

OFFICIALS CONTRACT JULY 1, 2008 - JUNE 30, 2013 SECTION XI AND PRESIDENTS' COUNCIL OF OFFICIALS

AGREEMENT made this 20th day of May 2008, by and between Section XI NYSPHSAA and the Presidents' Council of Officials.

ARTICLE I - RECOGNITION

WHEREAS, the interscholastic athletic program is an integral part of the educational curriculum conducted by school authorities under rules adapted for the health and safety of the students and

WHEREAS, the details of game administration for interscholastic contests are the responsibility of the school authorities and

WHEREAS, it is essential that the officiating of games shall be performed as a part of the educational program of the school and

WHEREAS, the Suffolk County Officials Presidents' Council, the authorized representative of the officials organizations of Suffolk County, herein after referred to as "officials" (who are independent contractors) and is the duly recognized representative of Suffolk County officials, has affirmed that it or its member associations:

- a) will not assert the right to strike or take job action against Section XI, to assist or participate in any such strike or job action, or to impose an obligation to conduct, assist or participate in such a strike or job action;
- b) will accept and abide by the Statement of Principles for officiating and the constitution of the New York State High School Officials Coordinating Federation (OCF) as written in the NYSPHSAA Handbook;
- c) will accept and abide by the provisions of the Officials' Agreement as written in the above Handbook;
- d) will accept and abide by all rules, regulations and agreements of the NYSPHSAA as contained in the current Handbook; and
- e) will abide by the contract, the terms of which shall extend from July 1, 2008 up to and through June 30, 2013.

Now, therefore, it is agreed:

(a) that the terms and conditions of this contract are based on current working conditions, according to the current rules and regulations in each sport 2007-08 rules. The following will be cause for renegotiations for the *current contract July 1, 2008 - June 30, 2010; subsequent contract July 1, 2010 - June 30, 2013*: A change in working conditions will be considered to occur when a modification in rules results in a change of 15% or more in time spent officiating a contest;

(b) that Section XI has recognized the Suffolk County Officials Presidents' Council, hereafter called "officials", as representative of all the officials' organizations of Suffolk County for the purpose of collective negotiations for the period ending June 30, 2013 and that Section XI will not enter into contractual agreements with individual officials' organizations.

ARTICLE II - GRIEVANCE PROCEDURE

Every attempt will be made by both parties to work together to resolve any problems related to the contract.

A grievance may be lodged within 30 days based upon an alleged breach or misapplication of a specific term of this agreement.

A. Upon receipt of the written grievance from the President of one party, the President of the second party must answer, in writing, within five working days (Monday-Friday) after receipt of the grievance.

B. If the reply is not satisfactory to the grieving party, a written request for a hearing must be made within five working days in a return letter.

C. The President of Section XI and the President of the Presidents' Council must meet to resolve the problem within five days after receipt of the letter requesting such a hearing.

D. If the aggrieved party is not satisfied with the resolution, the party will notify the Executive Director of Section XI and a hearing will be held. The hearing will be held within twenty days. The hearing officer shall be from the American Arbitration Association and shall be mutually agreed upon by the Presidents' Council and Section XI. Expenses for the hearing officer shall be shared equally. The hearing officer's decision, as well as the date of the implementation thereof, shall be binding.

ARTICLE III - ORGANIZATION MEETINGS AND LISTINGS

A. The President of the Presidents' Council (or designee) may attend all Athletic Council meetings and shall be offered a place on the agenda upon written request of the President of the Presidents' Council at least two weeks prior to the Athletic Council meeting. The same consideration is to be given to the President of Section XI or his/her designee in attending meetings of the Presidents' Council.

B. 1. By June 1st each year, officials' associations will supply the Executive Director with the addresses, home and business telephone numbers of its members who agree to publication of this information. Only those names submitted by the officials' organization will be printed in the Section XI Directory.

2. The names of certified officials from the associations recognized by Presidents' Council shall be submitted by each association in rank order, using the Section XI rating system.

3. Section XI will provide a list of athletic directors with their telephone numbers to each officials' organization annually.

C. Clinics - As need dictates, two clinics per sport will be conducted each year to train new officials.

ARTICLE IV - ASSIGNMENTS

A. All officials' associations will make every conceivable effort to make sure that all Section XI varsity, junior varsity and modified athletic contests have the proper number of officials (as prescribed in the rules of that sport) for all athletic contests. Presidents of various associations will assist if called upon by Section XI in finding available officials for sports where the coverage is inadequate.

B. Availability:

1. Section XI may request the availability of officials according to the following schedule:

- Fall Sports - June 1
- Winter Sports - October 1
- Spring Sports - January 1

Whenever possible, all scheduled contests and scheduled play-off dates for each sport shall be provided by Section XI within the notice of its requests for availabilities.

2. Officials may update their availability dates prior to six weeks before the first scheduled Section XI contest in each sport. Final run of officials' schedules shall not be completed before the block out date deadline.

3. Officials working more than one sport in a season will have the right to designate specific days of the week for each sport and his/her sport of preference.

4. Officials are not to accept outside officiating commitments until the original assignments have been received by the official. Officials who are in violation of this will be penalized as set forth in Article VIII, C.

5. The President of each sport shall be invited to send a representative to review the assignments before they are distributed.

6. Original assignments shall be received by officials no later than one week prior to the first scheduled contest in that sport.

7. An official, having accepted the assignments on the master schedule sheets, shall not switch assignments with other officials, and these accepted assignments are to be treated as binding agreements.

8. It is recommended that no official be assigned to a game in which his/her school or school district is playing or where a conflict of interest exists as determined by Section XI and the president of the officials' organization.

9. Officials assigned to any contest that are incomplete or postponed shall continue with the contest on the new date unless they have a previous assignment on the new date. If it is a varsity game, and the officials have a lower level assignment in the same sport on the new date, they are to continue with the varsity game.

ARTICLE V - COMMUNICATIONS

A. Only in the event of contests assigned in addition to an official's original schedule, will confirmation of such assignments with the school be required.

B. 1. When contests may be postponed because of dubious weather conditions, an official must contact the school two hours before the contest to ascertain whether the contest will be played. The official is to note the name of the person with whom he/she had contact at the school. Officials who fail to contact the school will not receive a fee if, upon arrival at the site, the contest has been postponed or canceled.

2. Where weather conditions are questionable on non-school days and the contact with the school is difficult, the official is to contact the athletic director at his/her home or cell phone at least two hours before the contest for information about the status of the game.

C. Whenever a complaint *from a member school* or charge against a member official is presented to an officials' association by Section XI that officials' association will be required to respond in writing no later than 30 days from the date of receipt of notification from Section XI. That response is to set forth the findings of that association's investigation and the action taken by that association regarding the official.

ARTICLE VI - DRESSING FACILITIES

Officials shall be provided with secure dressing facilities, which are inaccessible to all others. Such facility shall be available from 30 minutes before the contest until 30 minutes after the completion of a contest. If any school fails to provide such a facility, the official will notify Section XI in writing of this condition. On the first notice, a letter will be sent to the athletic director of the school district in violation. On a second or subsequent notice, that school district will be fined \$25 payable to Section XI for each additional offense during that season.

ARTICLE VII - ADVERSE WEATHER CONDITIONS

Whenever weather or other conditions cause the official(s) to interrupt a contest, the official(s) shall make every reasonable effort to resume and complete the contest, with full consideration of the weather and site conditions (as they affect safety and playing conditions). The official(s) shall wait a minimum of 30 minutes from the time of the interruption before considering the cessation of play.

EXCEPTIONS:

A. If lightning is observed at the site of an outdoor contest by the official(s) 15 or fewer minutes prior to the scheduled start of that contest, the official(s) and the responsible school authorities shall not permit that contest to be played on that date.

B. If lightning is observed at the site of an outdoor contest by the official(s) during the playing of the contest, the official(s) shall immediately cease play for the day. The rules of the particular sport shall determine whether the contest is "official" or must be resumed at a later date. Each official at the site shall be paid the full game fee.

C. During Section Championships and NYSPHSAA Qualifiers, the Section will follow the NYSPHSAA Thunder and Lightning Policy under the direction of the Executive Director, Sports Chair or designee.

ARTICLE VIII - FEES

A. 1. In all practices and scrimmages to which the Executive Director assigns the official or officials, the official or officials shall receive full compensation in accordance with the scheduled fee.

2. When an incomplete contest occurs, the official is to be paid a full fee.

3. A fee of one and one-half of the regular official's fee will be paid to the official who works a contest where only one official is assigned or where an assigned official fails to appear. In a contest where more than two officials are scheduled to work and one or more fail to be assigned or appear, the remaining fees will be divided among the official or officials who appear. This fee shall not exceed a fee of one and one-half.

B. 1. If a contest is changed for other than valid reasons (weather, illness or death), the official will be compensated at the rate of \$40, unless the notification for cancellation of said contest is made ten business days prior to the originally assigned date of the contest. This payment shall not be made if the official is offered or receives another assignment for the same day with all conditions being equal. If schools cancel one level without notification in instances of consecutive contests, the official(s) will be compensated one half of the \$40 fee.

2. If an official is unable to remain with an accepted contest which has been changed for reasons deemed unacceptable by the Executive Director and the president of the official's organization, such official shall receive a full fee unless the number of additional assignments offered to that official during the season is equal to or exceeds the number of assignments "lost".

3. Officials who leave a contest before its completion will not be compensated.

4. Turnbacks on the original assignment notice are considered additional assignments offered unless the turnbacks are consistent with the accepted availability as submitted to Section XI.

5. When an official has been assigned to a double-header, a fee equal to an additional one-half fee which would have been earned will be paid to the official if the double-header is not played after the official arrives at the game site.

6. If more than the required number of officials is assigned to a contest, the extra official will receive a full fee provided the error in assignment was made by Section XI. The head official shall determine how the officials are utilized and who is the designated extra official. The official shall indicate on his/her voucher how he/she was utilized. Under no circumstance shall the extra official receive a fee should he/she leave the contest site prior to the end of the contest.

7. In circumstances where the contest starts more than 20, 40, 60, and 80 minutes past the scheduled starting time, the official(s) will be paid, respectively, an additional \$15, \$20, \$26 and \$32. All of the above applies only when the official is not notified of the delay prior to arriving at the contest site.

8. Extra Participation

Modified level officials working five periods of five period format contests* shall receive an additional one-fifth of the fee. Officials working four periods will receive the regular fee.

*NOTE: This option is only available to modified level teams. Modified level teams may not play an extra period/quarter after a regular game.

9. Sport interpreters who are requested to attend protest/appeal hearings shall receive one-half of the varsity fee for that sport.

10. Sport interpreters at all levels who are requested to make presentations at mandatory coaches meetings will receive \$75.

11. For scrimmages which exceed two hours and 45 minutes, an official will be compensated one and one-half fees.

C. Fees to be Paid by Officials

1. Any absentee official from an accepted contest shall submit a written explanation to the Executive Director of Section XI stating the reason for the absence. An official who is absent from an accepted single contest will pay the office of the Executive Director the amount of one and one-half fee he/she would have received for officiating that contest unless the reason for the absence is beyond the control of the official. An official who absents himself/herself from a two-contest assignment at a given location will be charged one and one-half varsity fee and one-half of the JV fee which he/she would have earned. The matter may be referred to the officials Ethics Committee. The official may forward a copy of his/her written explanation to the president of their association, who in turn may discuss the matter with the Executive Director.

2. A service charge of \$40 will be paid by an official for each rejection or turnback, (unless THE REASON FOR REJECTION OR TURNBACK IS COMPLETELY ACCEPTABLE TO THE EXECUTIVE DIRECTOR OF SECTION XI.) A service charge of \$45 will be assessed if the turnback is on the day of the contest. If the turnback is two hours or less before game time, the fee will be \$65. A consultation with the president of that sport may take place regarding individual matters if the president so desires. Each official will be entitled to one rejection/turnback per season per sport without charge if the official notifies the Section no later than 3 business days prior to the contest. If both contests of consecutive assignments are turned back, the fee is \$40 plus \$20.

3. Officials who turn back entire schedules will be subject to a \$40 fee, which will be paid to Section XI by that official's association.

D. Payment Procedure

1. Payment of officials by Section XI will be received by the official within 45 calendar days of Section XI's receipt of the claim form. Claim forms received prior to the last scheduled contest in that sport will be considered as having been received on the date of the last scheduled contest in that sport. Every effort will be made by Section XI to pay officials within 30 calendar days.

2. Partial claims will not be processed.

3. All claims for officiating fees for a given school year are to be received by:

Fall – December 30 of that year
 Winter – April 15 of that year
 Spring – June 20 of that year

Claims received after the assigned date will be subject to an administration fee of \$35 per month.

4. Discrepancies in payment for claims will not be considered after 30 days from the official's receipt of payment.

5. If an official fails to claim officiating fees within one year of June 20th of the school year in which they were earned, such fees based on Section XI records will be forwarded to the individual.

6. If the official returns to finish a protested contest, and there is no other contest, he or she shall receive one half fee for that contest.

E. Fee schedule

| SPORT | # officials | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 |
|---------------------|--------------------|----------------|----------------|----------------|----------------|----------------|
| BASEBALL | | | | | | |
| Varsity | 2 | \$109.00 | \$112.00 | \$115.00 | \$118.00 | \$121.00 |
| Junior Varsity/JV9 | 2 | 90.00 | 93.00 | 96.00 | 99.00 | 102.00 |
| Modified | 2 | 72.50 | 75.50 | 78.50 | 81.50 | 84.50 |
| BASKETBALL | | | | | | |
| Varsity | 2 | \$109.00 | \$112.00 | \$115.00 | \$118.00 | \$121.00 |
| Junior Varsity/JV9 | 2 | 90.00 | 93.00 | 96.00 | 99.00 | 102.00 |
| Modified | 2 | 72.50 | 75.50 | 78.50 | 81.50 | 84.50 |
| FENCING | | | | | | |
| Varsity | 1 | \$92.00 | \$95.00 | \$98.00 | \$101.00 | \$104.00 |
| Junior Varsity | 1 | 78.00 | 81.00 | 84.00 | 87.00 | 90.00 |
| Varsity/JV combined | 1 | 103.00 | 106.00 | 109.00 | 112.00 | 115.00 |
| FIELD HOCKEY | | | | | | |
| Varsity | 2 | \$101.00 | \$104.00 | \$107.00 | \$110.00 | \$113.00 |
| Junior Varsity | 2 | 83.00 | 86.00 | 89.00 | 92.00 | 95.00 |
| Modified | 2 | 68.00 | 71.00 | 74.00 | 77.00 | 80.00 |
| FOOTBALL | | | | | | |
| Varsity | 5 | \$101.00* | \$104.00 | \$107.00 | \$110.00 | \$124.00 |
| Junior Varsity/JV9 | 3 | 92.00 | 95.00 | 98.00 | 101.00 | 104.00 |
| Modified | 3 | 72.50 | 75.50 | 78.50 | 81.50 | 84.50 |

*An evaluation of using 5 officials in all varsity football contests will take place at the end of the 2008 football season.

| SPORT | # officials | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 |
|-------------------------------|--------------------|----------------|----------------|----------------|----------------|----------------|
| GYMNASTICS | | | | | | |
| Varsity | 2 | \$109.00 | \$112.00 | \$115.00 | \$118.00 | \$121.00 |
| Modified | 2 | 81.00 | 84.00 | 87.00 | 90.00 | 93.00 |
| BOYS LACROSSE | | | | | | |
| Varsity | 2 | \$109.00 | \$112.00 | \$115.00 | \$118.00 | \$121.00 |
| Junior Varsity/JV9 | 2 | 90.00 | 93.00 | 96.00 | 99.00 | 102.00 |
| Modified | 2 | 72.50 | 75.50 | 78.50 | 81.50 | 84.50 |
| GIRLS LACROSSE | | | | | | |
| Varsity | 2 | \$109.00 | \$112.00 | \$115.00 | \$118.00 | \$121.00 |
| Junior Varsity | 2 | 90.00 | 93.00 | 96.00 | 99.00 | 102.00 |
| Modified | 2 | 72.50 | 75.50 | 78.50 | 81.50 | 84.50 |
| SOCCER | | | | | | |
| Varsity | 2 | \$109.00 | \$112.00 | \$115.00 | \$118.00 | \$121.00 |
| Junior Varsity/JV9 | 2 | 90.00 | 93.00 | 96.00 | 99.00 | 102.00 |
| Modified | 2 | 72.50 | 75.50 | 78.50 | 81.50 | 84.50 |
| SOFTBALL | | | | | | |
| Varsity | 2 | \$109.00 | \$112.00 | \$115.00 | \$118.00 | \$121.00 |
| Junior Varsity/JV9 | 2 | 90.00 | 93.00 | 96.00 | 99.00 | 102.00 |
| Modified | 2 | 72.50 | 75.50 | 78.50 | 81.50 | 84.50 |
| SWIMMING | | | | | | |
| Varsity | 2 | \$97.50 | \$100.50 | \$103.50 | \$106.50 | \$109.50 |
| Modified | 2 | 72.00 | 75.00 | 78.00 | 81.00 | 84.00 |
| TRACK | | | | | | |
| Varsity | 2 | \$109.00 | \$112.00 | \$115.00 | \$118.00 | \$121.00 |
| Modified | 2 | 74.00 | 77.00 | 80.00 | 83.00 | 86.00 |
| WRESTLING | | | | | | |
| Varsity | 1 | \$109.00 | \$112.00 | \$115.00 | \$118.00 | \$121.00 |
| Junior Varsity | 1 | 90.00 | 93.00 | 96.00 | 99.00 | 102.00 |
| Modified | 1 | 72.50 | 75.50 | 78.50 | 81.50 | 84.50 |
| VOLLEYBALL | | | | | | |
| Varsity (3 out of 5) | 2 | \$95.50 | \$98.50 | \$101.50 | \$104.50 | \$107.50 |
| Junior Varsity (3 games) | 2 | 80.50 | 83.50 | 86.50 | 89.50 | 92.50 |
| Modified (3 games) | 2 | 64.00 | 67.00 | 70.00 | 73.00 | 76.00 |
| Modified (5 games) | 2 | 88.50 | 91.50 | 94.50 | 97.50 | 100.50 |
| VOLLEYBALL TOURNAMENTS | | | | | | |
| Varsity (3 games) | 2 | \$79.00 | \$80.00 | \$81.00 | \$81.00 | \$81.00 |
| Junior Varsity (3 games) | 2 | 63.50 | 64.50 | 65.50 | 65.50 | 65.50 |
| Modified (3 games) | 2 | 51.00 | 52.00 | 53.00 | 53.00 | 53.00 |
| Varsity (2 out of 3) | 2 | 62.50 | 63.50 | 64.50 | 64.50 | 64.50 |
| Junior Varsity (2 out of 3) | 2 | 52.50 | 53.50 | 54.50 | 54.50 | 54.50 |
| Varsity (2 games) | 2 | 55.00 | 56.00 | 57.00 | 57.00 | 57.00 |
| Junior Varsity (2 games) | 2 | 43.00 | 44.00 | 45.00 | 45.00 | 45.00 |
| Varsity (1 game) | 2 | 27.50 | 28.00 | 28.50 | 28.50 | 28.50 |
| Junior Varsity (1 game) | 2 | 21.50 | 22.00 | 22.50 | 22.50 | 22.50 |

ARTICLE IX - SPORT SPECIFIC CONDITIONS

A. Baseball - Softball

Suspended Game

1. An official receives a full fee for any suspended baseball or softball game.
2. If the makeup of the suspended game is followed by another assignment at the same site, the official shall receive one-half fee for the completion of the suspended game. However, if the continuation of the suspended game is 5 innings or more, the official shall receive a full fee.

B. Gymnastics

For individual competitors, officials shall receive 1/24 of the regular fee per event per competitor.

C. Swimming

1. Starters at dual meets will receive an additional \$7 in 2008-09; \$7.50 in 2009-10; \$8 in 2010-11; \$8.50 in 2011-12; and \$9 in 2012-13 for shells. (Does not apply when electronic starters are used.)
2. For individual competitor meets, officials will receive a \$63 fee when scheduled after a regular dual meet.
3. For invitational meets, officials will receive a regular fee. If the meet exceeds three hours, one and one-half fees will be paid.
4. At the modified level, should participants be placed in more than four extra heats, each official will be compensated \$2.50 for each additional heat beyond the fourth. In diving, the fee will be \$2.00 per extra participant.

D. Spring Track

1. Starters at dual meets will receive an additional \$7 in 2008-09; \$7.50 in 2009-10; \$8 in 2010-11; \$8.50 in 2011-12; and \$9 in 2012-13 for shells.
2. Invitationals
Officials shall receive \$37 in 2008-09; \$39 in 2009-10; \$41 in 2010-11; \$43 in 2011-12 and \$44 in 2012-13 per hour for all invitationals (more than four schools). There will be a guaranteed minimum of four hours.
3. Each individual track official shall officiate a minimum of two invitational meets in Section XI if the number of meets warrant this.
4. For combined dual meets (boys-girls) four officials will be assigned. Each official will received one fee. In 2008-09 the base fee will be \$109; in 2009-10 the base fee will be \$112; in 2010-11 the base fee will be \$115; in 2011-12 the base fee will be \$118; in 2012-13 the base fee will be \$121.

E. Winter Track

1. Officials shall receive \$102 in 2008-09; \$104 in 2009-10; \$106 in 2010-11; \$108 in 2011-12; and \$109 in 2012-13 for crossover meets with a guaranteed minimum of two and one-half hours. Compensation will be paid at the rate of \$37 in 2008-09; \$39 in 2009-10; \$41 in 2010-11; \$43 in 2011-12 and \$44 in 2012-13 or \$18.50 per half hour thereafter to the nearest half hour in 2008-09; \$19.50 per half hour thereafter to the nearest half hour in 2009-10; \$20.50 per half hour thereafter to the nearest half hour in 2010-11; \$21.50 per half hour thereafter to the nearest half hour in 2011-12; and \$22.50 per half hour thereafter to the nearest half hour in 2012-13.

2. Invitational, Division and Sectional fees will be the same as in Spring Track.

F. Wrestling

1. Dual meet fees for varsity and junior varsity are based on working any 14 bouts (forfeits are included on varsity level only), and 16 bouts for the modified level.

2. Extra bouts:

| | |
|----------------|----------------------|
| Varsity | 1/14 of the meet fee |
| Junior Varsity | 1/14 of the meet fee |
| Modified | 1/16 of the meet fee |

3. On the varsity level, in the event of 17 bouts, a junior varsity official will be assigned or the varsity official will receive a junior varsity fee in addition to his regular fee.

4. Services must be provided for all scheduled wrestling events. All officials are expected to provide services to all program levels. The officials association will assure varsity and junior varsity officials will be available to service the modified school program in the event modified officials are not available.

5. Multi-School Events (Individual Tournament Format)

All events formulated in the individual tournament fashion (not head to head competition) will be paid at the rate of \$39 per hour in 2008-09; \$41 per hour in 2009-10; \$43 per hour in 2010-11; \$45 per hour in 2011-12; and \$46 per hour in 2012-13; or a minimum of one and one-half the varsity fee for dual meets, whichever is greater. Hourly rate begins at the scheduled starting time and ends at the nearest half-hour.

For tournaments exceeding eight hours each day, officials will be compensated \$55 per hour in 2008-09; \$57 per hour in 2009-10; \$59 per hour in 2010-11; \$61 per hour in 2011-12; and \$62 per hour in 2012-13 for each hour beyond the eighth.

When a bracketed tournament is completed, officials are not obligated to remain for exhibition bouts. If officials opt to officiate such exhibition bouts, there will not be additional compensation.

- a. Mat Ratio: Four officials on two mats (one day tournament only)
- Three officials on two mats
 - Five officials on three mats
 - Six officials on four mats
 - Eight officials on five mats
 - Nine officials on six mats

b. Championship final bouts will be run with a minimum of three officials.

c. Tournaments - On a normal school day, no weight class shall start after the beginning of the fifth or sixth hour (this is usually the first day of a two-day tournament).

On the first day of a multi-day tournament, no weight class shall start after the seventh hour from the assigned starting time. All officials will continue accruing pay until the last bout is completed.

6. Multi-School Dual Events (head to head/team to team competition)

- a. (1) one dual - one regular fee
- (2) two duals - two regular fees
- (3) three duals - three regular fees

b. All dual meets in the multi-school competition will conform to the number of bouts per meet.

7. Skin Checks - When deemed necessary, officials may be assigned for skin checks prior to the start of individual tournaments and multi-team tournaments with more than four teams. Such assignments will begin as specified by Section XI, and the official will be compensated for that tournament. This additional time will not count as part of the tournament officiating time.

G. Fencing

Multi-school events (Individual Tournament Format) - Officials shall receive \$103 in 2008-09; \$105 in 2009-10; \$107 in 2010-11; \$109 in 2011-12; and \$110 in 2012-13, with a guaranteed minimum of two and one-half hours. Compensation will be paid at the rate of \$18.50 per half hour thereafter to the nearest half hour in 2008-09; \$19.50 per half hour thereafter to the nearest half hour in 2009-10; \$20.50 per half hour thereafter to the nearest half hour in 2010-11; \$21.50 per half hour thereafter to the nearest half hour in 2011-12; and \$22.50 per half hour thereafter to the nearest half hour in 2012-13.

ARTICLE X - SECTION SPONSORED TOURNAMENT CONDITIONS

A. 1. Section XI shall consult with the officials of a sport regarding the number of officials to be used in post-season contests. The decision as to the number of officials to be used rests solely with Section XI.

2. Selection and assignment of officials for all post-season contests shall be the sole responsibility of Section XI. Assignment of all officials in all sports for post-season tournaments shall be based on the current rating system.

3. A preliminary alphabetical list of probable play-off officials shall be presented to each association president at least 72 hours prior to the first scheduled tournament contest in his/her respective sport.

4. Officials eligible to be assigned to post-season play will be so assigned; said assignments to take preference to any other non-post-season play contest in any sport.

5. Officials scheduled to officiate Section XI post-season contests who arrive at the site and find the contest canceled will receive the regular varsity fee for that contest, not the championship fee.

B. Team Sports

1. The following shall be paid when the final outcome results in one champion commonly known as the "Section Champion" (e.g. Boys' Basketball, Girls' Basketball and Boys' Volleyball in 2007-08).

| Regular Fee Plus | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 |
|-------------------------|---------|---------|---------|---------|---------|
| Final (2 teams) | \$33 | \$34 | \$35 | \$36 | \$37 |
| Semi-Final (4 teams) | 29 | 30 | 31 | 32 | 33 |
| Quarter-Final (8 teams) | 27 | 28 | 29 | 30 | 31 |
| Eights (B/G Bkb only) | 19 | 20 | 21 | 22 | 23 |

2. When there are Large and Small School Championship Tournaments, the following schedule of payment is to be used if the final outcome is to have two Section Champions, Large and Small Schools (e.g. Field Hockey in 2007-08):

| Regular Fee Plus | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 |
|------------------|---------|---------|---------|---------|---------|
| Final | \$33 | \$34 | \$35 | \$36 | \$37 |
| Semi-Final | 29 | 30 | 31 | 32 | 33 |
| Quarter-Final | 23 | 24 | 25 | 26 | 27 |

This fee also applies to the Section football competition ending with division winners.

3. When there is a Classification Tournament, the following schedule of payment is to be used if the final outcome is a champion in each classification (e.g. AA, A, B, C, D).

| Regular Fee Plus (in each class) | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 |
|-------------------------------------|-----------|-----------|-----------|-----------|-----------|
| Final | \$33 | \$34 | \$35 | \$36 | \$37 |
| Semi-Final | 23 | 24 | 25 | 26 | 27 |
| <i>Quarter-Final</i> | <i>15</i> | <i>16</i> | <i>17</i> | <i>18</i> | <i>19</i> |

4. Alternate officials, when assigned, will receive one-half of the regular season varsity fee.

5. Officials assigned as lines people for Section volleyball championships will be paid one-half of a regular fee.

6. Five football officials will be assigned for Section tournament games.

7. In boys' lacrosse, the box official will be paid a regular season fee.

8. All classification final games will be paid the following:

| Regular Fee Plus | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 |
|------------------|---------|---------|---------|---------|---------|
| Final | \$33 | \$34 | \$35 | \$36 | \$37 |

C. Individual Sports

1. Gymnastics

Section Championship - regular fee plus \$33 in 2008-09; \$34 in 2009-10; \$35 in 2010-11; \$36 in 2011-12 and \$37 in 2012-13.

The meet referee for each Championship Meet will receive a modified fee in addition to the fee received by the other officials on the meet. However, this fee will only be paid if the referee is assigned by the Section XI office to attend the seeding meeting.

2. Swimming

Section Championship - regular fee plus \$33 in 2008-09; \$34 in 2009-10; \$35 in 2010-11; \$36 in 2011-12 and \$37 in 2012-13.

The meet referee for the Section Championship Meet will receive a modified fee in addition to the fee received by the other officials on the meet. However, this fee will only be paid if the referee is assigned by the Section XI office to attend the seeding meeting.

League Championship – regular fee plus \$15 in 2008-09; \$16 in 2009-10; \$17 in 2010-11; \$18 in 2011-12; and \$19 in 2012-13.

| | | | | | | |
|----|------------------------|----------|----------|----------|----------|----------|
| 3. | Cross Country | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 |
| | Division Championships | \$114.00 | \$116.00 | \$118.00 | \$120.00 | \$122.00 |
| | Section Championships | 122.00 | 124.00 | 126.00 | 128.00 | 130.00 |

| | | | | | | |
|----|------------------------|----------|----------|----------|----------|----------|
| 4. | Spring Track | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 |
| | Division Championships | \$116.00 | \$118.00 | \$120.00 | \$122.00 | \$124.00 |
| | Section Championships | 124.00 | 126.00 | 128.00 | 130.00 | 132.00 |

The clerk for each Championship Meet will receive a modified fee in addition to the fee received by the other officials on the meet. However, this fee will only be paid if the clerk is assigned by Section XI to attend the seeding meeting.

5. Wrestling

Mat ratio - three officials on two mats
 five officials on three mats
 six officials on four mats
 eight officials on five mats
 ten officials on six mats
 four officials on two mats (one day tournament only)

Hourly rate for League meets is \$42 per hour on day one and two in 2008-09; \$44 per hour on day one and two in 2009-10; \$46 per hour on day one and two in 2010-11; \$48 per hour on day one and two in 2011-12; and \$49 per hour on day one and two in 2012-13.

Hourly rate for the Section meet is \$44 per hour on day one and two in 2008-09; \$46 per hour on day one and two in 2009-10; \$48 per hour on day one and two in 2010-11; \$50 per hour on day one and two in 2011-12; and \$51 per hour on day one and two in 2012-13.

In Section sponsored tournaments the following minimum pay is guaranteed:

| | | | | |
|---------|---------|-------------|-------------------|---|
| Leagues | | | five hour minimum | |
| Section | 1st day | | five hour minimum | when six mats are used, ten officials will be assigned |
| | 2nd day | 1st session | four hour minimum | when four mats are used, ten officials will be assigned |
| | | 2nd session | four hour minimum | |

Championship semi-final bouts and third and fourth place consolation finals will have an official and mat judge assigned to each bout.

In the league championship finals, three officials will be assigned.

In the Section championship finals, four officials will be assigned.

ARTICLE XI – RATINGS

Section XI and the officials association have agreed for the length of this contract that all sports will be rated using the current rating system. In addition, dialogue concerning individual ratings will be discussed between the president of each association and his/her designee and the Executive Director and his/her designee, so long as that discussion is not abused as determined by the Executive Director.

5/20/08

_____ Date
 President of Presidents’ Council

_____ Date
 President of Section XI