

Arizona Region of USA Volleyball  
Officials Independent Contractor Agreement

The Arizona Region does not *employ* officials. Officials that work the Arizona Region of USA Volleyball tournaments are hired as independent contractors. As such the following is understood for all volleyball officials of the Arizona Region:

- An official must be a registered member of the Arizona Region or another USAV Region for the current season before they will be considered for assignment to work tournaments or clinics in Arizona.
- A Background Screen is required every two consecutive seasons as part of membership under the Official category.
- All officials must be SafeSport Trained before they will be assigned to work.
- A signed Official's Code of Conduct and Independent Contractor Agreement must be submitted each season with membership renewal to the Arizona Region.
- An official is paid match pay commensurate to the level of his/her proficiency rating. Junior Officials Development Program members are paid a flat fee per wave until they have advanced to Provisional official rating.
- Payroll is paid monthly through ArbiterPay.com. An official must create an account with ArbiterPay.com to be paid and ArbiterSports.com to be assigned. The ArbiterPay account must be linked to the AZ Region Arbiter group in order for payment to be processed.
- Taxes will NOT be withheld from an official's pay. Taxes are the responsibility of the official.
- Workman's Compensation coverage is NOT available for officials as independent contractors of the Arizona Region.
- Extended Insurance coverage is offered to an official for an additional charge through USA Volleyball. Those officials that are PAVO members have this extended coverage already and do not have to apply for it.
- An official will provide his/her own uniform. An Arizona Region official shirt is available every other season which may be purchased or earned after working a minimum of 24 matches.
- An official will provide his/her own equipment. The Arizona Region will provide a current USAV Domestic Competition Regulations to each official at no charge every two years.
- An official will attend an AZ Region officials' training session prior to the start of the tournament season to become familiar with rule or policy changes in the organization.
- An official must register and complete the required online training curricula and testing through the USAV Academy prior to the start of the tournament season. A passing score of 90% or above is required in order to be assigned to work.
- An official must be familiar with the policies and procedures listed in the Arizona Region Officials' Division Handbook.
- An official must mark themselves ready to be assigned in Arbiter and block any dates they are unavailable to work a minimum of 2 weeks prior to any tournament. Any changes in availability within 2 weeks of the tournament need to be called in to the Official's Assigner.

By signing below I acknowledge I have read and understand the requirements and the relationship of an official as an independent contractor with the Arizona Region of USA Volleyball. I will not place my name as available to work in Arbiter if I disagree with any of the terms above.

Printed Name \_\_\_\_\_

Signed \_\_\_\_\_ Date \_\_\_\_\_

Parent Signature \_\_\_\_\_ Date \_\_\_\_\_

(In the event the official is a minor)

7.28.16

# INDIVIDUAL/SOLE PROPRIETOR WAIVER

I am an individual/sole proprietor doing business as:

\_\_\_\_\_  
(Please print)

\_\_\_\_\_  
(Name of Individual / Sole Proprietor)

I am performing work as an independent contractor for the Arizona Region of USA Volleyball.

\_\_\_\_\_ I understand that I am not an employee of the Arizona Region of USA  
(Please initial) Volleyball; and therefore, I am not entitled to workers' compensation benefits from the Arizona Region of USA Volleyball.

\_\_\_\_\_  
Signature Individual / Sole Proprietor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent signature if Sole Proprietor is a minor

\_\_\_\_\_  
Date

## Mileage Reimbursement Policy Acknowledgement

Officials are eligible for mileage reimbursement, based on round trip travel, involving a carpool of two (2) or more officials. The mileage scale is as follows:

\$15 - 75 to 125 miles, \$30 - 126 to 200 miles, \$60 - 201+ miles,  
\$75 - special circumstances for out-of-state officials

Although an official may be carpooling with someone, the minimum mileage requirement primarily applies to officials outside the Phoenix Metro area. In cases due to special or extenuating circumstances, mileage may be paid to an official when assigned by the Competition Assignor provided the minimum mileage is met. If an official signs up to officiate Junior play on Saturday and Adult play on Sunday on the same weekend and does not drive home for Saturday night, they must record their round trip mileage on only one Officials' Report Form and Pay Sheet for the weekend. Officials that don't carpool or don't meet the mileage requirement don't need to record their mileage or carpool members on the Report Form.

\_\_\_\_\_ I understand the Officials Division Mileage Reimbursement Policy and will  
(Please initial) comply with its requirements. I further understand that false submittal of mileage may result in disciplinary action.

\_\_\_\_\_  
Signature Individual

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent signature if Sole Proprietor is a minor

\_\_\_\_\_  
Date