

CHSAA LEGISLATIVE COUNCIL COMMITTEE REPORT

January 24, 2023

OFFICIALS' FEES

Eric Johnson, Windsor High School

Chair

CR 6

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

- a. This proposal for 2023-2024, 2024-2025, and 2025-2026 official's fees structure can be seen below. It is a 3-year structure that brings Colorado among the leaders for official's fees among neighboring states. This structure will begin in the 2022-2023 school year. This structure also addresses mileage reimbursement rates.

II. **RATIONALE:**

- a. Colorado Officials are leaving the profession due to being underpaid and refereeing several nights a week.
 - i. This structure increases official's fees accordingly through research and data gathered from neighboring states, partners (Presidents of Sport Officials Groups), Official's Task Force, and the Officials Fees Committee. Colorado has been consistently in the bottom 1/3 for Officials pay and this structure will strive to be leaders in official's fees. Colorado officials are crossing borders to officiate contests because the pay is more in surrounding states.
 - ii. This structure allows recruiting and retention of officials to make the profession a more desired one. Schools have had to move games from certain coveted nights for them to be covered by officials and this structure will aid in returning to playing on those important nights.
 - iii. Addresses the cost of travel increase for officials to travel to contests. There will be an increase from \$.40 per mile to \$.50 per mile in 2023-2024 for travel more than 20 miles one way, \$.55 per mile in 2024-2025, and \$.60 per mile in 2025-2026.

III. **FINANCIAL IMPACT:**

- a. Yes, an increase to the school budgets for official's fees and mileage.

IV. **DATES:**

N/A

V. INFORMATIONAL ITEMS:

- a. Schools and/or their contracted assigners should pay officials within 14 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 and the Officials Task Force 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. Sporting Behavior is an issue that must be addressed by the school's Administration/Game Management. Officials need to take care of the players and coaches on the playing area and Administration/Game Management needs to take care of the fan's behavior.
- c. A certified track and field official shall be contracted and paid to run a cross country event.
- d. Emphasis: Please note schools, districts, and leagues have the authority to choose to use the minimum number of officials as designated by each sport.
- e. The committee would like to commend the officials' associations for their efforts regarding 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. The CHSAA office has also stepped-up efforts with the "You Look Good In Stripes" campaign which covers costs for all new officials.
- f. 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.
- g. 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.
- h. Many local area assigners use the Arbiter online software to conduct assigning business. This service is a part of the CHSAA Budget. The CHSAA encourages its use by all member schools.
- i. To be eco-friendly and cost effective, officials are expected to carpool to assigned contest.

VI. Sport Policy/Procedures:

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

a. CHSAA Statewide Mileage Payments

b. All schools pay \$.50/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 \$.50, for a total of \$21.00)

- i. Exception to #1 above. 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. This stipend was approved in at the 2019 Legislative Council Meeting.
- ii. Denver Metro League schools listed pay \$6 travel stipend starting 2020 and a \$10 stipend starting 2022.
- iii. Confluence – Aurora West, DSST – Byers, DSST – GVR, Eagle Ridge Academy, Ridge View Academy, Strive Prep – Smart, Victory Prep, William Smith
- iv. Colorado – Alameda, Arvada, Englewood, Riverdale Ridge, Skyview
- v. 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
- vi. 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
- vii. Continental – Castle View, Chaparral, Douglas County, Heritage, Highlands Ranch, Legend, Mountain Vista, Ponderosa, Regis – Boys, Regis – Girls, Rock Canyon, ThunderRidge
- viii. East Metro – Adams City, Aurora Central, Brighton, Gateway, Hinkley, Northglenn, Prairie View, Rangeview, Thornton, Vista Peak, Westminster
- ix. Front Range – Boulder, Broomfield, Fairview, Horizon, Legacy, Monarch
- x. Frontier – The Academy, Arrupe Jesuit, Bruce Randolph, Jefferson, Kipp Denver, Pinnacle, Sheridan
- xi. Metro – Colorado Academy, Faith Christian, Jefferson Academy, Kent, Lutheran, Machebeuf, Manual, Peak to Peak, Prospect Ridge, Skyview, St. Mary's Academy, Stargate
- xii. Centennial – Arapahoe, Cherokee Trail, Cherry Creek, Eaglecrest, Grandview, Mullen, Overland, Smoky Hill
- xiii. Mile High - Denver Academy, Denver Christian

xiv. 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. Exception: There may be instances in which officials are assigned from different areas and carpooling is not an option to cover a contest. In this case, each official will be paid full mileage reimbursement.
- d. In lieu of per diem, a rider fee of \$10 is paid to officials, non-drivers only, who are riding on trips of 70 miles or more one-way.
- e. If a driver lives less than 20 miles from the scheduled contest and is outside the Metro areas listed above in section B, that driver will be paid the \$10 travel fee.

a. Priorities

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

b. "No-Show"

In all sports, when one official is a "no-show", the other officials working the contest shall split the remaining game fee.

Guidelines for "No-Shows"

- i. 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 appropriate action. Leagues and schools are encouraged to develop procedures for use in these situations as well.
- ii. Cancelled Contests and School Good Faith
 - 1. 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 arrives to work the contest, or the official 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.
- iii. 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.

- iv. Any official working a solo match, junior varsity or varsity, shall be paid the full game fee of the second official.

SPORT/ACTIVITY	2023-24	2024-25	2025-26	
Baseball				
Varsity (2 or 3 umpires)	\$85.00	\$90.00	\$95.00	
Sub-Varsity (2 umpires)	\$60.00	\$65.00	\$70.00	
Basketball				
Varsity (2 or 3 officials)	\$85.00	\$90.00	\$95.00	
Sub-Varsity (2 or 3 officials)	\$60.00	\$65.00	\$70.00	
Cross-Country				
1-4 Hours	\$85.00	\$90.00	\$95.00	
5+ Hours	\$20/hr	\$20/hr	\$20/hr	
Field Hockey				
Varsity	\$75.00	\$80.00	\$85.00	
Sub-Varsity	\$50.00	\$55.00	\$60.00	
Football				
Varsity (4 or 5 officials)	\$85.00	\$90.00	\$95.00	
Sub-Varsity	\$60.00	\$65.00	\$70.00	
Gymnastics				
1-4 Hours	\$85.00	\$90.00	\$95.00	
5+ Hours	\$20/hr	\$20/hr	\$20/hr	
Ice Hockey				
Varsity (3 or 4 officials)	\$85.00	\$90.00	\$95.00	
Sub-Varsity (3 or 4 officials)	\$60.00	\$65.00	\$70.00	
Lacrosse				
Varsity (2 or 3 officials)	\$85.00	\$90.00	\$95.00	
Sub-Varsity	\$60.00	\$65.00	\$70.00	
Soccer				
Varsity (3 officials)	\$85.00	\$90.00	\$95.00	
Varsity (2 officials)	\$100.00	\$110.00	\$120.00	
Sub-Varsity (2 officials)	\$60.00	\$65.00	\$70.00	
Sub-Varsity (1 official)	\$85.00	\$90.00	\$95.00	
Softball				
Varsity (2 or 3 umpires)	\$85.00	\$90.00	\$95.00	

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Sub-Varsity (2 umpires)	\$60.00	\$65.00	\$70.00	
Speech				
See Speech & Debate Committee Report				
Swim and Dive (2 or 3 Officials)				
Dual (2 Teams) or Multi-team Non/Championship				
1 Heat	\$55.00	\$60.00	\$65.00	
2 Heats/4 or fewer events	\$60.00	\$65.00	\$70.00	
2 Heats/5 or more events	\$70.00	\$75.00	\$80.00	
3 Heats/4 or fewer events	\$75.00	\$80.00	\$85.00	
3 Heats/5 or more events	\$85.00	\$90.00	\$95.00	
4 Heats/ 4 or fewer events	\$95.00	\$100.00	\$105.00	
4 Heats/5 or more events	\$105.00	\$110.00	\$115.00	
Championship Format Invitational/league/pentathlon/specialty requires 3-7 officials per session				
Session 3 or less hours	\$75.00	\$80.00	\$85.00	
Session 3 or more hours	\$25/hr	\$27/hr	\$29/hr	
Track and Field				
1-4 Hours	\$85.00	\$90.00	\$95.00	
5+ Hours	\$20/hr	\$20/hr	\$20/hr	
Volleyball				
Varsity (2 officials)	\$75.00	\$80.00	\$85.00	
Sub-Varsity (1 or 2 officials)	\$45.00	\$50.00	\$55.00	
<i>Varsity Tournament</i>				
2 out 3 sets (per match)	\$55.00	\$60.00	\$65.00	
3 out of 5 sets (per match)	\$75.00	\$80.00	\$85.00	
Line Judges	\$45.00	\$45.00	\$45.00	
Wrestling				
Varsity				
Dual Meet	\$85.00	\$90.00	\$95.00	
Triangular	\$125.00	\$130.00	\$135.00	
Quadrangular	\$165.00	\$170.00	\$175.00	
Tournament				
1-8 Teams	\$175.00	\$180.00	\$190.00	
9+ Teams	Base + \$10 per each add'l team	Base + \$10 per each add'l team	Base + \$10 per each add'l team	

Sub-Varsity				
Dual Meet	\$60.00	\$65.00	\$70.00	
Triangular	\$90.00	\$95.00	\$100.00	
Quadrangular	\$120.00	\$125.00	\$130.00	
Tournament				
1-8 Teams	\$125.00	\$130.00	\$135.00	
9+ Teams	Base + \$7 per additional team	Base + \$7 per additional team	Base + \$7 per additional team	
Travel				
In Denver/CO Springs metro areas	\$10.00	\$10.00	\$10.00	
Outside the metro areas	.50/mi	.55/mi	.60/mi	
Trips 70 miles or more one-way	\$10 rider fee	\$10 rider fee	\$10 rider fee	

VIII. POST-SEASON INFORMATION AND FORMAT:

N/A

VIII. COMMITTEE MEMBERS:

Eric Johnson, Chair, Windsor; **Mike Hughes**, Lakewood; **Katie Parker**, Calhan; **Shawn Terry**, The Academy; **Ron Johns**, Chatfield; **Bob Marken**, Buena Vista