

2/19/2024

Athletic Directors,

The Board of Directors of the North Iowa Official Association (NIOA) has revised its proposed pay scale for the 2024/2025 – 2025/2026 athletic seasons beginning August 1<sup>st</sup>, 2024 with football/volleyball/XC. These rates will remain in effect and unchanged through the end of the 2026 baseball/softball season. The pay scale will be reviewed and updated every 2 years. The next review will begin after the 2025 fall sports season.

The NIOA Board reviewed and updated its fees on a case-by-case basis. Most events increased \$5-\$15 per official per contest, however, a few stayed the same. Due to deferring the pay increase until after the 2024 baseball/softball season the rates for softball increased an additional \$5 and baseball increase \$5 for single games and \$10 for multiple games.

This review was done by comparing rates from different associations around the state as well as trying to standardize a minimum hourly rate across all sports. The larger increases are in sports where we were either significantly behind the rest of the state or where the hourly rate was lower than average. The pay scale we are proposing is listed below.

All contests are subject to change based on the availability of athletes and teams. Athletic directors will communicate with officials any changes to their scheduled contests as soon as possible, but preferably at least 24 hours in advance. If the contest is cancelled due to foreseeable circumstances which are not communicated to the officials in advance, and they show up to the contest, they will be paid their full contracted paycheck. If the contest is cancelled due to unforeseeable circumstance such as sudden illness, sudden injury, or weather the contest may be cancelled with no payment to the officials. Again, athletic directors will make every effort to communicate any changes with officials in advance of the contest.

This agreement will be posted on the NIOA website for all its members to see.

A Google Form will be used to gather feedback on the officials and the administration.

Sincerely,

A handwritten signature in blue ink that reads "Jeff Pavlovich" followed by the date "2/19/24".

Jeff Pavlovich  
2023-2024 NIOA President

**NIOA 2024-2025/2025-2026 Proposed Officials' Pay Scale - TIC**  
**Starting August 1st, 2024 with the 2024 Volleyball/Football season**

Sport	Contest	22-23/23-24	24-25/25-26 NIOA Proposal
Football	1 JH game (up to 6 quarters)	\$80	\$85
Football	2 JH Games	\$120	\$120
Football	1 JV/9th/10th	\$80	\$90
Football	JH/JV DH	\$140	\$150
Football	If working with one less official than what is normally assigned		Split that officials check amongst the officials
Volleyball	Lower level / JH 2-matches	\$80	\$80
Volleyball	Frosh/JV/V	\$110	\$125
Volleyball	Saturday Tournament	\$35/varsity match worked and \$30/non-varsity match worked	\$35/varsity match worked and \$30/non-varsity match worked
Volleyball	High School Triangular and Quad	\$125	\$130
Wrestling	TIC JH- 35 matches per mat or less	\$80	\$90
Wrestling	TIC JH- 36-49 matches per mat	\$110	\$110
Wrestling	TIC JH- 50 matches or more per mat	\$110	\$130
Wrestling	JV tournament	\$160	\$160
Wrestling	Varsity Dual, includes weigh-ins	\$120	\$130
Wrestling	Varsity Triangular, includes weigh-ins	\$160	\$175
Wrestling	Varsity Quad, includes weigh-ins	\$160	\$175
Wrestling	Varsity Tournament	Min. \$200	Min \$200- AD to work with officials to agree to a fair rate prior to event
Wrestling	TIC Tournament	\$275 with 6 officials	\$275 with 6 officials
Basketball	1 JH Game (Up to 5 quarters, 6 quarters would be an additional \$5)	\$70	\$75/\$80
Basketball	2 JH game (Up to 10 quarters)	\$80	\$95
Basketball	1 9th,10th, JV/2 officials	\$70	\$80
Basketball	2 games 9th,10th, JV/2 officials	\$80	\$100
Basketball	If an official works games alone	Double fees above	Double fees above
Cross Country	Any level, JH or Varsity	\$115 and starter supplies own shells	\$120 and starter supplies own shells
Track and Field	Any level, JH or Varsity	\$180 and starter supplies own shells	\$200 and starter supplies own shells
Baseball	One JH/9th/10th/JV game	\$80	\$90
Baseball	1 game Varsity	\$80	\$100
Baseball	High School JV/V DH	\$130	\$150
Baseball	High School Varsity DH	\$140	\$160
Baseball	Lower level DH	\$100	\$120
Baseball	Triple header with one V game	\$160	\$185
Baseball	Tri-angular Varsity	\$210	\$235
Baseball	Lower level DH, ONE Umpire	\$180	\$190
Baseball	High School JV/V DH with one umpire	\$225	\$240
Softball	One JH/9th/10th/JV game	\$70	\$80
Softball	1 game Varsity	\$70	\$90
Softball	High School JV/V DH	\$120	\$135
Softball	High School Varsity DH	\$130	\$145
Softball	Lower level DH	\$90	\$105
Softball	Triple header with one V game	\$150	\$170
Softball	Tri-angular Varsity	\$195	\$220