The training and development of young football officials.
- B. The maintenance of a booking office for high schools, prep schools and others desiring our services.

Article III – GEOGRAPHICAL DISTRICTS

- A. The territory embracing the residences of members shall be divided into thirteen geographical districts as follows:

- | | |
|--|--|
| 1. Greenville, Pickens | 8. Beaufort, Berkeley, Charleston,
Colleton, Dorchester, Jasper |
| 2. Cherokee, Spartanburg, Union | 9. Clarendon, Kershaw, Lee, Sumter |
| 3. Chester, Fairfield, Lancaster, York | 10. Anderson, Oconee |
| 4. Abbeville Greenwood, McCormick, Saluda | 11. Georgetown, Horry, Williamsburg |
| 5. Lexington, Richland | 12. Aiken, Edgefield |
| 6. Chesterfield, Darlington, Dillon, Florence, Marion,
Marlboro | 13. Laurens, Newberry |
| 7. Allendale, Bamberg, Barnwell, Calhoun, Hampton,
Orangeburg | |

- B. Dissolution

Should membership of any geographical district constitute less than 5% of the total registered SCFOA officials as of August 1 of any year, the Board of Directors shall issue a Notice of Intent to dissolve that district. If, on May 1 of the following year, that noticed district remains less than 5% of the total registered SCFOA officials, that district shall be dissolved as of May 2. The members of the dissolved district shall then (by majority vote) be group merged with any bordering district.

Article IV – OFFICERS AND DIRECTORS

- A. The officers of the association shall be: one President, one Vice President and one Secretary. The immediate past President of the association shall serve as an ex-officio officer for one year.
- B. The District Directors shall be thirteen in number, to-wit: one director from each of the thirteen geographical districts.

Article V – ELECTIONS

- A. Each officer shall be elected at the annual meeting by the majority vote of the members present. The President, the Vice President and the Secretary shall be elected at large.
- B. Each geographical district shall be entitled to have one member from the district to serve as District Director. The District Director shall be elected by a majority vote of the members present at a regularly called business meeting of the district.

Article VI – BOARD OF DIRECTORS

- A. The Board of Directors shall act in an advisory capacity to the President; shall entertain and cause to be thoroughly investigated written complaints against any member of the association and shall take what action it may deem advisable.
- B. The Board of Directors shall have full power to adopt all regulations to govern its deliberations.
- C. The Board of Directors shall determine eligibility tests on applicants for membership.

Article VII – GENERAL

The qualification for membership, and the duties and directors and regulations as may be necessary and proper for the conducting of the business and affairs of the association shall be provided for in the by-laws.

Article VIII – AMENDMENTS TO THE CONSTITUTION

The constitution may be amended at any annual meeting by an affirmative vote of three-fourths of the votes cast, provided that copies of the amendment shall have been mailed or emailed to each member at least 30 days prior to the annual meeting at which vote is to be taken.

BY-LAWS

Article I – OFFICERS AND DIRECTORS

Section 1: President

The President shall preside at all meetings of the association and the Board of Directors. He/she may vote if he/she is a District Director or to break a tie vote. He/she shall conduct all business on behalf of the association and shall make every effort to further the policy adopted by the association. The meetings of the association, votes, and elections shall be conducted based on the decision of a majority of the Executive Committee.

Section 2: Vice President

The Vice President shall perform the duties of the President in his/her absence or inability to act. He/she has full power of office, i.e., he/she may vote, make motions, speak for or against items of agenda; he/she may vote as a District Director should he/she also hold said office, but he/she may have only one vote on any issue. The Vice President shall conduct an annual review of the SCFOA Mechanics Manual. The Vice President will complete this review by February 14th of each year and submit the recommended changes to the Commissioner of Officials for review. Recommended changes approved by the Commissioner of Officials shall be submitted to the Secretary for the Board of Director's Spring Meeting agenda; or, at this same meeting, the Vice President submits his/her report to the Board on the details of the review with no recommended changes. The Vice President shall have optional authority to appoint a committee to assist in the review. These appointments shall be approved by the President.

Section 3: Past President

The Immediate Past President is an ex-officio officer. He/she shall assist the President as requested. The Immediate Past President shall perform the duties of the Vice President in his/her absence or inability to act. The Past President has the full power of office, i.e., he/she may vote, make motions, speak for or against items of agenda; he/she may vote as a District Director, should he/she also hold said office, but he/she may have only one vote on any issue.

Section 4: Secretary

The Secretary shall keep the minutes of all meetings of the association. He/she has full power of office, i.e., he/she may vote, make motions and speak for or against items of agenda. The secretary's term in office shall be for three (3) years, limited to two (2) consecutive terms.

Section 5: Directors

The Director is a representative of one of the thirteen geographical districts. He/she has full power of office, i.e., he/she may vote, make motions, speak for or against items of agenda, and he/she must be present to cast a vote on behalf of his/her district. Any district not represented by its duly elected director may be represented by a substitute or supply director appointed by the Director. The substitute or supply director will have full power of office, i.e., he/she may vote, make motions; speak for or against items of agenda.

Section 6: Commissioner of Officials

- A. The Commissioner of Officials shall be appointed by the Executive Committee of the South Carolina High School League. He/she shall have charge of all records pertaining to the business of the association. He/she shall collect all fees and dues and make the authorized disbursements. He/she shall carry the funds of the association in a reputable bank in the name of the association and shall sign all checks. He/she shall upon written notice, signed by the President and the Secretary, issue such checks of non-routine payment as directed by the association.
- B. The Commissioner shall receive all applications for membership that have been approved by the Director of the district where the applicant resides.
- C. The Commissioner shall maintain in his/her office all reports and records of the members of the association and the record of an official shall be available to such official at such reasonable time as may be agreed upon by the individual and the Commissioner. Any and all reports received by the Commissioner relating to any misconduct, unethical or unsportsmanlike action by an official shall be immediately reported to the respective official's District Director. Misconduct, unethical or unsportsmanlike action by a District Director shall be reported to the association's board for disciplinary actions.

- D. The Commissioner shall keep a record of all game assignments and schedules of member schools.
- E. The Commissioner shall furnish each member school a list of the officials according to the position worked by each official.
- F. An official's rating of his/her fellow officials is not to be viewed or examined by any other member of the association other than the Commissioner and his/her staff. In like manner, regular game assignments booked through the Commissioner's office shall not be viewed or examined prior to being published except by the Commissioner, his/her office or staff.

Section 7: Officials Representative to the Executive Committee of the SCHSL

This official is elected by all officials to serve on the Executive Committee of the South Carolina High School League; he/she shall be an ex-officio non-voting member of the Board of Directors.

Section 8: Review Board

The state review board shall consist of three (3) members. The purpose of this board shall be to assist the Commissioner and the Board of Directors relative to membership and abilities of its members. The **Vice President Elect** shall appoint a member to the board at the fall meeting. This new appointee will serve a three (3) year term and take office on January 1 as the other officers. Each District Director shall name a district review board from the members in his/her district. The purpose of this board shall be to review its membership and to relay to the Director and Commissioner the findings relative to abilities and cooperation, etc.

Section 9: Executive Committee

The Executive Committee is composed of the President, Vice President, and Secretary of the association and shall have such additional duties as assigned in these By-Laws or other matters that maybe referred to them by the President or Board of Directors.

Section 10: Additional Committees, Special and Standing

Preliminary work in preparation of matters for action by the SCFOA Board is often done by means of committee. The committee may be either a "standing committee", appointed for a definite time, or a "special committee", appointed for a special purpose. The following committees are the standing committees of the Board; Hall of Fame Committee, Scholarship Committee, All-Star Committee, Governance Committee, Mechanics Committee, and Review Board.

The President may create one or more committees of the board and appoint members of the board to serve on them. Each committee shall have two or more directors, one of which shall be designated as Chairman, who serve at the pleasure of the President. Each Director shall be appointed to at least one committee that he/she will serve on for their complete term. Appointment of non-board members who possess a special knowledge/experience to assist the committee is allowed with the approval of the Board of Directors. The creation of a committee and appointment of members must be approved by majority of the Officers and Directors.

Hall of Fame Committee: The HALL OF FAME COMMITTEE shall consist of 7 members as follows: the sitting President and Vice President of SCFOA and five (5) at large members elected from the current membership of the SCFOA Hall of Fame who have been recommended by and elected by members of the Hall of Fame Committee. The requirements to be nominated for the Hall of Fame are determined by the Hall of Fame Committee and any changes require a minimum of five (5) votes from the committee.

The five (5) at large members shall serve staggered five (5) year terms, with one member rolling off each year. The current members of the committee will determine the expiration of each at large member's term. No member shall serve more than two consecutive terms or until his/her replacement is elected. Should a member resign or be unable to fulfill his/her term the Hall of Fame Committee shall elect a successor to complete said term. All committee terms begin on January 1st of each year.

Article II – ELECTIONS AND MEETINGS

Section 1: Annual Meeting

The annual meeting of the association shall be held on a Saturday in late July or early August at a place designated by the Board of Directors, at which time officers shall be elected to serve for the succeeding year, which shall begin as of January 1.

Section 2: District Meetings (Elections)

The Directors will be elected for a three-year term. They will be rotated on a three-year basis. Districts 1, 4, 7, 10 & 12 will be elected one year. Districts 2, 5, 8 & 13 will be elected the next year and districts 3, 6, 9, & 11 will be elected the following year.

Section 3: Meetings

The Board of Directors shall meet in March, July, and October to conduct the business of the SCFOA. (Normally the meetings shall be the last Monday in March and October and Friday before the Annual Meeting). The President with the consent of the Executive Committee may take votes on issues they determine cannot wait until the next meeting by email ballots or other election means as they may deem appropriate.

Section 4: Compensation

Members of the Board or their alternate shall receive mileage for attendance to meetings attended. Members of the Board shall be reimbursed for expenses related to SCFOA provided proper documentation is provided and the expenses are approved by the President or Vice President.

Article III – MEMBERSHIP POLICIES

Section 1: Membership

- A. Any new member must possess a high school diploma, a high school certificate or its equivalent.
- B. An official with three (3) years recognized experience and a rating below 75 will be placed on probation for one (1) year. An official with five (5) years recognized experience with a rating below 80 will be placed on probation for one (1) year. An official with seven (7) years recognized experience and a grade less than 85 will be placed on probation for one (1) year. If this condition should exist a second time, the official will be dropped from the association.
- C. **All officials must have a yearly physical.** Prior to working any scrimmages or games each official must provide their District Director with a statement from the official's physician declaring the official is physically fit to officiate. The District Director shall be responsible for maintaining these statements. No game or scrimmage assignments will be made before this statement is received by the respective District Director.
- D. A membership year shall begin annually on January 1st, and end on the same date the next year following.
- E. Annual membership dues shall be required for membership. The deadline for submitting renewal applications shall be established by the SCHSL. Renewal applications received after the deadline shall be considered late. A late fee specified by the Board of Directors shall be charged. Renewal applications postmarked after the deadline set by the High School League will also be assessed a one (1) point deduction from their rating under cooperation. A member in good standing who left the association and was not registered in the preceding year shall be considered a new applicant. Any member, new or old, who issues payment of dues, and such payment is not honored by his/her financial institution, shall make the payment good with a certified check or money order. If the certified check or money order is received by the Commissioner's office after the deadline, such member shall pay the additional fee for late registration. In addition, the official shall pay an amount specified by the Board of Directors when his/her payment is not honored because of no funds, insufficient funds, or no account. Payment of dues shall include membership in the National Federation of Interscholastic Officials Association and liability insurance, the South Carolina High School League (Arbiter) certification fee, a rule book, and a casebook.
- F. Classification of membership dues are listed in the SCFOA directory.
Any member who resigns before August 1st will be refunded ½ the regular dues. Any member who resigns after August 1 will receive no refund.

- G. The Commissioner shall be empowered to assign new officials to the position in which they will officiate, and to reassign any official to a position if it would be for the betterment of the association. The Commissioner and any affected Directors may ask for and receive the resignation of any official, certified or not, who though making a passing grade on the examination, does not endeavor to uphold the code of ethics for officials, and one who has little or no regard for his fellow officials or the schools for which he works. The Commissioner and any affected Director may suspend at any time any official, certified or not, who is charged with a crime involving moral turpitude (delinquency) until his case is finally resolved.
- H. The fees for regular season and play-off games and the booking regulations for the association shall be as set forth in the SCFOA Directory.
- I. Members who are certified for the current year will be given membership cards. Members with twenty-five (25) or more years' service in South Carolina Football Officials Association will be given gold membership cards as a service award. Members with fifteen (15) years' service will receive fifteen-year certificates.

Section 2: Examinations

- A. To be certified, each official must take an examination on the rules and mechanics of football. This examination shall be the National Federation exam. Members of the SCFOA must make a grade of 70 or above to be certified for officiating varsity games. Members will have five (5) opportunities to make a 70 or above before the deadline set by the Commissioner of Officials.
- B. The day of the annual meeting a second exam will be taken to be used in calculating the official's ratings for the following year which will be used for assignments in a varsity game. If the officials' rating is too low for the varsity level, he/she will be used for "JV", "B", Jr. High and other such games.

Section 3: Procedures

- A. All members shall conform to the mechanics and procedures prescribed by the SCFOA officials manual. An official, who fails to attend the annual meeting or fails to take the written examination on the regularly scheduled date or both, shall have three (3) points automatically deducted from his/her officials rating for the following year. In addition, that member must attend the makeup clinic and examination and shall pay a fine as specified by the Board of Directors. In no event shall these fines be refunded. However, if such member missing the regular clinic, regular exam or both, has a documented legitimate excuse, that member may appeal the deduction of those points to the Board of Directors. The Board of Directors shall review and rule on these appeals under the published guidelines in the SCFOA directory.
- B. A make-up clinic will be held on the Monday after the Annual Meeting. Permission to attend that clinic must be acquired from the respective District Director.

Article IV – CONDUCT AND RESPONSIBILITIES

Section 1: General Rules

- A. No member shall accept any state high school engagement unless he/she is assigned through the association headquarters in Columbia; provided that assignments for "JV", "B", Jr. High and other such games may be made through the District Director who shall make every effort to assign new officials for the purpose of obtaining game experience. In all elimination games where officials of the South Carolina Football Officials Association are used, such officials will be appointed by the Commissioner of Officials. Refer to Booking Regulations in the SCFOA Directory.
- B. Any member who violates Article IV, Section 1: A (*above*) may be suspended for such length of time as the Board of Directors of the association may think wise and proper.
- C. Officials will be furnished for the coaches' association clinic without fee, but with travel and room expenses.
- D. An official may work for any school other than the schools attendance area in which he/she resides or for any school that he/she disqualifies himself/herself by request.
- E. If the National Anthem or alma mater of either school is played prior to the game or during the half time intermission, officials will stand, remove their caps and hold them either over their heart (prior or current military members may render the standard military salute) during the National Anthem, or in their hand along the side of the body during the playing of the alma mater.

Section 2: Responsibilities

- A. Any official that fails to fill his/her appointment will pay the home school the amount of the fee he/she was to receive.
- B. Any official that declines a field assignment or a clock assignment will not be permitted to officiate in any future game with a higher classification until he/she has fulfilled an assignment to a game of the same classification, which he/she rejected.
- C. If any official declines or turns in a game assignment, his/her rating will be assessed one (1) point for lack of cooperation. The penalty can be removed only by approval of a legitimate excuse in writing approved by the District Director.
- D. Releases for dates other than those listed by an official on his/her release sheet must be obtained at least two (2) weeks prior to the effective date of the release. If such release is not obtained, a fine in the amount of the fee for the game to which the official was assigned will be assessed unless a legitimate excuse is approved by the District Director. In the event the official cannot furnish an excuse, the fine must be paid before further assignments will be made.
- E. **No official may mark off more than three (3) schools** in classifications for which he/she will not officiate, excluding those with whom he/she has affiliations, such as those he/she attended, his/her children attended or other such affiliations.
- F. All members shall conform to the mechanics, procedures, uniform and grooming requirements prescribed in the SCFOA Mechanic's Manual as adopted and approved by the Board of Directors.

Section 3: Ratings

Members will be rated in accordance with the SCFOA rating system. The rating system is as follows:

CREDIT FACTORS	RULES & MECHANICS	SCFOA CREDIT	OFFICIALS RATING	DISTRICT MEETINGS	COOPERATION	TOTAL
Points	40	15	25	15	5	100

Actual points earned are computed as follows:

Rules & Mechanics Exam 40 times the percentage grade

SCFOA Credit 2 points for each year of certified experience for the first five (5) years.
2.5 points for each years certified experience for the next two (2) years.
(Experience in other states must be confirmed in writing by the athletic association of the state in which the official was certified.)

Officials Rating Ratings are submitted on a scale of 1 to 10. The average is computed and multiplied by 2.5. An official rating of 7 or below shall have attached a comment/notation/statement giving the reason for the low grade. Once playoffs begin, ECOs shall not rank or be ranked. No rankings of any officials will take place with the semi-final games and thereafter.

District Meetings 3 points are earned by attending the annual meeting or a college football clinic on the same date as the annual meeting. 12 points are earned as follows:

- A) One point for each of 6 classroom meetings prior to the season,
- B) One point for each of 2 classroom meetings after the start of the season,
- C) One point for each of 2 inter-school scrimmages (assigned by the District Director)
- D) One point for each of 2 classroom meetings and/or scrimmages.

Cooperation Deductions of points under Cooperation are determined by the President, Vice President, the District Director and the Commissioner. The District Director may deduct up to 2 points.

Section 4: Discipline of Officials

The authority of discipline for football game officials shall be the Commissioner of Officials as properly appointed in Article I, Section 6, and in accordance with the Constitution and By-Laws of SCFOA. The Executive Committee through its' Commissioner has the right of review any and all disciplinary actions taken by the Commissioner of Officials against any of its members. Appeals to the Commissioner of the SCHSL must be made in writing within 30 days of notification of disciplinary action.

Warning: this is an official notice that an inexcusable, unethical or unsportsmanlike action is a matter of record and that such must not happen again.

Probation: this is a more severe type of warning. An official on probation may be assigned to regularly scheduled games, but he/she will not be assigned to a play-off game for a conference championship, a play-off game toward the state championship or a tournament of any type.

Fine: a fine may be levied separately or in addition to a warning, probation, or a suspension. It will be levied against the individual official and may range from the fee received for working the game up to a maximum of \$100.

Suspension: a suspended official may not work an interscholastic athletic contest of any kind for a member of the South Carolina High School League or a school that is a member of another league coming under the jurisdiction of the South Carolina High School League.

Appeals: appeals to action taken by the Commissioner are to be made in writing within 30 days of notification of disciplinary action. Appeals of Probation will be made to the Executive Committee of the SCFOA. Any appeals for Suspension shall be made to the Board of Directors of the SCFOA.

Article V – AMENDMENTS TO THE BY-LAWS

These By-Laws may be amended by an affirmative vote of the majority of the Board of Directors, provided:

- A. The vote is held at a regularly scheduled Board of Directors' meeting, and;
 - B. Notice of the amendment to be voted upon shall have been provided to each member of the Board of Directors no less than thirty (30) days prior to the date of the meeting at which the Board vote is to be taken, and;
 - C. The amendment is not related to dues required for membership, and;
 - D. The membership of SCFOA may overturn any such amendment passed by the Board of Directors at any annual meeting by an affirmative vote of three-fourths of the votes cast, provided that copies of the proposed resolution to overturn the amendment shall have been published by the SCFOA Secretary (mailed or emailed) to each member at least thirty (30) days prior to the annual meeting at which the vote is to be taken. Any such proposed resolution shall be submitted to the Secretary of SCFOA no later than sixty (60) days prior to the annual meeting, so that the Secretary may properly and timely publish it to the membership.
 - E. Any matter brought before the Board and voted on may not be brought before the Board for a period of two (2) years from the effective date or date of implementation, the latter of which, without three-fourths consent of the Board of Directors. The effective date of any Board of Directors' amendment shall be delayed until one (1) week after the next scheduled annual meeting.
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SCFOA MEMBERSHIP DUES CLASSIFICATION:

Membership dues are as follows:

Officers and Directors	\$60.00
Members last year who register prior to the deadline	\$60.00
Those who were not members last year	\$65.00
Members last year who register after the deadline set by the HSL	\$75.00
	(Includes \$15.00 late fee)
Members who register after the deadline set by the HSL	\$75.00
	(Also loss of (1) point for cooperation)
Returned check fee	\$25.00
Makeup Clinic fee (\$10.00 for SCFOA, \$10.00 to SCHSL)	\$20.00
Refund for resignation prior to August 1st:	½ the regular dues paid.
Refund for resignation on/after August 1st:	no refund.

Dues include the cost of membership in the National Federation of Interscholastic Officials Association and liability insurance, the South Carolina High School League (Arbiter) certification fee, a rule book, and a casebook. New members will also receive a copy of "Football Rules Simplified and Illustrated". If these costs are increased by the provider they will be added to the dues paid to the SCFOA.

SCHSL BOOKING REGULATIONS:

These regulations shall cover the booking of all games by the South Carolina Football Officials Association:

- ▶ Five (5) or more officials will be used in all varsity games booked by the South Carolina Football Officials Association.
- ▶ An official must work a **minimum of seven (7) varsity games** during the regular season to be eligible for a play-off assignment.
- ▶ An official will revert to the previous years' rating if six (6) or less varsity games were worked during the year.
- ▶ The Commissioner reserves the right to waive the above regulations in case of emergency.

FOOTBALL OFFICIALS FEES

The Executive Committee has approved the following three (3) classes of fees set by the South Carolina Football Officials Association:

CLASS	REGULAR SEASON		PLAY-OFF GAMES			
	OFFICIALS	ECO	QUARTER & SEMI-FINALS		FINALS	
			FIELD	ECO	FIELD	ECO
I	\$92.00	\$51.00	\$97.00	\$55.00	\$104.00	\$57.00
II	\$80.00	\$51.00	\$82.00	\$55.00	\$92.00	\$57.00
III	\$68.00	\$48.00	\$68.00	\$48.00	\$80.00	\$51.00

Travel allowance for each official will be .45 a mile with a minimum of \$9.00

Upon application and payment of the booking fee, each school shall be placed in the appropriate fee class according to the classification of the school in the South Carolina High School League. The minimum fee class for 4-A & 5-A schools shall be Class I. The minimum fee class for 3-A schools shall be Class II. The minimum fee class for 2-A & 1-A schools shall be Class III. The selection of officials shall begin with Class I and continue through Class III.

Fees will be \$43.00 for each official for junior varsity and \$33.00 for each official junior high game.

RECOMMENDATIONS TO SCHSL:

The following recommendations have been approved by the SCFOA Board of Directors as suggestions to the SCHSL when selecting officials for playoffs, post season games and certain games utilizing seven man crews

A. Selection of Officials:

On certain regular season games, as well as some post season games, the SCHSL may utilize seven man field crews. The selection of the basic five officials (R, U, L, LJ, and BJ) for seven man crews typically is, and has historically been, based on rankings at each of these basic five positions even though all selections are at the complete discretion of the Commissioner of Officials. Selection of officials for the 6th and 7th field positions (FJ and SJ respectively) on seven man crews is at the complete discretion of the Commissioner of Officials. This selection of the 6th and 7th field position will be made from the pool of officials viewed by the Commissioner as qualified and capable of working the assignment with limited regard to the official's current SCFOA ranking. For state finals selection, however, eligibility for inclusion in the pool of officials considered for the 6th and 7th field positions requires an official to be ranked in the top 15 at their respective position.

B. Consecutive championship games allowed to officiate:

Starting with the 2010 South Carolina Football State Championship games, no official may work more than three (3) consecutive state championship games, regardless of the classification or their position.

C. Side Judge/Field Judge selection for championships:

Starting with the 2010 South Carolina Football State Championship games, no official may work consecutive state championship games at the Field Judge and/or Side Judge positions.

D. Use of carry-over provision by an official:

An official must work a **minimum of seven (7) varsity games** during the regular season to be eligible for a play-off assignment.

If an official works six (6) or less varsity games during the regular season, then the official will revert to the previous year's overall rating for the subsequent football season. This "carry-over" provision may be used by an official only **ONCE** during their officiating career. During the football season when the official is using this provision, he/she forfeits the opportunity to officiate the Shrine Bowl game, the North-South All-Star Game, or any playoff contest beyond the quarter-finals. The carry-over rating will not be used to allow an official to gain an all-star game or a state semi-final or state final game.

If an official has circumstances in a later year where he/she officiates' six (6) or less varsity games during the regular season, then the carry-over rating provision will not be used for the next football season. In those cases, the official will be assigned a rating by the State Review Board under guidelines used for out-of-state transferring officials or those officials who are returning after more than one year of absence. In all cases the official will not be eligible for the Shrine Bowl, the North-South All-Star Game, or any state playoff game beyond the quarter-finals (semi-finals or finals) for that football season where he/she is assigned a rating by the State Review Board.

PAST OFFICERS

The following men served as officers of the SCFOA from 1944 through 1947.

	A. B. Galloway	Jack Reames	Bill Dukes	C. F. Reames	Ed Ward	T. B. Amis
YEAR	PRESIDENT		VICE PRESIDENT		SECRETARY	
1948	Van Edwards		E. L. Wright		T. B. Amis	
1949	E. L. Wright		James Herlong		T. B. Amis	
1950	James Herlong		D. N. Rivers		T. B. Amis	
1951	D. N. Rivers		C. A. Powell		T. B. Amis	
1952	C. A. Powell		Joe Jelks		T. B. Amis	
1953	Joe Jelks		M. C. Woods, Jr.		T. B. Amis	
1954	M. C. Woods, Jr.		Bill Simpson		T. B. Amis	
1955	Charlie Moss		V. E. Baugh		T. B. Amis	
1956	V. E. Baugh		Willie Wilbanks		T. B. Amis	
1957	Willie Wilbanks		O. V. Player, Jr.		T. B. Amis	
1958	O. V. Player, Jr.		Jack Lindsay		T. B. Amis	
1959	Jack Lindsay		Howard Burmester		T. B. Amis	
1960	Howard Burmester		J. E. Enloe		T. B. Amis	
1961	J. E. Enloe		Buford L. Clary		T. B. Amis	
1962	Buford L. Clary		Carol Blackwell		T. B. Amis	
1963	Carol Blackwell		Vaughan Jennings		T. B. Amis	
1964	Vaughan Jennings		Marshall Fant, Jr.		Jack Lindsay	
1965	Marshall Fant, Jr.		Grady Decell		Bill Simpson	
1966	Grady Decell		W. N. Devore		Bill Simpson	
1967	W. N. Devore		Bob Berry		Bill Simpson	
1968	Bob Berry		Joe P. Watson		Bill Simpson	
1969	Joe P. Watson		Loring K. Baker		Bill Simpson	
1970	Loring K. Baker		J. Vincent Price		Bill Simpson	
1971	J. Vincent Price		Charles L. Seay		Bill Devore	
1972	Charles L. Seay		William L. Culp		Bill Devore	
1973	William L. Culp		Bill Cummings		Bill Devore	
1974	Bill Cummings		Sam O. Owens		Bill Devore	
1975	Sam O. Owens		Grady L. Ray		Bill Devore	
1976	Grady L. Ray		W. Clark Gaston, Jr.		Bill Devore	
1977	W. Clark Gaston		E. N. Roberson		Bill Devore	
1978	E. N. Roberson		Dan F. Williamson		Bill Devore	
1979	Dan F. Williamson		George W. Inabinet		Charlie Haggard	
1980	George W. Inabinet		Larry M. Rowland		Charlie Haggard	
1981	Larry M. Rowland		Ernest R. Nelson		Charlie Haggard	
1982	Ernest R. Nelson		William H. Bouknight		Charlie Haggard	
1983	William H. Bouknight		Marvin C. Rogerson		Charlie Haggard	
1984	Marvin C. Rogerson		J. Truman Owens		Charlie Haggard	
1985	J. Truman Owens		E. S. Cox		Gerald R. Ulmer	
1986	E. S. Cox		J. C. Holtzclaw		Gerald R. Ulmer	
1987	J. C. Holtzclaw		V. C. Crenshaw		Gerald R. Ulmer	
1988	V. C. Crenshaw		W. A. Armstrong		Gerald R. Ulmer	
1989	W. Allen Armstrong		Gerald R. Ulmer		T. Wayne Ballew	
1990	Gerald R. Ulmer		A. L. Tumblin		T. Wayne Ballew	
1991	A. L. Tumblin		E. Bruce Hulion		C. R. Froneberger	
1992	E. Bruce Hulion		J. H. Howey		C. R. Froneberger	
1993	J. H. Howey		W. E. Dunham		C. R. Froneberger	
1994	W. E. Dunham		K. R. Hudson		C. R. Froneberger	
1995	K. R. Hudson		R. C. Hicks		C. R. Froneberger	
1996	R. C. Hicks		R. L. Pedrick		N. H. Shows	
1997	R. L. Pedrick		N. H. Shows		L. G. Reddick	
1998	N. H. Shows		M. B. Hope		L. G. Reddick	
1999	M. B. Hope		R. N. Hellams		L. G. Reddick	
2000	R. N. Hellams		J. R. Childress		L. G. Reddick	
2001	J. R. Childress		J. H. Bull		N. H. Shows	
2002	J. H. Bull		B.H. Johnson		N. H. Shows	
2003	B.H. Johnson		L. Myers		M. R. Polk	
2004	L. Myers		W. M. Spillane		M. R. Polk	
2005	W.M. Spillane		L. A. Webb		M.B. Hope	
2006	L.A. Webb		Mike Mullinix		M.B. Hope	
2007	Mike Mullinix		Chris Jones		M.B. Hope	
2008	Chris Jones		Larry Saunders		M.B. Hope	
2009	Larry Saunders		John Peak		M.B. Hope	
2010	John Peak		F.O. Bryant		Paul Pool	
2011	F.O. Bryant		Bryan Fink		Paul Pool	
2012	Bryan Fink		Paul Pool		Chuck Cauthen	

YEAR	PRESIDENT
2013	Paul Pool
2014	Steve Brush
2015	Dean Waters
2016	Donnie Strong
2017	Chris Horton

VICE PRESIDENT
Steve Brush
Dean Waters
Donnie Strong
Chris Horton
Tommy Brush

SECRETARY
Chuck Cauthen
Chuck Cauthen
Robert Davis
Robert Davis
Robert Davis

PAST DIRECTORS

W. A. Alexander	P.C. Davis	B. Hubbard	O. V. Player	S. Wilson
S. R. Allen	S. Davis	K. R. Hudson	M. R. Polk	R. D. Woods
W. A. Armstrong	W. T. Deaton	Steven Hughes	C. A. Powell	M. C. Woods, Jr.
R. Bailey	W. N. Devore	T. L. Hughston	T. J. Reames	E. L. Wright
L. K. Baker	G. M. Dover	E. B. Hulion	L. G. Reddeck	T. Wright
T. W. Ballew	D. T. Drenning	G. W. Inabinet	R. H. Rice	W. R. Young
R. W. Barrett	H. L. Dukes	F. S. James	J. E. Richards	D. Younts
V. E. Baugh	W. R. Dukes	J. W. Jelks	W. H. Riner	
J. C. Belangia	W. E. Dunham	V. Jennings	E. N. Roberson	
Delbert W. Bell	J. Dupre	E. L. Johns	B. Robinson	
C. R. Blackburn	J. Eason	B. H. Johnson	G. L. Rogers	
Lee Blackmon	H. R. Edwards	C. A. Jones	M. C. Rogerson	
C. Blackwell	V. E. Edwards	J. F. Jumper	L. M. Rowland	
E. C. Blackwell	J. E. Enloe	J. W. Lindsey	R. L. Sandifer	
J. H. Blake	M. A. Fant	J. E. Long	C. L. Seay	
W. J. Bleakley	F. R. Faulling	H. E. Mabry	J. W. Shire	
R. E.(Bob) Bone	B. P. Fink	H. J. Martin	J. Shivers	
W. B. Boore	T. C. Fosberry	G. W. McGown	N. H. Shows	
W. H. Bouknight	J. E. Franklin	A. McCrackin	W. C. Simpson	
L. Brannen, Jr.	J. Frederick	L. E. McLaurin	W. W. Sims	
D. L. (Don) Brooks	E. F. Gallogly	W. D. McLaurin	J. E. Skey	
J. E. Brown	A. B. Galloway	T. G. McMeekin	S. L. Stephenson	
Steve Brush	M. D. Gaskin	O. M. Melton	C. A. Strong	
Tommy Brush	W. C. Gaston	F. Mercer	T. M. Swann, Jr.	
F. O. (Smiley) Bryant	D. L. Goldsmith	G. B. Mitchell	B. E. Templeton	
J. H. Bull	M. D. Googer	R. P. Moses	C. H. Thomas	
J. T. Bullard	O. L. Graham	C. S. Moss	A. L. Tumblin	
T. H. Bullard	G. S. Griffin	L. M. Muldrow	E. K. Turbeville	
H. Burmester	J. E. Hambright	T. M. Mullinix	G. R. Ulmer	
P. W. Carver	L. L. Hamilton	W. Murdaugh	R. B. Ulmer	
J. R. Childress	D. E. Hampton	Bryan Murphy	H. Voight	
B. L. Clary	E. M. Hanna	T. P. Murphy	D. E. Wagner	
W. E. Clary	J. B. Harvie	W. J. Murphy	W. D. Waites	
J. D. Cobb	B. M. Haynie	L. Myers	James E Waldrep	
J. J. Costello	R. N. Hellams	D. Nanney	E. Ward	
E. S. Cox	D. B. Hendrix	E. R. Nelson	G. Watson	
M.L. Craig	S. Hensley	W. A. Oliff	J. P. Watson	
T. J. Craig	J. V. Herlong	C. P. Osteen	Wes Welborn	
V. C. Crenshaw	P. Hernandez	J. E. Owens	Eric Wells	
L. Culbertson	S. Hernandez	J. T. Owens	J. G. Welmaker	
W. L. Culp	R. C. Hicks	S. O. Owens	J. K. Weyman	
W. R. Cummings	S. Hickson	R. Paul	H. Whitmire	
J. E. Dabbs	J. C. Holtzclaw	J. Peek	W. M. Wilbanks	
C.C. Dailey	J. Hornsby	A. Phillips	T. L. Williams	
J. P. Daniel	L. D. Howell	K. R. Phillips	D. Williamson	
J. K. Davis	J. H. Howey, Sr.	F. H. Platts	E. Willmon	

NATIONAL FEDERATION OFFICIALS HALL OF FAME

W. R. (Bill) Cummings

Bee Harper
Truman Owens

Sam O. Owens

SCFOA HALL OF FAME

2017

Samuel (Sam) B. Davis, Jr
Doug M. Hudson
Granderson James

2018

2019



ALL-STAR FOOTBALL OFFICIALS

	<u>REFEREE</u>	<u>UMPIRE</u>	<u>LINESMAN</u>	<u>LINE JUDGE</u>	<u>SIDE JUDGE</u>	<u>FIELD JUDGE</u>	<u>BACK JUDGE</u>	<u>ECO</u>
1960	H. Burmester	Bob Berry	C. Cummings	R. Bridgeman				
1962	B. L. Clary	B. Drummond	Woody Lucas	D. B. Hendrix			H. J. Martin	R. H. Rice
1964	L. D. Howell	Alvin Taylor	G. Decell	James Howey			B. Wurthman	J. C. Doggette
1965	Loring Baker	W. N. Devore	C. R. Amick	M. Fant, Jr.			Alva Phillips	Rufus Garrick
1966	W.R. Cummings	G. W. Inabinet	R. V. Slaker	J. H. Blake			E. C. Owens	T. M. Sumerel
1967	C. C. Dailey	Clyde Werner	J. R. Murray	Joe P. Watson			L. G. Rogers	D. C. Williams
1968	Jack Cobb	Charlie Seay	J. A. Wyatt	J. T. Owens			G. L. Ray	C. B. Holland
1969	Gene Gallogly	Joseph Cantey	A. L. Kelley	Billy Brown			W. H. Bouknight	R. L. Stuart
1970	W. L. Culp	Dee Nanney	W. D. Coleman	Joe Hornsby			H.K. Blackwood	J. E. Meaney
1971	J. V. Price	W. G. Gaston	E. E. Simmons	M. D. Gaskin			E. N. Roberson	Fred Byrd
1972	J. E. Long	J. R. Braswell	Bill Hubbard	Gene Parrott			S. O. Owens	G. T. Watson
1973	E. R. Nelson	T. B. Dukes	A. L. Melton	D. F. Williamson			J. B. Harvie	E. F. Farr
1974	W. D. Waites	J. C. Pate	M. C. Googer	J. K. Smith			L. Brannen	W. M. Evans
1975	E. L. Hutto	M. E. Cannon	B. M. Haynie	T. L. Hughston			G. M. Dover	W. P. Ranew
1976	P. W. Carver	J. E. Skey	F. R. Faulling	L. D. Harrington			J. J. Godbold	C. E. Rayford
1977	E. L. Johns	H. L. Dukes	Sam Knox	G. R. Ulmer			L. M. Rowland	Wheeler Aiken
1978	R. L. Sandifer	C. F. Roland	F. K. Prewitt	E. S. Cox			K. R. Summers	S. W. Miller
1979	P. C. Davis	J. K. Weyman	W. D. Kaughman	R. E. Stancil			W. J. Murphy	L. L. Hamilton
1980	M. C. Rogerson	J. H. Bull	J. S. Hamlett	R. I. Lawson			C. E. Kay	D. D. Halford
1981	J. Holtzclaw	C. Belangia	T. C. Fosberry	J. R. Littlejohn			T. C. Stribble	W. G. White
1982	V. C. Crenshaw	G. M. Metz	K. R. Hudson	T. F. Hill			O. T. Gray	C. Werner
1983	R. E. Bone	W. H. Riner	S. L. Stephenson	R. E. Boltin			C. W. Haggard	Ed Godbold
1984	G. L. Heflin	W. T. Deaton	F. G. Shorter Jr.	R. H. Willis			J. T. Beckum	W. B. Patterson
1985	D. R. Hinson	J. V. Smith	W. R. Young	J. H. Howey			A. L. Tumblin	H. W. King
1986	R. C. Hicks	W. A. Armstrong	S. R. Koon	J. E. Owens		D. H. Smith	C. R. Fronberger	T. Dewitt
1987	J. M. Turner	R. D. Moyer	J. F. Overcash	T. E. Hutson		R. Delpriore	J. J. Costello	J. E. Harper
1988	L. G. Reddeck	R. L. Pedrick	D. W. Hooks	R. C. Fowler		W. B. Boore	D. E. Carter	C. R. Bryant
1989	W. E. McCracken	M. B. Hope	E. B. Hulion	D. W. Bell		J. E. Dabbs	O. L. Graham	D. P. Merolle
1990	D. T. Stacey	W. E. Dunham	J. W. Shire	G. B. Mitchell		J. R. Privette	J. R. Shirley	J. D. Winburn

1991	W. M. Spillane	J. F. Jumper	P. R. Boulware	M. H. Guerry		J. D. Cuthbertson	J. M. Tiller	M. Owens
1992	J. R. Childress	C. C. Dalrymple	M. B. Shealy	L. M. Muldrow		M. D. Owens	J. Frederick	W. L. Hall
1993	O. M. Melton	S. K. Tuck	F. Pearson	J. M. Brown		J. R. Patterson	E. A. Rhodes	M. L. McCray
1994	W. P. Wagers	R. N. Hellams	D. W. Parker	W. G. Welborn		H. L. McQuage	T. L. Williams	P. Jones
1995	J. D. Shealy	L. A. Webb	D. A. Pitts	D. L. Owens		R. D. Woods	T. P. Murphy	E. D. Bryant
1996	J. P. Watson	T. L. Steineart	D. R. Falls	D. B. Johnson		A. F. Holt	T. A. Livingston	M. F. Williams
1997	W. H. Peter	D. W. Branham	T. H. Bullard	C. A. Jones		F. H. Platts	M. R. Polk	L. R. Hutchinson
1998	P. A. Hernandez	F. O. Bryant	W. G. Hunter	M. L. Koone		C. Phelps	F. B. Welch	M. J. Smith
1999	D. E. Younts	M. L. Craig	D. T. Drenning	J. L. Pruitt		S.C. Gibson	J.T. Bullard	E. W. Ledbetter
2000	B. H. Johnson	J.W. Hinely	W. James	C.A. Strong	W.A. Alexander	W.B. Addis	G.A. Hensley	R.H. McGlaun
2001	L. J. Saunders	J.S. Rush	B. P. Fink	H.R. Edwards	R. L. Turnmire	C.W. Lowder	C.T. Hunter	B.A. Lindley
2002	J. Kelly	H. Smiley	D. O'Keefe	S. Wilkie	R. Simmons	D. Collins	S. Brush	F. Dunlap
2003	S. Hickson	J. F. Peek	S. Jackson	G. James	B. Brown	T. Troutt	P. Pool	D. Minors
2004	G. Hooker	W. Reid	M. Mullinix	C. A. Burton	J.R. Richards	R. Geddings	G. Parker	G. McMeekin
2005	P. Williams	W. Wood	J. Jones	B. Sanford	C. Horton	B. Lane	R. Walton	E. Johnson
2006	R. Paul	J. Fudge	J. Bishop	R. Powell	J. Boylan	L. Scott	C. Cauthen	N. Shows
2007	M. Cohen	R. Davis	D. Massingille	T. Zwilling	L. Bostic	S. Griffin	J. Tolman	G. Hewitt
2008	J. Welmaker	E. Wells	M. Hohman	D. Waters	H. Wagers	J. Brewer	W. Pope	F. Mercer
2009	R. Huggins	A. Lee	M. McCurry	J. Thomas	Edwin Lee	Dane Bayag	Steven Hughes	A.C. Lewis
2010	Jack Nettles	M. Wiggins	T. Johnson	G. Denard	C. Smith	D. McKee	J. Moots	E. Johnson
2011	E. Westfield	S. Davis	Doug Hudson	R. Robinson	R. Albertson	C. Marshall	D. Burton	J. Patterson
2012	John Hill	G. Miller	L. Brown	Bud Fulton	Allen Mason	D. Snyder	L. A. Watson	E. Davis
2013	M. Patterson	J. Waldrep	T. Moore	Sean Rogers	B. Murphy	John Price	J. Gregory	A. Stevens
2014	R. Boland	C. Welker	J. Cockrell	Arnold Daniels	K. Ritter	E. Doddington	S.. Palmer	E. Hamilton
2015	Tim Cahill	S. Burton	S. Kinard	Norman Hall, Jr.	G. Messer	Sam Jones	M McGarry	Sam Berry
2016	Dan Huntsinger	John Hitchman	Grey Young	Brad Smith	Jeffrey Nettles	Travis Bates	Shane Broome	Jerry Legare, Jr.
2017	Danny Caulder	Edward Buckner	John H. Harley	Jeffrey Powtak	Dustin Farmer	W. Jeff Owings	Jeff Chamberlain	Edwin Fisher

SHRINE BOWL OFFICIALS



1949	M. C. Woods, Jr.	F. Craft		
1950	E. F. Ward	H. H. Williard		
1951	V. E. Baugh	G. T. Watson		
1952	J. Lindsay	A. Hall		
1953	B. Simpson	J. C. Hambright		
1954	R. Moore	V. Jennings		
1955	J. Brandenburg	O. V. Player, Jr.		
1956	J. A. Sims	T. McIlwain		
1957	L. Culbertson	G. Rushton		
1958	J. G. Collier	K. Dubard	R. O. Hartman	
1959	C. Blackwell	G. Benton		
1960	B. Poe	G. Decell	J. Howey	
1961	B. Clary	W. Walkup		
1962	R. Jenkins	J. Bleakley	D. B. Hendrix	
1963	W. H. Embler	J. Y. Antley		
1964	B. Berry	W. Williams	R. Murray	
1965	H. Burmester	M. Fant		
1966	J. C. Rushton	C. R. Amick	E. C. Owens	
1967	B. Cummings	J. T. Owens		
1968	W. N. DeVore	W. H. Bouknight	G. L. Ray	
1969	R. Dailey	J. P. Watson		
1970	W. C. Gaston, Jr.	J. A. Smarr	B. E. Brown	
1971	J. V. Price	J. Hornsby		
1972	C. L. Seay	A. R. Kelley	S. Owens	
1973	E. R. Nelson	E. S. Cox	B. M. Haynie	
1974	W. D. Waites	J. R. Braswell	S. B. Knox	
1975	J. Long	M. Googer	J. K. Smith	
1976	G. W. Inabinet	J. R. Mashburn	D. F. Williamson	
1977	G. M. Dover	M. D. Gaskin	E. N. Roberson	
1978	J. K. Weyman	C. W. Haggard	O. T. Gray	
1979	M. C. Rogerson	L. D. Harrington	L. M. Rowland	
1980	J. C. Pate	W. D. Kaughman	J. C. Holtzclaw	
1981	R. L. Sandifer	R. S. Sarratt	S. R. Koon	
1982	J. E. Skey	B. R. Volk	G. R. Ulmer	
1983	G. L. Heflin	T. C. Fosberry	R. E. Stancil	
1984	W. A. Armstrong	K. R. Hudson	S. L. Stephenson	
1985	V. C. Crenshaw	E. B. Hulion	R. Delpriore	
1986	J. V. Smith	A. L. Tumblin	J. H. Howey	
1987	R. C. Hicks	R. C. Fowler	T. E. Hutson	
1988	J. H. Bull	T. C. Stribble	L. G. Reddeck	
1989	W. E. McCracken	D. W. Bell	J. E. Dabbs	D. E. Carter
1990	M. B. Hope	J. W. Shire	J. R. Shirley	
1991	W. M. Spillane	D. T. Stacey	M. H. Guerry	O. L. Graham
1992	L. M. Muldrow	C. C. Dalrymple	J. F. Overcash	
1993	O. M. Melton	W. T. Deaton	J. M. Brown	F. Pearson
1994	W. H. Riner	D. W. Parker	H. L. McQuage	
1995	J. D. Shealy	D. L. Owens	M. B. Shealy	W. B. Boore
1996	L. A. Webb	P. R. Boulware	C. R. Froneberger	
1997	J. R. Childress	W. G. Welborn	T. H. Bullard	R. D. Woods
1998	T. L. Steinert	J. R. Littlejohn	W. G. Hunter	E. D. Bryant
1999	P. A. Hernandez	D. T. Drenning	J. F. Jumper	D. E. Younts
2000	J. D. Cuthbertson	W. James	E. A. Rhodes	W. L. Hall
2001	B. H. Johnson	H. R. Edwards	W. A. Alexander	W. B. Addis
2002	D. Branham	D. Falls	S. Brush	M. Smith
2003	L. J. Saunders	M. D. Owens	C. A. Jones	P. R. Pool
2004	W. Bill Reid	S. Jackson	D. B. Johnson	D. McGlaun
2005	R. Bone	B. Fink	B. Sanford	B. Turnmire
2006	T. Livingston	J. Peek	R. Young	N. Shows
				J. A. Wyatt

SHRINE BOWL OFFICIALS

2007	W. Peter	T. Troutt	C. Cauthen	D. Massingille
2008	R.E. Davis	D. A. Pitts	J. Boylan	F. Mercer
2009	R. Huggins	G. Mitchell	R. Powell	S. Wilkie
2010	M. Wiggins	T. Johnson	T. Zwilling	R. Bush
2011	J. Welmaker	D. Waters	C. Smith	J. Tolman
2012	Samuel Davis	Doug Hudson	G. Parker	F. O. Bryant
2013	M. Patterson	G. James	J. Moots	M. Mullinix
2014	C. Welker	D. McKee	Lynn Bostic	D. O'Keefe
2015	John Price	Chris Horton	Steven Hughes	Tommy Brush
2016	John Hitchman	Jeffrey Cockrell	Bud Fulton	William Murphy
2017	John H. Hill	Garen Denard	W. Keith Ritter	Donnie Strong

SCFOA HALL OF FAME

Wil Alexander – D2 (11)	Joe Hornsby, Jr. – D12 (99)	Bill Spillane – D5 (11)
Carroll (<i>Buck</i>) Amick – D1 (01)	Chris Horton – D3 (16)	Dan Stacey – D5 (01)
W. Allen Armstrong – D1 (99)	James H. (<i>Jim</i>) Howey – D3 (99)	R. E. (<i>Gene</i>) Stancil – D5 (99)
Delbert W. Bell – D2 (07)	Doug M. Hudson – D5 (17)	Sam Stephenson – D1 (05)
Robert (<i>Bob</i>) E. Bone – D10 (13)	Kenneth R. Hudson – D3 (99)	Tommy C. Stribble – D13 (02)
William (<i>Bill</i>) Bouknight – D1 (99)	E. Bruce Hulion – D5 (99)	A. L. (<i>Bud</i>) Tumblin – D4 (99)
Parker Boulware – D5 (10)	Wilson G. Hunter – D4 (09)	Gerald Ulmer – D7 (00)
James R. Braswell – D13 (02)	Jack Inabinet – D5 (00)	L. A. (<i>Al</i>) Webb – D13 (04)
Edward Dean Bryant – D2 (04)	Granderson James – D9 (17)	Wes G. Welborn, Jr. – D10 (07)
F. O. (<i>Smiley</i>) Bryant – D4 (13)	David B. Johnson – D10 (05)	J. Kirk Weyman – D7 (99)
James H. (<i>Jim</i>) Bull – D3 (99)	Chris Jones – D3 (10)	Steven Wilkie – D4 (10)
Jack R. Childress – D4 (08)	Jim Jumper – D5 (00)	Dan F. Williamson – D1 (99)
Edwin S. (<i>Ed</i>) Cox – D6 (99)	Steve R. Koon – D13 (01)	James A. (<i>Jim</i>) Wyatt – D1 (04)
Virgil Crenshaw – D6 (00)	Sam Knox – D10 (00)	
W. R. (<i>Bill</i>) Cummings – D5 (99)	Tim Livingston – D5 (10)	
C.C. (<i>Rod</i>) Dailey – D1 (16)	Joe E. Long – D1 (00)	
Craig Dalrymple – D5 (03)	O. Max Melton – D3 (07)	
Samuel (<i>Sam</i>) Davis, Jr. – D5(17)	George Mitchell – D12 (10)	
W. T. (<i>Billy</i>) Deaton – D5 (05)	Ernest (<i>Ernie</i>) Nelson – D8 (99)	
William (<i>Bill</i>) DeVore – D4 (99)	J.T. (<i>Truman</i>) Owens – D13 (99)	
Mike Dover – D5 (00)	D. Larry Owens – D13 (07)	
Doug Drenning – D5 (10)	Michael D. Owens – D13 (04)	
Homer Edwards – D5 (14)	Sam O. Owens – D13 (99)	
W. H. Embler – D10 (01)	Joseph (<i>Joe</i>) Pate – D5 (00)	
Marshall Fant – D10 (01)	John Peek – D8 (14)	
Bryan Fink – D11 (10)	David Pitts – D13 (09)	
C.R. (<i>Bob</i>) Froneberger – D1 (07)	Paul R. Pool – D1 (13)	
M. Dreher Gaskin, Jr. – D8 (99)	Grady Ray – D5 (00)	
W. Clark Gaston – D1 (99)	Larry G. Reddeck – D6 (08)	
Charles W. Haggard – D5 (03)	William H. (<i>Bill</i>) Reid – D1 (15)	
Wendell Hall – D8 (99)	E. N. Roberson – D11 (02)	
James (<i>Bee</i>) Harper – D5 (99)	Larry Rowland – D10 (99)	
L. D. (<i>Len</i>) Harrington – D5 (99)	Larry Saunders – D5 (12)	
Malcolm Haynie – D10 (99)	Charlie Leon Seay – D7 (99)	
Robert Hellams – D8 (08)	M. (<i>Brian</i>) Shealy – D13 (03)	
R.C. (<i>Bob</i>) Hicks – D6 (99)	James W. (<i>Jim</i>) Shire – D6 (08)	
M. B. (<i>Bubba</i>) Hope – D5 (03)	James (<i>Jim</i>) V. Smith – D10(08)	

() Denotes HOF Class

DIRECTOR RESPONSIBILITIES

January

- Turn in **point deductions** to Commissioner for:
 - a. missed meetings
 - b. missed scrimmages
 - c. cooperation
- Scholarship Application(s) due (January 15th)

February

- Hall of Fame banquet – every other year, even numbered.
- Submit agenda items for Spring Directors meeting
- Submit Hall of Fame nominees to Vice President

March

- Directors Meeting : **(March)**
- Request game and scrimmage schedules from schools for 7th through JV.
- The usual deadline for this information is early to mid-June.
- Assure Spring/Summer meeting locations are reserved

April

- Set study schedule and meetings
- Arrange for rules teachers for summer meetings
- Notify District of initial meetings
- Select district review board
- Arrange/reserve meeting locations

May

- Initiate rules meetings
- Distribute books, forms, etc.

June

- Identify 15 and 25 year officials to Commissioner for Clinic recognition
- Collect completed physicals
- Direct SCFOA releases to Commissioner
- Receive/compile game and scrimmage schedules
- Send out late notices/fees for game and scrimmage schedules
- Assemble scrimmage schedule for booking
- Run, attend, monitor attendance at meetings
- Submit agenda items for Summer Directors meeting

July

- Clinic
 - Summer directors meeting Friday night prior to clinic
 - Have exemption letters for those not able to attend clinic
 - Distribute awards
 - 8 a.m. register clinic attendees, distribute material
 - Sign up scrimmages
 - Assist in clinic administration
 - Monitor testing
 - Correct grading errors, compile scores, distribute scores at home
- Schedule officials for scrimmages
- Schedule/book games
- Schedule officials for Jamborees
- Hold field clinics as required

August

- Distribute Game schedules to officials and schools including a listing of officials and contact information.
- Distribute scrimmage schedules to officials
- Notify Commissioner of those officials not attending meetings and of any restrictions
- Attend scrimmages – monitor attendance, teach
- Distribute exams

September/October

- Revise the game bookings as required
- Plan local year-end banquet as required (speaker, awards, meal, time, date, location etc.)
- Invite guests, members, speakers etc. to banquet as required
- Fall Directors' Meeting (**October**)

November

- Relax
- Conduct banquet as required

December

- Remind officials to register and turn in ratings

Year Round

- Process new applications
- Assist District officials and Commissioner
- Recruit new officials

Directors Meetings

- Three times a year, ~March, Friday before clinic, October
- Location is SCHSL Conference Room
- Expense checks are distributed
- Meeting minutes are distributed, reviewed, and approved
- Point deduction appeals are heard and ruled upon
- Rules and mechanics changes are reviewed, discussed, or proposed
- Old and new business disposed of or put off

Note: 'Director Responsibility' implies assurance of completion of an activity by delegation, oversight, or actual performance of the activity .

Scholarship Form

(Due by January 15th)

Physical Form

(Due by the Clinic date)

SCFOA Hall of Fame Requirements

(Due by February 1st)

SOUTH CAROLINA FOOTBALL OFFICIALS ASSOCIATION

P.O. Box 211575

Columbia, SC 29221-6576

SCHOLARSHIP APPLICATION

(Must be submitted by January 15th)

20_____ - 20_____

I. PERSONAL INFORMATION

1. Name _____
Last First Middle

Preferred or Nickname _____

2. Home Address _____
Number & Street City State & Zip

3. Date of Birth _____

4. Telephone (____) _____

5. Number of Children in Family _____ 6. Number in College _____

7. Name of Parent/Guardian with SCFOA affiliation: _____

*** Note—must be an active official with at least 5 consecutive years of service in SCFOA.***

II. EDUCATION BACKGROUND

1. Names of Schools attended: *(Attach additional sheet(s) if needed)*

School	Address	Years Attended
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. Anticipated date of graduation from high school _____

3. Have you been or are you now in any Advanced Placement Classes, IB Classes or dual enrollment courses in high school? *(Attach additional sheet(s) if needed)*

Yes _____ No _____

If yes, list courses _____

SCORING CRITERIA (Number of AP, IB, or Dual Enrollment Courses Completed or Enrolled in)

4+ Courses 15 points

2-3 Courses 10 points

1 Course 5 points

III. WORK EXPERIENCE

List, chronologically, your part-time and summer employment. *(Attach additional sheet(s) if needed)*

SCORING CRITERIA

Excellent Work History	15 points
Average Work History	10 points
Minimal Work History	5 points

IV. Extracurricular

1. List, in order of importance to you, all extra-curricular high school and community activities. *(Attach additional sheet(s) if needed)*

Activity	Office (if any)	Dates
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>

SCORING CRITERIA (extracurricular and community activity participation)

Outstanding	20 points
Above Average	15 points
Average	10 points
Minimal	5 points

V. ACADEMIC PERFORMANCE

SCORING CRITERIA

GPA 5.0 and above	25 points
4.5 to 4.9999	20 points
4.0 to 4.4999	15 points
3.5 to 3.999	10 points
3.4999 and below	5 points

SAT or ACT score must be verified by a printed score from the testing service:

SAT 1300 + Reading and Math	ACT 30 +	30 points
1200 – 1299	27-29	25 points
1100 – 1199	24-26	20 points
1000 – 1099	21-23	15 points
900 – 999	18-20	10 points
800 – 899	17 -	5 points

Letter of Educational Plans (Word Limit – 200 Words)

Outstanding	20 points
Above Average	15 points
Average	10 points
Minimal	5 points

VI. CONFIDENTIAL INFORMATION

1. Family

	Name	Occupation	Age
Father	_____	_____	_____
Mother	_____	_____	_____
Siblings'	_____	_____	_____
	_____	_____	_____
	_____	_____	_____
	_____	_____	_____

2. Other scholarships, grants, etc.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

3. Unusual Circumstances- If there are any unusual financial circumstances in your family, please describe them.

SCORE CRITERIA (Confidential Information)

High need	20 points
Above average need	15 points
Average need	10 points
Minimal need	5 points

INFORMATION REQUIRED WITH APPLICATION

1. Completed application form and submit by January 15th.
2. High school transcript (GPA), certified by school authorities.
3. Official printed SAT or ACT scores
4. Letter of recommendation from school or community person.
5. A letter, in applicant's handwriting, stating the reason for desiring a college education, plans upon graduation and any possible career goals.



South Carolina Football Officials Association
P.O. Box 211575
Columbia, SC 29221

Physical Examinations must be conducted after May 1 and before an official's first game assignment.

No assignment will be made until the bottom section of this form has been submitted to the district director.

Name _____ Date of Birth _____ District _____

Medical History

1. Diabetes
2. Epilepsy
3. Heart Disease
4. Chest Pains
5. Dyspnea
6. Claudication
7. Palpitations
8. Hypertension
9. Fainting Spells
10. Cigarette Smoker
11. On Medication
12. Recent Illness
13. Hospitalized
14. Weight at age 22

Yes	No

Family History

1. Diabetes
2. Hypertension
3. Early Death
4. Hypercholesterolemia

Yes	No

Explain any Yes answers

PHYSICAL EXAM

I. EYES

- A. Uncorrected: R _____ L _____ Corrected: R _____ L _____
- B. Are Glasses/Contact lenses recommended? Yes _____ No _____
- C. Are Safety lenses required? Yes _____ No _____

II. CARDIOVASCULAR

- A. Blood Pressure Systolic _____ Diastolic _____
- B. Heart Sounds Regular Yes _____ No _____
 Murmurs Yes _____ No _____

Describe: _____

- C. Pulse Rate: Resting _____

(Exercise – Run in place for 2 minutes)

Immediately After Exercise _____

2 Minutes After Exercise _____

- D. Dorsalis Pedis Pulse _____

III. ABDOMEN

- A. Hepatomegaly Yes _____ No _____
- B. Splenomegaly Yes _____ No _____
- C. Masses Yes _____ No _____

IV. MUSCULOSKELETAL

- A. Height: _____ Weight: _____
- B. Frame: Heavy _____ Medium _____ Light _____
- C. Overweight: Yes _____ No _____

V. URINALYSIS

- A. Sugar Yes _____ No _____
- B. Protein Yes _____ No _____

*****Detach Here and submit to District Director*****

To the Physician: Officiating is exacting work and involves considerable physical and emotional strain. Officials are subjected to considerable amounts of physical exertion to include sprinting short distances and standing for long periods of time (average of 2 hours per game).

Name _____ District _____

MEETS PHYSICAL REQUIREMENTS FOR A FOOTBALL OFFICIAL?

Yes _____ No _____

Date _____

Signed _____

MD / PA

Printed or Typed Name of MD / PA – _____

SCFOA Hall of Fame

SCFOA Hall of Fame Selection Criteria

Nominations: Any registered official of SCFOA or retired member of SCFOA may, through their District Director, nominate individuals for election to the SCFOA Hall of Fame. The deadline for the nominations sent to the SCFOA Vice President **shall be February 1 of each year.**

Criteria for Election: The following criteria will be used in evaluating nominations for election into the Hall of Fame. The nominees will be categorized into two areas; qualification for active SCFOA members and qualification for retired SCFOA members. All criteria must be fulfilled while a member is in good standing with the SCFOA. No nominee may be elected into the Hall of Fame without meeting or exceeding the following criteria:

Minimum Qualifications for Active Members

The minimum qualifications shall apply to active officials, who have achieved all of the following:

- Received a nomination to the SCFOA Hall of Fame.
- Served as a local district officer or District Director for three (3) years, or served as a state association officer.
- Been an active official in the SCFOA for a minimum of twenty (20) years.
- Officiated a minimum of seven (7) state finals.
- Officiated the Shrine Bowl game.
- Officiated the North-South All-Star game.
- Officiated a minimum of 250 varsity contests.

OR

- A member of the National Federation Hall of Fame and
Received a nomination to the SCFOA Hall of Fame

Minimum Qualifications for Retired Officials

The minimum qualifications shall apply to officials who do not have automatic credentials, have retired from SCFOA, and have achieved, at a minimum, all of the following:

- Received a nomination to the SCFOA Hall of Fame.
- Been an active official in SCFOA for a minimum of twenty (20) years.
- Officiated a minimum of five (5) state finals.
- Officiated either the Shrine Bowl or North-South All-Star game.
- Officiated a minimum of 200 varsity contests.
- Served as a local district officer or District Director for three (3) years or served as a state association officer.

Criteria for Induction

Amending Criteria: The criteria for selection into the SCFOA Hall of Fame, after careful examination by the SCFOA Hall of Fame Committee, may be changed by a majority vote of at least five (5) of the seven (7) members of the SCFOA Hall of Fame Committee.

Verification: Each District Director or designate will be responsible for providing the Hall of Fame Committee the written verification and supporting documentation requested for nominees from their respective geographic district. The Hall of Fame Committee will review and approve all nominations either by the active or retired criteria method for election into the SCFOA Hall of Fame.

Selection Process: Each year a selection committee (the SCFOA Hall of Fame Committee), composed of the sitting President and Vice President of SCFOA and five members of the SCFOA Hall of Fame, are responsible for electing new members into the Hall of Fame. Prior to the Spring Directors' meeting, the committee will review all nominations that were received by February 1st of that year and will, by secret ballot, elect new members from those nominated. Nominees must receive at least five (5) of the seven (7) members' affirmative vote to be elected. Names of officials selected for the Hall of Fame shall be given to the SCFOA Board of Directors and the Commissioner of Officials at the spring meeting.

Should an official not receive the necessary votes for election, the nomination will stay active for a period of three (3) years. All nominations will be voted on annually. If after three (3) years, a nominee is still not elected the candidate's name will be removed from consideration. Following a one-year waiting period, the candidate can be re-nominated for election into the Hall of Fame.

Recognition: Each year, newly elected members of the SCFOA Hall of Fame will be formally presented at the annual clinic. In addition, each member will have their name and class year inscribed on a name plate and affixed to the South Carolina Football Officials Hall of Fame plaque located in the South Carolina High School League office. The name plates for the new inductees will be added prior to the Induction Ceremony. Inductees will also be awarded their own, personal wall plaque at the ceremony.

Induction Ceremony: An Induction Ceremony will be held every two (2) years in January to induct the members that were elected in the previous two years. The SCFOA Hall of Fame Committee shall decide the time, date, and location of the ceremony.

Ceremony Funding: A portion of the annual SCFOA dues will fund the SCFOA Induction Ceremony.

"Any official elected to the HOF under the retired official qualifications will no longer be eligible to be assigned varsity games that are assigned by the SCHSL." Any official that is assigned and officiates a High School game assigned by the SCFOA after becoming a member under the retired officials will be terminated immediately as a member of the Hall of Fame.

To: District Directors

Please use this form to submit nominations for the South Carolina Football Officials Hall of Fame.

Nominees are to be forwarded to the SCFOA Vice President by District Directors **after** verifying qualifications to the fullest extent possible.

There are two (2) means of qualification, automatic and alternative. Active officials will be considered **ONLY** under the automatic qualification method. Retired officials who are not automatic qualifiers may be voted on if they meet the minimum alternative requirements.

Complete the information request and return it to the **Vice President by February 1.**

NOMINEE: _____

DISTRICT: _____ ACTIVE: _____ RETIRED: _____

OFFICIAL POSITION: (R) ___ (U) ___ (L) ___ (LJ) ___ (BJ) ___ (ECO) ___

NUMBER YEARS WORKED: _____ ACTIVE YEARS IN SCFOA: _____ - _____

OFFICE(S) HELD: (DISTRICT DIRECTOR, STATE OFFICER, ETC. / INCLUDE YEARS)
(NOTE: District offices must have been served a minimum of three (3) years.)

NUMBER OF STATE FINALS WORKED: _____ YEARS: _____

SHRINE BOWL? _____ YEAR: _____

NORTH/SOUTH ALL STAR GAME? _____ YEAR: _____

NUMBER OF VARSITY GAMES OFFICIATED: _____

NOMINATED BY: _____

Nominee Information

Notification address: _____

Notification Telephone number: _____

Notification Email address: _____

SCFOA OFFICIALS' RATING AND PERFORMANCE GUIDELINES

Following are what are considered the quality characteristics of an official in SCFOA. These should be used in training new and existing officials as well as in the evaluation of an official's performance.

PREGAME/POSTGAME/HALFTIME

- Punctual for pre-game, after half time, and for departure from game location
- Dresses before pre-game conference, not during
- Is awake and attentive to pre-game and eliminates potential distractions
- Participates in discussions and adds meaningful constructive and clarifying input
- Stays focused on the topic at hand, listens to instructions and discussions
- Has proper equipment for game and potential weather. Game equipment is prepared for game use upon arrival.
- Assists with coach meeting, performs all assigned duties - inspections, ball boys, chains and crew, etc.
- Proper posture for pledge, shows respect for school song/functions
- Discusses game situations in appropriately private setting, positively participates in game critique at halftime and after game
- Leaves a clean dressing area

GAME

- Hustles in all situations
- Commands respect as an on field authority but keeps game fun and in perspective, Approachable yet authoritative
- Communicates with coach between plays to give team info on player actions, fouls, timeouts
- Communicates with players to encourage, correct, warn, and preventive officiate
- Communicates with officials before, during, and after play to assure proper rules and mechanics application
- Does not make numerous and repetitive mistakes
- Able to consistently perform under pressure, Displays courage to make tough call correct
- Understands significance of game situations and strategies

PROFESSIONALISM

- Displays positive and good attitude to players, coaches, and fellow officials, courteous
- Displays desire to do best job possible, Gives best possible effort
- Displays desire to work assigned game - acceptance without complaint
- Neat clean professional appearance before, during, and after game - shows pride in appearance and performance
- First class uniform appearance - shined shoes, white pants, tee shirt, clean fitted hat, white stripes on shirt and socks etc.
- Displays integrity in handling game situations, Maintains control of game and game situations
- Is prompt in all situations before, during and after game. The crew or game does not repeatedly wait on this official.
- Conducts self in professional manner from arrival to departure
- Is open to suggestions for improvement from crew members
- Represents SCFOA in a positive manner

RULES KNOWLEDGE

- Applies rules consistently and decisively
- Works to apply the rules correctly as opposed to working to get a good rating
- Permits play to the spirit of the rules without over officiating
- Does not make numerous and/or repetitive mistakes
- Identifies and corrects errors in a positive manner
- Displays integrity and common sense in application of penalties and clock management
- Helpful to crew on rules interpretation situations
- Shows good judgment

MECHANICS

- Displays mobility and is in proper position for opportunity to make call
- Covers assigned duties, assist with spots, contributes to the effectiveness of the entire crew
- Gives good clear signals. Uses proper signals as defined in manual.
- Appropriately communicates with crew as play is about to begin and when play has concluded
- Performs preventive officiating where appropriate, Performs back side officiating, Performs dead ball officiating
- Functions as team member in applying sound, approved mechanics
- Retrieves balls and handles balls coming on and off field as situation dictates
- Covers flags as required
- Identifies and points out or corrects errors immediately
- Does not make numerous and/or repetitive mistakes

PHYSICAL

- Displays mobility and is able to get in proper position for opportunity to make call
- Hustles in all situations
- Physically able to work entire game, endurance
- General physical condition and physical appearance, hair trimmed, shaved, clean, weight and height are proportional
- Does not begin a game when injured to the point of not being capable of performing duties properly