

Eligibility for SNOA Baseball

Anyone 18 years and over, who have completed high school is eligible to officiate high school baseball.

Assignments are a privilege and not a right, thus they will be earned. Officials new to SNOA will be evaluated ASAP to insure they receive games, if available, commensurate with their abilities.

All baseball members will have insurance while performing their officiating duties. While you may have individual liability/health insurance, the NIAA requires 100% participation in a group plan. At present, the cost is \$17.00 per year and covers you for any SNOA assigned games. Further information can be found at www.dissingerreed.com/nfhs/officials.

Officials accepting games out of town as driver will have minimum auto insurance as prescribed by the State of Nevada.

SNOA Baseball requires pictures on ArbiterSports.com to be assigned games.

Evaluations

SNOA By-Laws requires that each official receive a minimum of one written evaluation per year which must be kept on file for two years. If, during the season, it appears that an official has not received at least one evaluation, it is imperative that official contact the assignor so that arrangements can be made, if possible, to fulfill this SNOA requirement.

At present, SNOA Baseball is using the system posted on ArbiterSports.com. SNOA expects all umpires to officiate all games as if they are being evaluated.

Ratings

There will be a minimum of one meeting that will be attended by the Baseball Board, Instructor, and Assignor to provide a rating to each official active in SNOA Baseball. Factors determining a rating are game evaluations, **meeting attendance**, input from school officials and coaches, fellow officials, disciplinary hearings, and professional use of the Arbiter system.

Although every attempt will be made to keep evaluations as objective as possible, a member in good-standing may appeal his rating to the Baseball Board in person or writing. The appeal will be addressed prior to, or after, a scheduled meeting within 30 days of the appeal. If still dissatisfied, the member may appeal to the SNOA Board of Ethics.

Compensation

Compensation for all levels of games is set by the NIAA and contracted for the Clark County School District and member schools of the NIAA.

Travel pay is also set by the NIAA and is subject to change.

Beginning with the SNOA fall season, pay will be made bi-monthly (twice a month).

Deductions for insurance, per sport dues (NIAA and SNOA), and rule book kit are generally taken when the first check for the individual sport is issued. Administration fees are deducted from each bi-monthly check.

Further information regarding compensation can be found at www.snoaofficials.com.

Fines

A list of fines has been issued for all SNOA officials by the SNOA Board of Control. The Baseball Board has found it necessary to include fines for, but not limited to, failure to accept/decline games, failure to keep the Arbiter calendar up to date, excessive declines, turn-backs, improper uniform, failure to contact partners or **conduct that reflects negatively on SNOA baseball**.

Discipline

From time to time, complaints may be registered with the Baseball Board, assignor, or other SNOA officials. To address these issues, hearings may be scheduled before or after normally scheduled meetings unless the serious nature of the complaint requires it be addressed immediately **or the incident needs to be addressed during the non-high school season when regular meetings are not scheduled**.

Failure to notify the assignor after an ejection or incident immediately after the game and/or failure to file a written report the following morning falls under this category.

SNOA expect officials called before the Board to answer all questions relating to the incident in a truthful manner. Failure to do so may, in itself, lead to disciplinary action.

Appeals for ensuing actions by the Baseball Board may be appealed to the SNOA Board of Ethics.

Uniform

Games are to be officiated in uniforms that are cleaned, pressed and shoes that are polished.

Hats, like shirts, shall match their partner's. **SNOA logoed hats will be worn for all varsity-level games.** Colors are navy blue and black. No faded or adjustable hats.

All crews shall have matching umpire shirts. Navy blue is the default color. Optional colors that are deemed acceptable are black, grey, light blue (with black collar) and crème. No decals or numbers.

Varsity umpires are expected to have charcoal grey pants. Lower level games may be officiated in heather grey.

Shoes and socks shall be black. Proper shoes are required for plate and bases.

Baseball officials shall be required to wear all safety equipment listed in the NFHS rule book.

No jewelry. **No cell phones shall be permitted on the fields.**

Duties

All officials are expected to attend all meetings and mandatory clinics. Officials will be held responsible for all information that will be disseminated at those meetings/clinics.

Officials are expected to communicate their partner, via phone, text, or email, a minimum of 24 hours prior to the in-town contest. For out-of-town contests, partners shall be contacted no later than 48 hours prior to the contest. **The driver will be responsible to contact out-of-town schools 48 hours prior to contest to confirm site and starting time. Failure to do so may result in loss of game/travel pay and/or incur a fine.**

Officials shall meet at a designated location 30-45 minutes prior to the scheduled game time.

Officials shall enter and leave the playing confines together.

Officials are expected to enforce the rules in an equitable and impartial manner.

Insure the ejection/incident reports are communicated to the assignor and commissioner immediately via phone, text, or email.

All game turn-backs shall be conveyed to the assignor via phone (voice/text).

Failure to adhere to the duties listed above may lead to loss of games and/or playoff assignments.

Pre-Game Topics

Rule Changes and Points of Emphasis

Dugout Decorum

Mechanics

Concussion and Lightning Protocols

Alcohol/Tobacco

The use of all tobacco products at the school site is prohibited.

No alcohol products shall be consumed by officials less than 12 hours prior to game time or consumed on school grounds after the contest is complete.

Fraternization

All officials shall avoid excessive and unnecessary conversations with players, coaches, and fans during the progress of the game. Should a fan become unruly and hamper the official's ability to execute their duties, a school administrator shall be called to deal with the situation.

Conflicts

No SNOA official shall officiate a contest where a family member is a participant or the official has a business or personal affiliation with the team or school. Officials are instructed to avoid any appearance of impropriety.

Information disseminated at meetings and/or emailed to members is of a proprietary nature, as is the SNOA List on Arbiter.

Playoff Qualifications

Must be a member in good-standing with SNOA

Must be a voting member of SNOA Baseball

Must have officiated a minimum of 15 games

Must have attended a minimum of five meetings. A 2-person clinic and/or 3-person clinic may be substituted as a meeting. Officials residing outside the metropolitan area will only be required to attend a total of four meetings/clinics. Officials who cannot attend the required minimum number of meetings due to their college schedule may meet this requirement by providing 5 non-paid evaluations.

Score **90%** or better on the NFHS Baseball Exam. (See below)

Must be approved by the SNOA President and Commissioner

Assigning Guidelines

No official shall be assigned a varsity-level game if they have not taken and passed the NFHS Baseball Exam with a minimum score of **80% which was taken and submitted prior to cut-off date. One retake prior to cut-off date will be permitted. One additional retake prior to May 1st will be permitted to achieve the 90% score required for playoff consideration.**

Rating-a yearly meeting is held to assign a numerical rating for use in the Arbiter system for those officials who have worked the prior season. A temporary rating may be given to new officials prior to or during the season by the assignor.

Performance-the ability to officiate at the rating assigned prior to or during the season.

Availability-the ability to travel to various sites and the flexibility to meet varying game times.

Longevity-consideration should be given to officials that have provided services to SNOA in prior years.

Loyalty-allegiance to SNOA and SNOA Baseball.

Scheduling-the management of the Arbiter Calendar including, but not limited to, day/weekly blocks, game declines, game turn-backs, and accessing ArbiterSports.com on a timely basis.

SNOA Assignor Duties

Code of Ethics

As assignor I will make assignments based on what is best for the school, association, game, and official.

As assignor I will maintain the utmost respect for school officials, coaches, and fellow officials.

As assignor I will offer equal opportunity to all qualified officials. I will not discriminate against any individual based on age, race, color, religion, sex, or national origin.

As assignor I consider it a privilege to perform said duties and my actions will reflect favorably upon SNOA and SNOA Baseball.

SNOA Baseball Assignor Duties

The assignor will be knowledgeable of the provisions of the NIAA/ SNOA By-Laws, and SNOA Baseball Manual regarding schools and sports officials.

All games will be assigned and accepted via ArbiterSports.com. No exceptions!

All games will be assigned based on the 2014 SNOA Baseball Ratings. The assignor will insure that these ratings are properly loaded into ArbiterSports.com and will not be changed unless directed to by the Instructor and Baseball Board. **A NFHS baseball test score of 80% or better will be required to be assigned varsity games. A qualifying score must be submitted prior to a set cut-off date which will be conveyed at meetings and emails.**

The assignor will cooperate in the timely resolution of any grievances or complaint. The Instructor and Board Members will receive copies of said complaints/grievances in a timely manner.

The assignor will insure that any and all fine policies violations listed by SNOA By-Laws and/or Baseball Manual will be immediately forwarded to the Baseball Board for the appropriate action.

The assignor will return phone calls, emails and text messages from school officials, coaches, and SNOA officials within twenty-four (24) hours. Ejection reports will be forward to the Commissioner, Instructor, and Board Members immediately.

The assignor will contribute to the implementation of programs which aid in the continuous development of SNOA baseball officials.

The assignor will assist in naming evaluators and rating officials for the upcoming season.

The assignor will work with the baseball board member named to serve as his back-up.

SNOA Baseball Instructor Guidelines

SNOA Instruction Schedule

SNOA Uniform Requirements-see baseball manual

NFHS Topics

- Points of Emphasis
- Concussions...free NFHS course
- Rule Changes
- Bat Requirements
- Lightning Procedure
- NFHS Rule Book
- NFHS Case Book
- Baseball Rules Interpretation

NFHS Umpire Mechanics (CCA Baseball Umpire Manual)

- 2 Person Mechanics
- 3 Person Mechanics

SNOA Requirements

- Set Field Evaluation Standards
- Assist Baseball Board and Assignor to Insure One Written Evaluation per Year**
- Supervise NFHS Baseball Annual Testing

Instructional Material Topics (suggested but not limited to)

- Successful Umpiring
- Officious/Over Officious Umpiring
- Game Rhythm/Speed
- Handling Coaches
- Confrontation....LIPS Theory
- Conflict Resolution**
- NCAA Baseball Monthly Videos
- MLB Videos
- Q and A Sessions
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SNOA Baseball Board Duties

- a. Maintain an Officials Manual for its sport, detailing all relevant policies and procedures including those covering local rule variations, assigning, discipline, and evaluation and rating of officials. The portions of this Manual related to discipline and evaluation shall be approved by both the All Sports Board, and a majority vote of the membership of the sport present at the final meeting of the sport prior to the first regular season contest to be officiated. A subsequent vote of the members shall only be necessary to change the manual, or when no vote has been taken for three seasons. The Manual, and any proposed changes, will be made available to the members in a convenient manner at the first pre-season meeting of the sport, and will be posted on the Association web site once approved.
- b. Annually prepare the list of officials eligible to officiate playoff assignments, and recommend such assignments to the Commissioner, with the advice of the Assignor. Where reasonable, the Board shall not nominate the same official to work state finals in two consecutive years, excepting auxiliary assignments such as scoring and linesmen. The Individual Sports Board shall prepare annually a listing of all regional and state playoff games and the names of the officials who worked each game. It is recommended that this list be created in bracket format. The list will be made available in an easily accessible manner to the members of that sport.
- c. Supervise, and when necessary, appoint and/or remove of the Assignor and Instructor for the sport. When either office is vacant, the Board shall notify the membership, and provide an opportunity for applicants to communicate with the membership and provide time for members to provide feedback.
- d. Work to expand the opportunities of members to officiate outside of high school sports (recreation leagues, youth sports, collegiate, etc.), in coordination with the Board of Control.
- e. When more than one person is responsible for instruction, require that a meeting of all officials participating in instruction be held prior to the first instructional meeting, and that a written plan of instruction be provided to each participating official.
- f. Perform additional duties as described within the By-laws, or requested by the Board of Control or Ethics Committee.
- g. Once developed and approved, the Board will cause evaluation and rating of officials to occur. Each SNOA official is entitled to one formal written evaluation each year in each sport worked. A copy of the written evaluation will be given to the official, and kept by the SNOA for at least two years.
- h. Participate in monthly All-Sports Board meetings. All baseball board members are required to attend these meetings. The chairman of each sport is responsible to ensure each member attends.

The above information has been edited and the complete requirements for the Board can be found in the SNOA By-Laws located at snoaofficials.com

NIAA

NAC 386.839 Standards of conduct: Sports officials. (NRS 386.430) Each sports official for a sanctioned sport shall:

1. Maintain confidence and control in carrying out his assignment;
2. Study and understand the rules of the game, contest or meet for which he is a sports official and the actions required to carry out those rules;
3. Cooperate with the Association and any other sports official who is assigned to a game, contest or meet;
4. Not use his position as a sports official to benefit himself or any school, team or pupil;
5. Not promote the interests of any person or group other than the pupils participating in the game, contest or meet to which he is assigned;
6. Carry out his duties as a sports official, including wearing the appropriate clothing or uniform and maintaining a proper appearance for the game, contest or meet;
7. Officiate each game, contest or meet to which he is assigned, regardless of any inconvenience or financial loss incurred by him; and
8. Not use any tobacco or alcoholic beverages or any controlled substance, unless in accordance with a lawfully issued prescription for the controlled substance, on or near the playing area for a game, contest or meet on the day of the game.

MEMBERSHIP

1. Each Official shall be required to take and pass the prescribed examinations with a score of not less than 70% before being registered.
2. Each Official must be covered by a liability insurance policy with a minimum of \$1,000,000 protection.
3. Transfers from other state associations must have completed a current examination prior to being registered
4. Each Officials Association or Chapter may establish such other requirements for membership, as it deems necessary or appropriate.

LOSS OF MEMBERSHIP

1. The affiliated Officials Associations' governing board with the Regional Commissioners' approval shall be the authority in determining loss of membership and/or suspension from the state Approved Official Roster.
2. Some of the reasons for loss of membership may include:
 - A. Failure to remain in good standing by nonpayment of dues prior to the start of the sport season.
 - B. Failure to attend the prescribed meetings.
 - C. Unprofessional or unethical conduct on or off the field.
 - D. Open criticism of other officials, coaches, players or administrators except in the prescribed manner at Association, Chapter or NIAA Board of Control meetings.
 - E. Use of intoxicating beverages or illegal substances within twelve (12) hours prior to the officiating assignment.
 - F. Withdrawal from officiating and/or failure to meet scheduled assignments without a valid reason.
 - G. Officiating a contest in which he/she is an employee of a participating school or relative of a participating athlete or coach, which will, at minimum, impose a suspension for the remainder of the year.

SNOA FINE SCHEDULE

Section 1. Fines. The Association shall maintain a schedule of acts by officials which are subject to fine. This schedule shall be prepared by the All Sports Board and approved by majority vote of the membership at the Association Annual Meeting. Each individual sport, with the consent of its members and the All Sports Board, may add sport-specific fines to the schedule, which shall be published in the Officials Manual for that sport. Individual Sports Boards are responsible for enforcing the fine schedule, and may delegate that responsibility in whole or in part to their Assignor.

SNOA

Schedule of Fines

(Other fines affecting a particular sport may be found in the "Sport" manual)

Official Responsibilities - Game Assignment/s;	
TURN BACK GAME ASSIGNMENT AFTER SCHEDULED ¹	UP TO 25% OF GAME FEE
TURN BACK - "DAY OF" ¹	UP TO 100% GAME FEE + UP TO AN ADDITIONAL GAME FEE EACH OCCURRENCE
"NO SHOW" ASSIGNMENT/S – ALL SPORTS AND SCORERS AND TIMERS ²	100% GAME FEE + UP TO AN ADDITIONAL GAME FEE EACH OCCURRENCE
SWITCHING GAME ASSIGNMENTS OR ACCEPTING AN SNOA ASSIGNMENT FROM OTHER THAN THE ASSIGNER, ASSIGNER DESIGNEE OR CREW CHIEF ³	
Assigner or "Crew Chief" Responsibilities - Game Assignment/s;	
FAILURE TO ENTER OR MAKE GAME ASSIGNMENTS	UP TO 100% GAME FEE
Official Responsibilities – Other;	
FAILURE TO WEAR THE AUTHORIZED UNIFORM DURING GAME ASSIGNMENT/S;	\$ 10.00 UP TO 100% OF GAME FEE/S OR UP TO AND INCLUDING SUSPENSION
FAILURE TO WEAR PROPER ATTIRE, DEFINED AS "BUSINESS CASUAL" DURING TRAVEL TO AND FROM ASSIGNMENT/S	
FAILURE TO REMOVE OFFICIAL UNIFORM, WEARING THE OFFICIAL UNIFORM IN PUBLIC PLACES OR PUBLICLY DISCUSSING OFFICIALS, COACHES OR TEAMS	
NOT READY TO PERFORM ASSIGNMENT AT APPOINTED TIME ⁵ , "LATE"	
REPORTING TO PERFORM ASSIGNMENT AFTER THE SCHEDULED START TIME ⁶ .	50% OF GAME FEE UP TO 100% OF GAME FEE/S OR UP TO AND INCLUDING SUSPENSION

1. The acceptance "Date" used in Arbiter for assignment purposes shall always be at least 48 hours prior to assignment date. Assigners may use excessive "Declines" in Arbiter and continued "Turn Backs" in making future assignments. It is also understood that accepting a higher level assignment (such as a College "fill-in") for that particular sport, shall be acceptable for turning back assignments, if the higher level assignment was made after accepting the SNOA assignments.
2. Emergencies, Automobile Accidents in route to assignment and Death shall be acceptable excuses for failure to completing a game assignment. (The official shall contact the assigner as soon as possible so the assignment may be covered.)
3. Switching game assignments or positions is never accessible unless by the assigner. Some plausible cases of switching may include; Tournament games where court or fields are "Switched" because of family members participating. However, the official shall first make every effort to contact the assigner. An official shall "Not" work an assignment if a family member is participating or attending that school.
4. If "Filling in" because of a "No Show" the official shall contact the assigner immediately following the game.
5. Appointed time varies from sport to sport however; the minimum acceptable time for any assignment shall be, 15 minutes. This is interpreted to mean; dressed, in place and ready to perform the assignment.
6. Start time is the posted assignment or game time.