



## **Carolina Regional Volleyball Association**

### **Professional Referee Independent Contractor Agreement**

Dear Official:

The Carolina Regional Volleyball Association would like to invite you to serve as an independent contractor to work Carolina Region sanctioned events during the 2022/2023 membership season. The term is for one season from September 1, 2022 to August 31, 2023 and includes all officiating related work such as tournaments, clinics, ratings, and travel to and from events in which you are assigned.

You are not an employee of the Carolina Region or USA Volleyball. Your acceptance of this agreement indicates that you are not an employee and are therefore not entitled to any benefits, including the collection of workers' compensation. You are advised to obtain and maintain your own medical and disability insurance for officiating-related work (however, as a member, you could be covered by USA Volleyball's liability and secondary health insurance policies during USAV-sanctioned events). By executing this letter of agreement, you acknowledge your understanding and agree that neither the Carolina Region nor USA Volleyball will be liable to you in the event of any injury or loss of any type.

Your acceptance of this agreement does not obligate the Carolina Region to make any minimum number of clinic, rating, or tournament assignments nor assignments to a certain level of tournaments. To be eligible to work USAV-sanctioned events, all officials must be a current member in good standing of the Carolina Region (or USA Volleyball), clear the USA Volleyball Background Screen (the Region will pay the fee for our professional officials), complete the annual SafeSport course, and must complete a referee and scorer clinic and pass the annual tests.

Your acceptance of this agreement affirms your commitment to abide by all the policies of the Carolina Region and USA Volleyball as outlined in the Carolina Region's By-laws, 2023 Operating Code, USAV Membership Code of Conduct, and conduct yourself within the guidelines of the PAVO Officials Code of Conduct. Pay for officials for the 2022/2023 season is as follows (for a normal one-day regular season tournament - adjustments may be made if tournament formats are later adjusted due to any safety protocols): \$225 (National/Jr National); \$210 (Retired Nationals); \$200 (Regional); \$190 (Provisional); \$185 (Jr. Regional/Junior). Additionally, travel of \$7.50 per 30 miles driven (with a minimum of \$20) to the site will be paid to drivers (maximum of \$80.00). Carpooling is encouraged for officials from the same area. A bonus on the base pay will also be paid for officials working more than six regular season tournament weekends (applies for the seventh and later tournament weekends). All payments will be handled through ArbiterPay this season.

Please affirm your acceptance of this Independent Contractor Agreement by checking the box. All officials must be current members of the Carolina Region and pass the USAV background screen BEFORE they participate in a sanctioned event. CR Officials should wait to submit their USAV Background Screen application until after they receive the pre-season email from the Region office. We will include instructions on how to avoid paying the \$14.00 USAV background screen fee in that email. The Region will send out additional officials for Professional officials in early September.