This agreement ("Agreement") is entered into this ____ day of ______________, 20___ between the ______________________________ (hereafter "the Conference or League"), an unincorporated association of member schools, and ______________________ (hereafter "Assignor"). The parties to this Agreement agree as follows:

WHEREAS, it is the policy of the Pennsylvania Interscholastic Athletic Association, Inc. ("PIAA"), that its member schools are solely responsible for contracting with PIAA-registered officials to officiate Regular Season Contests; and

WHEREAS, PIAA recognizes that, because of the volume of Contests to be scheduled, member schools, either directly or through an organized group of member schools, such as the Conference or League, may periodically enter into arrangements with individuals, typically referred to as an Assignor, to coordinate the arranging for officiating at specific Regular Season Contests, and

WHEREAS, the Conference or League and Assignor desire to enter into a relationship whereby the Conference or League delegates to the Assignor, and the Assignor accepts, the responsibility for arranging for the officiating of all boys' and girls' interscholastic Regular Season Contests in the sport(s) of ____________________________ between members of the Conference or League during the 20___-20___ school year, in accordance with applicable PIAA policies.

NOW THEREFORE, the parties to this Agreement, in consideration of the mutual promises and covenants hereinafter contained, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, hereby agree as follows

1. The parties agree and understand that the Assignor is retained as an independent contractor and NOT an employee of the Conference or League and/or its member schools.

2. This Agreement shall be effective on the date first set forth above and shall terminate on _________ ___, 20___.

3. During the term of this Agreement, the Assignor shall have the right and duty to assign persons to officiate boys' and girls' interscholastic Regular Season Contests in the sport(s) of ____________________________ between members of the Conference or League held during the 20___-20___ school year.

4. Assignor shall make assignments consistent with the following policies and criteria:
   (a) All senior high school varsity Contests are to be assigned the proper number of PIAA-registered Contest officials.
(b) Assignor shall inform PIAA-registered Contest officials that, pursuant to Conference or League policy, if fewer than the assigned number of PIAA-registered Contest officials attend a senior high school varsity Contest, the remaining PIAA-registered Contest official(s) will be paid as if the absent official(s) had attended, and will not be given any additional compensation for officiating the Contest.

(c) For Inter-School Practices or Scrimmages, one half of the PIAA-registered Contest officials' normal Regular Season Contest fee is considered an appropriate fee.

NOTE: For the purpose of assigning PIAA-registered Contest officials, an Inter-School Practice or Scrimmage will be considered any Contest played on or after the first PIAA Inter-School Practice or Scrimmage date and before the first PIAA Regular Season Contest date.

(d) The Conference or League, on behalf of its member schools, authorizes Assignor to offer PIAA-registered Contest officials payment of fees consistent with the following scale for the 20___-20___ school year in the sport(s) of ________________:

<table>
<thead>
<tr>
<th>Level of Competition</th>
<th>Duration of Contest</th>
<th>Number of Officials</th>
<th>Number of Contests</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior H.S. Varsity</td>
<td></td>
<td></td>
<td></td>
<td>$___00</td>
</tr>
<tr>
<td>Senior H.S. Junior Varsity</td>
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<td></td>
<td>$___00</td>
</tr>
<tr>
<td>9th Grade Varsity</td>
<td></td>
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<td>$___00</td>
</tr>
<tr>
<td>9th Grade Junior Varsity</td>
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</tr>
<tr>
<td>Middle School Varsity</td>
<td></td>
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<td>$___00</td>
</tr>
<tr>
<td>Middle School Junior Varsity</td>
<td></td>
<td></td>
<td></td>
<td>$___00</td>
</tr>
</tbody>
</table>

Assignor shall not offer fees for Contests between Conference or League members that deviate from the amounts set forth above without prior written approval of the Conference or League.

(e) Fees for PIAA-registered Contest officials will be paid by the Conference or League member schools directly to the PIAA-registered Contest officials.

5. The Conference or League shall pay Assignor $___________ for each senior high school varsity and junior varsity Regular Season Contest for which Assignor appropriately assigns PIAA-registered Contest officials. The Conference or League shall pay Assignor $___________ for each 9th grade and middle school varsity and
junior varsity Regular Season Contest for which Assignor appropriately assigns PIAA-registered Contest officials.

6. To the fullest extent practical, Assignor shall fairly distribute the number of assignments at each level (varsity, junior varsity, or otherwise) of competition among those PIAA-registered Contest officials who are qualified at that level (varsity, junior varsity, or otherwise) of competition and who seek the opportunity to officiate at that level (varsity, junior varsity, or otherwise) of competition.

7. Assignor hereby certifies that Assignor does not discriminate on the bases of gender, national origin, race, religion, or ethnic background of PIAA-registered Contest official or participating student-athletes with respect to the level, quality, or number of assignments, and does not otherwise discriminate against any PIAA-registered Contest official on the basis of gender, national origin, race, religion, or ethnic background.

Should Assignor fail to abide by this provision, such failure shall be ground for immediate termination of this Agreement and all fees otherwise due to Assignor hereunder shall be forfeited.

In the event that any PIAA-registered Contest official asserts that Assignor has discriminated against him or her, on the basis of gender, national origin, race, religion, or ethnic background, Assignor shall cooperate with the Conference or League and/or PIAA in the investigation of such assertion and shall, if requested to do so by the Conference or League or PIAA, participate in good faith in efforts to mediate the dispute. Should mediation be unsuccessful, Assignor shall participate in good faith in any hearing conducted at the request of the PIAA-registered Contest official before the PIAA Board of Directors. Refusal of the Assignor to so cooperate in investigation or to participate in mediation or subsequent hearing shall result in immediate termination of this Agreement and shall further bar Assignor from consideration of any future relationship as an assignor for the Conference or League.

Assignor shall not retaliate against any person because of the filing of an allegation of discrimination with PIAA, or because of any person's involvement in the resolution of the claim.

8. This Agreement is terminable at will at any time and for any reason by either party.

9. In the event that a Regular Season Contest is postponed, rescheduled requiring a change of assignment of PIAA-registered Contest official(s), or if, for any reason, there is a change of assignment of PIAA-registered Contest official(s), Assignor shall notify the home school's Athletic Director of the new assignment(s) no later than 9:00 am on the day of the Regular Season Contest.

(please turn page over)
10. By executing this Agreement, Assignor hereby certifies that Assignor does not assess fees to PIAA-registered Contest officials nor does Assignor accept from PIAA-registered Contest officials a fee for assignments to Contests.

11. This Agreement shall inure to the benefit of and be binding upon any successor to the Conference or League.

12. This Agreement shall be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania.

13. This Agreement supersedes any and all agreements, either oral or in writing, between the parties and this Agreement contains all the covenants and agreements between the parties with respect to the assignment of PIAA-registered Contest officials for the 20___ - 20___ school year.

14. This Agreement sets forth the entire agreement between the parties. It is understood and acknowledged by the parties that the Conference or League and Assignor have voluntarily entered into this Agreement and it is agreed that the Assignor will save and hold harmless the Conference or League, its officers, employees, and representatives from any and all liabilities, damages, costs, and expenses whatsoever, suffered by the Conference or League with respect to any matter arising in connection with Assignor's assignment of PIAA-registered Contest officials.

This Agreement may not be amended or changed orally and any written addenda, amendments, or changes shall be effective only to the extent they are consistent with the terms of this Agreement.

___________________________________ [the Conference or League]

By_________________________

___________________________________

Assignor