

TCSRO Proposal for the 2024-2029 Metro Officials Fee Structure

Parity with Non-Football Field and Turf Sports

The field dimensions, play mechanics and aerobic and anaerobic physical demands of soccer officiating are most like girls and boys lacrosse. Over a dozen of our members officiate both high school girls lacrosse and soccer. GPS watch data from our dual sport officials indicates that officials run farther in soccer matches than girls lacrosse matches.

Soccer matches, with 80 minutes of active play time, are longer than lacrosse's 48 (boys) and 50 (girls) minutes of play time. At the JV level, soccer typically plays a full 80-minute match while lacrosse matches are 40 minutes (2x20 running time for girls) or 50 minutes (2x25 running time for boys).

Match duration is longer for soccer than lacrosse as well. Our members have noted that girls lacrosse matches can be completed in under 1 hour, 10 minutes if the goal difference dictates running time. A long girls lacrosse match is generally less than an hour and a half compared to soccer's typical 1:45 typical duration. Additionally, soccer's 15-20 minute overtime (5 minutes rest with 2x5 minutes OT periods) is much longer than girls lacrosse's golden goal provision.

Our proposal reflects fee parity with boys and girls lacrosse officials. The fees shown in our proposal are based on conversations with lacrosse association leadership regarding their 2024-2029 fee proposals. We have adjusted soccer JV fees slightly upward from the proposed lacrosse fees to reflect our longer play time.

Varsity Doubleheader Penalty

Currently there is a \$15 penalty for the second match of a varsity doubleheader. Other field sports such as lacrosse do not have a discount for multiple matches. While there is a discount for dual varsity matches in basketball, this is not the predominant match configuration as it is for soccer. In their written compensation survey comments, officials noted that they work just as hard during the second match of a doubleheader as the first and that there is a significant wait period (20+ minutes on-field warmup and introductions) between varsity matches.

Our proposal reflects the elimination of the doubleheader penalty.

Referee-Funded Assignor Fees

Historically, assignor fees have been deducted from the referee fees shown in the Metro Officials Fee Structure. Assignor fees have a significant impact on referee compensation. Assigning fees are typically \$6 per referee per match with no discount for the second match of a doubleheader. The historical deduction of these fees has been made without the consent or agreement of referees.

Unlike the association-driven assigning model of other high school sports, soccer assignors are selected and contracted by conferences and individual schools. These assignors provide a service to the schools and should be compensated by the schools. A significant number of metro schools moved to paying assignor fees directly based on a TCSRO proposal before the 2022 season, this proposal extends school payment of assignor fees to all schools.

Remediation of Persistent Fee Disparities

Our proposal includes significant fee increases for varsity and JV soccer officials. These increases are justified to remediate fee disparities between soccer officials and other high school officials. The current fee disparities are the result of anti-labor actions by your Metro AD committee predecessors in the early 2000's. Our proposal addresses these disparities and brings soccer referee compensation in line with other sports.

Diversity, Equity and Inclusion Considerations

The proposed 2022 fee adjustment also supports your member districts' diversity, equity and inclusion goals. We officiate a sport with significant numbers of athletes from diverse communities and backgrounds. Our high school soccer officials reflect the diversity of our student-athletes and the metropolitan region. Addressing fee disparity will promote diversity and equity while encouraging additional BIPOC persons to consider high school soccer officiating.

2024-2029 Soccer Referee Fee Structure

	2024	2025	2026	2027	2028
Varsity Game 3 officials	96	99	102	105	108
Varsity Game 2 officials	106	109	112	115	118
Doubleheader 3 officials					
Doubleheader 2 officials					
JV/B/9 Game 2 officials	76	78	80	82	84
JV/B/9 Game 1 official	81	83	85	87	89
JV/B/9 Double Header 2 officials					
JV/B/9 Game 1 official					
JV/B/9 Double Header 1 official					
Single Game cancelled ½ fee					
Single Game suspended 2/3 fee					
Doubleheader-second game cancelled ½ 2 nd game fee					
Doubleheader-second game suspended 2/3 2 nd game fee					

The doubleheader "penalty" in the 2019-24 Metro Fee Structure is eliminated in this proposal. All non-association assigning fees will be paid by schools without deduction from the amount shown in the schedule.

Our Members' Views on Referee Compensation

We surveyed our membership at the beginning of the 2022 season; they told us that match compensation is an area of frustration. Over 80 percent of referees felt that match compensation was significantly lower (54%) or slightly lower (36%) than what they would consider fair. Nearly all referees (44/45) who were aware of fees for other high school sports thought soccer officials were underpaid relative to their peers.

Varsity match compensation and the doubleheader discount were equally noted as the most important compensation components that our members wanted to see addressed.

Proposal for Soccer Referee Fees for the 2024-2029 Metro Officials Fee Structure
Twin Cities Soccer Referees Organization
November 21, 2022

Our members told us they would work more matches (44% yes, 27% maybe) this season if compensation were increased. Improved compensation would also help us recruit additional USSF and college officials to work high school matches.

About TCSRO

This proposal is presented by Twin Cities Soccer Referees Organization (TCSRO, www.tcsro.org), a member organization providing training, mentoring and advocacy for its over 160 metro area high school soccer referees. We work through metro area assignors to provide soccer officials for varsity and subvarsity (JV, B squad, 9th grade) matches.

Thank you for your consideration.

TCSRO Leadership Team

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