

Officials' Fees Committee Report

January 28, 2016

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|--|----------------|----------------|----------------|----------------|------------------------|----------------|-------------------------|
| Sub-varsity Three Whistle System (per official) | \$36.50 | \$36.50 | \$37.50 | \$37.50 | \$38.50 | \$38.50 | \$39.50 |
| SOFTBALL (2 or 3 umpires) | | | | | | | |
| Varsity (2 umpires) | \$54 | \$54 | \$55 | \$55 | \$56 | \$56 | \$57 |
| Sub-varsity (2 umpires) | \$40 | \$40 | \$41 | \$41 | \$42 | \$42 | \$43 |
| Varsity (3 umpires) | \$46.50 | \$46.50 | \$47.50 | \$47.50 | \$48.50 | \$48.50 | \$49.50 |
| Sub-varsity (3 umpires) | \$34.50 | \$34.50 | \$35.50 | \$35.50 | \$36.50 | \$36.50 | \$37.50 |
| Varsity double-header | \$108 | \$108 | \$110 | \$110 | \$112 | \$112 | \$114 |
| Sub-varsity double-header | \$80 | \$80 | \$82 | \$82 | \$84 | \$84 | \$86 |
| Tournament (3 rd , 4 th , 5 th , etc. if on same day) | \$44 | \$44 | ----- | ----- | ----- | ----- | |
| JV Tournament (3 rd , 4 th , 5 th , etc. if on same) | \$33.50 | \$33.50 | ----- | ----- | ----- | ----- | |
| SPEECH (critics per round) | \$8 | \$8 | \$8 | \$8 | \$8 | \$8 | \$8 |
| SWIMMING (2 or 3 officials) | | | | | | | |
| Dual | | | | | | | |
| Triangular (1 meet, 3 teams) | | | | | | | |
| Double (2 meets, 3/4 teams) | | | | | | | |
| 1 heat | \$45 | \$45 | \$46 | \$46 | \$47 | \$47 | \$48 |
| 2 heats (4 events or less) | \$50 | \$50 | \$51 | \$51 | \$52 | \$52 | \$53 |
| 2 heats (5 events or more) | \$60 | \$60 | \$61 | \$61 | \$62 | \$62 | \$63 |
| Triple meet | | | | | | | |
| (6 teams, 3 separate meets) | | | | | | | |
| 3 heats | \$75 | \$75 | \$76 | \$76 | \$77 | \$77 | \$78 |
| Quad meet | | | | | | | |
| (8 teams, 4 separate meets) | | | | | | | |
| 4 heats | \$91 | \$91 | \$92 | \$92 | \$93 | \$93 | \$94 |
| Invites, championships, or League meets (3 to 5 officials Relay meets (multiple teams) and Pentathlons. Session: 3 hrs or less-full pay. Extended Session –after 3 hrs - \$20/hr | \$60 | \$60 | \$61 | \$61 | \$62 | \$62 | \$63 |
| TRACK/CROSS COUNTRY (Starter/Referee) | | | | | | | |
| Duals | \$37 | \$37 | \$38 | \$38 | \$39 | \$39 | \$40 |
| Sub-varsity | \$28.50 | \$28.50 | \$29.50 | \$29.50 | \$30.50 | \$30.50 | \$31.50 |
| Triangular or larger meet/per session | \$42 | \$42 | \$43 | \$43 | \$44 | \$44 | \$45 |
| Sub-varsity | \$32 | \$32 | \$33 | \$33 | \$34 | \$34 | \$35 |
| <u>Qualifying Meet</u> | | | | | | | |
| One session meet | \$56 | \$56 | \$57 | \$57 | \$58 | \$58 | \$59 |
| Extended Meets (two sessions or more than 6 | \$110 | \$110 | \$111 | \$111 | \$112 | \$112 | \$113 |
| Multiple day meets | \$137 | \$137 | \$138 | \$138 | \$139 | \$139 | \$140 |
| Four Certified officials should be used in qualifying meets and meets of 6 or more teams | | | | | | | |
| Sanctioned Cross Country Event Official | \$37 | \$37 | \$38 | \$38 | \$39 | \$39 | |
| VOLLEYBALL (1 referee, 1 umpire) | | | | | | | |
| Varsity (2 officials) | \$45 | \$45 | \$46 | \$46 | \$47 | \$47 | \$48 |
| Sub-varsity (1 or 2 officials) | \$33.50 | \$33.50 | \$34.50 | \$34.50 | \$35.50 | \$35.50 | \$36.50 |
| Varsity Tournament | | | | | | | |
| 2 out of 3 sets (1 st & 2 nd matches) | \$36 | \$36 | \$37 | \$37 | \$38 | \$38 | \$39 |
| 3 rd , 4 th 5 th , etc match | \$32 | \$32 | \$33 | \$33 | \$34 | \$34 | \$35 |
| 3 out of 5 sets (1 st & 2 nd matches) | \$36 | \$36 | \$40 | \$40 | \$46 | \$46 | \$48 |
| 3 rd , 4 th , 5 th , etc match | \$32 | \$32 | \$36 | \$36 | \$40 | \$40 | \$44 |
| Sub-varsity tournament | | | | | | | |
| per match | \$27.50 | \$27.50 | \$28.50 | \$28.50 | \$29.50 | \$29.50 | \$30.50 |
| Line Judge-Varsity(Registered, if available) | | | | | | | |
| \$14.50(2010-2014) \$15(2014-2018) | | | | | | | |
| ACTIVITY | <u>2012-13</u> | <u>2013-14</u> | <u>2014-15</u> | <u>2015-16</u> | <u>Current 2016-17</u> | <u>2017-18</u> | <u>Proposed 2018-20</u> |
| WRESTLING (1 official) | | | | | | | |
| Dual Meet | | | | | | | |
| Varsity | \$56 | \$56 | \$56 | \$56 | \$57 | \$57 | \$58 |
| Sub-varsity | \$42 | \$42 | \$42 | \$42 | \$43 | \$43 | \$44 |
| Sub-varsity in conjunction with a varsity con. | | | | | | | |

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| All matches over 14 for varsity/sub-varsity | \$4/\$3 | \$4/\$3 | \$4/\$3 | \$4/\$3 | \$4/\$3 | \$4/\$3 | \$4/\$3 |
|--|---------|---------|---------|---------|---------|---------|---------|
| Dual Meet Tournaments-Per Day-Per site-Per Official. See Note ½ of this Dual Meet sec. | | | | | | | |
| First two Duals Meets | | | | | | | |
| Varsity | \$112 | \$112 | \$112 | \$112 | \$114 | \$114 | \$116 |
| Sub-varsity | \$ 84 | \$ 84 | \$ 84 | \$ 84 | \$86 | \$86 | \$88 |
| Each Additional Dual Meet(3, 4, 5,etc) | | | | | | | |
| Varsity | \$46 | \$46 | \$46 | \$46 | \$47 | \$47 | \$48 |
| Sub-varsity | \$35 | \$35 | \$35 | \$35 | \$36 | \$36 | \$37 |
| <p>*Note 1: Tournaments (Non-Dual/Bracketed) will pay \$4/match for any matches officiated after a period of 8 hours. The 8-hour period will begin with the published scheduled start time for the tournament. The total amount of fees paid after an 8-hour period shall be distributed evenly between all officials working the tournament. Furthermore, it will be required to have an additional "weight master". Weight masters will be compensated a \$37.50 stipend in addition to all customary fees associated with the approved fee schedule. *Note 2: Tournaments with 1-4 mats shall have 1 more official than the number of mats. Tournaments with 5-7 mats shall have 2 more officials than mats. Incorrect staffing of a tournament according to this format will result in paying the assigned officials an additional fee amount. The amount will be an even distribution of what should have been paid for the correct number of assigned officials.</p> | | | | | | | |
| Varsity | | | | | | | |
| Triangular(non-dual/bracketed) | \$146 | \$146 | \$146 | \$146 | \$147 | \$147 | \$148 |
| Quadrangular(non-dual/bracketed) | \$146 | \$146 | \$146 | \$146 | \$147 | \$147 | \$148 |
| 5 teams(bracketed) | \$99 | \$99 | \$99 | \$99 | \$100 | \$100 | \$101 |
| 6 teams(bracketed) | \$123 | \$123 | \$123 | \$123 | \$124 | \$124 | \$125 |
| 7 teams(bracketed) | \$144 | \$144 | \$144 | \$144 | \$145 | \$145 | \$146 |
| 8 teams(bracketed) | \$159 | \$159 | \$159 | \$159 | \$160 | \$160 | \$161 |
| <p>9 or more teams bracketed \$159 + \$10 per team/per official for every team over 8 (2010-2014) \$160 + \$10 per team/per official for every team over 8 (2014-2016) \$161 + \$10 per team/per official for every team over 8 (2016-2018)</p> | | | | | | | |
| Sub-varsity | | | | | | | |
| Triangular(non-dual/bracketed) | \$95 | \$95 | \$95 | \$95 | \$96 | \$96 | \$97 |
| Quadrangular(non-dual/bracketed) | \$95 | \$95 | \$95 | \$95 | \$96 | \$96 | \$97 |
| 5 teams(bracketed) | \$79 | \$79 | \$79 | \$79 | \$80 | \$80 | \$81 |
| 6 teams(bracketed) | \$96 | \$96 | \$96 | \$96 | \$97 | \$97 | \$98 |
| 7 teams(bracketed) | \$108 | \$108 | \$108 | \$108 | \$109 | \$109 | \$110 |
| 8 teams (bracketed) | \$119 | \$119 | \$119 | \$119 | \$120 | \$120 | \$121 |
| <p>9 or more teams (bracketed) \$119 + \$7 per team/per officials for every team over 8 (2010-2014) \$120 + \$7 per team/per official for every team over 8 (2014-2016) \$121+ \$7 per team/per officials for every team over 8 (2016-2018)</p> | | | | | | | |

IV. OTHER ITEMS FOR LEGISLATIVE COUNCIL ACTION:

A. Tournament Fees - During regular season play, leagues and schools have the option to establish tournament fees with officials' groups unless specified elsewhere in the above fee schedule. Those fees must be stated on contracts sent to officials prior to the tournament.

B. 1. Mileage - \$.40/mile round trip, zip code to zip code.

Exception:

The Confluence (except Champion); The 5280 (except Gilpin County); The Colorado 7(except Conifer, Fort Lupton, Fort Morgan, Weld Central); The Jefferson County (except Evergreen), Denver, Continental, East Metro, Front Range (except Fort Collins, Loveland, Poudre and Rocky

Mountain), Frontier (except Bennett, Clear Creek, Lake County, Middle Park and Platte Canyon), Metropolitan, and Centennial leagues and Broomfield, Denver Academy, and Denver Christian schools will not pay mileage between league cities, but shall pay a mileage travel stipend of \$2 to each official between league cities per day of assignments. Colorado Springs schools shall pay a mileage travel stipend of \$2 per day of assignments to officials selected from the Colorado Springs Officials' Association. An official that is assigned to two or more contests at a given site on the same day shall be paid one travel stipend or reimbursement.

2. Only ONE driver will be paid the mileage reimbursement for each contest. It will be paid to the official on the crew who travels the farthest. Issues with multiple drivers must be solved between the officials and the assignor prior to the game.
3. In lieu of per diem, a rider fee of \$10 is paid to officials, non-drivers only, who are riding on trips of 75 miles or more one-way.
4. It is RECOMMENDED that, during the regular season only, assigners assign officials to a contest whose travel miles to a school is less than or equal to 75 miles round trip, thus resulting in a payment of no more than \$30 for travel. If official travels miles more than 75 miles round trip, the official should be paid at the \$.40/mile rate as listed above unless other arrangements are made with the officials by the school.

INDIVIDUAL MILEAGE BUFFER – Mileage will not be paid to an in cases where the town borders between the official's whose town of residence is 20 miles or closer to and the host school if 20 miles or less. Full mileage (including first 20 miles) will be paid to officials who travel over 20 miles. This does not apply to the metro area officials described above that receive the \$2 travel stipend.

C. Priorities

When a site or date change occurs, the officials originally assigned should be given the first chance to work the rescheduled game.

D. "No-Show"

1. In all other sports, when one official is a "no-show", the other officials working the contest shall split 50% of the extra check. (Not to exceed 50% of standard fee).
2. Guidelines for "No-Shows"
Officials Associations must have on file with CHSAA a copy of their constitutions, rules, and by-laws that outline their disciplinary procedures for dealing with no shows as well as other CHSAA expectations. Schools should contact the CHSAA office and identify the officials so that the local officials' associations can take action. Leagues and schools are encouraged to develop procedures for use in these situations as well.

E. One Official Worked Contest for Volleyball

A single assigned or single self-assigned official to a contest will receive the posted single game fee. Exception: A Volleyball V/JV solo official shall be paid the single rate game fee and a half. Sophomore/Freshman shall be paid the single rate game fee.

F. Good Faith

When a school has made a good faith effort to contact an official of a postponement or overbooking, no fee shall be paid to any official. That same official shall have the first opportunity to work the canceled contest. When an effort to contact an official of overbooking or cancellation has not been made prior to the time an official has left to work the contest, 50% of standard fee plus any travel allowance due will be paid to an official who shows up to officiate the contest. Once a game or match is started, the official is entitled to the entire game or match fee. If a game is postponed, the same or new officials will be paid an entire game or match fee.

V. **INFORMATIONAL ITEMS:**

- A. Mid-cycle, 2017-2018, the Committee is looking at tiered payment system for all sports where a high level official as determined by a series of exceptional objective requirements to include but not limited to attending out-of-season camps, extra testing and mechanics review, and consistent postseason eligibility, will be at a fee level higher than the standard rate. The fee would be paid during the regular and playoff period.
- B. Schools and/or their contracted assigners should pay officials within 30 days of the assigned contest. Timely payments are key factor in the retention of officials.
- C. Because studies show that there is a direct correlation between good sporting behavior and the retention of officials, the Officials' Fees Committee values and appreciates the work of the Sportsmanship Committee to address their needs and encourage the CHSAA membership to continue to make reality the philosophy and recommendations of the Sportsmanship Committee.
- D. When a dual wrestling tournament is held and less than the prescribed number of matches is scheduled, schools and officials should negotiate a lesser fee. Please refer to the wrestling fee structure.
- E. A certified track and field official shall be contracted and paid to run a cross country even.
- F. Emphasis: Please note schools, districts, and leagues have the authority to choose to use the minimum number of officials as designated by each sport.
- G. The committee would like to commend the officials' associations for their efforts in regard to the training of new and veteran officials as well as their continued efforts to improve the overall quality of officiating. The assessment and evaluation processes established have generated a positive learning environment within each organization. However, the committee strongly urges the officials' associations to step up their efforts to recruit new officials.
- H. National surveys of high school sport's officiating fees show that most states pay increased game fees for post-season contests. The committee encourages the CHSAA Budget Committee to consider increases for post-season contests in sports that won't impact member school reimbursements.
- I. Emphasis: Prior to a contest, an official does not have the authority to cancel, postpone, or forfeit an event. Officials, coaches, and game administrators should all be involved in these decisions.
- J. Many local area assigners use the Arbiter online software to conduct assigning business. This service is a part of the CHSAA Official Liaison Budget. The CHSAA encourages its use by all member schools.

- K. In an effort to be eco-friendly and cost effective, officials are expected to carpool to assigned contests.

VI. RECOMMENDATIONS:

- A. The Officials' Fees Committee strongly encourages assigners in areas with schools they assign that do not pay a \$2 stipend to develop a plan to pay officials a reduced mileage reimbursement to that is acceptable to both the officials and schools. The reimbursement should not be greater than \$.40/mile but not less than \$.33/mile. The maximum that should be paid for mileage reimbursement is \$150, which is paid for travel 375 miles or more round trip. If there is no stated plan in place in a given area the school(s) shall be \$.40/mile.
- B. When there is any change in the assignment of a contest, the home school or assigner should make every effort to contact the officials. Sports officials' associations must encourage their officials to always communicate travel arrangements with each other prior to each contest.
- C. School coaches and administrators can assist with recruiting new officials. Promote the avocation to your local faculty, players, and student body.
- D. Schools should be thorough in the scheduling of events, prior to the assigning of officials, so not to create the potential for a breach of contract with an assigned officiating crew.
- E. In situations where no officials show up for a contest, school representatives are encouraged to explore as many options as possible to play the contest, including using non-registered officials. All factors must be considered in making the decision to play the contest. Under these circumstances, the decision to play the contest should be by mutual consent of the schools involved. When this happens, the CHSAA should be contacted, prior to the contest if possible.
- F. Although national studies show that three-person basketball crews for varsity games, both boys and girls, result in a better officiated and managed game, they were created to prolong the officiating lives of the many of our very competent officials in the International Association of Approved Basketball Officials, Colorado's basketball officials' association. The game is fast and requires quick movements, stops, and turns that produces wear and tear on the body of the official. Over the long haul of the season, there are less injuries and mental burn-out by officials. Though you may feel that it is an easy way to cut expense, know that a reduction in officials on a game will affect the availability of quality officials.

VII. COMMITTEE MEMBERS:

Chair Glenda Bates, Westminster; Greg Jones, Monte Vista; Kylie Chamberlain, Idalia