

# SECTION VIII OFFICIALS CONTRACT

## Preamble

Agreement made this August 1, 2025, by and between the Section VIII Athletic Council, hereinafter referred to as the AC, the Executive Director of Interscholastic Athletics, hereinafter referred to as the ED and Section VIII Officials' Coordinating Council, hereinafter referred to as the OCC.

Whereas the AC is made up of the member schools of the NYSPHSAA in Nassau County; and

Whereas the ED is the executive arm of the AC; and

Whereas the OCC is made up of the officials' associations serving Section VIII/BOCES those schools in Nassau County; and

Therefore, in the best interests of Interscholastic Athletics in Nassau County, it is agreed that the AC, the ED, and the OCC will:

1. Accept and abide by the Statement of Principles for officiating and the Constitution of the New York State High School Officials' Coordinating Federation (NYSHSOCF) as written in the NYSPHSAA Handbook:
2. Accept and abide by the provisions of the Officials' Agreement as written in the above handbook.
3. Agree upon a contract, the term of which will extend from August 1, 2025, up to and through June 30, 2028, and which will be subject to renewal thereafter, in accordance with procedures defined within the Officials' Agreement in the NYSPHSAA Handbook. Said contract will consist of the following articles:
  - a. Article I - Non-Monetary Conditions and Procedures, and
  - b. Article II - Officiating Fees Schedule. The fees schedule will define all fees or expenses relating to the officiating of interscholastic athletics including all conference, league and sectional tournament competition sponsored by the Section VIII AC.
    - i. Discussion and negotiation for all officiating fees or changes in complement of officials, other than those already stated in this contract, will take place between a joint conference of representatives from the Fees Negotiating Committees of the AC and OCC (Consisting of an equal number of representatives from each group but not to exceed two representatives each.) Said joint conference will be chaired by the designated representative of the Section VIII Superintendents' Board. (The chair will not be counted in the number of representatives).
    - ii. If playing rules for a regular season contest change by either shortening or extending the length of the contest during the contract period, the officials' or AC may appeal to the Section VIII joint AC/OCC Committee on Officials for an increase or decrease in fee. For any other playing rule(s) change a one-year evaluation period will be required before an appeal is requested.
    - iii. An ad hoc committee for recruiting new officials will be established. It will be composed of three members, one each from the Office of ED, the AC, and the OCC. The committee will make specific and concrete recommendations to each of these groups for recruiting new officials in each sport, especially in the sports where the number of officials (general membership or availability) is insufficient to cover all levels with a full complement of officials. This committee will meet at least twice a year.
4. Notwithstanding any other provisions to the contrary, each approved official will be acting in his/her capacity as an official who is an independent contractor regarding his/her relationship to the NCPHSAA, Section VIII, Inc., Nassau BOCES and the NYSPHSAA, Inc. or any of its subdivisions and in no way does an employer-employee relationship exist. Each official will

perform services in accordance with currently approved methods and practices in his or her professional capacity and in accordance with the standards of the Officials' Coordinating Council, the Officials' Coordination Federation and of the NCPHSAA, Section VIII, Inc., Nassau BOCES and the NYSPHSAA, Inc. Such services include any reporting requirements established by the NCPHSAA, Section VIII, Inc., Nassau BOCES and of the NYSPHSAA, Inc., or its subdivisions concerning student/athlete and/or coach misconduct.

## **ARTICLE I - NON-MONETARY CONDITIONS & PROCEDURES**

### **Section A - Assignment and Recruiting Procedures**

1. The Office of the ED will make the officiating assignments for all interscholastic athletics contests on all levels for the member schools of the AC. Only those Section VIII/BOCES officials who are approved and certified by the OCC Section VIII/BOCES recognized officials' association in that sport will receive assignments. After consultation with the president of the OCC, the president of the official's association, the Section reserves the right to remove assignment(s) at any time for just cause.
2. The Officials' associations will supply a list of current approved and certified officials that will work for Section VIII for the assignors no later than June 1<sup>st</sup> of each year. The list will include the following: The names, addresses (home and email), phone numbers (home, cell, and business) and indicate the officers of the organization. The associations must also provide the Section with known active/inactive status of members of the association working Section VIII contests by July 1<sup>st</sup> working Fall sports, September 1<sup>st</sup> working Winter sports and January 1<sup>st</sup> working Spring sports. A roster of new members must be submitted to the Section VIII Office by the established availability date for that specific sport.
3. A conference will be held prior to and after the completion of each sport season to review concerns related to that sport. The conference will be requested by the President of the Sport Officials Association. Included in this conference will not exceed:
  - a. Representatives of the Office of the ED and respective assignor. The Section VIII sport coordinator and their assistant.
  - b. No more than two representatives from the officials' association and one representative from the OCC.
  - c. Items for discussion and resolution will include, but are not limited to, assignment procedures including post season), recruitment of new officials, DASA presentation, application of rating results to regular season assignments and post schedule assignments.
4. Availability will be submitted to the Office of the ED no later than eight (8) weeks (for the winter and spring seasons) prior to the first scheduled contest for that sport. The deadline for submission of availability for the fall season will be determined by the Office of the ED. These dates will be specified when the availability is distributed to the officials. Once the assignment process has begun if an official wants to close any additional dates during this period, he/she must notify the assignor in writing via email.
5. Original assignments will be received by the officials no later than two weeks prior to the first scheduled league contest for that sport. Officials will confirm the acceptance of their original assignments within five business days of receipt. Officials who do not confirm by this deadline will be assessed as a \$10.00 fee per game unaccepted. The maximum penalty will be \$50.
6. Additional or subsequent assignments may be made by the Office of the ED via e-mail, Assigning platform or telephone.

7. Officials will confirm their original assignments in the assigning platform. In the case of subsequent assignments, the official must confirm the assignments within 24 hours with the Office of the ED and home school athletic director unless there is enough time to respond by assigning platform.
8. Officials must confirm with the home school the day of the contest start time. If the contest falls on a non-school day, officials should confirm on the last school day before the contest.
9. Officials are to be on the field/court ready to officiate 20 minutes prior to the scheduled starting time. For all playoff rounds, officials will be dressed and ready to officiate a minimum of 30 minutes before the scheduled start time.
10. Any official who fails to fulfill an assignment will call the assignor within 24 hours. If an official who is working with a partner who does not show up to a contest, that official must also report this within 24 hours.
11. Officials who leave a contest before its completion will not be compensated unless an injury was incurred during the contest, or a safety issue arises during the contest.
12. Athletic directors will notify the officials of day of game changes as soon as the change is known. The home or host school is responsible for notification to Section VIII and officials.
13. The home school will provide for the physical safety of officials with emphasis on the following:
  - a. Adequate and secure parking facilities.
  - b. A private dressing room and (where possible) shower facilities, separate from the coaches, supervisory personnel, and students with provision for a secure place for clothing and valuables. These facilities will be available at halftime and at the end of the contest.
  - c. According to Section VIII Policy, provide reasonable and proper crowd control. Upon request, officials will be escorted by supervisory personnel to a secure area at halftime and at the end of the contest. Upon request, officials will also be escorted off school grounds. Spectators removed from the contest must be reported on the sportsmanship form in assigning platform by the official to be excluded from the next contest three contests.
  - d. Officials will notify the ED and OCC President, in writing, of any school that does not comply with the above. The ED will speak with the offending school and conduct an internal investigation to rectify the situation.
14. No official will be assigned to a contest where a conflict of interest exists. Officials are responsible for declaring any conflict of interest to the Office of the Executive Director by the availability deadline. (Examples include, but are not limited to, school employee, child in school or recently graduated, relative involved in school or athletic program). An Ethics Hearing will be held by the Officials Organization to address any concerns when raised.
15. Officials must read the NYSPHSAA Sportsmanship pledge to all participating athletes and coaches prior to the start of all contests. This applies to every level of competition.
16. Officials must report to the athletic director/home management, or the coach upon arrival to the contest and submit proof of identity if required by school.
17. Officials' associations will aggressively recruit new officials especially in the sports where the number of officials or availability is insufficient to cover the varsity schedule with a full complement of varsity level officials. An agreed upon number of new officials and those officials remaining active for assignments will be decided in the post season meeting. Failure to meet those agreed number of officials active to work the following season will result in the percentage increase in post season fees being denied for out bracket games. Associations must offer new officials' clinics each school year (in person or virtual) and have all clinic information posted on the Section VIII website link 90 days prior to the start of the sport season. Officials

must provide the Office of the Executive Director with all relevant information on how to join their association. This includes but is not limited to dues, fees, costs of equipment, and timeline. Officials' organizations will provide an adequate number of certified officials to cover all levels of competition with the full complement of officials certified at the appropriate level. If an officials' organization fails to provide the newly determined number of officials in the post season meeting, to the office of the ED, a freeze in pay rates per contract may result.

18. Officials' associations are responsible for the training of their members in the Section VIII assignment platform.
19. All officials' associations are required to use the DASA training PowerPoint for officials at their pre- season meeting. The association must provide the Office of the Executive Director with the name of the person training the officials in DASA as well as the minutes of the meeting this training took place.
20. It is the goal of the Office of the ED, the Superintendent's Board, the OCC, and each officials' association, to have properly certified officials, in sufficient quantity to cover every game assignment, at the time and or location identified by individual schools. These officials should be certified by the respective official's association at each level: varsity, junior varsity, and middle school, as to avoid having "lower level" officials working games for which they are not certified. If an official association fails to provide sufficient, properly certified officials in accordance with the Section VIII Officials contract, they will receive notification of the deficiency. This deficiency notice may include but is not limited to evidence of canceled games, games that were moved (date or location) based on insufficient officials, games with less than a full complement of officials, and games played with officials not certified at the appropriate level. Upon receipt of the notification, the official's association will "have to inform the Office of the Executive Director their recruitment plan".
21. Forms and Resources - all forms and program resources are located on the Section VIII website and assigning platform.
  - a. Officials Incentive Plan- Designed to encourage current sport officials to become certified in another sport in another season. This is to enable Section VIII to assign the full complement of officials on every game, at every level. Section VIII will reimburse an official for the cost of the class (up to a maximum of \$200.00) if the official works the required number of games in the subsequent season.
  - b. Officials Recruitment Incentive Plan- Designed to encourage current officials to recruit new officials to various officials' groups in Section VIII. Section VIII will pay any current official a fee of \$100.00 to recruit a new official. Fee will be paid once the recruiting official submits the form and the new official works the required amount of games. Officials are limited to five (5) recruitment incentive officials per year.
  - c. Observation Program- Officials Associations will be able to file paperwork with Section VIII to observe members of their association. This is for learning and professional growth purposes only and will be paid \$50.00 per observation. Each association will be limited to \$1,500.00 per year in observations. Each association must create their own observation form and submit that to the Office of the Executive Director for payment.

## **Section B - Rating and Ranking Procedures**

The Section VIII AC will establish and maintain a joint committee to review and evaluate the approved system used for rating officials. This committee will be made up of one (1) representative of the Office of the ED and an equal number of members appointed from the AC and the OCC (no more than three from each). The committee will meet at least once per sport season to evaluate the official's rating system. The Joint Committee will meet within one month of the request of any member of the committee.

### **Ratings/Rankings**

1. School districts will rate every sport official, regardless of level, who is assigned to an interscholastic athletic contest in sports utilizing the rating system. The Office of the ED and sport coordinator will make a concerted effort to encourage all schools to meet this expectation.
2. The Office of the ED will inform schools of missing ratings. If additional notification is necessary, correspondence will be made directly to the Athletic Director.
3. The Office of the ED will establish a minimum number of varsity contests an official is required to work to be eligible to be assigned a playoff contest. The minimum numbers will be established on a sport-by-sport basis. A minimum number of contests will also be established to determine the required number of coaches' ratings on each level that will entitle an official to a rank among his/her peers.
4. Ratings will be used by the Office of the Executive Director as a guide to assign playoff officials.  
Refer to conference(s) in Article I, Section A, Item 3.
5. At the Varsity and JV levels, schools who fail to submit ratings for 90% of their games will forfeit their right to designate preferred and/or non-preferred officials for playoffs.
6. Ratings will not be accepted from schools or official's organizations after the date determined by the office of the ED.
7. Any "overall" rating of less than five (5) (on the current scale) must be emailed to the Office of the ED using the template provided on the website. In the absence of such comments, the rating will not be processed.
8. If there is an ejection or unsportsmanlike report, the official can appeal to the Executive Director and President of the OCC. The report will be reviewed and determined if the rating will be counted.
9. The percentage of coaches' ratings, in each sport, at each level, will be made available to the joint rating committee. Individual ratings may be discussed between the president of each official's association or his/her designee and the Executive Director or his/her designee and President of the OCC.
10. The Sport Coordinator and his/her committee will consult and receive feedback from the Officials Organization, to establish the recommended procedures for the assignment of officials for playoff contests. The final approval will be granted by the ED. The Sport Committee and Officials Organization may be represented by no more than two members each, excluding the sport coordinator for a total of five (5) members. A representative of the Office of the ED and a representative of the OCC may also be included. First round playoff assignments will be done by the current year rating (for office use only). Subsequent playoff rounds will be assigned by the process approved by the ED.
11. The ED will provide the president of the sports association the current year playoff ranking prior to post season scheduling. All post season assignments will also be forwarded to the president of the official's association as they are assigned. This must include a list of names and the number that they rank in their association.

## **Section C- Grievance Procedure**

Grievance may be initiated by the ED, AC or OCC based upon an alleged breach or misapplication of a specific term of this agreement. Every attempt will be made by all parties to resolve the disagreement. If this proves not to be possible, the following procedures will be followed:

1. Upon receipt of a written grievance from any party, the other party will respond in writing within ten (10) business days after the receipt of the grievance. If the response is not satisfactory to the grieving party, a written request for a hearing must be made within ten (10) business days from the receipt of the response.
2. A committee composed of representatives (at least two but no more than three) of the Office of the ED or designee and representatives of the OCC (at least two but no more than three) will meet within ten (10) business days to resolve the problem. The ED or representative will chair the meeting and vote only to break a tie.
3. If the aggrieved party is not satisfied with the resolution, the party will notify the ED of Section VIII of the need for a full hearing. The ED will appoint a hearing officer mutually agreed upon by the AC and the OCC (i.e., President of the AC or Chairman of the Superintendents' Board). There will be an equal number, (at least two but no more than three) of representatives from the AC and OCC. This hearing will be held within ten (10) business days of receipt of the notification.

#### **Section D- Fees Assessed to Officials**

1. Late confirmation of acceptance of their original assignments (High School – not within Five (5) business days of receipt, Modified- not within five (5) business days of receipt will result in the official being fined \$10 per unconfirmed contest with a \$50 maximum.
2. If an official turns back any assignments, there will be a service charge of \$50 assess to the official per turnback. Note: If an official is offered and accepts an on field/court playoff assignment in lieu of a lower-level assignment, no charge will be assessed. Officials will be granted two turn backs without assessment for each sport within five (5) business days of receipt of schedule.
3. After the initial assignments are set, if an official is offered a contest within the framework of his/her availability and declines to work the contest, there will be a service charge of \$25.00 assessed to the official. Note: If an official declines or turns back a playoff assignment, without just cause as determined by the Executive Director, then the official will be assessed the full fee associated with the playoff round.
4. Late arrival (after the scheduled start item) to scheduled contest a late fee of \$25.00 will be assessed to the official and awarded to the working official(s). Must be reported by the working official within 24 hours via email to the Section Office.
5. Failure to fulfill an assignment without just cause will be subject to a charge of a full fee.
6. Officials must submit claim forms by the deadline set by the Office of the Executive Director.
7. Whenever a complaint from a member school or charge against a member official is presented to an officials' association by Section VIII, that officials association will be required to respond in writing no later than five (5) business days from the date of receipt from Section VIII.

#### **Appeals**

1. Officials will have the right to appeal any penalty within five (5) business days of the penalty. The appeal must be submitted to the OCC President and the Executive Director of Section VIII.
2. Appeals that are justifiable with documentation would include:

- a. Death in the family
- b. Medical
- c. Emergencies
- d. Other (As determined by the Office of the Executive Director)

## ARTICLE II, SECTION A – MISCELLANEOUS FEES & EXPENSES

1. Cancellation/Postponement - If a contest is postponed/cancelled, the assigned official(s) will receive a full fee unless:
  - a. The cancellation is due to illness, injury, death, weather, or other acceptable reasons beyond the control of the school district as determined by the Office of the Executive Director.
  - b. If a contest is cancelled on the day it was scheduled, for other than the reasons listed above, and there is no replacement contest on that day the official(s) will receive a half fee.
  - c. If a school cancels their season at any point of the season, the official(s) assigned will receive \$25 per contest cancelled. This only is applicable if the official does not receive a game of equal value on the date of the cancelled contest. It is the responsibility of the official to report their dropped games due to season cancellation to the Section VIII Office. A form will be provided by the Section VIII Office for claiming this fee. Fees can only be claimed at the conclusion of the season.
  - d. When contests may be postponed because of inclement weather conditions, the officials must contact the school within two (2) hours of the contest to ascertain whether the contest will be played. The official must note the name of the person (or voicemail) with whom he/she had contacted at the school. If the status of the game changes after the official confirms with the school, it will be the responsibility of the athletic director to contact the official(s). Officials who fail to contact the school or fail to provide a cell phone number will not receive a fee if upon arrival at the site the contest has been postponed or cancelled.
  - e. This fee cannot be combined with another fee in this article.
2. No Contest Fee - Full fee. Contests cancelled or postponed at game time or later or called after 30 minutes' delay without having been started. Officials must notify the assignor and their assistant by noon the next day to be compensated.
  - a. This fee cannot be combined with another fee in this article.
3. Delayed "late start" fees – Additional 25% fee. Any contest that is delayed 20 minutes after scheduled starting time. Officials must jointly submit to the Office of the ED the required form within (3) business days or the late start fee will not be assessed. Note: No late start fees for any playoff games or championship events with an hourly rate. (Exception for a single game, an additional 25% fee applies. If the same official is working back-to-back contests at a single location, the official will only be granted one late start fee.)
4. Incomplete Contest- Full fee. In the event of a suspension of play during a contest, the officials will wait a maximum of (90) minutes to resume play if conditions warrant. Officials must notify the assignor and their assistant by noon the next day to be compensated.
5. One official working a two-official contest- The one and one-half (1 ½) fee is applicable. In the event only one (1) official appears or is assigned to a two-person contest, that officials will be required to work the contest.
6. Two officials working a three-official contest- The one and one-half (1 ½) fee is applicable. In the event only two officials appear to a three-person contest as assigned by the office

of the Executive Director, the officials will be required to work the contest. Note: the one and one-half fee is not applicable if the 3<sup>rd</sup> official is removed by the office of the Executive Director.

7. Suspended games – When contests are suspended and by rule are required to be completed the Office of the ED will attempt to assign the same officials to complete the contest. A full game fee will be paid for each game officiated. Officials must notify the assignor and their assistant by noon the next day to be compensated.
8. Official assigned as a timer during the regular season will be paid \$100.00
9. Every effort will be made by Section VIII to pay officials within 4-6 weeks of submission of their claim form at the end of the season. Exception: if within 4-6 weeks an official is assigned a post season contest, payment will be made at the end of the post season.
10. Officials must approve this claim voucher on the assigning platform by the indicated due date. It is the officials responsibility to review and cross reference their voucher. If there is a discrepancy, they need to bring it to the office's attention. Once a voucher is approved, any missing, incorrect fees or other errors cannot be reversed. An official should be appealing any turnbacks in a timely fashion, however, if an appeal has not been resolved yet, the official should wait on approving their claim voucher.

### **Section B - Post-Schedule Contests**

For individual sports, the compensation will remain the same as the regular season unless specifically addressed within Section D.

For those team sports in which post-season playoff contests are not separately addressed in this contract and in which the contests are basically the same as the regular season (team sports); the fee will be:

- Regular Playoff: A 10% increase over the regular season fee. (out bracket or play in)
- Quarterfinal Games: A 20% increase over the regular season fee
- County Semi-Finals: A 35% increase over the regular season fee.
- Section Championship: A 50% increase over the regular season fee.
- Scorer/Timer/Lines: Will receive a timer fee plus applicable percentage.
- For all playoff rounds, officials will be dressed and ready to officiate a minimum of 30 minutes before the scheduled start time.
- Protest Committee – If requested by the Sport Coordinator, one official per game may serve on the Protest Committee. The per game fee is \$50.00.

### **Section C - Non-Standard Contest/Special Fees**

Section VIII will not assign more officials on semi-final and final contests than required for regional events (Long Island Championships included) by NYSPHSAA.

- a. Baseball
  - a. In semi-finals and finals, three (3) officials will be assigned.
- b. Basketball
  - a. Three officials will be assigned to all varsity contests when available. If available, three (3) officials who have been certified by their association in 3-person mechanics will be



assigned to play in and quarter final games. Semi Finals and Finals three (3) officials who have been certified by their association in 3-person mechanics will be assigned and work the floor. In addition, games played at a professional arena, when available by request, 3 officials will be assigned. This is only applicable if all varsity officials in the related association are 3-person certified. 3-person games will only be applicable when all Varsity, JV and modified games are covered.

c. Cheerleading

- a. Sectional championship (state qualifier)- Compensation will be \$176.00 (2025-2026), \$178.00 (2026-2027), and \$180.00 (2027-2028) per meet with a three (3) hour minimum. This applies to 4 judges, and 1 safety judge. The hourly rate beyond the first three (3) hours will be \$45.00 over the three years of contract, paid at increments of a half hour. The following will apply to the two scoring judges. \$108.00 (2025-2026), \$110.00 (2026-2027), and \$112.00 (2027-2028). All pay sheets must be submitted within three (3) business days of competition.

d. Cross Country

- a. It will be the responsibility of the starter or clerk to record attendance and fees for the officials at major meets on the form provided by Section VIII. This form will then be sent to the Section for verification. All pay sheets must be submitted within 3 business days of competition.
- b. Officials assigned as a varsity starter, clerk, and head finish judge will receive an additional \$16.00 over the life of the contract.
  - i. For the County meet officials will be paid hourly at a rate of \$50.00. The hourly rate will end at the nearest half hour when the meet is completed, or the official's duties have ended. (Officials will work a minimum of 4 hours)
  - ii. For the State Qualifier meet officials will be paid a flat rate of \$191.00 (2025-2026), \$192.00 (2026-2027) and \$193.00 (2027-2028) with no overtime fees.
  - iii. All varsity starters will receive current fair market over the three-year contract for shells. No Shell fees for modified.

e. Fencing

- a. Two officials (if available) will be assigned to all league contests. Exhibition JV contest will pay \$5.00 per contest. All pay sheets must be submitted within 3 business days of competition. County Meet(s) - A total of 16 officials will be assigned (including 2 Armors, 1 Director and 1 Clerk). Officials will work a minimum of four hours at a rate of \$47.00 (2025- 2026), \$48.00 (2026-2027) and \$49.00 (2027-2028) per hour. After the six-hour mark, eight officials or as needed will continue with the match at the same hourly rate paid at half hour increments. The number of officials will decrease based on necessity for the remainder of the meet.

f. Field Hockey

- a. When qualified officials are available, during the quarter finals, semi-finals and final rounds of playoffs, three officials will be assigned. There will be two officials on the field and the third will be assigned to the table. The third official will be assigned at the timer rate plus % rate of pay.

g. Flag Football

- a. When qualified officials are available, during the quarter finals, semi-finals and final round of playoffs, three officials will be assigned. There will be two officials on the field and the third will be assigned to the table. The third officials will be assigned at the timer rate plus % rate of pay.
- h. Football
  - a. Five (5) officials will be assigned at the varsity level. Three (3) officials will be assigned at the junior varsity and modified levels. No game will be officiated with one official. Minimum of (4) officials on varsity, (2) officials on JV and JH. For Semi Finals and Finals, a three (3) person chain crew plus a "line to gain" will be assigned at a fee of \$40 for semifinals and \$45 for finals. Quarter Finals, Semi Finals and Finals an official timer will be assigned at the timer rate and subject to the 20%, 35%, 50% for the playoffs. The L.I. Championship officials will be paid at the County finals rate.
- i. Gymnastics
  - a. Quad meet - A double fee will be paid when two people are assigned.
  - b. Tri meet- Fee and a half will be paid to each official when two people are assigned.
  - c. Each individual event will be administered by one official.
  - d. Exhibition gymnasts \$4.00 per exhibition gymnast. All pay sheets must be submitted within 3 business days of competition.
  - e. Invitational events – compensation will be \$144.00 (2025-2026), \$145.00 (2026- 2027) and \$146.00 (2027-2028) per meet with a three (3) hour minimum.
  - f. The hourly rate beyond the first three (3) hours will be \$45.00 over the life of the contract and paid at increments of a half hour. All pay sheets must be submitted within 3 business days of competition.
  - g. Team and Individual Championship Meets - Eleven (11) officials to be assigned to each meet. Compensation will be a flat rate of \$173.00 (2025-2026), \$174.00 (2026- 2027) and \$175.00 (2027-2028) per meet. The hourly rate beyond the first three (3) hours will be \$38.00 over the life of the contract and paid at increments of half an hour. All pay sheets must be submitted within 3 business days of competition.
    - i. Meet Referee Fee - Championship fee plus \$20.00
    - ii. Four (4) Chief Judges = Championship fee plus \$10.00
    - iii. Four (4) Judges = Championship fee
    - iv. Two (2) Timers = Modified fee plus 40%
- j. Lacrosse
  - a. Boys Lacrosse – Three officials will be assigned to all varsity contests when available. This is only applicable when all modified and JV games are fully covered. During the semi-finals and final rounds of playoffs, three on field officials and one box official will be assigned. During the semi-finals and final rounds of playoffs, three on field officials and one box official will be assigned.
  - b. Girls Lacrosse – Three officials will be assigned to all varsity contests when available. This is only applicable when all modified and JV games are fully covered. During the semi-finals, and final rounds of playoffs, three on field officials and one table official will be assigned. When available, two officials will be assigned on every contest (V, JV, JH). Note: as per USA girls' rules.
- k. Soccer

- a. Three (3) officials will be assigned to all varsity games if available. This is only applicable if all varsity officials in the related association are 3-person certified. 3-person games will only be applicable when all varsity, jv and modified games are covered. Play - ins through the quarter finals, three (3) on field officials will be assigned. During the semi-finals, and final rounds of playoffs, three on field officials and a 4<sup>th</sup> official will be assigned. The 4<sup>th</sup> official will receive the modified fee plus 35% for semi-finals and 50% for finals. Fees will be paid accordingly: center referee (40% of total fee) and the two (2) assistant referees (30% each of the total fee) when working the Section VIII semifinal and final games.

l. Softball

- a. In semi-finals and finals three (3) officials will be assigned.

m. Swimming

- a. It will be the responsibility of the starter or clerk to record attendance and fees for the officials at major meets on the form provided by Section VIII. This form will then be sent to the Section for verification. All pay sheets must be submitted within 3 business days of competition.
- b. For the Divisional and County meets officials will be paid a flat rate of \$160.00(2025- 2026), \$162.00(2026-2027) and \$164.00 (2027-2028). All pay sheets must be submitted within 3 business days of competition.
- c. Compensation for Invitational Swimming and Diving and Championship Diving
  - i. Invitational Events – Compensation will be at a rate of \$130.00(2025-2026), \$132.00 (2026-2027) and \$134.00 (2027-2028) for a maximum of three (3) hours. If the meet goes beyond three (3) hours the compensation will be \$40.00 per hour over the life of the contract. The hourly rate will end at the nearest half hour when the meet is completed, or the official's duties have ended. All pay sheets must be submitted within 3 business days of competition.
  - ii. Divisional and Championship Diving Events – Only Qualified officials will be assigned. Compensation will be at a rate of \$160.00 (2025-2026), \$162.00 (2026- 2027) and \$164.00 (2027-2028) for a maximum of three (3) hours. If the meet goes beyond three (3) hours the compensation will be \$40.00 per hour over the life of the contract. The hourly rate will end at the nearest half hour when the meet is completed, or the official's duties have ended. All pay sheets must be submitted within 3 business days of competition.
- d. Swimming and Diving County Finals- An additional \$25.00 will be paid to the referee and starter.
- e. Extra heats will be compensated at \$5.00 per heat at the Varsity level and at the JV and Modified levels. All pay sheets must be submitted within 3 business days of competition.
  - i. A total of six (6) divers will be included in the base rate for Varsity and JV and Modified levels. Extra divers, beyond the six (6) included in the base rate will be compensated a flat rate of
  - ii. \$10.00 at the Varsity level and a flat rate of \$8.00 at the JV and Modified levels to a maximum of nine (9) divers. All pay sheets must be submitted within 3 business days of competition.
  - iii. Dual Meet: In an 11-dive meet, the official will be compensated an additional \$25.
  - iv. Double Dual Meet: In an 11-dive meet, the official will be compensated an additional \$30.

n. Track & Field (Winter and Spring)

- a. It will be the responsibility of the starter or clerk to record attendance and fees for the officials at major meets (Cross Country included) on the form provided by Section VIII. This form will then be sent to the Section for verification. All pay sheets must be submitted within 3 business days of competition.
- b. Triangular meet - A one and one-half (1½) fee will be paid if only two officials are assigned.
- c. Quad meet- A one and one-half (1 ½) fee will be paid if only one official or two officials are assigned.
- d. When Fully Automatic Timing (FAT) is used the number of officials at the finish line will be limited to four.
- e. Officials assigned as starters will use the prescribed shells:
  - I. Section VIII supplies shells for all Section VIII meets.
  - II. All varsity and modified outdoor and indoor starters will receive fair market value over the three- year contract for shells.
  - III. The rate of compensation for Section VIII and invitational meets will be fair market value for length of contract. (Two Boxes Maximum)
- f. Three officials, but not more than 7 in total, will be assigned per association to fulfill starters, clerks and head finishers, and will receive an additional \$16.00 per meet over the three-year contract.

**Fees:**

- a. For the County meet officials will be paid hourly at a rate of \$50.00 over the three-year contract. The hourly rate will end at the nearest half hour when the meet is completed, or the official's duties have ended. Officials will work a minimum of 4 hours.
- b. For the State Qualifier meet officials will be paid a flat rate of \$191.00 (2025-2026), \$192.00 (2026-2027), and \$193 (2027-2028) with no overtime fees.
- c. Modified track meets which include 200 contestants = varsity fee. To receive the higher compensation, officials must submit the completed form within 3 business days of the meet.

**Starter Boxes**

**(A) Modified**

- 1 Box (Regular Meet)
- 2 Boxes for (200 Plus Meets)

**(B) Varsity**

- 1 BOX (Regular League Meet)
- 2 BOXES (200 Plus League Meets)
- 3 BOXES MAXIMUM (Section VIII Meets and Invitationals)

**o. Volleyball**

- a. For all rounds of playoffs, when available and qualified, two varsity officials and two varsity line judges will be assigned. The line judges will be paid a rate of \$100.00 plus the % rate.

**p. Boys Wrestling**

**Regular Season Dual Meets (Team Scoring)**

- a. One official assigned to all contests.

- b. Fees for varsity and JV are based on thirteen (13) bouts (National Federation and NYSPHSAA rules). Including any forfeits, defaults and/or disqualifications, and includes checking the skin and nail of each participant and review the starting positions and penalty situation with each team before the meet begins.
- c. Fees for modified are based on sixteen (16) bouts which consist of a 30-minute allowance for checking the skin and nails of each participant and review the starting positions and penalty situations of each team before the meet begins and first hour of wrestling depending upon which format is used.
- d. Extra Bouts (Exhibition matches, etc.)
  - i. Varsity - \$9.00 (2025-2026) \$10.00(2026-2027) \$10.00(2027-2028) per bout. In cases where the extra bouts at a Varsity Contest exceed five (5), a Junior Varsity fee will be paid in lieu of the extra bout fee.
  - ii. Junior Varsity - \$8.00 per bout over three-year contract.
  - iii. Modified Program - \$7.00 per bout after the 16th bout or for bouts that are contested over the three year contract.

#### Modified Wrestling Time Limits

- a. School Days –
  - i. For one official per mat, the limit will be 30 bouts per mat.
  - ii. For more than one official per mat, the limit will be 45 bouts per mat.
- b. Non – School Days
  - i. For one official per mat, the limit will be 40 bouts per mat.
  - ii. For more than one official per mat, the limit will be 80 bouts per mat.

#### Multi-School Dual Meet Events (Head-to-Head Team Scoring)

- a. Triangular: (one (1) official on one (1) mat. Three (3) regular dual meet fees.
- b. Triangular: (two (2) officials on two (2) mats. One and one-half (1½) regular fee each.
- c. Double dual meet: (Two (2) officials on two (2) mats). Two regular dual meet fees each.
- d. Quadrangular: (Four teams wrestling three matches each) Two (2) officials on two (2) mats receive three (3) regular dual meet fees each.

For an invitational (mid-season) tournament day consisting of (scheduled to be completed in) six (6) hours or less the official per mat ratio will be:

- a. Two (2) officials for one (1) mat Three
- b. (3) officials for two (2) mats
- c. Five (5) officials for three (3) mats
- d. Seven (7) officials for four (4) mats
- e. Eight (8) officials for five (5) mats

The official per mat ratio for any other tournament will be two official sfor each mat in use with the following exceptions

- a. There will be a minimum of three (3) officials during the Consolation Finals and Championship Finals of any tournament using one mat in these rounds.

- b. Section VIII Tournament Semi-Finals and Consolation Finals: Three (3) of the top six (6) rated available officials for each mat in use. Assistant referees will be utilized in these rounds.
- c. Section VIII Tournament Wrestle - back Rounds: The next (6) highest rated available officials will work these bouts before, during and/or after the semi- final bouts. They will receive a guaranteed three (3) hour minimum for this session of the tournament.
- d. Section VIII Tournament Championship and Consolation Finals: The top rated six (6) available officials will be assigned to work the finals utilizing the assistant referee procedure. There will be no "break compensation" between the semi-finals and the consolation finals of this event.

Should the actual running time of a tournament scheduled as in #1 above exceed six (6) hours, the host site will be billed for the rate in #2 above and the working officials will divide this additional fee proportionally.

#### Wrestling Tournament (Individual Scoring) Fees - (No late fees)

- a. Regular (in season/ holiday) tournaments are to be paid as follows:
  - i. Per hour rate of \$57.00 (2025-2026), \$59.00 (2026-2027) and \$61.00 (2027-2028). Junior varsity and Modified tournaments compensated at 80% of the varsity rate.
- b. All qualifying tournaments (post-scheduled) leading up to but not including the Sectional Championship Tournament.
  - i. Per hour rate of \$60.00 (2025-2026), \$62.00 (2026-2027) and \$64.00 (2027-2028).
- c. Section VIII Championship Tournament
  - i. Per hour rate of \$67.00 (2025-2026), \$69.00 (2026-2027) and \$71.00 (2027-2028).
- d. The hourly rate begins at the scheduled starting time for the tournament unless started earlier. Officials are to be dressed and ready to officiate 15-30 minutes prior to scheduled start. No late start fees.
- e. The hourly rate will end at the nearest half hour rounded upward when the final match is completed.
- f. Officials are to be compensated for a minimum of a five (5) hour session (except where otherwise noted).
- g. There will be a continuous hourly rate for officials through any breaks and between sessions within any tournament day (except where otherwise noted).
- h. If a tournament needs to be continued into a second day due to the limit reached on the number of bouts, any remaining participants may wrestle in any given day. Participating officials will be compensated for a minimum of a three-hour session for the second day.

#### Dual Meet Championship

When the event is held at the same site, two (2) officials (head and assistant referee) will be assigned to the semifinals and finals.

#### q. Girls Wrestling

Specific sport fees and language are equal to boys wrestling unless specific below:

##### County Championship

- a. Officials must be listed as M1 or M2
- b. Three (3) officials will be working per mat at the rate of double the hourly rate

#### In Season Tournaments

- a. 3 hour tournament with table scoring duties= 5 hour minimum fee
- b. 4 Hour tournament with table scoring duties= 5 hour minimum fee
- c. 5 Hour tournament with table scoring duties= 5 hour minimum fee

Any official who takes on the responsibility of a scorer will be paid the scorers fee. This is to be worked out with the host site director.

**ARTICLE II, SECTION B – OFFICIATING FEES**

SPORT	LEVEL	2025 2026	2026 2027	2027 2028
<b>Baseball</b>	Varsity	\$141.00	\$145.00	\$149.00
	Junior Varsity	\$122.00	\$126.00	\$130.00
	Modified	\$105.00	\$109.00	\$113.00
<b>Basketball</b>	Varsity	\$141.00	\$145.00	\$149.00
	Junior Varsity	\$122.00	\$126.00	\$130.00
	Modified	\$105.00	\$109.00	\$113.00
	Unified	\$122.00	\$125.00	\$129.00
<b>Cheerleading</b>	Invitational (3hr)	\$150.00	\$154.00	\$158.00
	An additional fee to be paid per hour more than 3 Hours – paid in half hr. increments	\$40.00	\$40.00	\$40.00
<b>Fencing</b>	Varsity	\$135.00	\$140.00	\$149.00
<b>Field Hockey</b>	Varsity	\$141.00	\$145.00	\$149.00
	Junior Varsity	\$122.00	\$126.00	\$130.00
	Modified	\$105.00	\$109.00	\$113.00
<b>Football</b>	Varsity	\$144.00	\$148.00	\$152.00
	Junior Varsity	\$124.00	\$128.00	\$132.00
	Modified	\$114.00	\$118.00	\$122.00
	Timer	\$100.00	\$100.00	\$100.00
<b>Flag Football</b>	Varsity	\$143.00	\$147.00	\$151.00
	Junior Varsity	\$122.00	\$126.00	\$130.00
	Modified	\$110.00	\$114.00	\$118.00
<b>Gymnastics</b>	Varsity	\$141.00	\$145.00	\$149.00
	Modified	\$105.00	\$109.00	\$113.00
<b>Lacrosse (B&amp;G)</b>	Varsity	\$143.00	\$147.00	\$151.00
	Junior Varsity	\$122.00	\$126.00	\$130.00
	Modified	\$110.00	\$114.00	\$118.00
<b>Soccer (B&amp;G)</b>	Varsity	\$141.00	\$145.00	\$149.00
	Junior Varsity	\$122.00	\$126.00	\$130.00



	Modified	\$105.00	\$109.00	\$113.00
<b>Softball</b>	Varsity	\$141.00	\$145.00	\$149.00
	Junior Varsity	\$122.00	\$126.00	\$130.00
	Modified	\$105.00	\$109.00	\$113.00
<b>Swim (B&amp;G)</b>	Varsity	\$135.00	\$141.00	\$149.00
	Modified	\$105.00	\$109.00	\$113.00
<b>Cross Country</b>	League Meets	\$115.00	\$120.00	\$130.00
	Varsity Invitational (4-hour minimum)	\$158.00	\$164.00	\$170.00
	Modified	\$80.00	\$84.00	\$88.00
<b>Winter Track</b>	Varsity Invitational (4-hour minimum)	\$158.00	\$164.00	\$170.00
	Modified (4-hour minimum)	\$100.00	\$105.00	\$110.00
<b>Winter Track</b>	An additional fee to be paid per hour more than 4 hours, paid in half hour increments	\$45.00	\$45.00	\$45.00
<b>Spring Track (B&amp;G)</b>	League D/T/Q etc.	\$133.00	\$141.00	\$149.00
	Varsity Invitational (4-hour minimum)	\$158.00	\$164.00	\$170.00
	An additional fee to be paid per hour more than 4 hours, paid in half hour increments	\$45.00	\$45.00	\$45.00
	Modified	\$100.00	\$105.00	\$110.00
<b>Volleyball</b>	Varsity 3/5	\$135.00	\$145.00	\$149.00
	JV 3/3	\$115.00	\$126.00	\$130.00
	MOD 5/5	\$106.00	\$109.00	\$113.00
<b>Wrestling</b>	Var	\$150.00	\$154.00	\$158.00
	JV	\$109.00	\$113.00	\$117.00
	Modified	\$110.00	\$112.00	\$116.00

The Section VIII Athletic Council, the O.C.C. and all Officials' Organizations have agreed upon the enclosed three-year contract **(2025-2028)**. All noted representatives kindly affix your signature on the proper line so that the formal implementation of this contract may take place.

Chairman of the Superintendents' Board	_____
Chief Negotiator of the Section VIII Athletic Council	_____
President of the Section VIII Athletic Council	_____
President of the O.C.C.	_____
Nassau Approved Baseball Umpires Association	_____
Board 41 - Basketball IAABO	_____
Nassau Board of Women's Basketball Off. Assoc., Inc.	_____
Nassau County Fencing Officials	_____
Nassau County Field Hockey Officials Assoc., Inc.	_____
Long Island Association of Football Officials	_____
Nassau Board of Women's Gymnastics Officials, Inc.	_____
Nassau County Women's Lacrosse Officials' Association	_____
Nassau County Lacrosse Officials Association	_____
Nassau County Soccer (B) Officials Association	_____
Nassau County Soccer (G) Officials Association	_____
Nassau County Softball Officials Association, Inc.	_____
Nassau/Suffolk Board of Women's Swim Off., Inc.	_____
Long Island Swimming Officials Association	_____
Nassau County Track & Field (B) Officials Association	_____
Nassau County Track & Field (G) Officials Association	_____
Nassau County Volleyball (B) Officials Assoc., Inc.	_____
Nassau County Volleyball (G) Officials Assoc., Inc.	_____
Long Island Wrestling Officials Association	_____
Nassau County Cheerleading Association	_____

