

First District Board of Control Service Agreement

This Service Agreement is entered into this 10th day of June, 2019 between the First District Board of Control (Board) and the North Idaho Officials' Association (NIOA). The terms of this Service Agreement shall terminate on June 30, 2021.

The NIOA hereby asserts that it is an independent contractor organized to train, test, evaluate and supervise the performance of officials in Idaho High School Activities Association (IHSAA) District 1. The Board represents that it is the organization empowered and delegated the responsibility of overseeing high school extracurricular and co-curricular activities. Therefore, in consideration for the Board entering into this service agreement for the officiating of all high school sports contests within the bounds of the First District, the NIOA agrees to the following terms of performance:

- A) The NIOA will monitor the training planned and presented by each sport's Evaluation Committee. All responsibilities for recruiting, training and organizing/presenting local clinics for officials will rest solely with the NIOA Evaluation Committee. If the Evaluation Committee fails to perform their responsibilities, the NIOA asserts it will assign this training obligation to another official or group of officials.
- B) The NIOA assures it will take seriously any performance complaints against officials from school administrations, coaches or fellow officials. It may conduct a timely investigation of all pertinent facts from all available sources and provide disciplinary rulings in a timely manner. Initial discipline of officials will be handled by the Commissioner and the NIOA Executive Board (E-Board), in accordance with the NIOA by-laws. The NIOA will provide a copy of the discipline policy to the Board. Commissioners and the Board may ask or be asked to assist in resolving specific situations.
- C) Only Idaho State registered officials in good standing who have completed all of the requirements outlined by the IHSAA to be certified officials may be assigned to officiate contests within the First District. A \$15.00 clinic fee (per clinic) will be charged to officials who choose not to pay NIOA clinic fees at the state rules clinic for their sport. Attendance at a minimum of two clinics is required for each official to remain in good standing and participate in post-season competition. Sports Commissioners, who serve at the will of the Board, shall not assign anyone not properly certified as an Idaho State registered official to work contests with the First District. Each Evaluation Committee shall provide the Commissioner with a list of qualified officials in a timely manner so contest assignments can be made.
- D) A member of the Evaluation Committee when possible may review the master schedule with the commissioner of his/her respective sport prior to its disbursement to ensure rotation and fair placement of officials.

I. SERVICE COMPENSATION

The parties agree the independent contractors providing officiating services shall be compensated for all contests according to the Salary Contract. All schools within a classification may elect to use ArbiterPay as a method of payment. When utilizing ArbiterPay as method of payment, the funds must be transferred to ArbiterPay and finalized within 2-3 business days. The details of the program will be made known to all parties involved prior to the commencement of this payment option. Otherwise, payment is to be made prior to the contest, in situations where payment is not possible at the time of the contest, due to name changes, weather, and/or cancellations, etc. the unpaid officials shall complete an information/payment voucher provided by the school. Thereafter said vouchers are returned to the custody of the school officials and payment to officials via US Mail shall occur to the onset of the following week activities. Every attempt will be made to ensure compliance with this procedure. Any school not in compliance with this procedure may be referred to the Board of Control for possible action and/or fines.

II. SELECTION OF OFFICIALS FOR DISTRICT AND STATE TOURNAMENT

The parties agree that the selection of officials for tournament contests shall be the shared responsibility of both coaches and officials. The Commissioner for each sport shall compile a list of qualified registered officials who are eligible to work district and state tournaments. The Secretary of the Board of Control shall provide this list to the coaches who shall rank the officials. The Chairman of the Evaluation Committee for each sport shall provide this same list to the officials to rank their peers using a process overseen by their sport's Evaluation Committee.

1. For all sports except football, both the peer ranking list and coaches ranking list are to be combined, giving each party a 50/50 percent representation in the final ranking list. The pooling of the two lists for all classifications shall occur in the following manner to create the final ranking list:
 - a. All awarded points, if used in the process shall be eliminated, and a numerical ranking from first, second, third, etc. will be used.
 - b. The Secretary of the Board of Control and a representative of the NIOA Evaluation Committee for each sport shall compile the list of officials to create a final ranking list.
 - c. Once the final ranking list is compiled by the Secretary of the Board of Control and the Evaluation Committee representative, it will be provided to the Commissioner who shall make the district contest assignments and provide to the IHSAA the list of officials who have been selected to officiate the state tournament. The Secretary of the Board of Control must provide this final ranking list to the Board of Control President to be held in confidentiality as a personnel record.
 - d. In the event a tie exists in the final ranking list, said tie shall be handled as follows:
 - a. For determining ranking for district tournament assignments, the Official who was ranked higher in the coach's ranking list shall receive the higher ranking.
 - b. For determining ranking for state tournament assignments, the Official who was ranked higher in the peer ranking list shall receive the higher ranking.

2. For football, both the peer ranking list and coaches ranking list are to be combined with a list compiled by the Commissioner, giving the peer ranking list and coaches ranking list 40/40 percent representation and the Commissioner's list 20 percent representation, in order to establish the final ranking list. The pooling of the three lists for all classifications shall occur in the following manner to create the final ranking list:
 - a. All awarded points, if used in the process shall be eliminated, and a numerical ranking from first, second, third, etc. will be used.
 - b. The Secretary of the Board of Control and a representative of the NIOA Evaluation Committee for each sport shall compile the list of officials to create a final ranking list.
 - c. Once the final ranking list is compiled by the Secretary of the Board of Control and the Evaluation Committee representative, it will be provided to the Commissioner who shall make postseason contest assignments and provide to the IHSAA the list of officials who have been selected to officiate the state tournament. The Secretary of the Board of Control must provide this final ranking list to the Board of Control President to be held in confidentiality as a personnel record.
 - d. In the event a tie exists in the final ranking list, said tie shall be handled by the Commissioner.

Once the Commissioners have received the final ranking list as specified above, they shall make contest assignments in the following manner:

1. For football, since there are no district games, the Commissioner shall select highest ranked officials qualified by position to officiate state contests.
2. For sports other than football, commissioners shall select officials and assign district tournament contests using the final ranking list.
3. For state tournament contests, commissioners shall select officials from the final ranking list in the order in which they are ranked. Individual sports may choose to use systems that ensure rotations of officials chosen for state tournaments. Commissioners must have majority approval of all officials to initiate or continue a rotation process.
4. It is further agreed that the Commissioner shall work closely with the NIOA to ensure that the above steps are followed to the satisfaction of all parties to this agreement.

Copies of the individual peer ranking lists, coaches ranking lists, and Commissioner's ranking lists, together with the final ranking lists and all District/State game assignments shall be made available to both the NIOA and Secretary of the Board of Control for review and archive retention.

III. CLARIFICATION OF COMMISSIONERS DUTIES

The Parties of the Service Agreement do hereby agree that the Commissioners selected and paid by the Board are not empowered to act in any fashion as a representative for the NIOA. In addition, they have no duties or responsibilities for the conduct of business within the NIOA unless they are also members in good standing with the NIOA. The disciplining

of officials will be a joint responsibility of the Sport's Commissioner, the NIOA Executive Committee and the Board. The parties of this agreement stipulate that the duties, responsibilities, and instructions given to each Commissioner shall not conflict with this agreement. It is further agreed that each party shall receive a copy of this Service Agreement.

- Coaches shall rate/evaluate officials on Arbiter so the Commissioner can view as per Board directives. A summarized version of coach's evaluations shall be made available to the Evaluation Committee upon request.
- Assignments will be put on Arbiter for Officials and Schools to view at least one week prior to the first contest listed on that schedule. Officials will be given two weeks prior notice for tournaments if at all possible.
- Commissioners shall schedule time at the State Rules Clinic for NIOA information and Evaluation Committee designation.
- Each official shall receive a District Pass allowing each official and 1 guest entry to any high school sports contest during the school year.

IV. TERMS AND CONDITIONS

This agreement contains all the terms and conditions agreed to by the Parties. Only those terms in writing, expressing consideration and signed by the Parties are enforceable, no other terms or oral promises not contained in the written Agreement may be legally enforced.

V. LEGAL EFFECT

This agreement shall take effect upon signing and will continue un-interrupted unless either party, in writing, desires to void or amend said contract. The fee compensation portion of this agreement will be set forth in the "NIOA Official's Salary Contract", attached hereto and incorporated fully herein. Any portion of the contract may be amended by mutual agreement.

North Idaho Officials Association

Donald White, President

Raymond [unclear], Vice-President

First District Board of Control

[Signature]

[Signature] - Secretary

Dated

6/10/19

Dated

7-24-19

NIOA OFFICIAL'S SALARY CONTRACT

2019-2021 School Years

<u>Football</u>	2019-2020	2020-2021
VARSIITY	62.00	64.00
NON-VARSITY	49.00	51.00
5 th QUARTER (Freshman/JV Only) With advance notice when possible.	20.00	22.00

Notes:

1. The Commissioner will assign one (1) apprentice for JV games and two (2) apprentices for freshman games if available.
2. All State Playoff games will be paid wages and travel based upon State Playoff prices (i.e. 4A 1st round) not regular season rates.

<u>VOLLEYBALL</u>	2019-2020	2020-2021
VARSIITY*		
3 out of 5	55.00	57.00
2 out of 3	41.00	43.00
DISTRICT	60.00	62.00
NON-VARSITY*		
2 out of 3	37.00	39.00
3 out of 3	45.00	47.00
PER GAME RATE (for tournament play with game formats)		
VARSIITY	14.20	14.40
NON-VARSITY	12.20	12.40
Line Judge (District Tournaments Only)	29.00	29.50
Line Judge (Regular Season – Optional)	25.00	25.00

* One Official receives 1.5 x game fee

<u>SOCCER</u>	2019-2020	2020-2021
VARSIITY		
3-Man Crew Referee*	60.00	62.00
3-Man Crew Assistants	40.00	42.00
2-Man Crew Referee	60.00	62.00
2-Man Crew Referee	60.00	62.00
NON-VARSITY		
3-Man Crew Referee*	46.00	48.00
3-Man Crew Assistant	35.00	37.00
2-Man Crew Referee	46.00	48.00
2-Man Crew Referee	46.00	48.00
DISTRICT		
Referee	65.00	67.00
Assistants	45.00	47.00

* One Official receives 1.5 x game fee

<u>BASKETBALL</u>	2019-2020	2020-2021
VARSIITY (2-Man Crew)	63.00	65.00
VARSIITY (3-Man Crew)	55.00	57.00
NON-VARSITY (2-Man Crew)	46.00	48.00
NON-VARSITY (3-Man Crew)*	38.00	40.00
NON-VARSITY (3-Man Training Crew)** 1 x Non-Varsity Official	46.00	48.00

2 x Varsity Officials	31.0	33.00
NON-VARSITY (1/2 Game Official)	28.00	30.00
DISTRICT	68.00	70.00

*Non-Varsity 3-Man Crews will consist of a game being regularly scheduled with three officials suitable in tier ranking to the level of play to be expected.

**Non-Varsity 3-Man Training Crews will consist of one non-varsity official working a full game with two varsity level officials (this situation may arise when there is one non-varsity contest to be followed by a varsity contest for which there are varsity level officials on-site).

<u>WRESTLING</u>	2019-2020	2020-2021
VAR-JV	63.00	65.00
Plus per JV Match	3.80	3.90
NON-VARSITY (14 Matches)	46.00	48.00
Over 14 per Match	3.60	3.60
TOURNAMENTS (per match)		
DISTRICTS	5.10	5.30
VARISITY	4.60	4.60
NON-VARSITY	3.80	3.85
2A & 1A TRIPLE DUAL – in season	4.60	4.70
BYES & FORFEITS	NO PAY	NO PAY

Notes:

1. A Varsity forfeit may be filled with a preliminary match as part of 14 Varsity matches at no charge for the preliminary match.
2. Officials need not be present at weigh-in.
3. In Tri-Duals, schools should use two mats.
4. The Commissioner will require an Apprentice on the mat for a Varsity contest and a Varsity Official on the mat for a JV contest with an Apprentice.

<u>BASEBALL</u>	2019-2020	2020-2021
VARISITY*	60.00	62.00
NON-VARSITY*	46.00	48.00
DISTRICT	65.00	67.00
Optional 3-Man Mechanics (per game)	50.00	52.00
3-Man Mechanics Formula: (Varsity Game Fee X 2.5) \square 3 (regular season only)		
* One Official receives 1.5 x game fee		

<u>SOFTBALL</u>	2019-2020	2020-2021
VARISITY*	54.00	56.00
NON-VARSITY*	44.00	46.00
DISTRICT	59.00	61.00
* One Official receives 1.5 x game fee		

1. Cancellations shall be paid in the following manner: 1) notification provided to an official(s) by the school or sports commissioner prior to leaving for a contest results in no fees; 2) if notification is not provided as stated above, or cancellation occurs after the officials arrive, but prior to the start of the contest, official(s) receive mileage and a \$25.00 fee; 3) if cancellation occurs following the start of a game, but before sufficient innings or time are played to constitute an official contest, officials shall be paid for mileage and the full contest fee; 4) officials completing a rescheduled suspended contest shall receive ½ game fee if they are completing a game which continues from the 5th inning on, if they are completing a game which continues in less than the 5th inning (1st – 4th), the officials shall receive a full game fee.

2. If one school's Varsity team has a contest against a Sub-Varsity team from another school, Officials will receive fees for a Varsity level contest.
3. All Officials may receive their payment thru Arbiter in Refpay and can be direct deposited to their checking account, savings account or on a card issued thru Arbiter. This is at no cost to the Official unless requested by the Official to have check or deposit sent to them for each match/game, then there is a fee to be determined by Arbiter.
4. NIOA agrees to provide officials as available for YEA Fundraising Jamborees at no cost. All Jamborees must be scheduled with the sport Commissioner to assure adequate coverage by officials.

MILEAGE: (ALL SPORTS – ONE OFFICIAL PER GAME)

Up to 100 Miles round trip	40.00
101 to 150 Miles round trip	45.00
Over 150 Miles round trip	50.00

FIRST CAR MILAGE is given to the driver traveling the farthest.

SECOND DRIVER: (if needed) – Forty-five (45) cents per mile up to a maximum of \$30.00 round trip.

NO mileage will be paid to officials within their school districts if the round trip is less than twenty-five (25) miles.

"Mileage rates will be reviewed annually at the first Board of Control meeting each school year. The board will evaluate any NIOA justification of need in order to adjust mileage from the current rate."

The terms of this agreement shall expire June 30, 2021.

North Idaho Officials Association

Don White, Pres. NIOA

Byronn Cannon - Vice President

First District Board of Control

Carl Kadell, Pres

Larry Schuele Secretary

Dated 8-14-19

Dated 7-29-19