

2020-2021 AGREEMENT BETWEEN DIAA MEMBER SCHOOLS AND DIAA APPROVED OFFICIALS' ASSOCIATION

The **Officials Organization** (see *signature page*) hereafter to be referenced as the **signing organization** and the member schools of DIAA hereby agree that the following provisions will be in effect during the 2020-2021 school year and will be binding on both parties:

- I. **ROSTERS.** The signing organization will provide a roster of the approved names, home addresses, and e-mail address for all members to be registered for the current year. These members of the signing organization will be registered with DIAA and NFHS and will be eligible by DIAA standards for assigned level of competition to officiate interscholastic contests at the high school and middle school levels. The contest officials will provide their services as independent contractors and will not be considered employees of the school district, charter school, or private school.
 - a. An official must be registered with DIAA before they receive a game assignment.
 - b. An official who was restricted to sub varsity games during the previous season may not be assigned to a varsity game until he/she has attended an approved rules clinic and passed the designated rules exam.

- II. **OFFICERS.** Provide a list of officers to the DIAA Officials Committee Chairperson (including the Assignor and Incidents Coordinator) with mail and email addresses, and all telephone numbers (home, work, and cell).

- III. **REGISTRATION.** All members of the signing organization shall be registered for the 2020-2021 year with NFHS and DIAA.

- IV. **REPORTS.** Provide to the DIAA Officials' Committee an Annual Association Status Report

- V. **REQUIREMENTS – Training & Testing.** All members must complete the “Concussion in Sports” free online class found on NFHS.com, once every two years, the DIAA preseason rules interpretation clinic and pass the designated rules exam in accordance with the procedures described below.
 - a. Officials will follow all clinic and testing guidelines as specified in Section 1008 & 9.8.1-4.
 - b. An official who is a resident of a neighboring state will be permitted to attend a preseason rules interpretation clinic in his/her home state provided the state athletic association sponsors it and the official provides written verification of his/her attendance (see DIAA Regulation 1009.8.3.5 & 1008.8.3.5 Use of Officials).
 - c. If an official fails to satisfy both of the aforementioned requirements in the same season for two (2) consecutive years, he/she will be restricted to officiating sub varsity contests until he/she is again in compliance.

- VI. **RULES OF THE GAME.** The signing organization will comply and strictly enforce the designated playing rules of the sport including the list of Approved DIAA Policies and Procedures except as modified by the DIAA Board of Directors, the DIAA Handbook, and all other articles, bylaws, policies, and procedures related to officiating found in the current edition of the NFHS Rules book, including all Guidelines and Codes of the NFHS. *Noncompliance* may result in disciplinary action as determined by the Executive Director, the DIAA Board of Directors or a designated DIAA Committee.

- VII. **SPORTSMANSHIP ISSUES & REPORTS.** The Member Schools shall make every effort to have a School staff member (other than members of the coaching staff); at the game site as that event's site coordinator for immediate reporting and handling should any sportsmanship issues arise concerning fans or contest participants/staff at the game site.

The signing organization will report ALL unsportsmanlike conduct penalties (football and wrestling), cards (soccer, field hockey, volleyball, and girls' lacrosse), direct technical fouls (basketball), bench confinements (softball and baseball), and unsportsmanlike conduct fouls (boys' lacrosse) assessed to coaches and players to the DIAA office. This should be done noon of the following day of the date of the assessed penalty. Noncompliance may result in the offending association to appear before the DIAA Officials Committee for review.

DIOC will issue officials cards and read a sportsmanship statement before all contests at all

levels during the pregame conference.

VIII. EJECTION REPORTS. The signing organization will notify by completing and forwarding copies of the game ejection/sportsmanship incident report to the Member School(s) involved, the DIAA Officials Coordinator and the Association Incident Coordinator by 12:00 noon of the following day if a player, coach or spectator has been ejected. Noncompliance may result in the offending association to appear before the DIAA Officials Committee for review.

IX. CONTEST FEES. The member schools of DIAA will pay the following fees to the signing organization for providing officiating services:

A. DIAA MEMBER SCHOOLS are responsible for the following regular season fees as per **Appendix A**

Note: Additional officials, if requested by a conference or host school, will be paid the fee indicated in Appendix A for the desired level of competition. However, an association may donate an extra official

B. MISCELLANEOUS

1. **TRAVEL FEES** will be determined by prevailing gas rates as cited by the State of Delaware on September 1 (Fall), December 1 (Winter), March 1 (spring). If the price of gas is less than \$3.00 per gallon, Officials who reside in one county and travel to an adjoining county or further will receive a \$5.00 mileage expense for each Delaware county line they cross calculated on a one-way basis. Out-of-state officials who cross into Delaware can receive one \$5.00 fee for entering Delaware, regardless of how many county lines they crossed in their state of residence. If they subsequently cross a second or third Delaware county line they may receive additional \$5.00 mileage fees. If the price of gas per gallon is above \$3.00 but less than \$4.00 the fee will increase to \$7.50 per line. If the price of gas goes above \$4.00 per gallon the fee will be \$10.00 per line. This fee only applies to Officials working on the Field, not alternates, timers or other side officials.

2. **PLAY DAYS & SCRIMMAGES**

Member School needs to place a written request to the assignors to have officials officiate play days and scrimmages, Appendix A shall be used to determine preferable crew size for each play day or scrimmage recognizing the Official's Association may choose to assign officials in excess of the defined Appendix A crew size. Where an option of crew size is stated, the smaller crew number will be used to determine the fee*. Regardless, the maximum fee to be invoiced by the Official's Association will be no more than 60% of the total VARSITY crew fee for an hour and a half (90 mins.) per court/field used** regardless of how many officials are assigned by the Official's Association.

Scrimmage Fee Chart

Scrimmages will be 1.5 hours in length.

Sport	Standard Crew Size	Scrimmage Fee (60% for each 1.5 hours)
Baseball	2 officials	\$92.50
Basketball (B)	3 officials	\$138.50
Basketball (G)	2 officials	\$92.50
Field Hockey	2 officials	\$92.50
Football	5 officials	\$232.00
Wrestling	1 official	\$46.50
Lacrosse (B&G)	2 officials	\$92.50
Soccer (B&G)	2 officials	\$92.50
Softball	2 officials	\$92.50
Swimming	2 officials	\$92.50
Volleyball	2 officials	\$92.50

Play Days – Each court/field will be considered a single scrimmage and subject to these fees. An example is 2 courts/fields being used for 6 hours each. The total fee per court/field would be \$370 or a total of \$740.00 for the play day.

In order to accommodate specific sports, play days/scrimmages that do not fit the 90-minute model will be invoiced based upon the defined VARSITY timing guidelines as defined by the

NFHS/DIAA (i.e. Volleyball – Best of 3/5 sets and any play over 3/5 sets would incur an additional fee as if it were a new play day/scrimmage.

** If more than one court/field is used for a play day/scrimmage, each would be considered as if it was the only court/field being used. For instance, 2 courts/fields would be invoiced as two individual courts/fields.

3. **LENGTH OF PERIODS.** At the sub-varsity level, conferences or host schools may elect to play periods shorter than those specified in the 2020-2021 NFHS rules book. The applicable fee in Appendix A for that time period remains in effect.

X. DETERMINATION OF FEES

- A. Future Fee Increases –Officials' Fee increases will be calculated based on the percentage pay raise given to state of Delaware employees by the Delaware General Assembly, rounded to the nearest dollar. Raises will go into effect in the following full school year the raise was enacted. (Ex. General Assembly approves raise for 2020-2021 it goes into effect during the 2020-2021 school year)
- B. Should at any time a state increase does not occur for two consecutive years a rate increase study will be conducted and if approved will go into effect the third year.

XI. # OF OFFICIALS. All Varsity games will be assigned the prescribed number of officials. Assignors and Athletic Directors may mutually agree to assign only one official (excluding football) to a high school junior varsity, freshman, and middle school varsity or junior varsity game, in such instances the official will receive a rate at one and half of the fee listed above for that level of competition.

XII. CANCELLATIONS, POSTPONEMENTS & SUSPENDED GAMES

- A. It is the responsibility of the Athletic Director of the member school to verify and **confirm that its teams' schedule(s)** are in Arbiter at least twenty-one (21) days before the date of the First Competition as defined by the DIAA calendar. Any modifications, changes or amendments to the schedule within twenty-one (21) days of the game/match date shall result in \$5.00 charge by the association to member school unless the modification, change or amendment is due to:
 1. the member school being closed on the date and time the game/match was scheduled in Arbiter
 2. or the game/match has been cancelled because due to the school no longer having that team.
 3. Or the member school has not completed their maximum allowed schedule and additional games still need to be added the Assignor must be notified (. i.e. Soccer has only 12 games - need to add 3 more) and the \$15 charge is not applicable.
 4. An unexpected school emergency or crisis, sudden weather changes.
- B. In the event an event must be **rescheduled** - the assignor must be notified as soon as the event is added back on to Websites4sports. This should be done by checking off on the "save and email option" to the assignor and by making a phone call directly to the assignor.
- C. In the event a game/match **needs to be cancelled** on the scheduled date of the match/game, it is the responsibility of the Athletic Director of the member school to contact the Association's assigner (by phone) and the officials listed (as long as they are listed in Arbiter for that game if at all possible, no later than-4 hours of the scheduled start time of the game in Arbiter. Failure to do so (not including last minute weather conditions) may result in the association charging up to 100 % of the contest fees set forth in Exhibit "A".
- D. If a game/match is **suspended or not completed**, the association may charge up to 100 % of the contest fees set forth in Exhibit "A" as well assess a travel fee if one is applicable.
- E. In the event a suspended match/game is rescheduled, the association may charge up 50% of the contest fees set forth in Exhibit "A" as well as assess a travel fee if one is applicable.
- F. If two officials have been assigned to a game and only one shows up the member school will only be charged 100% for the one official who showed up. For sports that require more than one official the actual number of officials that show up should be the billing rate. (ex. Boys Basketball requires 3 and 2 show up thus bill for two.)

XIII. BILLING & COLLECTION OF FEES. Officials' Associations as independent associations are responsible for the billing and collection of all invoices. (Note- The DIAA Officials Committee will work with DIOC and DOE administration to determine the most effective and enforceable procedure for assuring timely payment.)

XIV. OBLIGATIONS OF ASSOCIATIONS & MEMBER SCHOOLS

- A. The signing organization and the member schools of DIAA will comply with all of the provisions of the approved Officials' Fee Schedule. (See Appendix A)
- B. One copy of this agreement must be signed by the Executive Director and President of DAAD and President of the signing organization and returned to the Executive Director of DAAD no later than one week before the DIAA approved starting date for that season
- C. Failure to return a signed agreement by the aforementioned date will signify that the signing organization has rejected this agreement and DIAA member schools must make other arrangements for officials.
- D. Each DIAA member school is solely responsible to the signing organization for fees that they incurred as a result of this Agreement. DIAA or DAAD is not responsible for fees incurred by member schools. Each member school is not responsible for fees incurred by other member schools.

XV. APPEALS Any disputes arising from the execution of this contract by the DIOC or the member schools should be worked out between the parties. If the parties fail to reach a resolution, either party can appeal to a committee of representatives from the DOC, DIOC, and DAAD.

- A. The committee will consist of 1 Representative from each group. Each representative has 1 equal vote.
- B. All appeals must be forwarded to the Chairperson of the DOC within 10 days from date of any invoice.
- C. All appeals must be done in writing by the appellant. The Appeals committee will seek a response to the appeal.
- D. All appeals will be heard within 20 days of the conclusion of the last state tournament for that season
- E. The decision of the appeals committee will be binding.

XVI. MODIFICATIONS OR CHANGES

- A. This is a binding agreement between both parties.
- B. In order for any provision to be changed, the proposing party shall provide written notice of the proposed amendment including the current language of the section and the proposed change to DIOC, to the DIAA Officials Committee (at any of their meetings for Fall, Winter and Spring sports) and to DAAD. Written notices must be received no later than the Spring Officials Committee Meeting (March). All approvals need to be completed by July 1.
- C. The non-proposing parties will have a minimum of 60 days in order for those parties (DIOC, Officials Committee and DAAD, to present the proposed amendment to its membership, allow for discussion and consideration, and state a desire to negotiate the proposed change. After presentation to its membership, if either side states a desire to negotiate the proposed amendment, further negotiations will occur between the leadership delegations of DIOC; DIAA Officials Committee and DAAD (collectively known as the "Negotiation Team.")
- D. Both parties agree that after expiration of 60 days from the proposal date, if neither party states the desire to negotiate and approves the proposal, the change will be considered adopted. If any group notifies the proposing party that they do not agree with the proposal, reasons will be stated, and the proposal will be denied. If either party states the desire to negotiate, both parties agree to meet and negotiate the issue and, after those negotiations, will have 30 days to present the outcome of the negotiations to their respective organizations for ratification of its membership.
- E. Recognizing that there are 17 individual Official's Associations and each sport may have its own specific idiosyncrasies and needs, if an issue is specific to less than all 17 organizations/sports, representatives for the affected organization/sport as designated by that sport(s) Official Association President, will be part of the Negotiation Team for that specific issue. This prevents the parties from having to negotiate 17 individual contracts and provides a specific process of communication and negotiation.
- F. After all negotiations are completed, the leadership of the DIOC and DAAD, will vote on the

adoption of the proposed amendment and a simple majority will adopt/reject the amendment.

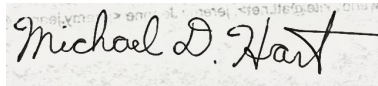
XVII. SIGNATURES (Please sign this page and send back to Mike Hart, Executive Director):

We agree to all of the terms and conditions as set in sections I. – XVII. of this 2020-2021 AGREEMENT BETWEEN DIAA MEMBER SCHOOLS AND DIAA APPROVED OFFICIALS' ASSOCIATION

NAME OF OFFICIALS ASSOCIATION

{President's Name}, Signature

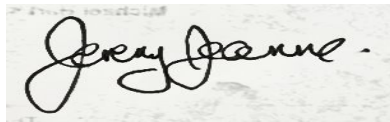
Date



10/15/2020

Michael Hart, DAAD Executive Director

Date



10/15/2020

Jeremy Jeanne, DAAD President

Date

**APPENDIX A
OFFICIALS FEE SCHEDULE 2020-2021**

Sport	Level	Number of Officials per Contest	Time Adjustment	Rate per Official (Regular Season Contests)
Baseball	Varsity	2		\$77
	Subvarsity	2		\$56
	Middle School	2		\$55
Basketball	Boys' Varsity	3, or 2 if mutually agreed		\$77
	Girls' Varsity	2, or 3 upon request		\$77
	Subvarsity	2	8-minute quarters	\$65
	Subvarsity	2	7-minute quarters	\$60
	Subvarsity	2	6-minute quarters	\$56
	Middle School	2	6-minute quarters	\$55
Cross Country	Starter/Referee	Upon request		\$69
	Timer/Judge	Upon request		\$66
Field Hockey	Varsity	2		\$77
	Subvarsity	2		\$56
	Middle A	2	25-minute halves	\$55
	Middle B	2	25 minute or less halves at the Member School's discretion	\$55
Football	Varsity	5		\$77
	Timer	1		\$51
	Subvarsity	3	8- or 10-minute quarters	\$56
	Middle School	3	8-minute quarters	\$55
Lacrosse (Boys' and Girls')	Varsity	2, or 3 if requested		\$77
	Subvarsity	2		\$56

	Middle School	2		\$55
Soccer (Boys' and Girls')	Varsity	2, or 3 if requested		\$77
	Subvarsity	2		\$56
	Subvarsity	3		\$49
	Middle A	2	30-minute halves	\$55
	Middle B	2	30 minute or less halves	\$55
Softball	Varsity	2		\$77
	Subvarsity	2		\$56
	Middle School	2		\$55
Swimming and Diving	Referee	1		\$69
	Judge	1		\$66
Track and Field	Starter/Referee	Upon request		\$69
	Timer/Judge	Upon request		\$66
Volleyball	Varsity	2		\$77
	Linesman	2 by request		\$39
	Subvarsity	2		\$56
	Middle School	2		\$55
Wrestling	Varsity	1		\$77
	Subvarsity	1		\$56
	Varsity+	1		\$77, then \$6 per match, up to 7 matches; not to exceed \$42
	Middle School	1		\$55
	Middle+	1		\$55, then \$5 per match, up to 7 matches; not to exceed \$35

ALL Associations administrative fee - 3% of field official fees excluding travel fees