

**NORTHERN CALIFORNIA OFFICIALS ASSOCIATION VOLLEYBALL
INDEPENDENT CONTRACTOR AGREEMENT**

THIS INDEPENDENT CONTRACTOR AGREEMENT (hereinafter referred to as the "Agreement") is made between The Northern California Officials Association Volleyball, (hereinafter known the "NCOAV"), and the Independent Contractor (hereinafter known as the "Official").

1. AGREEMENT. The NCOAV hereby engage the Official and the Official hereby accepts engagement with the NCOAV upon the terms and conditions hereinafter set forth.

2. TERM. The term of this Agreement shall be from the date of acceptance through May 31st of the contract year unless terminated by either party by giving thirty (30) days written notice. The official has no vested rights or any right of reappointment or contract renewal in any future year(s).

3. DUTIES. The Official is engaged as a volleyball official of the NCOAV and his/her duties shall be to provide officiating services for the NCOAV. The Official has the right to decline or accept any offered game. No right to work is expressed or implied by the acceptance of this agreement.

4. EXTENT OF SERVICE. The Independent Contractor shall devote such time to the performance of his/her duties under this Agreement as is reasonably required and shall utilize his/her best efforts in furtherance of the duties accepted. The NCOAV makes no representation or promise as to the number of games to be given to the official.

5. TAXES AND BENEFITS. Official shall be responsible for his/her own taxes and liability insurance. Each Official shall maintain a one million dollar Personal Liability Insurance. The Official is not entitled to receive any sick leave, vacation, retirement, health benefits, unemployment insurance, or other benefits from the NCOAV.

6. INDEMNIFICATION. The Official agrees to indemnify and hold harmless the CIF Sac-Joaquin Section as well as its member schools, the membership of the NCOAV and its NCOA Group Leadership and NCOA Executive Board from any and all claims and losses sustained in the performance of the terms of this Agreement by the Official.

7. KNOWLEDGE. The official agrees to maintain a working level and knowledge of the rules and mechanics for the sport, as prescribed by the National Federation High School (NFHS) and the NCOAV. Officials will also attend all classes and clinics required by the NCOAV.

8. ACKNOWLEDGEMENT. The Official acknowledges that he/she has read the Policies and Procedures of the NCOAV. He/she agrees to abide by the decisions of the NCOA Group Leadership and NCOA Executive Board. The Official will always conduct themselves in the best interests of the NCOAV.

9. INDEPENDENT CONTRACTOR STATUS. The Official shall provide and be responsible for their own equipment. The Official agrees all travel arrangements are the responsibility of the official. The relationship between the NCOAV and Official is not that of employer/employee but that of an independent contractor arrangement. The official verifies he/she has not been convicted or pled guilty to any felony or misdemeanor charge from any court relating to sexual offenses and/or offenses against a minor.

Independent Contractor Printed Name

Independent Contractor

Date

Association Representative

Date