

**PIAA-REGISTERED SPORTS  
OFFICIALS' MANUAL**



PENNSYLVANIA INTERSCHOLASTIC  
ATHLETIC ASSOCIATION, INC.

550 Gettysburg Road, P.O. Box 2008  
Mechanicsburg, PA 17055-0708

TELEPHONES: 800/382-1392  
717/697-0374  
FAX: 717/697-7721  
WEB SITE: [www.piaa.org](http://www.piaa.org)

## INTRODUCTION

To: PIAA-Registered Sports Officials

The Pennsylvania Interscholastic Athletic Association, Inc. (PIAA) believes strongly that officiating is a major factor in the governance and success of interscholastic athletic programs.

Therefore, it is essential that officials adhere to specific rules and regulations that will assist in informing them of proper and current rules interpretations. It is vital that officials familiarize themselves with the information provided in this booklet to assist them in keeping their registration in good standing.

In addition, it is the recommendation of the PIAA Sports Medicine Advisory Committee that sports officials follow the American Medical Association guidelines of having an annual physical examination before attempting any vigorous physical activity. It is part of good personal health maintenance to have an annual physical and participate in an exercise program. Good health habits that contribute to one's physical well being will assist all officials in keeping up with the game.

The PIAA-Registered Sports Officials' Manual is published as a service to all registered sports officials. The development and writing of this Manual has been reviewed and approved by the PIAA Officials' Council and the PIAA Board of Directors. The publishing of this Manual supersedes all other editions.

Revised July 1, 2004

## FOREWORD

In competitive athletic Contests, the Contest official represents the ultimate in integrity for any competition. By their very nature, sports officials are neutral and are responsible to keep the Contests played on equal terms. Through actions on and off the competition surface, sports officials must earn the respect and confidence of coaches, contestants and spectators.

This confidence and respect is not earned by words, but by unquestioned honesty, demonstrated ability, obvious devotion to, and full understanding of, the competition.

The rules of interscholastic athletics are, for the most part, complex. They are difficult to read, understand, and interpret. Unless one is willing to devote a large amount of time, energy, and personal effort, it is best to find some other avocation, and leave sports officiating to those men and women whose dedication is total.

Mere book knowledge of the rules does not make a sports official. To a sports official, knowledge of the rules is basic. To achieve excellence, a sports official must combine knowledge with good officiating mechanics. The Contest official is responsible to see that all contestants receive his/her best efforts that each play is considered with consistent judgment, with intelligence, understanding, courage, and without intimidation.

A sports official must possess a strong desire to continually improve, an interest in being more than just an average sports official, a motivation to be the best. No one can give a sports official "heart" or desire.

All sports officials will not reach the pinnacle, but when a sports official stops learning, he/she has stopped his/her growth as a sports official.

Sports' officiating is a vigorous profession, and it demands that a sports official be in excellent physical condition, able to give the very best, on every play, in every Contest.

BRADLEY R. CASHMAN  
EXECUTIVE DIRECTOR

**2006-2007  
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..... Assistant Executive Director  
Gregory G. Biller.....  
..... Director of Business Affairs  
Michael L. Solomon, Esq.....  
..... Director of Legal Affairs

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..... Receptionist  
Kathy E. Smith.....  
..... Bookkeeper  
Karen Hockenberry.....  
..... Accounts Receivable Bookkeeper  
Sara L. Gretton.....  
..... Officials' Secretary

Pennsylvania Interscholastic  
Athletic Association, Inc. (PIAA)  
550 Gettysburg Road, P.O. Box 2008  
Mechanicsburg, Pennsylvania 17055-0708

**TELEPHONES:**

717-697-0374..... 717-697-0376  
717-697-0375..... 800-382-1392 (PA Only)

**FAX:** 717-697-7721

**WEB SITE:** [www.piaa.org](http://www.piaa.org)

## 2006-2007 PIAA DISTRICT OFFICIALS' REPRESENTATIVES

<u>District</u>	<u>Name</u>	<u>Telephone Number</u>
1	Frances V. Pierce E-Mail - <a href="mailto:francespierce2@netzero.net">francespierce2@netzero.net</a>	(H) 610/277-0436 (B) 610/278-3405
	Thomas F. Brady	(H) 610/279-6632 (B) 610/270-8893
2	Maureen W. Williams E-Mail - <a href="mailto:mwref@hotmail.com">mwsref@hotmail.com</a>	(H) 570/822-5514 (B) 570/826-7185
	Joseph F. Lalli E-Mail - <a href="mailto:jlalli25@aol.com">jlalli25@aol.com</a>	(H) 570/961-1270 (B) 570/941-7737 Ext. 118
3	Cynthia K. Rinehart	(H) 717/767-1802
	Richard Czarnecki E-Mail - <a href="mailto:richczar@comcast.net">richczar@comcast.net</a>	(H) 717/249-3255 (B) 717/787-2874
4	Kevin J. McNamara E-Mail - <a href="mailto:kmcnamara@state.pa.us">kmcnamara@state.pa.us</a>	(H) 570/368-1741 (B) 570/368-5680 Ext. 3404
	Audrey K. Hall	(H) 814/259-3350 (B) 717/485-3195 Ext. 240
5	Ronald D. Beachley E-Mail - <a href="mailto:linron2@juno.com">linron2@juno.com</a>	(H) 814/479-4802 (B) 814/479-2181
	Kathy E. Getz	(H) 814/472-7645
6	Michael P. Hudak, Jr. E-Mail - <a href="mailto:mph0413@atlanticbb.net">mph0413@atlanticbb.net</a>	(H) 814/266-3100
	Pamela R. Cherubin	(H) 412/221-4587
7	William H. Sinning E-Mail - <a href="mailto:wsinning@comcast.net">wsinning@comcast.net</a>	(H) 412/ 881-5359 (B) 412/ 831-7601
	Suzanne S. Frey	(H) 412/931-6416
8	Donald E. Kovach	(H) 412/343-1684
	Carla Smith E-Mail - <a href="mailto:carlaragley@yahoo.com">carlaragley@yahoo.com</a>	(H) 814/744-8118 (B) 814/229-3510
9	Dennis J. Geitner E-Mail - <a href="mailto:dgeitner@brmc.com">dgeitner@brmc.com</a>	(H) 814/781-7998 (B) 814/362-8576
	Julia Taylor E-Mail - <a href="mailto:tennis@penbriar.com">tennis@penbriar.com</a>	(H) 814/864-7506
10	Larry J. Frisina E-Mail - <a href="mailto:lfrisina@tbacc.com">lfrisina@tbacc.com</a>	(H) 814/392-1574 (B) 814/665-8297
	Elisabeth M. Wilson E-Mail - <a href="mailto:emw37@ptd.net">emw37@ptd.net</a>	(H) 610/965-4267
11	Herbert R. Welsh E-Mail - <a href="mailto:hwelsh@ptd.net">hwelsh@ptd.net</a>	(H) 570/386-3187 (B) 570/822-5118
	Thomas C. McClain E-Mail - <a href="mailto:tommytheref@yahoo.com">tommytheref@yahoo.com</a>	(H) 215/426-1853 (B) 267/250-0671

## 2006-2007 PIAA STATEWIDE RULES INTERPRETERS

### **BASEBALL**

Martin T. "Marty" Ondrovic, 1232 W. Broad St., Emmaus, PA 18049 - (H) 610/966-3085 – [mtoump@msn.com](mailto:mtoump@msn.com)

### **BASKETBALL**

Joseph Catanzaro, Box 157, Delaware Water Gap, PA 18327 - (H) 570/424-2926 – [jcat@epix.net](mailto:jcat@epix.net)

### **FIELD HOCKEY**

Elisabeth M. "Betsy" Wilson, 711 Berger St., Emmaus, PA 18049 - (H) 610/965-4267 – [emw37@ptd.net](mailto:emw37@ptd.net)

### **FOOTBALL**

Charles H. "Buss" Carr, 21 Mill Rd, Selinsgrove, PA 17870 - (H) 570/743-1419 – [mjd30@juno.net](mailto:mjd30@juno.net)

### **GIRLS' GYMNASTICS**

Nancy V. Claar, 7097 Kilarney Drive, Fayetteville, PA 17222 - (H) 814/349-5633 – [nancybrevt@aol.com](mailto:nancybrevt@aol.com)

### **SOCCER**

Mario J. Donnangelo, 1419 Moravia St., Bethlehem, PA 18015 - (H) 610/868-3621 - [mjd38@juno.net](mailto:mjd38@juno.net)

### **SOFTBALL**

Dennis R. "Denny" Mader, 1142 Cross Creek Rd, Burgettstown, PA 15021 - (H) 724/947-4061, (B) 412/562-0296  
[dmader@compucom-inc.com](mailto:dmader@compucom-inc.com)

### **SWIMMING AND DIVING**

Leslie B. Richards, Sr., 2007 Margaret Avenue, Scranton, PA 18508, (H) 570/346-6462

### **TRACK AND FIELD**

Jack L. Hedlund, RR 1, PO Box 172, Kane, PA 16735 - (H) 814/837-6537 – [afa1@penn.com](mailto:afa1@penn.com)

### **VOLLEYBALL**

Donna S. Brady, 2630 Stillmeadow Lane, York, PA 17404 - (H) 717/764-3743 - [pavref@aol.com](mailto:pavref@aol.com)

### **WRESTLING**

Dr. John A. Hosage, 551 S. Main Rd., Mountaintop, PA 18707 - (H) 570/678-3376, (B) 570/829-7863 or 570/474-9231  
[johnhosage@aol.com](mailto:johnhosage@aol.com)

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## I. EXPLANATION OF OFFICIALS' POLICIES, PROCEDURES AND REQUIREMENTS

### A. Application Procedure:

1. New applicants must complete and sign the "Application For Registration" form.
2. The application must be filed in the PIAA Office at least ten 10 business days prior to the date of the officials' examination.
3. The application is valid only for tests taken within the two-year period of the date on which the application was received in the PIAA Office.
4. Applicants may apply for a maximum of three (3) sports on the application (Minutes, Board of Directors, PIAA Summer Workshop, July 22, 1984; p. 2). However, effective June 1, 1993, an applicant may take only one (1) test on each test date (Minutes, Board of Directors, PIAA Summer Workshop, July 23, 1992, p. 7).
5. A non-refundable application fee of thirty dollars (\$30.00) must accompany the application form.
6. The application fee will provide credit for the first season's dues for a given sport in which approval is received.
7. The PIAA Registered Sports Officials' Manual, the respective rules book(s) and the notification of the times and sites of the officials' examination will be provided for all new applicants.
8. All applicants must be either a high school graduate or eighteen years of age, of good moral character, and must meet the requirements established by the Board of Directors (Minutes, Board of Directors, PIAA Summer Workshop, July 28, 1988: p. 10).
9. The Board of Directors and the Executive Director reserve the right to reject any application. If an application is rejected, the registration fee will be refunded.

### B. Officials' Examination:

1. Schools, clinics, seminars and symposiums may be held by chapters and districts to prepare and tutor applicants in the officials' examination procedure. Applicants may want to contact local chapters or district officials' representatives to learn the times and sites of any existing sessions. **Individualized testing at unapproved sites is prohibited** (Minutes, Board of Directors, July 20-21, 2000).
2. An applicant may take any sport's examination on any one (1) of the four (4) testing dates during the fall, winter and spring testing periods. After taking the examination administered by the district officials' representatives, the examinee must receive from the PIAA Office a letter indicating that the applicant has successfully passed the examination and is now considered a PIAA-registered official in the sport, "an Official's Identification Card and a PIAA Official's Emblem before accepting an assignment to officiate any interscholastic athletic contest" (Minutes, Board of Directors, PIAA Summer Workshop, July 22-23, 1985: p. 3).
3. Approximately two (2) weeks from the date of the particular examination, notification will be mailed to each examinee of the individual's score on the PIAA officials' examination.
4. Examinees must receive a score of seventy-five percent (75%) or better on the examination in order to receive registration in the sport.
5. If the applicant's examination score is below the acceptable seventy-five (75) percent level, the applicant may re-take the failed officials' examination(s), on any of the four (4) testing dates, during the two-year period from the date the application for registration was filed.

## C. Officials' Maintenance of Membership Requirements:

### 1. Chapter Membership:

- a) All newly registered sports officials must become affiliated with a locally chartered chapter in the individual's sport within fifteen (15) business days after notification of approval by the PIAA Office. "Chapter Affiliation Forms" should be completed by the new official and the chapter secretary, and then returned to the PIAA Office. Information concerning local chapters may be obtained from the PIAA Office. Failure of a newly registered official to comply with this policy will result in suspension.
- b) Every PIAA-registered official is required to be a member of a chapter in each sport in which the individual is registered.
- c) Officials may not maintain membership in two or more chapters in the same sport.
- d) An official must attend a minimum of six (6) chapter meetings during the course of a sport's season. The annual rules interpretation meeting will not be included as attendance at one of the six (6) chapter meetings. An official may attend chapter meetings at another chapter; however, he must submit a written signed statement of attendance from the respective chapter's secretary to his local chapter. Lack of attendance at six (6) chapter meetings will cause the official to be suspended unless the chapter accepts the official's excuse(s) or the Executive Director accepts the official's excuse(s). Attendance means physical presence for the complete meeting.
- e) All officials involved in sports with dual seasons must attend one (1) PIAA annual mandatory rules interpretation meeting in the summer and must attend a minimum of six (6) chapter meetings during the fall season. In addition, all officials who officiate in the spring must attend one (1) "review" rules interpretation meeting before the start of the spring season conducted by the chapter interpreter prior to the second Monday in March.

However, if none of the members of a chapter officiate the sport during the fall season, then all members of the chapter must attend one (1) PIAA annual mandatory rules interpretation meeting in the summer and a minimum of six (6) chapter meetings during the spring season (Minutes, Board of Directors, PIAA Summer Workshop, July 17, 1989: p.3).

### 2. Annual Rules Interpretation Meetings:

- a) In accordance with this manual, a primary requirement of all PIAA-Registered Sports Officials is to attend the annual rules interpretation meeting held for their individual sport or sports.
- b) If an official is unable to attend the PIAA Annual Rules Interpretation Meeting offered by the individual's home chapter, the official must attend a PIAA Annual Rules Interpretation Meeting that is offered by another chapter.
  - i An official should be aware that secretaries and interpreters of all chapters receive a complete statewide schedule of PIAA Annual Rules Interpretation Meetings in June prior to the upcoming school year sports' seasons. Also, all annual rules interpretation meetings are posted in the officials' section of the PIAA web site.
  - ii. The individual official's responsibility will include contacting the secretary or the interpreter of their home chapter to determine the dates and sites of other PIAA Annual Rules Interpretation Meetings conducted by other chapters within the same sport.
- c) Within PIAA policy, the only excuses that the Executive Director will consider for missing a PIAA Annual Rules Interpretation Meeting will involve circumstances that are absolutely unavoidable and that are completely beyond the control of an official.

- i. Verification in writing must be submitted to the Associate Executive Director within seven (7) days following the date of the last interpretation meeting, documenting clearly the reason for absence from the Annual Rules Interpretation Meeting. Documentation in demonstrating and entirely justifying why the official was unable to attend one of the PIAA Annual Rules Interpretation Meetings conducted by a chapter other than the individual's own, will be necessary for any consideration.
  - ii. Examples of the types of excuses deemed acceptable will include a serious illness in regard to the official, a serious illness to an immediate family member, or the death of an immediate family member.
  - iii. Because the same approximate timing and scheduling of the annual rules interpretation meetings is maintained yearly, and because the range of the times and sites of the meetings stretches across the state for an approximate four week period, work and vacation situations will not be considered excusable.
  - iv. As stated above, an official may attend an annual rules interpretation meeting at another chapter to fulfill this annual rules interpretation meeting obligation.
- d) Any PIAA-registered official who fails to attend the PIAA Annual Rules Interpretation Meeting for a given sport's season without an acceptable excuse will lose, through suspension, the individual's privilege as a PIAA-registered official in that sport for one year.

### **3. Officials' Dues:**

- a) Annual dues are due and payable to the PIAA on or before February 28, or February 29 in leap year, for the ensuing school year.
  - b) Any official not remitting dues by the February 28 or 29 deadline will be assessed a penalty charge of \$25.00.
  - c) Any official not remitting dues and penalty fee by March 31 will be suspended for one year.
  - d) An official may be reinstated for non-payment of PIAA dues, if the individual, prior to the date of the first PIAA mandatory rules interpretation meeting in the particular sport, pays the annual dues fee, the penalty fee of \$25.00, and a reinstatement fee of \$75.00.
- e) Dues Timetable:
- i. October to January 15: Mailing of officials' dues bills and payment of discounted rate \$35.00.
  - ii. January 16 to February 28 or 29: Payment period for officials' dues bills (face value) \$40.00.
  - iii. March 1 to March 31: Grace period during which a twenty-five dollar (\$25.00) penalty fee must accompany the officials' regular fee.
  - iv. March 31: Last postmarked day on which payments will be accepted. The payment envelope must be postmarked prior to or on the day of March 31. Any payments not made by March 31 will result in a year's suspension of the official in question.
  - v. April 1 to the first Annual Rules Interpretation Meeting in a particular sport, the reinstatement fee may be paid. This fee is \$75.00 plus the late fee of \$25.00 and the regular dues of \$40.00. The total for a single sport is \$140.00.

#### 4. Causes For Suspensions:

- a) Not fulfilling the following requirements will result in a year's suspension, beginning with the close of the sports season and continuing until the close of the season the following year, except for dues suspension:
  - i. A newly registered official must become affiliated with a chapter in the individual's sport within fifteen (15) days after notification of approval by the PIAA Office.
  - ii. An official must attend a minimum of six (6) chapter meetings during the course of the sports year. Attendance means physical presence at and for the whole meeting, six times per year.
  - iii. An official must attend a mandatory annual rules interpretation meeting in the individual's particular sport.
  - iv. An official must pay the annual dues by the deadline of February 28 (February 29 in a leap year) or the annual dues and penalty fee by the extended deadline of March 31 for the ensuing year. Suspension will be for the fiscal year.
  - v. An official must pay any properly assessed chapter dues. Chapter secretaries are permitted to recommend, in writing, to the Executive Director, the suspension of officials for non-payment of chapter dues (Minutes, Board of Directors, Summer Workshop, July 17, 1983: p. 3).
  
- b) An official who has been charged with aggravated assault, a drug-related offense, or a sex-related offense, will be suspended by the Executive Director pending the outcome of the criminal proceedings.
  - i. Upon conviction of, or a plea of guilty or no contest to, aggravated assault, a drug-related offense, or a sex-related offense, the suspended official will be permanently dropped by the Board of Directors from the list of registered sports officials. Being permanently dropped by the Board of Directors means an official may never become registered with PIAA or officiate PIAA member school contests.
  - ii. Upon acquittal, or dismissal of the charges, the official either will be reinstated or will be notified of the opportunity for a hearing upon the issue of whether he is to be permanently dropped from the list of registered sports officials for conduct which unfits him to act as a registered sports official within the meaning of Article XIV, Section 5B of the PIAA By-Laws (Minutes, Board of Directors, February 9, 1985: p.9).
  
- c) The Board of Directors authorizes the Executive Director to suspend from the list of registered sports officials, in the applicable sport(s), any person:
  - i. Who repeatedly violates or cancels contracts with member schools or repeatedly alters proposed contracts without the consent of the other contracting party.
  - ii. Who pursues a course of action which is detrimental to the welfare of PIAA or members there of.
  - iii. Who will not cooperate with PIAA.
  - iv. Whose conduct on or off the competition surface is not conducive to the best interest of PIAA.
  - v. Who will not comply with the regulations pertaining to sports officials by the Board of Directors.

## 5. Reinstatement of Suspended Officials:

The exclusive procedure by which an official, who has been suspended for any length of time and for any reason, may be reinstated as a PIAA-registered official is as follows:

- a) A suspended official must send a new application for registration to the PIAA Office.
- b) A registration fee of thirty dollars (\$30.00) must accompany the application.
- c) The suspended official must take the examination in the sport in which reinstatement is requested and earn a grade of seventy-five percent (75%) or better on the examination.
- d) The annual dues for the sport or sports in which reinstatement is requested must be paid (Minutes, Board of Directors, Summer Workshop, July 24, 1986: p. 8).

## 6. Causes For Probation:

The Board of Directors authorizes the Executive Director to place on probation and exclude from eligibility for assignment to District or inter-district championships, in the applicable sport(s), any registered sports official:

- a) Who violates or cancels a contract with a member school or alters a proposed contract without the consent of the other contracting party.
- b) Who fails to wear the required uniform?
- c) Who will not cooperate with PIAA?
- d) Whose conduct on or off the competition surface is not conducive to the best interest of PIAA.
- e) Who fails to comply with regulations pertaining to sports officials by the Board of Directors?

## 7. Contracts:

The position of the PIAA is aligned with the Pennsylvania Labor Relations Board, which has interpreted athletic officials as being independent contractors, and who, as such, are free to contract their services to any PIAA member school, pursuant to the regulations in the PIAA Constitution. Officials are not employees of PIAA, Inc.

- a) It will be observed that Article XIV, Section 3 of the PIAA By-Laws mentions the words "official contract". The contract, in order to be valid, must be in writing and must be on the printed form that can be obtained at the PIAA Office. School administrators and officials are advised to have all contracts for officiating drawn up in duplicate on the "Official Contract" form in order to guarantee the proper protection to all parties involved.
- b) While it is required that principals or athletic directors of contesting schools personally sign all contracts for games with member schools, it is also required by the PIAA Constitution and Board of Directors' interpretation that contracts with officials must likewise be in writing, drawn up on the official PIAA contract forms, and signed by the principal or athletic director of the home school or one principal or athletic director representing a league or conference.
- c) NO CONTRACT WITH AN OFFICIAL WILL BE CONSIDERED VALID IN CASE OF PROTEST UNLESS IT IS EXECUTED ON THE OFFICIAL PIAA CONTRACT FORM.
- d) An organized league may authorize one designated principal or athletic director to sign all officials' contracts for that particular league.
- e) In case a member school violates or cancels a contract with an official, the District Committee or PIAA Board of Directors, in their respective jurisdictions, may require a school so violating or so canceling to pay the offended officials the fee or fees for the game or games which have been provided in the official contract. Such failure to live up to the terms of the contract, on the part of a member school, shall be considered a violation of the

## Constitution and By-Laws of the PIAA.

- f) The above statement will not apply when the violation shall be due to the postponement or cancellation of a game as a result of unfavorable weather conditions, impassable highways or other circumstances beyond the control of the contracting school. When a game is postponed for any of the aforementioned causes, the contract shall be binding for the postponed date unless the official is unable to officiate the postponed game because of a previously signed contract for another game.

In the case of cancelled or postponed games, the official shall be paid only traveling expenses if he appears at the time of the game originally scheduled, without being notified of the postponement or cancellation.

- g) The contract shall not be binding if the official is suspended or dropped from the approved list of officials by the Board of Directors of the PIAA, or if the official is otherwise not in good standing with the PIAA at the time the services are to be rendered. A contract shall likewise not be binding while a school, its team, or the school's athletic relations with its intended opponent have been suspended by a District Committee or the Board of Directors.
- i. The Board of Directors may drop permanently from the list of registered sports officials any person who is palpably unfair and biased in his decisions in contests; or any person whose conduct on or off the competition surface unfits him to act as a registered sports official.
- ii. The Board of Directors authorizes the Executive Director to suspend from the list of registered sports officials, in the applicable sport(s), any person who repeatedly violates or cancels contracts with member schools or repeatedly alters proposed contracts without the consent of the other contracting party; who is charged with aggravated assault, a drug-related offense, or a sex-related offense; who pursues a course of action which is detrimental to the welfare of PIAA or members thereof; who will not cooperate with PIAA; whose conduct on or off the competition surface is not conducive to the best interests of PIAA; or who will not comply with the regulations pertaining to sports officials by the Board of Directors.

### 8. Fees:

- a) Basically, the matter of officials' fees is an agreement between the individual official and the school retaining him/her. A contract, to be valid, shall be in writing, drawn-up according to the prescribed form of officials' contract, and signed by the official and the principal or athletic director of the school.
- b) The Board of Directors does not concede the right to any Chapter of Officials to establish minimum fees for officiating in interscholastic games. The Board of Directors, likewise, does not accord the right of any league or organized group of member schools to establish maximum fees for officials who officiate in their games.
- c) Such unilateral actions by any group of registered sports officials, or any group of member schools, is not in accord with the highest principles of amateur athletics as they should be conducted in the high schools of Pennsylvania.

### 9. Military Service:

- a) The Board of Directors has authorized the Executive Director to waive the annual dues of any registered official who has entered into the United States military service unless, however, such military duty is part of a career service.
- b) An official returning from military service to civilian status shall not be required to pay back dues. The official shall not be required to take the written examination unless the military service has extended continuously for more than three years.

### 10. Inactive Officials:

- a) An official may become inactive for a period not to exceed two (2) years because of health, employment or moving from the state.
- b) Under certain extenuating conditions an official may remain inactive for a period to exceed two (2) years through approval of the Executive Director.
- c) The official will submit the "Inactive Status Form", signed by the chapter secretary, to verify the inactive status, to the PIAA Office for approval each year that an official plans to be inactive. "Inactive Status Forms" must be filed with the PIAA Office by: **September 1 for Fall Sports; December 1 for Winter Sports; and April 1 for Spring Sports.**
- d) Officials must continue to pay their PIAA annual dues.
- e) Inactive officials will not be required to attend the annual rules interpretation meeting or chapter meetings.
- f) Inactive officials may not officiate any PIAA contests. If inactive officials violate their inactive status, they may be suspended by the Executive Director.

#### **11. Reciprocity with Other States:**

Officials from states other than Pennsylvania, who are approved by their state high school activities or athletic associations, may be approved by the PIAA on the basis of the Reciprocity Agreement between the PIAA and the respective state high school activities or athletic associations. The same applies to the registration of PIAA officials in other states with which the PIAA has Reciprocity Agreements.

Further, any officials who are suspended as PIAA-Registered Sports Officials will not be permitted the privilege of transfer accorded by Reciprocity Agreements (Minutes, Board of Directors, Summer Workshop, July 24, 1986: pp. 8-9).

#### **12. Retired Officials:**

- a) Should report their "retired" status to both the local chapter and the PIAA Office to avoid becoming suspended.
- b) Gold Card Program: Honorary gold cards will be issued to retired officials with fifteen (15) or more years of officiating upon a request from the officials' representatives or chapter secretaries. Gold cards will be issued upon retirement as an official in all sports. Gold cards are recognition for service and are not to be considered as passes for free admittance to regular season athletic contests unless sanctioned by respective member schools. Gold passes will not be honored for any district or inter-district play-off games.
- c) A certificate showing the years of service will be issued to retired officials with fifteen (15) or more years of officiating in one (1) sport upon a request from the officials' representatives or chapter secretaries.
- d) Active officials who have served PIAA member schools for 25/35 years or more as a registered PIAA official will be invited to attend the PIAA 25/35 year active officials banquet held in conjunction with the annual PIAA Officials' Convention.
- e) Honorees are to physically attend this banquet to receive their token of appreciation for these years of service to honor them among their peers. The official's health or family health problems will be given full consideration of an alternate delivery method by their local officials' representative (Minutes, Board of Directors, July 21, 1994, re-affirmed July 21, 2000).

#### **D. Application Procedure for A Chapter Charter Including Duties of Chapter Secretaries and Interpreters:**

- 1. Only PIAA approved officials may apply.
- 2. A group of fifteen (15) or more active PIAA officials is required to organize a chapter. Where circumstances warrant, the Executive Director may issue a charter to a lesser

number, with possibility of growth, and area development.

3. A resolution for the formation of a chapter, giving reasons for such organization, must be adopted by the group.
4. The group shall adopt its own name, which shall contain the words "Chapter of (Name of Sport) PIAA Officials."
5. The Constitution of the Chapters of Registered Athletic Officials of the PIAA must be adopted by the group prior to the issuance of a charter.
6. The group shall elect officers consisting of President, Vice President, Secretary-Treasurer, or Secretary and Treasurer, Interpreter, and at least two additional members who, with the elected officers, shall comprise the Executive Committee of the chapter.

**a. CHAPTER SECRETARIES shall:**

- i. Receive the reasons for absences from the regularly scheduled chapter meetings submitted in writing by the chapter members.
- ii. At the close of each sport's season, submit to the PIAA Office, an "End of Year Chapter Summary Report," which includes the next season's chapter officers, officials who have transferred into the chapter, and officials who have failed to physically attend the mandated six (6) chapter meetings and who have not submitted acceptable excuses. This report must be submitted no later than ten days after the last chapter meeting. Also, chapters must submit the next year's chapter meeting dates at this time.
- iii. Sign "Chapter Affiliation Forms" to verify a newly registered official's membership in the local chapter. The secretary will return the form to the new official, who within fifteen (15) days of his approval by the PIAA Office must submit the form to the PIAA Office.
- iv. Sign "Inactive Status Forms" to verify an official's desire to declare an inactive status for a given sports year. The form will be returned by the secretary to the official, who must submit the form to the PIAA Office for approval.

**Inactive forms must be filed with the PIAA Office by:**

**September 1 for Fall Sports;  
December 1 for Winter Sports;  
April 1 for Spring Sports.**

**b. CHAPTER INTERPRETERS shall:**

- i. Attend one of the regional annual rules interpretation meetings conducted by the statewide interpreter of the respective sports.
- ii. Notify the Associate Executive Director at a predetermined date as to the date, time and site of their local chapter's annual rules interpretation meeting.
- iii. Coordinate efforts with the chapter secretary to communicate to all chapter members the date, time and site of the annual rules interpretation meeting.
- iv. Inform local chapter members of the dates, times and sites of other chapters' annual rules interpretation meetings in case a conflict of

obligations should arise on behalf of any of the chapter members.

- v. Record the names of persons from the local chapter who are absent from the annual rules interpretation meeting as well as list those names of persons from other chapters who are present at the annual rules interpretation meeting. The officials' attendance form along with the coaches' attendance form must be mailed to the PIAA Office no later than ten (10) days following the date of the rules interpretation meeting in a particular sport.

## **E. Required Uniforms For PIAA-Registered Officials:**

### **1. Official's Emblem**

- a) By formal action of the Officials' Council, May 3, 1952, an identifying PIAA official's emblem was adopted. The standard emblem is in the form of a Pennsylvania keystone; colors, blue and gold; with lettering: PIAA Official.
- b) By action of both the Board of Directors and the Officials Council, the emblem is an integral part of the officially prescribed PIAA standard uniform. As such, it must be worn on the left sleeve (3 inches down from shoulder seam) of the official's standard shirt when officiating in all PIAA sponsored games. The PIAA emblem is the only item that shall be worn on the official's shirt. Any other patch, emblem or identifying item may be worn on an officials' jacket, but not on the officials' shirt.
- c) Each official when registered receives a PIAA emblem free of charge. Additional emblems may be purchased from the PIAA Office for \$2.00 each.

### **2. Required Uniform Policy:**

- a) Except where specifically modified by the Board of Directors, the acceptable official's uniform for any PIAA contest will be determined by the National Federation Rules.
- b) All PIAA-Registered Sports Officials must wear identical uniforms during a contest.
- c) The wearing of jewelry (except wedding bands and medical-alert bracelets) and wrist watches (except as a required timing device) is prohibited. Smoking and/or tobacco chewing is prohibited. Obviously, use of alcoholic beverages prior to game assignments is prohibited (Minutes, Board of Directors, PIAA Summer Workshop, July 17, 1989, p. 3).
- d) Required uniform for PIAA-Registered Officials:

#### **i. Baseball/Softball**

Shirt	Navy blue pullover / Power blue pullover
Undershirt	Navy blue
Slacks	Light Gray (Heather)
Socks	Solid black
Shoes	Solid black (with black laces)
Belt	Black
Cap	Navy blue - PIAA in Gold (fitted)
Ball bag	Navy blue
Jacket	Navy blue (if needed)

**ii. Basketball**

- Shirt ..... Alternating black and white 1-inch vertically striped, short-sleeved shirt with a black collar or v-neck collar.
- Slacks... Full length black trousers
- Belt ..... Black
- Socks.... Black
- Shoes ... Solid black with black laces

**iii. Field Hockey**

- Shirt. . . . Alternating black and white 1-inch vertically striped, long or short sleeved shirt with a black collar or v-neck collar.
- Skirt ..... Black (black culottes, slacks or shorts may be worn)
- Socks.... Black knee socks or sneaker socks
- Shoes ... Solid black with black laces
- Lanyard  
or Smitty Black
- Whistle.. Black
- Turtleneck Black or white (if needed)

**iv. Football**

- Hat..... Black fitted baseball cap with white piping. The referee shall wear a solid white fitted baseball cap.
- Shirt ..... Alternating black and white 1-inch vertically striped, long or short sleeved shirt with a black collar.
- Belt ..... Black leather 1¼ to 2 inches wide.
- Knickers White tapered knickers shall be worn with a short overlap below the knee. (Not more than 4 inches).
- Stockings One-piece with a modified northwestern stripem, ½ inch white, ½ inch black.
- Shoes ... Solid black with black laces with no white markings.
- Jacket... Black and white vertically striped jacket (not to be worn during the game).
- Lanyard Black.
- Whistle.. Black finger style (recommended).
- Turtleneck Black or white (if needed). All members of the same crew must dress alike.

**Note:** Shorts are no longer permitted as part of the PIAA required uniform policy (July 17, 1998 Board of Directors Meeting).

**v. Gymnastics Women**

- Shirt ..... White
- Jacket... Navy blue
- Skirt ..... Navy blue
- Slacks... Navy blue
- Shoes ... Navy blue

**Gymnastics Men**

- Shirt ..... White
- Jacket... Navy blue
- Slacks... Gray
- Shoes ... Solid black with black laces

**vi. Soccer**

- Shirt ..... Long or short sleeved alternating black and white 1-inch vertically striped shirt with a black collar or solid black shirt with white collar.
- Shorts ... Black (black long trousers, culottes or skirt may also be worn)
- Stockings Long black with white tops
- Shoes ... Solid black with black laces

**vii. Swimming and Diving**

Shirt ..... White, short sleeved  
 Slacks... Navy Blue  
 Shoes ... Solid white deck shoes

**viii. Track and Field**

Shirt ..... White  
 Slacks .. Navy blue  
 Shorts ... Navy blue  
 Cap..... Navy blue

**Note:** Starters will wear an orange cap, orange shirt or orange jacket and/or orange sleeve.

**ix. Volleyball**

Shirt ..... Alternating black and white 1-inch striped, short sleeved shirt with a black collar or v-neck collar.

Slacks... Black  
 Belt ..... Black  
 Socks.... Black  
 Shoes ... Solid black with black laces  
 Lanyard  
 or Smitty Black  
 Whistle.. Black

(Minutes, Board of Directors, Summer Workshop, July 24, 1986: p.7)

**x. Wrestling**

Shirt ..... Alternating black and white 1-inch vertically striped short sleeved shirt with a black collar or v-neck collar.

Slacks... Full length Black Trousers  
 Belt ..... Black  
 Socks.... Black  
 Shoes ... Solid black with black laces  
 Lanyard  
 or Smitty Black

**NOTE:** In those cases where the official's shirt is the black and white one-inch striped shirt with a black collar, the stripes must be vertical. In sports which officials wear jackets, the jacket must be black or navy blue and may have the PIAA officials' emblem and/or chapter patch displayed upon it.

**The use of the officials' standard uniform is mandatory.**

## II. CONSTITUTION AND BY-LAWS OF THE PENNSYLVANIA INTERSCHOLASTIC ATHLETIC ASSOCIATION, INC. (PIAA) CHAPTERS OF REGISTERED SPORTS OFFICIALS

**(Revised by the PIAA Board of Directors July 18, 2003)**

For a chapter to receive PIAA approval, the following Constitution shall be adopted, verbatim, and approval of the chapter's charter is contingent upon this adoption, without any modification whatsoever:

### ARTICLE I - NAME

The name of this organization of registered PIAA Sports Officials shall be the [Name] Chapter of PIAA-Registered [Sport] Officials.

### ARTICLE II - PURPOSE

- Section 1.** To unite under a common bond, and in various chapters dedicated to a particular sport throughout the PIAA, all Pennsylvania Interscholastic Athletic Association Inc. registered Sports Officials into a unified statewide organization.
- Section 2.** To study the appropriate Contest rules and to discuss their intent for uniform interpretations, and to progressively improve the quality of sports officiating through the study of approved mechanics.
- Section 3.** To establish, promote, and maintain a code of officiating ethics, and to conduct each athletic contest as an instrumentality in the development of character, good sportsmanship, and a high level of American citizenship.
- Section 4.** To cooperate with the appropriate National Federation of State High School Associations (NFHS) Rules Committee in the advancement of that sport as a recognized and wholesome form of physical development and recreation.
- Section 5.** To progressively improve and elevate the officiating standards of the Pennsylvania Interscholastic Athletic Association, Inc., and to maintain the integrity of the high competitive ideals of the Association.
- Section 6.** To render a more efficient service to the member schools of the Association through cooperative efforts, and the development of right professional attitudes towards their athletic programs.

### ARTICLE III - ORGANIZATION

- Section 1.** Local Chapters of Registered Sports Officials of the Pennsylvania Interscholastic Athletic Association, Inc. shall be organized by the PIAA Office in all districts where deemed necessary, in order to meet the service demands of prescribed areas on a statewide basis. Chapters must meet the minimum requirement of fifteen (15) members to start a chapter. Chapters will be approved with either the support of the District Officials' Representatives or by action of the Executive Director.
- Section 2.** Upon the completion of all necessary conditions and procedures, the Executive Director may issue an official charter to each Chapter, signed by the President and the Executive Director of the Pennsylvania Interscholastic Athletic Association, Inc.
- Section 3.** The chapter shall specify the sport to be administered, and chapter activity shall be confined to the sport so authorized and designated.
- Section 4.** Charters may be revoked when a chapter (1) fails to fulfill one or more of the purposes set forth in ARTICLE II herein and/or (2) does not show growth within 18 months from the time the charter was issued, when said charter is granted solely upon the possibility of growth. Chapters who fall below 15 members will be requested to merge with the nearest chapter.



**Section 2.** The term of each office shall be for one year. Each officer must be elected for a one-year term.

**Section 3.** The duties of each officer shall be those pertinent to the office and ordinarily performed by each officer, or as may be directed by the President of the Chapter.

#### **ARTICLE VIII - EXECUTIVE COMMITTEE**

**Section 1.** There shall be an Executive Committee consisting of all the elected officers, and at least two other members of the chapter elected at the annual business meeting of the chapter.

**Section 2.** The Executive Committee shall conduct all necessary business of the chapter between the annual business meeting and the next successive meeting of the chapter.

**Section 3.** The Executive Committee shall authorize and direct the President to appoint such standing and special committees as it may deem necessary or desirable for the efficient operation of the chapter.

**Section 4.** An officer shall incur no financial obligations relative to chapter activities or any committee thereof, except as may be specifically authorized by the Executive Committee of the chapter.

#### **ARTICLE IX - MEETINGS**

**Section 1.** A chapter, in order to maintain its charter, shall meet no less than six (6) times during its specific sport season. This number shall be regarded as the minimum in any sport season. It is strongly recommended that chapters hold eight (8) meetings per sport season to accommodate the needs of their affiliates.

**Section 2.** In all sports that have chartered chapters, it is **recommended** that officials attend a minimum of two (2) meetings prior to the approved starting date of the Regular Season and at least four (4) meetings throughout the Regular Season. Chapters must hold meetings, minimally, from the first Practice date through the last Regular Season Contest date. It is recommended that each meeting be scheduled for minimally ninety minutes in length for chapters to handle attendance, approve previous meeting minutes, handle old and new business, and spend a quality portion on officiating mechanics and rules interpretations.

**Section 3.** Each chapter must conduct at least one (1) meeting between the annual mandatory rules interpretation meeting and the first Regular Season Contest date of that sport.

**Section 4.** All officials involved in sports with dual seasons, must attend one (1) PIAA annual mandatory rules interpretation meeting in the summer and must attend a minimum of six (6) chapter meetings during the fall sports' season. In addition, all officials who officiate in the spring must attend one (1) "review" rules interpretation meeting before the start of the spring sports' season, which shall be conducted by the chapter interpreter prior to the second Monday in March. However, if none of the affiliates of a chapter officiate the sport during the fall season, then all affiliates of the chapter must attend one (1) PIAA annual mandatory rules interpretation meeting in the summer and a minimum of six (6) chapter meetings during the spring sports' season (Minutes, Board of Directors, PIAA Summer Workshop, July 17, 1989: p. 3).

#### **ARTICLE X - ATTENDANCE**

**Section 1.** At the beginning of each sports' season, all chapter secretaries will receive a complete roster, including names, addresses, and telephone numbers of the affiliates of the chapter from the PIAA Office. Any discrepancies should be reported to the PIAA Office.

- Section 2.** All chapter secretaries shall maintain an accurate record of attendance of officials at all chapter meetings.
- Section 3.** Eligibility for maintaining membership, as a PIAA registered official, shall depend upon actual attendance of a minimum of six (6) meetings of any number of meetings conducted during a particular sport's season, and attendance at the Annual Mandatory Rules Interpretation Meeting.
- Section 4.** When the operation of Section 3 of this Article would impose an undue personal hardship on any individual the provisions thereof may be set aside for that particular official, by specific action of the Executive Director, or the Executive Director's designee.
- Section 5.** Reasons for absences shall be submitted in writing to the appropriate chapter secretary. The secretary will then communicate, in writing, to the Executive Director, or the Executive Director's designee, the names of the officials who have not attended six (6) chapter meetings or have not submitted acceptable excuses for the official's absences.
- Section 6.** At the close of each sport's season, each chapter secretary shall submit to the PIAA Office an End of Year Chapter Summary Report showing any changes which have taken place in the chapter membership for the current sports' season. In addition to the End of Year Chapter Summary Report, each chapter will submit next sports' season chapter meeting dates.
- Section 7.** All chapter interpreters, in conjunction with their chapter secretaries, will submit an annual mandatory rules interpretation meeting form listing the date, site, and time of their next sports' season annual mandatory rules interpretation meeting prior to April 15<sup>th</sup> of each year.
- Section 8.** Certified attendance at an annual mandatory rules interpretation meeting in baseball, basketball, field hockey, football, girls' gymnastics, girls' lacrosse, soccer, softball, swimming and diving, track and field, volleyball, and wrestling conducted by a PIAA chapter is mandatory for all officials registered in those sports. Attendance at the annual mandatory rules interpretation meeting shall not count towards the minimum requirement of attending six (6) chapter meetings.

## **ARTICLE XI - REINSTATEMENT OF SUSPENDED OFFICIALS**

The exclusive procedure by which an official, who has been suspended for any length of time and for any reason, may be reinstated as a PIAA-registered official is as follows:

- 1) A suspended official must send a new application for registration to the PIAA Office.
- 2) A fee of thirty dollars (\$30.00) must accompany the application.
- 3) The suspended official must take the examination in the sport in which reinstatement is requested and earn a grade of seventy-five percent (75%) or better on the examination.
- 4) The annual registration fee for the sport or sports in which reinstatement is requested must be paid (Minutes, Board of Directors, Summer Workshop, July 24, 1986: p. 8)

## **ARTICLE XII - VOTING**

- Section 1.** Each member of a chapter shall have one vote on all questions, and the vote of the majority shall prevail in all matters.
- Section 2.** Provided a quorum is present for the purpose of conducting business, a majority shall be one vote more than one-half of the number of members present.

### **ARTICLE XIII - REPRESENTATION ON DISTRICT COMMITTEES**

- Section 1.** Officials in each district are entitled to a voting member on the District Committee. The term of office is for two years with privilege of re-election. The odd-numbered districts (1, 3, 5, 7, 9, and 11) will elect their representative in the odd-numbered years. The even-numbered districts (2, 4, 6, 8, 10, and 12) will elect their representative in the even-numbered years. Nominations for officials' representatives to district committees may only come from chapters located within the respective districts. An official may only be a nominee in the district in which he/she resides. Nominations must be sent to the Executive Director no later than November 10. Ballots are then mailed to all of the officials registered in the district. Where there is only one (1) nominee for an officials' representative position in a district, an election will not be conducted, and the nominee will be elected to the position.
- Section 2.** Nominations for the officials' representative on district committees shall be made at regularly scheduled chapter meetings. A PIAA officials' chapter is not required to submit a nomination for the position of PIAA District Officials' Representative. In some PIAA districts there is only one (1) officials' representative for the district. In those PIAA districts only one (1) nomination may be submitted by each chapter. Following the receipt of the nominations, ballots are then mailed to all the officials registered in the district.
- Section 3.** The incumbent Officials' Representative may seek re-election by notifying the respective district chairman, thus nullifying the need for chapter endorsement.
- Section 4.** Each PIAA registered official shall be privileged to cast one ballot in his own district in the selection of the Officials' Representative on the PIAA District Committee. Multiple registration shall not increase the right of franchise beyond the single vote.
- Section 5.** The district of an official is the PIAA district in which he resides. Interpretation by the Board of Directors (Article VIII, Section 1, Part B-3, PIAA Constitution).
- Section 6.** The Chairman of the District Committee may designate an alternate to assume the duties of the Officials' Representative, when necessary.

### **ARTICLE XIV - REPORTS**

- Section 1.** The chapter secretary, immediately following the annual election, (to be held at last scheduled meeting) shall forward to the Executive Director via the End of Year Chapter Report, the names of all duly elected officers, the members of the Executive Committee and the rules interpreter for the ensuing year.
- Section 2.** The chapter secretary, when specifically requested by the PIAA Office, shall be required to submit a report on any matter of chapter business, or the status of any of its members.
- Section 3.** Each member, when requested by the PIAA Office, shall be required to submit a written report of his official conduct in any game in which he participated as a game official.
- Section 4.** An official may report an alleged violation of the nondiscrimination policies of PIAA to the Officials' Representative(s) of the PIAA District in which the official resides, or to the Associate Executive Director of PIAA, in writing, describing the alleged violation in such detail as is available to the official.

**ARTICLE XV - NONDISCRIMINATION ON THE BASIS OF GENDER**

**Section 1.** The chapter, and any officers, agents, and employees thereof, who participate in the evaluation of officials or the assignment of officials to regular season games involving a PIAA member school or post-regular season PIAA contests, shall not refuse to assign an official based on the gender of the official or the gender of the participating student-athletes, shall not discriminate against any official on the basis of gender with respect to the level, quality, or number of assignments, and shall not otherwise discriminate against any official on the basis of gender.

**Section 2.** If the chapter, or any officer, agent, or employee thereof, creates or maintains a system of evaluating officials for the purpose of influencing the assignment of officials to regular season games involving a PIAA member school or post-regular season PIAA contests, the evaluation system must be fair and equitable, must use gender-neutral evaluation criteria and procedures, and must include women among the persons performing the evaluations wherever it is practicable to do so. No person or entity listed in the immediately preceding sentence may participate in any such evaluation system if the person or entity knows that such system is not fair and equitable, does not use gender-neutral evaluation criteria, or does not include women among the persons performing the evaluation wherever it is practicable to do so.

**ARTICLE XVI - AMENDMENTS**

This Constitution may be amended at any time by majority vote at any meeting of the PIAA Board of Directors.

**ARTICLE XVII - INTERPRETATION**

The final interpretation of any article or section of this Constitution shall rest with the PIAA Executive Director, and the subsequent concurrence of the PIAA Board of Directors.

**ARTICLE XVIII - BY-LAWS**

The Chapter By-Laws are to be formulated and adopted by each individual chapter to guide local administration. They shall not however, supersede nor conflict with any provision of this Constitution.

**III. EXCERPTS FROM THE PIAA CONSTITUTION AND BY-LAWS THAT PERTAIN TO OFFICIALS**

**CONSTITUTION**

**ARTICLE VI – BOARD OF DIRECTORS AND OFFICERS**

**Section 2. Membership of the Board of Directors.**

\* \* \*

I. One female official, who is an active official, elected annually from among their own number by the female officials' members of District Committees, and one male official, who is an active official, elected annually from among their own number by the male officials' members of District Committees shall serve as members of the Board of Directors.

\* \* \*

N. Each constituency entitled to select a member of the Board of Directors may select one or more alternates for each such member. In the absence of a member from a meeting of the Board of Directors, one of the alternates may attend such meeting and exercise at the meeting all powers of the absent member.

\* \* \*

**Section 3. Term of Office.**

The members of the Board of Directors shall serve for a period of one year beginning July 1st next following their election, except the Junior High/Middle Schools' representative, the representative of the Pennsylvania State Athletic Directors' Association (PSADA), the representative of the Pennsylvania Coaches' Association (PCA), the chairpersons of the Girls' Athletics and Private Schools' Steering Committees, and the representatives of the Parents' Advisory Committee, who shall serve for a period of two years.

**ARTICLE VII – POWERS AND DUTIES OF BOARD OF DIRECTORS AND OFFICERS**

**Section 1. Powers and Duties of Board of Directors.**

The Board of Directors shall have the following powers and duties:

\* \* \*

F. To determine the method of and the qualifications for the registration of officials; to determine their powers and duties; and to make and apply necessary penalties and forfeits for the control of such officials.

\* \* \*

I. To fix and enforce penalties for any violation of the Constitution, By-Laws, Policies and Procedures, and Rules and Regulations of this Association and such other by-laws, policies, procedures, rules, and regulations as it may, from time to time, adopt.

\* \* \*

**INTERPRETATIONS**

**Article VII, Section 1-G and Article VIII, Section 3-E and F. October 26, 1957.**

The Board of Directors and District Committees will not consider any protests in Contests which are based on play situations or officials' decisions involving interpretation or judgment of plays.

In no case will the results of a Contest be reversed nor will a Contest be ordered or permitted to be replayed.

Questions regarding interpretation of rules or judgment of officials should be submitted in writing to the Executive Director.

\* \* \*

**ARTICLE VIII - DISTRICT COMMITTEES**

**Section 1. Composition**

A. The makeup of each District Committee shall be decided by the members of that particular District; provided that at least one member of the District Committee shall be a representative of the junior high/middle schools of the District, one a representative of the School Boards of the District, one a representative of the PIAA-registered officials in the District, one a representative of the Athletic Directors of the District, and one a representative of the girls' athletic programs in the District.

**B. Method of Selection**

\* \* \*

3. The officials' representative shall be elected for a term of two years by the PIAA-registered officials of the District. When there is only one nominee for an officials' representative position in a District, an election will not be conducted, and the nominee will be elected to the position. Representatives of odd-numbered Districts will be elected in the odd-numbered years and representatives of even-numbered Districts will be elected in the even-numbered years.

\* \* \*

**D. Vacancies**

When a vacancy occurs in the membership of the District Committee, the unexpired term shall be filled by the remaining members of the Committee, except that in the case of the School Boards representative, the Board of Directors of the Pennsylvania School Boards Association (PSBA) shall appoint an interim representative to fill the unexpired term; and in the case of the officials' representative(s), the Executive Director shall conduct a special election among the affected PIAA-registered officials of the District to fill the unexpired term(s).

\* \* \*

**ARTICLE IX - LOCAL MANAGEMENT AND CONTROL**

**Section 2. Powers and Duties of Principal.**

The principal shall have the following powers and duties:

\* \* \*

D. To be responsible for the treatment of all visitors and officials attending Contests conducted by the Principal's school. Penalties may be imposed upon a member school whose Principal fails to provide reasonable protection for officials and visitors at home Contests. If a Contest is played at a neutral place, the Principals of the participating schools shall be held jointly responsible for this protection. In such a case, penalties may be imposed upon either or both of the schools.

\* \* \*

F. All written contracts with officials shall be signed by the Principal or by one Principal representing a conference or league or, at the option of the applicable Principal, the Athletic Director or one Athletic Director representing a conference or league.

**BY-LAWS**

**ATHLETIC COURTESY**

**Section 1. Athletics should foster clean sports. It is the privilege and duty of every person connected with athletics to exemplify these principles in that person's own actions and earnestly advocate them before others.**

\* \* \*

H. Decisions of Contest officials are to be abided by, even when they seem unfair.

\* \* \*

- I. Contest officials and opponents are to be regarded and treated as honest in intention. In Contests when opponents conduct themselves in an unbecoming manner, and when Contest officials are manifestly dishonest or incompetent, future relationship with them should be avoided.

**CODE OF ETHICS PERTAINING TO HIGH SCHOOL ATHLETICS**

This Code of Ethics Pertaining to High School Athletics is to be regarded, not only as recommendations, but also as rules governing the conduct of schools, coaches, Contest officials, Athletic Directors, Principals, and the public.

\* \* \*

**Section 2. The Coach Should:**

\* \* \*

- F. Recommend the use of competent Contest officials and support their decisions. The coach should not criticize the actions or decisions of Contest officials before student-athletes or spectators.

\* \* \*

**Section 3. The Contest Official Should:**

- A. Have thorough preparation in the current rules and approved officiating techniques of the sport.
- B. Be physically fit and mentally alert.
- C. Have a neat, distinctive uniform.
- D. Report for duty at least 30 minutes before the scheduled start of a Contest.
- E. Honor all agreements.
- F. Control one's temper at all times.
- G. Call them as one sees them.
- H. Make clear any interpretations and announcements.
- I. Not discuss plays or student-athletes of a team with any of their future opponents.

**Section 4. The Athletic Director should:**

\* \* \*

- A. Have a definite and mutual understanding with other Athletic Directors regarding Contest officials.
- B. Treat visiting teams and Contest officials as guests.

\* \* \*

**ARTICLE XII - ATHLETIC RELATIONS**

\* \* \*

**Section 8. Failure to Agree Upon Officials for Contests.**

In case of failure of the schools to agree upon the officials fifteen days prior to the date of the Contest, it shall be the duty of the Principals of the two schools to notify the District Chairman of such failure. The District Chairman shall then appoint the officials for the Contest, and the fees of the said officials shall be borne by the schools as originally provided in their mutual contract or otherwise. In case the Contest is scheduled between schools located in different Districts, the Executive Director of PIAA shall appoint the officials.

**ARTICLE XIII - PENALTIES**

**Preamble**

As a guiding principle, a penalty imposed by PIAA should be broad and severe if the violation or violations reflect a general disregard for the PIAA Constitution, By-Laws, Policies and Procedures, and/or Rules and Regulations; in those instances where the violation or violations are isolated and of relative insignificance, then the penalty should be more specific and limited. Previous violations of the PIAA Constitution, By-Laws, Policies and Procedures, and/or Rules and Regulations shall be a contributing factor in determining the degree of penalty.

All member schools shall cooperate fully with the PIAA District Committees and Board of Directors to

further the objectives of the Association and shall make available for questioning Athletic Directors, coaches, and other school officials whose testimony may be desired by the District Committee and/or Board of Directors.

\* \* \*

## Section 2. Suspension.

Suspension may consist of suspension of a school from membership, or suspension of one or more of a school's teams from interscholastic athletic competition with PIAA-member schools.

A school or its team(s) may be suspended:

\* \* \*

(3) For persistent violation of Contest officials contracts.

\* \* \*

(5) For neglecting to provide reasonable safeguards for the protection of Contest officials and visiting teams.

\* \* \*

(7) When the conduct of its administration, faculty, coaches, teams, students, or team followers is unsportsmanlike and results in actions which are detrimental to individual, school, and public welfare and which are prejudicial to the purpose of this Association.

\* \* \*

A suspension may be for a defined period of time or may be indefinite. If the suspension is for an indefinite period of time the District Committee or the Board of Directors, within their respective jurisdictions, may also impose conditions which must be met prior to the lifting of the suspension and the suspended school must apply to the body imposing the suspension to lift the suspension.

## Section 8. Disqualification From Next Contest.

Any coach and/or contestant ejected from a Contest by a state high school association recognized and/or registered official in that sport for unsportsmanlike conduct or flagrant misconduct shall be disqualified from coaching and/or participating for the remainder of the day and in the next Contest on the next Contest day at the same level (varsity, junior varsity, or otherwise) of competition.

Any coach and/or contestant ejected from the last Contest in that sport in a sport season shall be disqualified from coaching and/or participating in the first Contest in that sport in the subsequent sport season, at any level (varsity, junior varsity, or otherwise) of competition, at any school.

The official shall file a report with the PIAA Office on the form prescribed for the sport involved, within twenty-four (24) hours following the completion of the Contest in which the ejection occurred. Failure to file such report shall not affect the validity or consequences of the ejection.

\* \* \*

## INTERPRETATION

### October 29, 1945.

A school was suspended by the District Committee and the decision upheld by the Board of Directors because there was no police protection at the end of the Contest. Officials were attacked on the field by cheerleaders, students and adults.

No attempt by school officials to help with protection.

Officials were attacked in the school corridors.

Officials' cars were stoned as they left.

In the same case it was decided by the Board of Directors that under Article VIII, Section 3-G of the PIAA Constitution, the District Committee had the power to make the decision.

\* \* \*

**ARTICLE XV  
OFFICIALS**

**Section 1. Sports Officials Must Be Registered With PIAA.**

All sports officials, in all Contests participated in by a member school of the PIAA, shall be persons who have been registered, and are on active status, with PIAA.

**NOTE:** Section 1 does not apply to Contests played outside of Pennsylvania where the opponent is not a member of PIAA.

**Section 2. How Persons May Become PIAA Officials.**

To become a registered PIAA official in any sport, the applicant shall meet the qualifications and requirements and pass such examination as may be required by the Board of Directors.

**Section 3. Requirement Of Written Contract.**

All member schools of PIAA shall enter into either paper or electronic contracts on the official contract form entitled "Contract for Officials Under PIAA Rules" with all registered sports officials retained by the schools or assigned by an assignor. Registered sports officials are independent contractors and therefore, are NOT employees of PIAA, the school, or the assignor. Disputes arising from oral agreements will not be considered by the Association.

**Section 4. Violation Or Cancellation Of Sports Official's Contract By A Member School.**

If a member school violates or cancels a contract with an official, the District Committee or the Board of Directors, in their respective jurisdictions, may require a school so violating or so canceling to pay to the offended official the fee or fees for the Contest or Contests which have been provided in the official contract. Failure of a member school to live up to the terms of the contract shall be considered a violation of the Constitution and By-Laws of PIAA.

**Section 5. Removal Of Registered Sports Officials.**

The Board of Directors shall remove from the list of registered sports officials any person convicted of, or who pleads guilty or no contest to, aggravated assault, a drug-related offense, or a sex-related offense.

The Board of Directors may remove from the list of registered sports officials any person:

**A.** Who is palpably unfair and biased in the official's decisions in Contests.

**B.** Whose conduct on or off the competition surface unfits the official to act as a registered sports official.

Any sports official removed from the list of registered sports officials may reapply for registration after no less than three (3) school years have passed from such removal. Reinstatement shall be solely within the discretion of the Board of Directors and, in any event, shall not be granted unless the removed sports official (1) meets all of the qualifications and requirements then in place, (2) passes such examination(s) as then may be required by the Board of Directors, and (3), at a hearing before the Board of Directors, demonstrates, by clear and convincing evidence, that the reason(s) for removal have been satisfactorily addressed and that the official currently possesses the character, integrity, moral fitness, and competence to be registered.

**Section 6. Suspension.**

The Board of Directors authorizes the Executive Director to suspend from the list of registered sports officials, in the applicable sport(s), any person:

**A.** Who repeatedly violates or cancels contracts with member schools or repeatedly alters proposed contracts without the consent of the other contracting party.

**B.** Who is charged with aggravated assault, a drug-related offense, or a sex-related offense.

**C.** Who pursues a course of action which is detrimental to the welfare of the Association or members thereof.

**D.** Who will not cooperate with PIAA.

**E.** Whose conduct on or off the competition surface is not conducive to the best interests of PIAA.

**F.** Who will not comply with PIAA regulations pertaining to sports officials.

**G.** Who repeatedly fails to file with the PIAA Office, within twenty-four (24) hours following the completion of the Contest, a report of disqualification of a coach or contestant under ARTICLE XIII, Section 8 of these By-Laws.

**Section 7. Probation.**

The Board of Directors authorizes the Executive Director to place on probation and exclude from eligibility for assignment to District or Inter-District Championship Contests, in the applicable sport(s), any registered sports official:

- A. Who violates or cancels a contract with a member school or alters a proposed contract without the consent of the other contracting party.
- B. Who fails to wear the required uniform.
- C. Who fails to cooperate with PIAA.
- D. Whose conduct on or off the competition surface is not conducive to the best interests of PIAA.
- E. Who fails to comply with PIAA regulations pertaining to sports officials.
- F. Who fails to file with the PIAA Office, within twenty-four (24) hours following the completion of the Contest, a report of disqualification of a coach or contestant under ARTICLE XIII, Section 8 of these By-Laws.

**INTERPRETATION**

The use of the official's standard uniform is mandatory.

\* \* \*

**ARTICLE XVIII  
OFFICIAL RULES FOR SPORTS**

Official rules for various sports shall be as follows except where such rules conflict with rules now or hereafter adopted by the Board of Directors. In cases of such conflict, the rules adopted, changed or modified by the Board of Directors shall apply.

**Section 1.**

Official rules for various sports shall be those published by the National Federation of State High School Associations (NFHS). In those sports where there is no rules publication by NFHS, the rules shall be those adopted, changed or modified by the Board of Directors.

**IV. EXCERPTS FROM THE PIAA POLICIES AND PROCEDURES THAT PERTAIN TO OFFICIALS**  
**POLICY FOR ASSIGNING CONTEST OFFICIALS:**  
**POLICY FOR ASSIGNING REGULAR SEASON CONTEST OFFICIALS/ASSIGNOR(S)**

Member schools are ultimately responsible for entering into contracts with PIAA-registered officials to officiate Regular Season Contests. Member schools may, either directly or through an organized group of member schools, delegate the responsibility of arranging for officiating at specific Regular Season Contests to another individual, typically referred to as an “assignor”, under the following conditions:

- 1) The assignor annually provides certification to the member school, or an organized group of member schools, that the assignor does not assess Contest officials nor accept from Contest officials an assignor’s fee. If there is a fee or other compensation to be paid to the assignor, it shall be paid by the member school, or an organized group of member schools.
- 2) The assignor annually provides certification to the member school, or an organized group of member schools, that the assignor does not discriminate on the bases of gender, national origin, race, religion, or ethnic background of official or participating student-athletes with respect to the level, quality, or number of assignments, and does not otherwise discriminate against any official on the basis of gender, national origin, race, religion, or ethnic background.
- 3) Contracts for Officials Under PIAA Rules (PIAA Official Contract Form) are to be issued for all Contest officials’ assignments and shall be signed by the Principal of the member school or by one Principal representing an organized group of member schools or, at the option of the applicable Principal, the Athletic Director of the member school or one Athletic Director representing an organized group of member schools.

No member school, or an organized group of member schools, shall utilize the services of an assignor whom the member school, or an organized group of member schools, determines is seeking or accepting fees from officials or who is discriminating against officials on the bases of gender, national origin, race, religion, or ethnic background of official or participating student-athletes.

**POLICY FOR ASSIGNING DISTRICT CHAMPIONSHIP CONTEST OFFICIALS**

It is the policy of the PIAA Board of Directors that PIAA District Officials’ Representative(s), or the Officials’ Representative’s designee(s), with the concurrence of the respective PIAA District Chairmen, assign PIAA-registered Contest officials in the sports of baseball, basketball, cross country, field hockey, football, girls’ lacrosse, softball, soccer, swimming and diving, track and field, volleyball, and wrestling to all District Championship Contests.

The PIAA District Officials’ Representative(s), and any agents and employees thereof, who participate in the assignment of officials, shall not refuse to assign an official based on the gender, national origin, race, religion, or ethnic background of the official or the gender, national origin, race, religion, or ethnic background of the participating student-athletes; shall not discriminate against any official on the basis of gender, nation origin, race, religion, or ethnic background with respect to the level, quality, or number of assignments; and shall not otherwise discriminate against any official on the basis of gender, national origin, race, religion, or ethnic background.

**POLICY FOR ASSIGNING INTER-DISTRICT CHAMPIONSHIP CONTEST OFFICIALS**

It is the policy of the PIAA Board of Directors that the PIAA Executive Director, or the Executive Director’s designee, assigns PIAA-registered Contest officials in the sports of baseball, basketball, cross country, field hockey, football, softball, soccer, swimming and diving, track and field, volleyball, and wrestling to all Inter-District Championship Contests.

PIAA, and any officers, agents and employees thereof and Chapters of Registered Officials, and any officers, agents and employees thereof who participate in the assignment of officials to Postseason Contests, shall not refuse to assign a Contest official based on the gender, national origin, race, religion, or ethnic background of the Contest official or the gender, national origin, race, religion, or ethnic background of the participating student-athletes, shall not discriminate against any Contest official on the basis of gender, national origin, race, religion, or ethnic background with respect to the level, quality, or number of assignments, and shall not otherwise discriminate against any Contest official on the basis of gender, national origin, race, religion, or ethnic background.

A Contest official may report an alleged violation of the nondiscrimination provisions of this Policy for Assigning Contest Officials to the Officials' Representative(s) of the PIAA District in which the Contest official resides, or to the Associate Executive Director of PIAA, in writing, describing the alleged violation in such detail as is available to the Contest official. The Officials' Representative will forward a copy of any such report to the Associate Executive Director of PIAA. In either case, the Associate Executive Director of PIAA will circulate any such report in summarized form to the officers of PIAA and to the PIAA Board of Directors. PIAA, and any officers, agents, and employees thereof, and Chapters of Registered Officials, and any officers, agents, and employees thereof who participate in the assignment of Contest officials, shall not retaliate against any person because of the filing of a report with the Officials' Representative or the Associate Executive Director.

## **PROCEDURE FOR ADDRESSING CONCERNS OF OFFICIALS REGARDING ASSIGNMENTS AND EVALUATIONS**

### **A. Discrimination In Assignments and/or Evaluations.**

Any PIAA-registered Contest official who believes that he or she has been discriminated against by a school, assignor, or evaluator on the basis of gender, national origin, race, religion, or ethnic background should report, in writing, such allegation to the Officials' Representative(s) of the PIAA District in which the Contest official resides or to the Associate Executive Director of PIAA. The official's report should describe in as much detail as is available the alleged discrimination. If the report is provided to the District Officials' Representative, that person shall promptly forward the report to the PIAA Associate Executive Director.

Upon receipt of the report, the PIAA Associate Executive Director shall offer to, directly or through a designee, mediate the dispute. Any assignor or evaluator accused of discrimination will be expected to participate in good faith in the mediation process. Refusal to so participate shall be communicated to the conference(s) or league(s) using the assignor or evaluator and shall render the assignor or evaluator ineligible to further assign or evaluate until the dispute is resolved.

Upon conclusion of efforts to mediate the dispute, the PIAA Associate Executive Director will circulate the report from the official, in summarized form, as well as a report of the mediation, to the officers of PIAA and to the PIAA Board of Directors.

Any official who is dissatisfied with the results of mediation and who believes that a school, assignor, or evaluator engages in discrimination against officials may request a hearing before the PIAA Board of Directors. The official shall have the burden of demonstrating such discrimination. If such discrimination is found, the PIAA Board of Directors may apply one or more of the penalties set forth in ARTICLE XIII, PENALTIES, of the By-Laws.

PIAA, and any officers, agents, and employees thereof, and Chapters of Registered Officials, and any officers, agents, and employees thereof who participate in the assignment of officials for Regular Season Contest involving a PIAA-member school or District or Inter-District Championship Contests, shall not retaliate against any person because of the filing of a report with the Officials' Representative or the Associate Executive Director.

### **B. Dissatisfaction With Evaluation**

Any registered official who believes that he or she has been incorrectly evaluated shall report, in writing, such dissatisfaction to the Officials' Representative(s) of the PIAA District in which the Contest official resides. The official's report should describe, in as much detail as is available, the reasons why the evaluation is inaccurate.

Upon receipt of the report, the District Officials' Representative shall offer to, directly or through a designee, mediate the dispute. If mediation is unsuccessful, the official may request a hearing before the District Committee to review the evaluation. Upon the conclusion of the hearing, the District Committee may (1) leave the evaluation as originally prepared; (2) strike the evaluation; and/or (3) direct that a new evaluation occur.

In those instances in which a PIAA-member school or group of member schools enters into a contract by which responsibility for the assignment of Contest officials is given to another person or entity, PIAA recommends that PIAA-member schools include contract language that is identical to the nondiscrimination provisions of this Policy. PIAA also recommends that, in those instances in which the responsibility for the assignment of Contest officials is given to another person or entity by a PIAA-member school or group of

member schools in a document that is less formal than a contract (such as, for example, an annual letter), the document include equivalent language.

## **FEES:**

### **POLICY REGARDING REGULAR SEASON CONTEST OFFICIALS' FEES**

The matter of Contest officials' fees is an agreement between the individual Contest official and the school employing that Contest official. A contract, to be valid, shall be in writing, drawn-up according to the prescribed officials' contract form, and signed by the Contest official and the Principal or Athletic Director of the school.

The Board of Directors will not sanction, recognize, or support the establishment of either minimum fees or maximum fees for officiating Regular Season Contests by either any Chapter of Sports Officials or organized group of member schools.

Host Principals and/or Athletic Directors should assure that Contest officials' fees are paid to them **prior to** the beginning of **all** Regular Season Contests.

## **EVALUATION OF OFFICIALS:**

### **POLICY REGARDING EVALUATION OF REGULAR SEASON, DISTRICT CHAMPIONSHIP, AND INTER-DISTRICT CHAMPIONSHIP CONTEST OFFICIALS: EVALUATION OF REGULAR SEASON CONTEST OFFICIALS**

Evaluation forms for local chapters are available in each sport's chapter rules interpreter's meeting guide. Local chapters, in evaluating their member officials, may utilize these evaluation instruments. A composite of chapter members' evaluations should be submitted to each elected PIAA District Officials' Representative(s) for their information and use.

As a continuing service to local chapters, additional information and/or discussion items may also be obtained by contacting the PIAA Office.

### **EVALUATION OF PIAA DISTRICT CHAMPIONSHIP CONTEST OFFICIALS**

It is recommended that all officials assigned to District Championship Contests in the sports of baseball, basketball, field hockey, football, softball, soccer, volleyball, and wrestling be evaluated.

It is recommended that PIAA District Officials' Representative(s) assign evaluators to District Championship Contests in the sports of baseball, basketball, field hockey, football, softball, soccer, volleyball, and wrestling. The District Officials' Representative(s) may defer to the PIAA District-appointed site manager to secure a capable evaluator. A list of chapter or district rules interpreters is available from the PIAA Office to assist in identifying trained observers to evaluate District Championship Contest-assigned officials.

An evaluation instrument, which has been developed by the PIAA Associate Executive Director with assistance from the respective statewide rules interpreters, district interpreters, chapter interpreters and District Officials' Representative(s), is available from the PIAA Office to assist in the PIAA District evaluation process.

It is recommended that a completed evaluation form be submitted to the PIAA District Officials' Representative(s), Executive Director/Secretary and/or sport specific chairman immediately following the conclusion of the District Contest but no later than 24 hours after the conclusion of that Contest, for use in further assessing Contest officials for subsequent rounds.

### **EVALUATION OF PIAA-ASSIGNED INTER-DISTRICT CHAMPIONSHIP CONTEST OFFICIALS**

All officials assigned to Inter-District Championship Contests in the sports of baseball, basketball, field hockey, football, softball, soccer, volleyball, and wrestling are to be evaluated.

Inter-District Championship Contests that are held in a PIAA District are to have its elected Officials' Representative(s) communicate with the PIAA Associate Executive Director as to who is assigned to evaluate

the officials PIAA has assigned to that Contest. The Officials' Representative(s) may defer to the PIAA-appointed site manager to secure a capable evaluator. A list of chapter or district rules interpreters will be provided in each Inter-District Championship Contest Tournament director's handbook to assist in identifying trained observers to evaluate PIAA-assigned Contest officials.

An evaluation instrument, which has been developed by the Associate Executive Director with assistance from the respective statewide rules interpreters, district interpreters, chapter interpreters and District Officials' Representative(s), is available in each Inter-District Championship Contest manager's handbook and is to be utilized in the evaluation process.

A completed evaluation form is to be submitted to the PIAA Associate Executive Director, immediately following the conclusion of the Inter-District Championship Contest but no later than 24 hours after the conclusion of that Contest, for use in further assessing Contest officials for subsequent rounds.

#### **NONDISCRIMINATION POLICY ON THE EVALUATION OF CONTEST OFFICIALS**

If PIAA, or any officers, agents, or employees thereof, or Chapters of Registered Sports Officials, or any officers, agents, and employees thereof participate in an evaluation of officials for Regular Season Contests involving a PIAA-member school or District or Inter-District Championship Contests, they shall not discriminate against any Contest official on the basis of gender with respect to evaluation and rating.

If PIAA, or any officer, agent, or employee thereof, or any Chapter of Registered Sports Officials, or any officer, agent, or employee thereof, creates or maintains a system of evaluating officials for Regular Season Contests involving a PIAA-member school or District or Inter-District Championship Contests, the evaluation system must be fair and equitable, must use gender, national origin, race, religion, and ethnic background-neutral evaluation criteria and procedures, and must include women among the persons performing the evaluations wherever it is practicable to do so. No person or entity listed in the immediately preceding sentence may participate in any such evaluation system if the person or entity knows that such system is not fair and equitable, does not use gender, national origin, race, religion, and ethnic background-neutral evaluation criteria, or does not include women among the persons performing the evaluation wherever it is practicable to do so.

In those instances in which a PIAA-member school or group of member schools enters into a contract by which responsibility for the evaluation of Contest officials is given to another person or entity, PIAA recommends that PIAA-member schools include contract language that is identical to or similar to the nondiscrimination provisions of this Policy. PIAA also recommends that, in those instances in which the responsibility for the evaluation of Contest officials is given to another person or entity by a PIAA-member school or group of member schools in a document that is less formal than a contract (such as, for example, an annual letter), the document include equivalent language.