



Delaware Interscholastic Athletic Association

Collette Building
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Donna J. Polk
Executive Director
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August 18, 2022

Terry Handy
President
Delmarva Football Officials Association

Re: Delaware Football Officials Association

Dear Mr. Handy:

According to Delmarva Sports Network, the Delmarva Football Officials Association (“DFOA”) “announced a work stoppage as they did not accept a new proposed agreement by” the Delaware Interscholastic Athletic Association (“DIAA”) and that “DFOA says the members aren’t disagreeing on just the financial aspect of the proposal, but the lack of good faith negotiation displayed by the DIAA.”

By statute, the DIAA Board of Directors is empowered to set the fees for officiating contests and competitions in a regulation. In late 2021, DIAA’s Executive Director contacted the Executive Director of the Delaware Association of Athletic Directors (“DAAD”) to ask whether it had any requested changes to the fee schedules in Section 8.0 of Regulations 1008 and 1009. In November 2021, DIAA sent a national game fee survey compiled by National Federation of State High School Associations to DAAD and the Delaware Interscholastic Officials Committee (“DIOC”), of which DFOA is a member. On March 10, 2022, DAAD and DIOC presented a request to increase the fees for all sports, including football, to the DIAA Board. During the meeting, DAAD and DIOC informed the DIAA Board that football officials did not agree with DAAD/DIOC’s request and they probably would come before the Board to propose a fee schedule for their group. DFOA did not appear before the DIAA Board in April or May. On May 12, 2022, the DIAA Board voted to propose a fee schedule in Regulation 1043 based on DAAD/DIOC’s request and that increased the fees for all sports for the 2022 – 2023 school year. The regulation was published in the *Register of Regulations* on June 1, 2022 and the DIAA Board accepted written comments from the public concerning the regulation until July 6, 2022. When the DIAA Board publishes a regulation, it decides whether to proceed with the published regulation based any written comments timely received. The DIAA Board did not receive any written comments from DFOA concerning Regulation 1043. The regulation has been approved by the State Board of Education and the increased fee amounts, including for football, will go into effect on September 11, 2022.



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On June 22, 2022, you emailed DIAA's Executive Director to inform her that DFOA rejected DAAD/DIOC's request when it met on June 21st and to submit DFOA's "counteroffer" of \$100 per on-field official, no travel fee, equal pay increase for clock operators, and \$70 per sub-varsity game assignment. DFOA's "counteroffer" will be treated as a proposal to modify the fee schedule for 2023 – 2024 and will be placed on the DIAA Board's September 8, 2022 agenda. DFOA's representatives are invited to attend the September 8th meeting and appear before the Board to present the proposal.

As you know, the opportunity to participate in interscholastic athletics is vital to the social, emotional, and physical wellbeing of student athletes. A work stoppage by DFOA would hinder such an opportunity and would not be in the best interest of Delaware's student athletes. In view of the fact that DFOA may appear before the DIAA Board at the September meeting concerning DFOA's proposal, DIAA hopes that DFOA will continue to provide officiating services without any delay or disruption now that the fall season is underway.

Sincerely,

/s/ Douglas Thompson

Douglas Thompson
Chairperson
DIAA Board of Directors