

First District Board of Control
NIOA Service Agreement
2025-2027

This Service Agreement is entered into this 9th day of August, 2025 between the First District Board of Control (BOC) and the North Idaho Officials' Association (NIOA). The terms of this Service Agreement shall terminate on June 30, 2027, or upon the execution of a new agreement intended to supersede this Service Agreement, if entered into prior to the termination date.

The NIOA hereby asserts that it is a governing body, composed of independent contractors who are organized to train, test, evaluate, recruit and supervise the conduct and performance of officials in Idaho High School Activities Association (IHSAA) District 1. The BOC represents that it is the organization empowered and delegated the responsibility of overseeing high school extracurricular and co-curricular activities.

Therefore, in consideration of the Parties entering into this service agreement, the Parties agree to the following terms:

1. 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 Evaluation Committees. If an Evaluation Committee fails to perform their responsibilities, the NIOA asserts it will assign this training obligation to another official or group of officials.
2. Only Idaho State registered officials in good standing with the NIOA, who have completed all of the requirements outlined by the IHSAA to be certified officials, may be assigned to officiate contests within District 1. Attendance at a minimum of two local clinics is required for each official to remain in good standing and officiate varsity contests. A \$25.00 clinic fee (per clinic) will be charged to officials who choose not to pay NIOA membership dues for their sport but attend NIOA training clinics in order to satisfy their IHSAA certification requirements.
3. Sports Commissioners, who serve at the will of the BOC, shall not assign anyone not properly certified as an IHSAA registered official or in good standing with the NIOA to work contests within District 1. The BOC shall provide the NIOA with a list of all officials registered with the IHSAA in each sport. Each Evaluation Committee shall utilize this list to provide the Sports Commissioner with information related to the eligibility of qualified officials to the Sports Commissioner so contest assignments can be made. Evaluation Committees which identify assignments of officials not in compliance with these requirements should immediately notify the Sports Commissioner and the Secretary of the BOC.
4. To assist in ensuring that all officials assigned to contests within District 1 remain compliant with state training and certification requirements, the NIOA will not refuse

training to any official, regardless of their NIOA membership status or refusal to pay a clinic fee. At the conclusion of each sport season, the NIOA shall remit a list of all officials registered with the IHSAA who attended local clinics, received training provided by the NIOA, but did not have a valid NIOA membership or pay clinic fees. The BOC shall timely remit payment to the NIOA in accordance with the per clinic fee in Subsection 2 above for the costs of training provided to each such official who officiated high school sanctioned contests in the 1st District.

5. 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 according to NIOA Tier Ranking guidelines.

I. SERVICE COMPENSATION

The Parties agree the independent contractors providing officiating services shall be compensated for all contests according to the Salary Contract negotiated herein. Schools may elect to use electronic payment methods. When utilizing electronic payment methods, funds must be transferred to the payment processing system and finalized within 3 business days. The details of the system 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, cancellations, and/or other unforeseen circumstances, the unpaid officials shall complete an information/payment voucher if requested to do so by the school. Thereafter, said vouchers shall be returned to the custody of the school officials and payment to officials via US Mail shall occur at the onset of the following week. Any school not in compliance with this procedure may be referred to the BOC 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 the NIOA and the BOC. The Commissioner for each sport shall compile a list of qualified registered officials who are eligible to work district and state tournaments and shall verify this list with the Evaluation Committee to ensure accuracy in eligibility determinations. The Evaluation Committee for each sport shall provide this list to the officials in their respective sports to rank their peers utilizing an anonymous submission platform. The results of the peer ranked list shall be combined with a ranked list produced by the Commissioner for each sport utilizing the procedures outlined below.

The NIOA and the BOC recognize that there may be great benefit to having a Commissioner who also serves as an active official for his/her respective sport, commonly referred to as a "Working Commissioner." In order to avoid any impropriety in the voting process, should a Working Commissioner be eligible for district and state tournaments, the following process shall be utilized for ranking the Working Commissioner on the Commissioners own ballot:

1. The peer ranked list should be compiled first and continue to be held confidentially.
2. The Working Commissioner shall be informed of his/her placement only within the peer ranked list.

3. The Working Commissioner shall compile the Commissioner's ranked list reflecting an accurate assessment of skill, ability, and other factors which may be deemed of significant importance to the Commissioner, but shall place themselves in the same ranked spot in which they finished in the peer ranked list, so as to prevent the Working Commissioner from influencing his/her own standings within the final ranked list.

The peer ranked list and the Commissioner's ranked list are to be combined. The peer ranked list shall be weighted such that sixty percent (60%) of the representation in the final ranked list is determined by the peer ranked list. The Commissioner's ranked list shall be weighted such that forty percent (40%) of the representation in the final ranked list is determined by the Commissioner's ranked list. The pooling of the two lists for all classifications shall occur in the following manner to create the final ranked list:

1. All awarded points, if used in the process shall be eliminated, and a numerical ranking from first, second, third, etc. will be used.
2. A representative of the BOC and representative(s) of the NIOA Evaluation Committee for each sport, as determined by the chairman of that sport's Evaluation Committee, shall compile the list of officials to create a final ranked list.
3. Once the final ranked list is completed, 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 BOC representative involved in the ranking process must provide this final ranked list to the BOC President, upon request, to be held in confidentiality as a personnel record.
4. In the event a tie exists in the final ranked list, said tie shall be handled as follows:
 - a. For determining ranking for district tournament assignments, the Official who was ranked higher in the Commissioner's ranked list shall receive the higher ranking.
 - b. For determining ranking for state tournament assignments, the Official who was ranked higher in the peer ranked list shall receive the higher ranking.

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

1. Commissioners shall select officials and assign district tournament contests using the final ranked list.
2. For state tournament contests, Commissioners shall select officials from the final ranked list in the order in which they are ranked. Individual sports may choose to recommend systems that ensure rotations of officials chosen for state tournaments. Commissioners must have the approval of the Evaluation Committee of their sport to initiate or continue a rotation process. If a rotation system is adopted by any individual sport, that system should be formalized in writing and have an associated policy or meeting minutes to accurately reflect when and how the system was adopted and/or amended.
3. It is further agreed that the Commissioner shall work closely with the Evaluation Committee to ensure that the above steps are followed to the satisfaction of all Parties to this agreement. In the event a disagreement regarding the above steps should arise

between the Commissioner and the Evaluation Committee, the President of the NIOA and President of the BOC shall deliberate and give joint direction to the Commissioner and Evaluation Committee regarding resolution of the disagreement.

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

III. DISCIPLINARY ACTIONS

The NIOA assures it will take seriously any performance complaints against officials from school administrations, coaches, the BOC, or other interested parties. Likewise, the BOC assures it will take seriously any complaints regarding facilities, schools, spectators, or personnel it otherwise has authority and jurisdiction over. When a complaint is received, the requisite governing body should conduct a timely investigation of all pertinent facts from all available sources and provide disciplinary rulings in a timely manner on all complaints which have been substantiated.

Disciplinary procedures and rulings made by the governing body should adhere to the following:

1. Discipline of officials will be handled by the NIOA Executive Board, in accordance with the NIOA by-laws. The NIOA will provide a copy of their discipline policy to the BOC upon request. Commissioners and the BOC may ask or be asked to assist in resolving specific situations.
2. Discipline of schools, spectators, or school personnel will be handled by the BOC, in accordance with respective state and local rules. The BOC will provide a copy of their discipline policy to the NIOA upon request. The NIOA or any interested official may ask or be asked to assist in resolving specific situations. During such times as the BOC may convene to take formal action regarding disciplining a school, spectator, or school personnel for conduct arising from conflicts between an official and a school, spectator, or school personnel, the NIOA President, or their designee, along with the game official responsible for the ejection, shall have an opportunity to be present and heard regarding the proposed action. If said convening of the BOC for this purpose occurs remotely or electronically (ex. via zoom or email), the NIOA President, or their designee, along with the game official responsible for the ejection, shall be given the opportunity to participate remotely or electronically.

IV. GAME SITES & FACILITIES

In an effort to ensure professionalism among its officials and provide adequate feedback to assist the BOC in monitoring the sufficiency of game sites and management of facilities, the NIOA will commit to the following:

1. Ensure that contest officials are punctual in arriving at game sites, carry themselves in a professional manner both before, during, and following a contest, and are dressed appropriately for contests. The NIOA shall endeavor to ensure contest officials understand and adhere to the "Officials Code of Ethics" as adopted by the National Federation of State High School Associations. In the event the BOC requests, the NIOA shall institute an investigation for the purpose of determining the appropriateness of

disciplinary action for violations of the "Officials Code of Ethics" which occur at any game site.

2. Develop a system by which input is solicited during each sports season to provide feedback to the BOC regarding the quality and professionalism of game management for host schools and their facilities. This feedback shall be gathered by the various sports representatives and distributed through the NIOA to the BOC for their evaluation and use.
3. When identified, schools which are not in compliance with their requirements under this Agreement should be reported to the Sports Commissioner and the Secretary of the BOC by the NIOA promptly.

The BOC will ensure that the following protocols and procedures are implemented at all game sites and hold schools accountable for monitoring compliance thereafter:

1. Upon arrival at a game site, contest officials shall be met by game management for the host school. Thereafter, contest officials shall be escorted by game management while passing through/by spectators (including during intermission) in order to reduce the likelihood of conflict with spectators.
2. Game management shall provide contest officials with water and/or other hydration, and inquire whether any other reasonable accommodations may be necessary for the contest officials at the facility.
3. Contest officials shall be provided an area in which they can safely dress into uniform with privacy. The placement of this area shall be located away from team locker rooms so as to ensure that contest officials are not within the visual or audible reach of teams, spectators, or other school personnel.
 - a. *Note - When any new facility is built by a member school, the BOC and NIOA shall collaborate in submitting a joint request for consideration of the member school to establish designated dressing facilities for sports officials as part of the construction or site development plans of the member school.*

V. CLARIFICATION OF COMMISSIONERS DUTIES

The Parties of the Service Agreement do hereby agree that the Commissioners selected and paid by the BOC 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 Parties of this agreement stipulate that the duties, responsibilities, and instructions given to each Commissioner shall not conflict with this agreement. Pursuant to these provisions, it is further agreed by the Parties that:

- Assignments will be made available 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 that official and one guest entry to any District 1 high school sports contest during the school year. Passes shall be valid for one

year from the date of issuance and may be distributed on a timeline established by the NIOA.

- Commissioners shall follow the guidelines in assigning officials to district and state tournaments as outlined in Section II.

VI. 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.

VII. LEGAL EFFECT

This Agreement shall take effect upon signing and will continue uninterrupted unless either party, in writing, desires to void or amend said contract. The fee compensation and mileage computation 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


By: Benjamin Allen
Title: Past-President
Negotiations Chair
Dated 8/9/25

First District Board of Control


By: Board of Control
Title: Head Negotiator
Dated August 9th 2025

NIOA OFFICIAL'S SALARY TABLE 2025-2027 School Years

FOOTBALL	2025-2026	2026-2027
VARSITY	92.00	92.00
NON-VARSITY	75.00	75.00
5th QUARTER (Freshman/JV Only) With advance notice when possible.	35.00	35.00

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.

VOLLEYBALL	2025-2026	2026-2027
VARSITY*		
3 out of 5	83.00	83.00
2 out of 3	63.00	63.00
DISTRICT	89.00	89.00
NON-VARSITY*		
2 out of 3	57.00	57.00
3 out of 3	68.00	68.00
PER GAME RATE (for tournament play with game formats)		
VARSITY	21.00	21.00
NON-VARSITY	18.00	18.00
Line Judge (District Tournaments Only)	44.00	44.00
Line Judge (Regular Season - Optional)	39.00	39.00

* One Official receives 1.5 x game fee

SOCCER	2025-2026	2026-2027
VARSITY		
3-Man Crew Referee*	90.00	90.00
3-Man Crew Assistants	63.00	63.00
2-Man Crew Referee	90.00	90.00
2-Man Crew Assistants	90.00	90.00
NON-VARSITY		
3-Man Crew Referee*	71.00	71.00
3-Man Crew Assistants	56.00	56.00
2-Man Crew Referee	71.00	71.00
2-Man Crew Assistants	71.00	71.00
DISTRICT		
Referee	98.00	98.00
Assistants	70.00	70.00

* One Official receives 1.5 x game fee

BASKETBALL	2025-2026	2026-2027
VARSITY (3-Man Crew)	87.00	87.00
VARSITY (3-Man Training Crew) ***	70.00	70.00
VARSITY (2-Man Crew)	104.00	104.00
NON-VARSITY (2-Man Crew)	71.00	71.00
NON-VARSITY (3-Man Crew) *	60.00	60.00
NON-VARSITY (3-Man Training Crew) **		

1 x Non-Varsity Official	69.00	69.00
2 x Varsity Officials	49.00	49.00
NON-VARSITY (1/2 game official)	49.00	49.00
DISTRICT	101.00	101.00

* 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).

*** Varsity 3-Man Training Crews will consist of one Tier 3 official working a full game with two varsity level officials (ranked as Tier 1 or Tier 2 officials regularly working varsity assignments). This pay structure is only available for 1A and 2A contests and should be requested by schools only when the level of play allows.

WRESTLING	2025-2026	2026-2027
VARSITY	94.00	94.00
Plus per JV Match	5.49	5.49
NON-VARSITY (14 Matches)	71.00	71.00
Over 14 per Match	5.49	5.49
TOURNAMENTS (per match)		
DISTRICTS	8.24	8.24
VARSITY	6.87	6.87
NON-VARSITY	5.49	5.49
2A & 1A TRIPLE DUAL - in season	6.87	6.87
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 extra charge.
2. Officials need not be present at weigh-in. However, if a school requests their presence, the fee is \$25 per team.
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.
5. Upon request, 2 man mechanics may be available for League or Rivalry duals as needed. Estimating this to occur for one contest per school, on average (probably 5 or 6 events in total).

BASEBALL	2025-2026	2026-2027
VARSITY*	90.00	90.00
NON-VARSITY*	71.00	71.00
DISTRICT	95.00	95.00
Optional 3-Man Mechanics (per game)	75.00	75.00

3-Man Mechanics Formula: (Varsity Game Fee x 2.5) / 3 (regular season only)

* One Official receives 1.5 x game fee

SOFTBALL	2025-2026	2026-2027
VARSITY*	82.00	82.00
NON-VARSITY*	68.00	68.00
DISTRICT	87.00	87.00

* One Official receives 1.5 x game fee

**NIOA OFFICIAL'S SALARY TABLE
2025-2027 School Years**

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VARSIITY	92.00	92.00
NON-VARSITY	75.00	75.00
5th QUARTER (Freshman/JV Only) With advance notice when possible.	35.00	35.00

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.

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3 out of 5	83.00	83.00
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DISTRICT	101.00	101.00

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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 extra charge.
2. Officials need not be present at weigh-in. However, if a school requests their presence, the fee is \$25 per team.
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.
5. Upon request, 2 man mechanics may be available for League or Rivalry duals as needed. Estimating this to occur for one contest per school, on average (probably 5 or 6 events in total).

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VARSITY*	90.00	90.00
NON-VARSITY*	71.00	71.00
DISTRICT	95.00	95.00
Optional 3-Man Mechanics (per game)	75.00	75.00

3-Man Mechanics Formula: (Varsity Game Fee x 2.5) / 3 (regular season only)

* One Official receives 1.5 x game fee

SOFTBALL	2025-2026	2026-2027
VARSITY*	82.00	82.00
NON-VARSITY*	68.00	68.00
DISTRICT	87.00	87.00

* One Official receives 1.5 x game fee

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, officials(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 1/2 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.

If one school's Varsity team has a contest against a Sub-Varsity team from another school, said contest shall be assigned as a Varsity level contest.

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.

DRIVER MILEAGE: (ONE OFFICIAL/GAME)

Up to 75 Miles round trip
 76 - 150 Miles round trip
 Over 150 Miles round trip

2025-2027	
	50.00
	60.00
	70.00

DRIVER MILEAGE is given to the driver traveling the farthest.

SECONDARY DRIVER: (if needed) - Seventy (70) cents per mile round trip with a \$20.00 minimum and a maximum of \$50.00.

NO mileage will be paid to officials within their school districts if the round trip is less than twenty (20) 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.

PASSENGER MILEAGE: (All Non-Drivers)

20 - 50 Miles round trip
 Over 50 Miles round trip

2025-2027	
	20.00
	30.00

The terms of this agreement shall expire June 30, 2027.

North Idaho Officials Association

First District Board of Control



 Benjamin Allen

 Past-President / Negotiations Chair



 Royce A. Johnson

 Board of Control Head Negotiator

 Dated: August 9th 2025

Dated: 8/9/25 _____

Dated: August 9th 2025 _____