

OFFICIALS' FEES

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Chair

CR 5

Report No.

I. MAJOR CHANGES/RECOMMENDATIONS FROM LAST YEAR'S REPORT:

- A. The varsity Basketball three-person fee for the 2019-2020 season shall be \$60 per official, which is the same fee paid an individual official working a two-person officiated varsity basketball game.
- B. The varsity Soccer three-person fees for the 2019-2020 season shall be \$59 for the center referee and \$54.50 for each of the two other officials (Assistant Referees). The total amount paid to all three officials is equal the total amount paid the three in the three-whistle system.
- C. In 2020-2022 the Denver and Colorado Springs Metro area schools shall pay a \$6 travel stipend to the sport officials registered in those areas and in 2022-2024 these area schools shall play a \$10 travel stipend. The stipend is paid once per assignment at a site per day.

II. RATIONALE:

- A. Varsity basketball three-person crews are valuable for so many reasons, i.e. player coverage, less injury from starts and stops, a game standard for regular and postseason, et al.
- B. The Soccer Committee and the Soccer Officials' Association made the recommendation to return to the traditional diagonal system of soccer officiating to recruit more officials. The total amount paid to the three officials is same total if the officials were using the three-whistle system for a match.
- C. The \$2 stipend has been the standard of pay for past ten years (12 years in 2020) while the travel time to officiate a contest in the Metro areas has increased significantly.

III. FINANCIAL IMPACT:

- A. The total for three-person basketball fees goes from \$159/varsity game to \$180/varsity game.
- B. The total for three-person soccer fees goes from \$159/varsity game to \$168/varsity game
- C. This is a significant cost to schools in the Metro areas of Denver and Colorado Springs.

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III. FEE SCHEDULE:

ACTIVITY	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>Current 2018-19</u>	<u>Proposed 2019-2020</u>	<u>New 2020-2022</u>
*Wrestling and Track have new table formats.							
BASEBALL (2 or 3 umpires)*							
Varsity(2 umpires)	\$57	\$57	\$58	\$58	\$60	\$60	\$60
Sub-varsity(2 umpires)	\$43	\$43	\$44	\$44	\$46	\$46	\$46
Varsity(3 umpires)	\$49	\$49	\$50	\$50	\$52	\$52	\$52
Sub-varsity(3 umpires)	\$37.5	\$37.5	\$38.5	\$38.5	\$41.50	\$41.50	\$41.50
Varsity Doubleheader(2 umpires)	\$114	\$114	\$116	\$116	\$120	\$120	\$120
Sub-varsity Doubleheader(2 umpires)	\$86	\$86	\$88	\$88	\$92	\$92	\$92
BASKETBALL							
Varsity (2 officials)	\$57	\$57	\$58	\$58	\$60	\$60	\$60
Sub-varsity(2 officials)	\$43	\$43	\$44	\$44	\$47	\$47	\$47
Varsity(3 officials)	\$49	\$49	\$50	\$50	\$52	*\$60*	*\$60*
Sub-varsity(3 officials)	\$37.50	\$37.50	\$38.50	\$38.50	\$40.50	\$40.50	\$40.50
FIELD HOCKEY (2 officials)							
Varsity	\$53	\$53	\$54	\$54	\$56	\$56	\$56
Sub-varsity	\$39.50	\$39.50	\$40.50	\$40.50	\$41.50	\$41.50	\$41.50
FOOTBALL							
Varsity	\$57	\$57	\$58	\$58	\$60	\$61	\$61
Sub-varsity	\$43	\$43	\$44	\$44	\$47	\$47	\$47
GYMNASTICS							
Regular Season Meets							
2 team meets (judge 2 events)	\$42	\$42	\$43	\$43	\$45	\$45	\$45
3 team meets (judge 2 events)	\$52	\$52	\$53	\$53	\$55	\$55	\$55
4 team meets (judge 1 event)	\$42	\$42	\$43	\$43	\$45	\$45	\$45
(judge 2 events)	\$64	\$64	\$65	\$65	\$67	\$67	\$67
5 team meets (judge 1 event)	\$48	\$48	\$49	\$49	\$51	\$51	\$51
(judge 2 events)	\$76	\$76	\$77	\$77	\$79	\$79	\$79
6 team meets (judge 1 event)	\$53	\$53	\$54	\$54	\$56	\$56	\$56
(judge 2 events)	\$89	\$89	\$90	\$90	\$92	\$92	\$92
7 team meets (judge 3 events)	\$60	\$60	\$61	\$61	\$63	\$63	\$63
8 team meets (judge 1 event)	\$66	\$66	\$67	\$67	\$69	\$69	\$69
Individual/League Championships							
Judging 1 event \$14/team;							
Judging 2 events \$20/team							
Finals (up to 20 competitors) per judge/per event \$18.00							
Meet referee paid normal fee plus \$10							
ICE HOCKEY							
Varsity 3-4 Officials	\$57	\$57	\$58	\$58	\$60	\$60	\$60
Sub Varsity 3-4 Officials				\$43	\$45	\$45	\$45
LACROSSE							
2 Officials							
Varsity	\$53	\$53	\$54	\$54	\$56	\$56	\$56
Sub-varsity	\$40.50	\$40.50	\$41.50	\$41.50	\$43.50	\$43.50	\$43.50
3 Officials							
Varsity	\$49	\$49	\$50	\$50	\$52	\$52	\$52
Sub-Varsity	\$37.50	\$37.50	\$38.50	\$38.50	\$40.50	\$40.50	\$40.50

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ACTIVITY				2017-2018	2018-2019	2019-2020	2020-2022
WRESTLING(1 Official)							
Dual Meet							
Varsity				\$58	\$60	\$60	\$60
Sub-Varsity				\$44	\$46	\$46	\$46
Additional matches				\$4/\$3	\$4/\$3	\$4.50/match	\$4.50/match
Dual Meet Tournament – Per Day – Per Site – Per Official							
Varsity							
First two Dual Meets				\$116	\$120	\$120	\$120
Each Additional Dual Meet				\$48	\$50	\$50	\$50
Sub-Varsity							
First two Dual Meets				\$88	\$92	\$92	\$92
Each Additional Dual Meet				\$37	\$39	\$39	\$39
Dual Meet Tournament payment is to be distributed evenly between all officials working entirety of the tournament, regardless of the number of duals each individual officiated.							
Individually Bracketed Tournaments Varsity/Sub-Varsity							
3 Teams	\$147	\$147	\$148	\$148	\$150/\$99	\$150/\$99	\$150/\$99
4 Teams	\$147	\$147	\$148	\$148	\$150/\$99	\$150/\$99	\$150/\$99
5 Teams	\$100	\$100	\$101	\$101	\$103/\$83	\$103/\$83	\$103/\$83
6 Teams	\$124	\$124	\$125	\$125	\$127/\$100	\$127/\$100	\$127/\$100
7 Teams	\$145	\$145	\$146	\$146	\$148/\$112	\$148/\$112	\$148/\$112
8 Teams	\$160	\$160	\$161	\$161	\$163/\$123	\$163/\$123	\$163/\$123
9 or more teams (Varsity)–8 team fee plus additional \$10/team/per official for every team over 8 up to 32 teams– 33 or more teams \$5/team							
9 or more teams (Sub-Varsity – team fee plus additional \$7/team/per official for every team over 8 up to 32 teams–33 or more teams 3.50/team							
<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 the number of mats. Tournaments with 8-11 mats shall have 3 more officials than the number of 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>							

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. CHSAA Statewide Mileage Payments

1. All schools pay \$.40/mile round trip (zip code to zip code). The official must have traveled 20 or more miles one way to be paid full round-trip travel mileage. (i.e. An official's one-way mileage to contest school is 21 miles. School pays 42 miles X \$.40, for a total of \$16.80)

Exception to #1 above. Denver & Colorado Springs schools pay a \$2 travel to each official assigned to the contest. 2020-2022, Denver/Colorado Springs schools pay a \$6 travel stipend. 2022-2024, Denver/Colorado Springs schools pay a \$10 travel stipend. The mileage travel stipend is paid to an official for one or more assignments per day at a school for all levels.

Denver Metro League schools listed that pay \$2 or (in 2020 \$6 and in 2022 \$10) stipend
Confluence – Aurora West, DSST – Byers, DSST – GVR, Eagle Ridge Academy, Ridge View Academy, Strive Prep – Smart, Victory Prep, William Smith
Colorado – Alameda, Arvada, Englewood, Riverdale Ridge, Skyview
Jefferson County – Arvada West, Bear Creek, Chatfield, Columbine, Dakota Ridge, D'Evelyn, Golden, Green Mountain, Lakewood, Pomona, Ralston Valley, Standley Lake, Wheat Ridge, Valor Christian
Denver – Abraham Lincoln, Denver East, Denver North, Denver South, Denver West, Far Northeast, George Washington, John F Kennedy, KIPP – Northeast, Strive Prep – RISE, Thomas Jefferson
Continental – Castle View, Chaparral, Douglas County, Heritage, Highlands Ranch, Legend, Mountain Vista, Ponderosa, Regis – Boys, Regis – Girls, Rock Canyon, ThunderRidge
East Metro – Adams City, Aurora Central, Brighton, Gateway, Hinkley, Norhtglenn, Prairie View, Rangeview, Thornton, Vista Peak, Westminster
Front Range – Boulder, Broomfield, Fairview, Horizon, Legacy, Loveland, Monarch
Frontier – The Academy, Arrupe, Bruce Randolph, Jefferson, Kipp Denver, Pinnacle, Sheridan
Metro – Colorado Academy, Faith Christian, Jefferson Academy, Kent, Lutheran, Machebeuf, Manual, Peak to Peak, Prospect Ridge, Skyview, St. Mary's Academy, Stargate
Centennial – Arapahoe, Cherokee Trail, Cherry Creek, Eaglecrest, Grandview, Mullen, Overland, Smoky Hill
Mile High - Denver Academy, Denver Christian

All Colorado Springs Schools(except Woodland Park) that pay officials selected from the Colorado Springs Officials Association

C. Since games crews of officials are expected to carpool, 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 should be solved between the officials and the assignor prior to the game. If two or more officials on the crew are driving from different directions, then the school must pay both officials

D. 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.

E. During the regular season only It is a RECOMMENDATION, that, 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.

F. Priorities

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

G. "No-Show"

1. In all 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.

H. Cancelled Contests and School Good Faith

When a school has made a good faith effort to contact an official of a contest cancellation prior to the official traveling to the contest, no fee shall be paid to any official. That same official shall have the first opportunity to work the canceled contest. If the official was never contacted by the school before traveling to the contest and at some point prior to the arriving to work the contest, the contacted the school the morning of the contest to check-in with the school, the official shall be paid the full fee plus any required travel reimbursement. Otherwise the official shall receive 50% of standard fee plus any required travel reimbursement.

J. Once a contest has started and then subsequently postponed or terminated, the official is entitled to the entire game or match fee plus any required travel fees.

K. Any official working a solo match, junior varsity or varsity, shall be paid one and half times the fee.

V. INFORMATIONAL ITEMS:

- A. 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.
- B. 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.
- C. 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.
- D. A certified track and field official shall be contracted and paid to run a cross country even.
- E. Emphasis: Please note schools, districts, and leagues have the authority to choose to use the minimum number of officials as designated by each sport.
- F. 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.
- G. 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.
- H. 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.
- I. 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.
- J. 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 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 pay \$.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 Mike Book, Wiggins; Ryan Wehrman, University, Brian Dilka, Pueblo County; Jason Wilkins, Cherry Creek; Michele Nisent, Poudre (absent)