

This agreement is made on the 28th day of September, 2019, between the TSLA, Inc./Texas High School Lacrosse League (THSLL) and the US Lacrosse-certified officials in Texas, who are organized into the following regional districts: North Texas Lacrosse Officials Association, Texas Lacrosse Officials Association, San Antonio Lacrosse Officials Association, and Central Texas Lacrosse Officials Association (collectively "LOA").

LOA and THSLL desire to enter into an agreement wherein the LOA will provide lacrosse officials for all THSLL-recognized regular-season and district/state playoff games for the 2020-2022 lacrosse seasons. The term of this contract shall terminate at the conclusion of the 2022 season.

For the purposes of this agreement, the THSLL-recognized season and district/state playoffs, including championships games, typically runs from January through May. Any exceptions will be agreed upon in writing by the LOA Presidents and the THSLL Commissioner(s) prior to January 1st of each year for the term of this agreement.

NOW THEREFORE, LOA AND THSLL AGREE AS FOLLOWS:

Scheduling of Games and Assignment of Officials

1. The THSLL shall enter games into the game-scheduling system according to the following timeline:
 - a. Original regular-season schedule = no later than January 1 of each year.
 - b. Modifications to the schedule = as soon as practicable, to give LOA maximum time to make the officiating assignments. [Note that additional fees may be required for late changes to the schedule, as described later in this agreement.]
 - c. District/state playoff/championship games = as soon as the brackets are determined.
2. Responsibility for entry of information into the game-scheduling system is as follows:
 - a. Initial entry of game schedules = THSLL Administrator.
 - b. Modification of games = THSLL Administrator.
 - c. Officiating assignments = Regional LOA Assigners.
 - d. Acceptance of game assignments = the Officials.
 - e. An exemption is allowed for tournaments, which often do not utilize the game-scheduling system and use other scheduling methods (e.g., spreadsheet, email).
3. LOA will furnish the requisite number of lacrosse officials for all THSLL games entered in the game-scheduling system. For all divisions, the following crew sizes are applicable:
 - a. Varsity games = three officials per game – DIII games may have two officials at the request of the Head Coach, preferably prior to the start of the season.
 - b. Junior varsity games = two officials per game.
 - c. Super-Regional and Championship Weekend games = three on-field officials plus one Chief Bench Official (CBO).
4. LOA will use best efforts to assure that all assigned officials are as follows:
 - a. D1/D2 varsity games = US Lacrosse-Certified Level 3 officials.
 - b. All other games = US Lacrosse-Certified Level 2 officials.
 - c. Exceptions are allowed based on availability constraints and/or scheduling conflicts.
 - d. Because US Lacrosse certification level changes occur only after a season has ended and because officials can gain the skills required to move up a level before the season has ended, LOAs can deem that an official possesses the equivalent level of certification required for the game based on the official's current performance and skill set, as determined by the LOA.
5. Except for tournaments, THSLL will **not** request LOA officials for any games unless the games have been entered into the game-scheduling system. Regional LOA assigners will notify the THSLL Commissioner and THSLL District Coordinators immediately if any THSLL member program attempts to do so. This requirement to use the game-scheduling system affects:

- a. Scrimmages.
 - b. Games during the THSLL-recognized season and district/state playoffs.
 - c. Games between THSLL teams from different districts.
 - d. Games played between THSLL teams and out-of-state (non-THSLL) opponents.
 - e. An exception is made for tournaments, as the assigners may choose to make the officiating assignments via spreadsheet or email in lieu of using the game-scheduling system. However, assigners may choose to use the game-scheduling system for tournaments, if they prefer to do so.
6. Except for tournaments, LOA assigners will **not** assign officials to any games that THSLL members attempt to get assigned directly without using the game-scheduling system.

Assignment of Officials for City Playoffs, Super Regionals Weekend, and Championship Weekend

7. The LOA and THSLL agree that each game conducted during Championship Weekend will utilize an on-field officiating crew (i.e., the Referee, Umpire, and Field Judge) comprised of officials from three different regional LOA districts. The LOA will work with the THSLL as far as determining the logistics for supplying officials for the Championship Weekend games. District playoff games and Super Regional games will be officiated by local crews. Chief Bench Officials, if used on a game, will always be local officials, even during Championship Weekend.
8. The THSLL Coordinators and the LOA's will work together starting on April 1, to develop the preferred list of playoff officials, which will be delivered to the LOA on or before April 14th:
 - a. April 1st – LOA submits its draft list of proposed playoff officials to THSLL.
 - b. April 1st – THSLL submits its draft of requested playoff officials to the LOA.
 - c. April 14th – Final decisions made on the pool of playoff officials, aka the "Playoff List," (after the LOA and THSLL work closely together on preferences, conflicts, and such).
 - d. Late April – Brackets for Super Regionals are published by THSLL following the conclusion of district playoffs.
 - e. Late April or Early May – The leadership of the LOA and of THSLL shall work cooperatively and in good faith to attempt to agree upon the Super-Regional Weekend and Championship Weekend game assignments from the Playoff List. The parties commit to exchange their respective rankings/tying including supporting data, if any, and openly discuss any conflicts concerning the rating and recommendations of officials for Super-Regional Weekend and Championship Weekend game assignments.
9. For all officiating assignments, the final decision concerning eligibility of officials and assignments is reserved to the LOA.

Lacrosse Playing Rules and Officials' Training

10. All THSLL games will be played using the current edition of the NCAA Men's Lacrosse Rules, including post-publication updates and any additional guidance issued by the collegiate rulemaking and rules interpretation bodies.
11. Declaration of exceptions to the playing rules is the responsibility of THSLL and shall be communicated in writing to LOA.
 - a. The LOA Chief Officials will review the THSLL Rulebook, Appendix A - Rule Waivers ("Waivers") annually during each pre-season according to the following deadlines:
 - i. October 1 – Initial draft of the Waivers by THSLL.
 - ii. November 1 – LOA comments and feedback on the Waivers.
 - iii. Prior to December 15 – If necessary, the leadership of the LOA and THSLL shall confer to resolve any issues.
 - b. LOA agrees to enforce the final THSLL-approved Waivers.

- c. THSLL shall review and approve any subsequent modifications to the baseline NCAA rules issued by the national rule-making bodies.
 - d. LOA will not enforce any new changes to the NCAA rules until the changes have been reviewed and accepted by THSLL.
 - e. THSLL shall communicate its acceptance or denial of additional rule modifications to LOA in writing.
 - f. Time is of the essence for rule changes made during the lacrosse playing season, so THSLL and LOA must work together quickly to promulgate mid-season rule changes to teams and officials.
12. Each regional LOA will provide its officials training using US Lacrosse guidelines. Additional training will be provided, if requested and agreed upon by LOA and THSLL. Examples of additional training may include ongoing observations, training clinics, and on-field training event(s).

Financial Considerations

13. Except for Super Regional and Championship Weekend playoff games, payment of official's fees shall be the sole responsibility of the Home Team of record in the game-scheduling system. In summary, the responsibility for payment of officiating fees is as follows:
- a. Regular-season games = the Home Team of record listed in the game-scheduling system.
 - b. District Playoff games = the Home Team of record listed in the game-scheduling system.
 - c. Super-Regional playoff games = THSLL.
 - d. State Championship Weekend playoff games = THSLL.
 - e. Prior to the commencement of the first round of playoff games, THSLL shall transfer the necessary funds to cover the games fees to each regional LOAs for the Super-Regional and State Championship Weekend games. The reimbursement of travel-related fees for the officials is not due until after the officials themselves remit their travel & expense sheets to THSLL for reimbursement.
 - f. Once a game has commenced, the full game fees and travel fees are incurred even if the game gets suspended, cancelled, or forfeited prior to the expiration of full time.
14. LOA will charge, and THSLL member programs will pay, for services at the rates for the LOA services as set forth in Exhibit A for the term of this agreement, with the following stipulations:
- a. Within twenty (20) calendar days after game completion = no late fee is incurred.
 - b. More than twenty (20) calendar days after game completion = The member program shall pay a late fee of \$15, in addition to the game fee due.
 - c. Twenty (20) or more calendar days after game completion = The LOA assigners may suspend the assignment of officials to the THSLL member program until all past-due game and travel fees are brought current.
 - d. Failure to pay officials' fees may result in forfeiture of THSLL games.
15. The THSLL member programs shall remain responsible for the payment of fees for making **non-weather-related** changes to the THSLL schedule. Changes to the schedule are defined as those changes that require the assigner to "re-assign" the officials in the scheduling system and include, but are not limited to, changes in the starting date, time, location, opponent, level of a game, and/or any other reason that requires reassignment, unless notification is given to LOA in accordance with the following time limits and reasons:
- a. Four (4) days or more prior to the scheduled game start time = no fees or administrative charges are payable to either the Officials or the Assigner.
 - b. Between 96 hours and 4 hours prior to the scheduled game start time = 50% of the full game fee is due to the Officials (no travel fees though). This does not apply to weather-related changes.
 - c. Less than four (4) hours prior to the scheduled game start time = 100% of the full game fee is due to the Officials (no travel fees though).
 - d. Officials will submit an invoice/voucher for the game fees directly to the home team of record in the scheduling system.
16. **Weather-related game-day** cancellations/suspensions should be made by a phone call to the regional LOA

Assigner and Referee assigned to work the game, and THSLL shall reflect the change in the game-scheduling system at least four hours prior to game time so that officials can always check the latest schedule before departing to a game. Game fees and administrative charges for weather-related game-day cancellations/suspensions shall be paid as follows:

- a. More than four (4) hours prior to game start time = No game fees incurred. No travel fees incurred. No administrative fees incurred. This is a simple "rainout" scenario, which does not incur any costs if the required actions are taken in time.
 - b. Four (4) hours or less prior to game start time = 100% of each official's highest game fee that was cancelled/suspended. Thus, each official will receive only one game fee (no travel fees though).
 - c. If more than one game was affected for the affected officiating crew, each official will be paid for only one game, which is the game with the highest game fee for that official.
 - d. Even if officials have arrived at the playing facility or begun to travel to the game, no travel fees are permitted for weather-related cancellations/suspensions, regardless of the timing. A game must have commenced for travel and game fees to kick in.
 - e. Officials must submit their invoice/voucher to the home team of record in the game-scheduling system for reimbursement of game fee(s) incurred.
17. The THSLL Administrator will collect the LOA Booking Fees, per Exhibit A. The deadlines are as follows:
- a. Prior to January 15 = THSLL member programs will pay THSLL their required membership fees, which includes the Booking Fees.
 - b. January 15 = THSLL Treasurer will transfer the collected Booking Fees to each regional LOA.
 - c. January 15 = THSLL Treasurer will pay each regional LOA assigner its annual administrative fee.
 - d. January 15 = THSLL Treasurer will pay each local LOA for each THSLL "Sub-Admin" granted access into the game-scheduling system account for each LOA.
 - e. January 31 = THSLL Treasurer will provide a detailed accounting of all LOA Booking Fees paid to the regional LOAs.

Administration and Communication

18. The system of record for all THSLL member program rosters, contacts, field locations, game schedules, and game scores will be the THSLL website, which is located at <https://thsll.org>. THSLL will load all required information into the game-scheduling system (e.g., Arbiter) so that the regional LOA District Assigners can assign officials for THSLL games. It is acceptable for THSLL to circulate via email a spreadsheet containing personal contact information (i.e., phone numbers, email addresses) to keep this information private within THSLL and LOA.
19. On or before January 1 of each season, LOA and THSLL will exchange all contact information for its leadership groups, including but not limited to:
 - a. THSLL = President, Secretary, Administrator, Game-scheduling System Representative, District Coordinators, Treasurer
 - b. Each Regional LOA = President, Chief Referee, Lead Clinician, Assigner, Secretary, and Treasurer. The parties agree to keep the each other reasonably informed of any change in leadership personnel.
20. On or before January 1 of each year, THSLL will update the game-scheduling system to include the following information for each member team: President, Athletic Director, Team Treasurer, and Head Coach for each team at every level of play.
21. Each year, LOA will nominate one official statewide (selected by the LOA Presidents) to serve as an advisory (non-voting) member to the THSLL Board. THSLL will include the LOA Advisory Member in all THSLL board meetings.
22. LOA will have a representative appear upon request at annual THSLL State Meetings and District meetings convened by the THSLL, with at least a 30-day notice to all LOA Presidents, if a state meeting, and to the President of each regional LOA, for a local District meeting. The LOA representatives will be exempt from attendance in the event the meeting falls on a weekend of a major tournament.
23. Throughout the season, each THSLL District Coordinator and corresponding regional LOA Assigner commit to

regularly communicate and share feedback regarding the performance/conduct of officials, coaches, players, and parents.

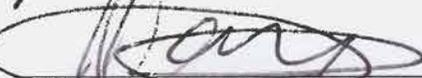
- a. The Head Coach and assigned referee for each game shall promptly submit their game reports via the game-scheduling system, and these reports will be reviewed by respective leadership.
 - b. Game reports from the LOA and from the THSLL Coordinators will be shared with each other.
 - c. The leadership of each THSLL District and its corresponding regional LOA agree to share the results of any situation that develops during the regular season and playoffs regarding the performance/conduct of officials, coaches, players, and parents.
 - d. At the mid-point of each season and near the conclusion of each regular season, the THSLL District Coordinators and regional LOA assigners shall confer and review the THSLL ratings of all officials.
24. The leadership of each regional LOA and the THSLL agree to communicate regularly and convene, as necessary, to address and resolve any issues involving the performance/conduct of teams, officials, coaches, players, parents, and administrators.

Game Day-Related Administrative Items

- 25. At least 24 hours prior to the scheduled start time of a game, the Referee assigned to each game shall confirm the game logistics with the head coach of the home team of record.
 - a. The use of email or a phone call is acceptable as a means of game confirmation.
 - b. The head coach and the Referee are responsible for cascading last-minute changes to their respective groups (i.e., the other coaches and the other officials).
- 26. Prior to the start of each game LOA, the Referee shall present Coaches Certification cards to both teams' Head Coaches as part of the pre-game certification process.
- 27. Per NCAA rule, all officials shall print their name in each team's scorebook.
- 28. Prior to the start of each game, the home and away Site Administrators shall ensure a form of communication exists between the Scorer's Table and the Site Administrators for the entirety of the game. The Home Team Site Administrator shall confirm this to the assigned Referee for each game.
- 29. LOA assigners will notify the THSLL Commissioner and the THSLL District Coordinator immediately after the game, of all ejections, including those for players, coaches, fans, administrators, or any other personnel.
- 30. Game reports shall be submitted within 24 hours of the completion of a game. Coaches and officials shall make their "best efforts" to submit the game reports within 24 hours. In the event, that a game report cannot be submitted within 24 hours of game completion, then the submitter shall make a best effort to submit the game report within 48 hours of game completion.

Agreement of Parties Concerned

By:  _____ Date: 9/28/2019
 Joe Donoghue, Commissioner, THSLL

By:  _____ Date: 9/28/2019
 Mike Omsby, Vice Commissioner, THSLL

By:  _____ Date: 9/28/2019
 Tim Gagney, President, NTLOA

By: Grady Hatch Digitally signed by Grady Hatch
DN: cn=Grady Hatch, o, ou,
email=gradyhatch@gmail.com, c=US
Date: 2019.09.26 14:26:40 -0500 Date: 9/28/2019
Grady Hatch, President, SALOA

By: Timothy Bohdan Digitally signed by Timothy Bohdan
DN: cn=Timothy Bohdan, o, ou,
email=tim.bohdan@yahoo.com, c=US
Date: 2019.09.25 15:16:42 -05'00' Date: 9/28/2019
Tim Bohdan, President, TXLOA

By: *Bruce Clark* Date: 9/28/2019
Bruce Clark, President, CTLOA

EXHIBIT A ("FEES")

Pre-Season Fees

Booking and Administrative Fees¹	2019	2020	2021	2022
Assigner's Fee (paid annually once to each Regional Assigner)	\$100	\$100	\$110	\$110
Sub-Admin Access Fee (per THSLL user added to each LOA)	\$35	\$35	\$40	\$40
Varsity Booking Fee (per season, up to 18 games per local LOA)	\$150	\$150	\$160	\$160
Junior Varsity Booking Fee (per season, up to 18 games per LOA)	\$100	\$100	\$110	\$110
Additional games booked beyond 18-game/LOA cap (per game)- home and away in one LOA	\$10	\$10	\$15	\$15
Training Stipend (paid to each Regional LOA, once per year)	\$500	\$0	\$0	\$0

Any Schedule Changes

Fees for any Schedule Changes, Payable to the Assigner²	2019	2020	2021	2022
>= 4 days' notice (96 hours)	\$0	\$0	\$0	\$0
<96 hours to 4 hours' notice	\$10	\$10	\$15	\$15
< 4 hours' notice	\$25	\$25	\$30	\$30

Weather-Related Game Fees

Game Fees for Schedule Changes, Payable to the Officials	2019	2020	2021	2022
Prior to game day	No game fees incurred			
Game-day changes, at least 4 hours prior to game start time	No game fees incurred			
< 4 hours' notice up until start of the game	100% of highest game fee			
Travel fees, regardless of timing as long as game has not started	No travel fees incurred			

Note: Travel fees are never incurred for any game cancellations/suspensions, even if due to weather, and regardless if the officials have actually commenced their travel or arrived at the playing facility. Officials cannot invoice for travel fees unless their game actually starts.

Non-Weather-Related Game Fees for Schedule Changes

Game Fees for Schedule Changes, Payable to the Officials	2019	2020	2021	2022
>= 4 days' notice (96 hours)	No game fees incurred			
<96 hours to 4 hours' notice	50% of all game fees			
< 4 hours' notice up until start of the game	100% of all game fees			
Travel fees, regardless of timing as long as game has not started	No travel fees incurred			

Note: If the official did not verify the game details with the home team coach prior to the game, and the game was canceled, no payment will be made.

¹ Paid by team to each Regional LOA Assigner or to each Regional LOA prior to the start of the regular season. The 18-game cap applies within a regional LOA.

² Changes to the schedule four days or more in advance of the game start time incur no fees paid to the Assigner. Any change to the schedule (date, time, location, level, teams, etc.) less than 96 hours but no more than 4 hours prior to game start time shall incur a \$10 per game charge to the Assigner.

Game Fees Per Official

Regular-Season or Playoff Game Fees³	2019	2020	2021	2022
Varsity Game, 12-minute quarters, stop-time	\$85	\$85	\$90	\$90
Junior Varsity Game, 10-minute quarters, stop-time	\$71	\$71	\$75	\$75
Late Payment Fee (per official, beyond 10 calendar days)	\$15	\$15	\$20	\$20

Note: LOA provides notice of team non-payment to state administrator and district coordinator. Issue will be reviewed within 14 days.

Travel Fees

Travel-Related Fees, Payable to the Officials⁴	2019	2020	2021	2022
Less than 35 one-way miles	\$0	\$0	\$0	\$0
From 35 to 69 one-way miles (paid once for entire trip)	\$15	\$15	\$15	\$15
70 or more one-way miles (all round-trip mileage reimbursed)	IRS Mileage Rate			

³ The THSLL shall provide double-occupancy hotel rooms near the game site for out-of-area officials. Mileage is to be reimbursed at prevailing IRS mileage rates for the driver door-to-door plus a per diem of \$50 per day for all out-of-area officials. Local officials receive only "local" travel fees, if applicable, and no per diem. A Chief Bench Official (CBO) shall be utilized for all Super-Regional and Championship Playoff games. The CBO will receive a full playoff game fee but does not receive out-of-area mileage or per diem since the CBO is always a local official. However, a CBO may qualify for local travel fees, if the distance is sufficiently far between the CBO's residence and the playing facility.

⁴ Officials will receive zero travel fee for games played at a facility that is less than 35 one-way miles from the official's home of record in the game-scheduling system. For officials' travel of 35-69 miles one-way to the game, a travel fee of \$15 for the entire trip applies to each affected official. Even if more than one game is officiated, the travel fee/mileage is only imposed once for the entire trip for each affected official. For travel of at least 70 one-way miles to the game, IRS mileage rates apply to the entire distance traveled to and from the game between the playing facility and the official's home address of record in the game-scheduling system. Travel fees shall be invoiced via the official's game voucher or other agreed upon method acceptable to both the local LOA and the THSLL District Coordinator. Officials will receive standard IRS mileage reimbursement for out-of-area assignments, although travel fees do not apply to officials who voluntarily request to work games that are outside of the official's local assigning area.

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