

This agreement is entered into as of the 1st day of October, 2022, between, Saskatchewan Broomball Officials Association (“the Service Provider”) and Saskatchewan Broomball Association (“the Buyer”).

1. Key Terms

1.1 Services

The Saskatchewan Broomball Officials Association shall provide the following services ("Services") to the Saskatchewan Broomball Association in accordance with the terms and conditions of this Agreement:

From here on out, the following acronyms will be used:

Saskatchewan Broomball Association – SBA

Saskatchewan Broomball Officials Association – SBOA

League Official Assigner – LOA

Tournament Officials Coordinator - TOC

The Officiating Committee is responsible to deal with matters concerning the Officiating programs of the SBA and how they relate to the operation of SBA member’s leagues, tournaments, and provincial play.

Objectives:

- a. To foster, develop, and improve upon the quality, excellence and numbers of officials by providing opportunities for improvement through organized programs and educational opportunities.
- b. To ensure opportunities exist for SBA reps and LOA reps to communicate on a regular basis and to deal with LOA/league difficulties when asked.
- c. To make recommendations to the Board on bylaws, budgetary concerns, or officiating matters affecting Broomball in general.
- d. To ensure SBA sanctioning policies concerning officials are upheld.
- e. To ensure a systematic yearly evaluation of all officiating concerns is undertaken annually.

REFEREE-IN-CHIEF (RIC)

The RIC shall be elected (in even # years) by the SBOA membership for a two-year term. In general, the RIC is responsible for the overall wellbeing of the officiating program of the SBA.

Chair the Officiating Committee and all meetings of the SBOA.

Assign all TOC's to events according to guidelines developed by the Officials Committee

Approve official's selections to events

Appoint all officials to provincials pending final level assignments by the Officials Committee

Resolve conflict between officials and their LOA

Chair officials discipline committees (where appropriate)

Submit selections for out of province events

Submit level assessments to the Officials Committee for approval prior to provincials

Assist LOA's with recruitment when necessary

Attend all meetings of the SBA Executive and Board

Recruit new officials & retain current officials

OFFICIALS CONFIDENTIALITY POLICY

Officials' exam marks and evaluations are not available to the general membership. All officials' exams and evaluations are to be stored at the SBA office and will be available to the SBA Executive at all times.

Should a league request an official's status, only leagues that are having specific difficulties with an official should address their concerns to their LOA representative or to the SBA RIC.

TOC ROLES, EXPECTATIONS & RESPONSIBILITIES

ROLE:

To provide a service to the host committee or governing body operating a tournament/provincial event. TOC's are the liaison between tournament/provincial event committee or governing body, SBA and the officials. This individual is chosen based on his/her abilities as exhibited by meeting the expectations and responsibilities of a TOC.

EXPECTATIONS:

- Introduce themselves to the tournament committee/governing body and make sure that they are available to the committee. Answer questions or resolve any conflicts that may arise.
- Set up the officials schedule for the tournament on a daily basis. This schedule should meet the needs of both the officials and the tournament.
- Make himself/herself available for the officials (i.e., interpretation of calls, liaison between officials concerns and committee).
- Prepared to evaluate all officials at least once. These official evaluations should be incorporated into the official game schedules.
- If an official is not capable of completing his/her duties in a professional manner by representing the SBA to the best of their abilities, the TOC will remove that official from the sanctioned event immediately and payment will be waived. (Note: In the judgement of the TOC and discussions with tournament officials.)

RESPONSIBILITIES:

Be at the tournament site well in advance to assist with the elimination of any problems that may arise, clarify tournament rules, and organize the officials' room. Become familiar with the facility and medical response procedures.

Officials' schedule: Based on tournament needs it should be set up on a daily basis. A meeting should be held prior to tournament to hand out the schedule and clarify any tournament rules. At the end of the day an officials meeting should be held to air out any issues or concerns from the days play and hand out the next day's official schedule.

Evaluations: These are to be done on each official at least once per provincial event. They will be incorporated as best can be into the official's schedules, but officials will not be evaluated in games unless he/she has a break immediately following the evaluation so that consultation may occur. Evaluations are intended to be a positive, objective and constructive observation of an official's abilities. These evaluations are for use by both the official and SBA as a gauge to determine growth in the officials' abilities. Therefore, evaluations must be done carefully and with respect for their intended purpose. Each official being evaluated should have a short meeting prior to the game with the evaluator to review recent evaluations so that they can familiarize themselves with weak areas.

The evaluator is to concentrate on consistent performance during the game rather than specific incidents (unless clarification is needed to explain reasons for a specific action). Each evaluation should try to indicate as many, if not more positives than negative remarks. Only one official should be evaluated per game so the evaluator can concentrate solely on that official's performance. After the game the evaluated official and the evaluator should set a time when they can sit down in a stress-free environment to discuss the evaluation. When both parties are satisfied with the evaluation it should be signed off by both parties.

Upon conclusion of tournament the TOC should write up an evaluation on the performance by the complete officiating crew. These would be helpful in identifying any weak areas that could be addressed in an official's clinic. It is important to receive feedback from the host committee so that their concerns can be identified and addressed.

The TOC is responsible to complete all administrative chores (i.e., expense forms, evaluations, feedback, and send into the SBA office).

OFFICIATING POLICIES

GOOD STANDING - individuals or groups which do not comply with, or fulfill obligations of, the policies of the SBA will be considered in Bad Standing and will be suspended immediately upon such a ruling by SBA.

Leagues can hire their RIC with input from the LOA. The LOA rep must be elected official of the LOA.

Evaluations from tournaments as well as league play affect the assignments of officials to provincial championships as well as out of province events. L.O.A. reps will have input with the SBOA and the Referee-in-Chief on these assignments.

Officials must attend clinics annually in order to be considered for provincials, tourneys, and out of province events. (Officials going outside of province to events to be selected by R.I.C. and committee of senior officials)

SBOA must provide one official to attend the Senior and Juvenile Nationals each year. The official who will attend must be one of the top officials from the season and evaluations must be reviewed from current season.

Any member not in good standing with the SBOA not be able to participate in broomball..

To encourage new areas to start broomball leagues.

In order to officiate at SBA sanctioned tournaments and provincials as well as be eligible for inter-provincial championships, clinic attendance is mandatory.

The official's exam be completed by all officials and potential officials for every season

Ensure the Brett Gibbs Memorial goes to the top official at the SBA Senior Provincials.

Information on officials will only be given to leagues when specific areas of concern are documented and addresses to the RIC and Tech Chair. Information will then be specific to the problem addressed. Level information is available upon request.

That all official delegates of the SBA be 100% supportive of all officials publicly. Written concerns from officials to be reviewed by the SBA Executive.

All officials intending to participate outside of Saskatchewan will be selected by the RIC and the selection committee.

There must be 2 officials at all games for all sanctioned events, that includes, tournaments, league and provincials in all categories.

1.2 Delivery of the Services

Start date: The Saskatchewan Broomball Officials Association shall begin Services on October 1st - 2022 for the 2022 / 2023 season

Completion date: The Saskatchewan Broomball Officials Association shall cease to provide the Services by end of 2024 / 2025 season

Note: The Saskatchewan Broomball Officials Association agrees to make every attempt to provide the Services for all sanctioned SBA events

Membership:

All officials by affiliating become members of the SBA and thereby agree to abide by SBA bylaws and policies.

Affiliation gives each official the opportunity to officiate league games and the SBA Sanctioned Tournament his/her league is affiliated with. Affiliation does not allow an official the opportunity to officiate in other league tournaments, provincial championships, or out of province events.

Registration gives each official the opportunity to officiate leagues games, any SBA sanctioned tournaments, provincial championship, and out of province events.

Once a person affiliates or registers, he/she is entitled to officiate broomball in Saskatchewan. With this granted privilege, there are certain responsibilities which must be met; the basic and minimal responsibilities are outlined in the SBA official's policies and procedures.

7.1.2 FEES

- a. Affiliation - \$15.00/year
- b. Registration - \$50.00/year

Pricing

As consideration for the provision of the Services by the SBOA, the price for the provision of the Services will be an annual increment per game / per official for the next 3 seasons. Note: Officials will negotiate contract every three years.

Note:

\$42.50 to official / \$1.00 to SBA / \$1.00 to scheduler - 2022/2023

\$42.50 to official / \$1.00 to SBA / \$1.00 to scheduler - 2023/2024

\$42.50 to official / \$1.00 to SBA / \$1.00 to scheduler - 2024/2025

The SBA shall pay for the SBOA's out-of-pocket expenses. Example hotel, meals, and travel.

Note: In the event that a game / games are cancelled (without 24hrs notice) or forfeited during any sanctioned SBA event officials will still receive normal game fees and / or other expenses.

Meals as per expense form:

Breakfast - \$12.00

Lunch - \$15.00

Dinner - \$25.00

Mileage - \$ 0.50/ KM

(If you reside within the town/city limits of the host event location, mileage will not be paid.)

Note: Drivers and Officials travelling "3" hours or more in one direction to be paid \$10.00 per hour to and from events. Officials to travel together and share accommodations whenever possible.

Tournament Officials Coordinator (TOC) fees \$100 / ½ day - \$200.00 / full day

All officials (except for the TOC) will share accommodations, at all SBA sanctioned events. (2 officials per room)

Official Clinicians fees - \$100 / ½ day - \$200.00 / full day official's course

Payment Payment is due upon completion of services or as soon as possible.

Deemed to constitute a partnership, joint venture, agency relationship or otherwise between the parties.

Miscellaneous

- a. The failure of either party to enforce its rights under this Agreement at any time for any period shall not be construed as a waiver of such rights.
- b. If any part, term or provision of this Agreement is held to be illegal or unenforceable neither the validity nor enforceability of the remainder of this Agreement shall be affected.
- c. Neither Party shall assign or transfer all or any part of its rights under this Agreement without the consent of the other Party.
- d. This Agreement may not be amended for any other reason without the prior written agreement of both Parties.
- e. This Agreement constitutes the entire understanding between the Parties relating to the subject matter hereof unless any representation or warranty made about this Agreement was made fraudulently and, save as may be expressly referred to or referenced herein, supersedes all prior representations, writings, negotiations or understandings with respect hereto.

AS WITNESS the hands of the Parties hereto or their duly authorized representatives the day and year first above written.

SIGNED by
for and on behalf of
[Saskatchewan Broomball Association]

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[Saskatchewan Broomball Officials Association]

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