

## 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)

<b>Official Responsibilities - Game Assignment/s;</b>	
TURN BACK GAME ASSIGNMENT AFTER SCHEDULED <sup>1</sup>	<b>UP TO 25% OF GAME FEE</b>
TURN BACK - “DAY OF” <sup>1</sup>	<b>UP TO 100% GAME FEE + UP TO AN ADDITIONAL GAME FEE EACH OCCURRENCE</b>
“NO SHOW” ASSIGNMENT/S – ALL SPORTS AND SCORERS AND TIMERS <sup>2</sup>	<b>100% GAME FEE + UP TO AN ADDITIONAL GAME FEE EACH OCCURRENCE</b>
SWITCHING GAME ASSIGNMENTS OR ACCEPTING AN SNOA ASSIGNMENT FROM OTHER THAN THE ASSIGNER, ASSIGNER DESIGNEE OR CREW CHIEF <sup>3</sup>	
<b>Assigner or “Crew Chief” Responsibilities - Game Assignment/s;</b>	
FAILURE TO ENTER OR MAKE GAME ASSIGNMENTS	<b>UP TO 100% GAME FEE</b>
<b>Official Responsibilities – Other;</b>	
FAILURE TO WEAR THE AUTHORIZED UNIFORM DURING GAME ASSIGNMENT/S;	<b>\$ 10.00 UP TO 100% OF GAME FEE/S OR UP TO AND INCLUDING SUSPENSION</b>
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 <sup>5</sup> , “LATE”	
REPORTING TO PERFORM ASSIGNMENT AFTER THE SCHEDULED START TIME <sup>6</sup> .	<b>50% OF GAME FEE UP TO 100% OF GAME FEE/S OR UP TO AND INCLUDING SUSPENSION</b>

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.

## FINE ADMINISTRATION

**Individual Sports Boards or their designees are responsible for enforcing the fine schedule.**

The following may be used as a guide by each Sport Board for “Fine” Administration;

<b>1<sup>ST</sup> OFFENSE</b>	<b>TYPICALLY MINOR IN NATURE AND MAY OR MAY NOT INCLUDE THE MINIMUM FINE</b>
<b>2<sup>ND</sup> OFFENSE</b>	<b>TYPICALLY ASSESSED THE MINIMUM FINE BUT MAY BE ASSESSED THE FULL FINE SUBJECT TO THE DECISION OF THE SPORT BOARD</b>
<b>3<sup>RD</sup> OFFENSE</b>	<b>TYPICALLY A FULL FINE IS REQUIRED, MAY INCLUDE ADDITIONAL FINES AS DETERMINED BY THE EXTENT OF THE VIOLATION UP TO AND INCLUDING SUSPENSION. (SUSPENSION IS SUBJECT TO THE DECISION OF THE SPORT BOARD HEARING)</b>
<b>CONTINUED VIOLATIONS</b>	<b>MANDATORY SPORT BOARD HEARING; TYPICALLY RESULTS IN SUSPENSION BUT MAY INCLUDE RECOMMENDATION FOR EXPULSION.</b>

## FINE APPEALS

**An Official may accept the “Fine” and continue in Active Status unless suspended by the Sport Board. The appeal of all “Fines” shall be administered as subject to the SNOA Constitution as follows;**

### **ARTICLE SIX DISCIPLINE, ETHICS, FINES AND ACTIONS AGAINST MEMBERS – Continued;**

**Section 6. Appeal of Individual Sports Board Action.** Within 30 days of the imposition of a fine or suspension by an Individual Sports Board, the member may appeal to the Ethics Committee according to their published policies and procedures.

**Section 7. Appeal of Ethics Committee Action.** Within 30 days of an action by the Ethics Committee, the member may appeal the decision by sending a letter to the Secretary or President of the Association, which shall provide the opportunity for a hearing before the Board of Control. An expelled member may request reinstatement at any time through the same process, provided at least one year has elapsed since the most recent hearing on the matter.

**Section 8. Status of Officials After Suspension, Expulsion, and During Appeal.** A fine, suspension, or expulsion is considered to be in effect during the appeal process, unless the President determines otherwise. Fines do not remove an official from Active status. Suspension by an Individual Sports Board removes an official from Active status only in that sport during the period of the suspension. Suspension or expulsion by the Ethics Committee removes an official from Active status in all sports, and from the Association as a whole.

**Section 9. Procedural Requirements.** Unless the official filing the appeal agrees otherwise, the hearing to resolve any appeal must take place no sooner than seven days after the receipt of the request for appeal, and no later than the date of the next regular instructional meeting of that sport after the seven day period. The official requesting the hearing may be present at the hearing, but not the deliberations, unless the Committee or Board agrees otherwise. The official may bring a representative with them, and may call witnesses in their defense, though the Committee or Board may limit the number. The Board, Committee or person originating the appealed act may be present at the hearing, but not the deliberations, unless the official is present as well. The Committee may set reasonable and identical limits on the length of presentation by all persons. Decisions must be rendered by the Board or Committee on the day of the hearing, and communicated to the official in writing.