

2027 Season

Collegiate Compensation Rules



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JUDGING FEE

- A. Each meet host must list their respective judging fee, within the required Payment Range (if applicable, as set forth in the Meet Host Manual), on the JAS website when they enter their request for judges. Meet hosts must **list a realistic time frame for when the judges will be paid which should not exceed thirty (30) days from the date of the meet.**
- B. Number of Judges: The fee listed will be for either a dual meet with four/five Judges or a three to four team meet with eight/nine judges.
- When using only four judges to judge a three or four team meet, the judging fee will be increased by a minimum of 50% for each judge.
 - For example, if the judging fee is \$200, the judging fee will increase for a three or four team meet to a minimum of \$300 for all judges.
 - When using only six judges to judge a three or four team meet, the judging fee will be increased by a minimum of 50% for the two judges judging vault and bars (as set forth in the meet procedures in the NCAA Rules Modifications).
 - For example, if the judging fee is \$200, the two judges judging vault and bars would receive a minimum of \$300 and the four judges judging beam and floor would receive \$200.
 - When using only three judges to judge a dual meet, any judge that must judge more than two events will receive a minimum judging fee increase of 25% for each additional event judged.
 - For example, if the judging fee is \$200 and a judge was assigned to judge vault and beam, but must also judge bars and floor, then the judging fee would be increased to a minimum of \$300.
- C. Number of Teams: The judging fee is a per session fee. Additionally, the judging fee will increase by a minimum of 25% per team, for each team competing beyond four.¹ For example, if the judging fee is \$200, then it will increase to \$250 when there are five teams and \$300 when there are six teams.
- D. Meet Referee Requirements. A Meet Referee will receive the applicable per diem for each day the Meet Referee is required to be in the city where the meet is held. In addition to the judging fee for the meet, the Meet Referee will receive an additional full judging fee for each additional day on which the Meet Referee is required to be onsite, including one or more practice sessions, coaches meetings, or other required meet-related activities. Only one additional judging fee is required for each such day, regardless of the number of required activities or practice sessions occurring on that day. A meet host may elect to pay a separate judging fee for each practice session.

¹ This additional team increase of fees does not apply to Conference Championships, the WCGNIC championship, or the DIII Nationals. All such meets set their own judging fees in their respective manuals but must comply with the requirements set forth in the Meet Host Manual, as applicable.

- E. If a meet is canceled or postponed, or a judge is unable to judge because of circumstances beyond the judge's control, including grave illness or a public health emergency, the judging fee is not required for a meet the judge does not judge, unless otherwise provided in these Rules (see, e.g., Interrupted Travel, below). The judge remains entitled to all applicable per diem and reimbursement of all otherwise reimbursable expenses actually incurred. No mandatory penalty will be applied to either party because of such circumstances.

PER DIEM REIMBURSEMENT (meals, mileage to airport from residence, airport parking)

- A. No Overnight Stay Required, less than 7 hours (total time away from home): \$ **35.00**
- B. No Overnight Stay Required, 7+ hours (total time away from home): \$ **70.00**
- C. Overnight Stay Required: \$ **80.00 for each night required**
- D. Travel Other than By Car (Air, Train or Bus) with no overnight stay: \$ **100.00**
- E. Travel Other than By Car (Air, Train or Bus) with overnight stay: \$**175.00. But, each additional required night: \$100.**

An overnight stay is deemed to be “**required**” when any of the following occurs:

1. a meet host specifies that it is required (i.e., judges are required to arrive a day early);
2. with normal travel, the judge would get home after the latest time stated in the judge's travel parameters on the JAS (i.e., 11pm);
3. with normal travel, the judge would have to leave earlier than the earliest time stated in the judge's travel parameters on the JAS (i.e., 6am);
4. with mutual agreement between the meet host and judge; or
5. weather conditions or an emergency situation requires it.

F. **Multi-Day Travel:**

- If a judge is assigned to judge two meets on Day 1 and Day 3, with no meet on Day 2, and the judge is unable to go home in between the meets (i.e., the Day 1 meet ends too late and the Day 3 meet begins too early), or traveling on Day 2 rather than going home would be more cost effective for both meet hosts, the judge is to receive an additional \$**100** per diem for Day 2.
 - **This additional Day 2 per diem is to be split between the two institutions.**
 - *Rationale: A shared airfare has saved money for both institutions, but the judge is still incurring airport parking, meals, and possibly the need to check a bag due to 3 days away from home.*

- If a judge is assigned to judge two meets on consecutive days, each meet is treated separately for purposes of per diem, and the judge will receive the applicable per diem for each day. Any required overnight per diem between the meets will be split between the two meet hosts unless the overnight stay would have been required because of the Day 1 meet, regardless of the Day 2 assignment. In that case, the Day 1 meet host is responsible for the full overnight per diem and the Day 2 meet host is responsible for whatever per diem applies for the Day 2 meet. Combining travel for multiple assignments will not reduce the per diem otherwise due to the judge for each meet.
- **Questions on other multi-meet situations should be directed to your Regional Assigner and/or the NCA.**

G. Interrupted travel: Per diem and all related travel expenses are to be paid to a judge whose travel is interrupted due to weather, airplane delays, etc. These amounts are paid only if the judge is enroute to the meet or returning home from the meet when the interruption occurs.

- If the judge is enroute and, through no fault of the judge, arrives at the meet site too late to judge the meet, the judge will receive the full judging fee, all applicable per diem, and reimbursement of all otherwise reimbursable travel expenses.
- If a judge does not reach the meet site because of a travel interruption or cancellation through no fault of the judge, the judge will receive all applicable per diem and reimbursement of all otherwise reimbursable travel expenses, but will not receive the judging fee.
- However, the judging fee will be paid if, after the judge has begun travel, the meet host or Assigner cancels the judge's assignment or instructs the judge not to continue to the meet site.
- The judge must promptly notify the Assigner, Meet Referee, and the Emergency Contact for the meet host of any travel interruption. The judge should also notify the meet host of the need for additional accommodations, applicable per diem, and any other reimbursable travel expenses. The judge and the meet host will work together on the arrangements and reimbursements.
- The judge will be responsible for submitting any required receipts to the meet host in a timely manner for any otherwise reimbursable expenses actually incurred as a result of the travel interruption. The meet host will reimburse the judge for all such expenses.

COMPENSATION LIMITATIONS

Meet hosts or representatives of any meet hosts are prohibited from providing judges anything in excess of their agreed upon compensation package (judging fee, per diem, hotel room, travel, rental vehicle, etc.). However, food and beverages or writing implements provided for the judges during the meet are permissible. Meet hosts should inform the judges and/or the Meet Referee whether there will be any food or beverages provided so that the judges can plan accordingly.

TRAVEL

- A. Travel by Judge's Car: Round trip mileage shall be paid at the applicable IRS rate² or the mandated rate of the institution for owned vehicles (this does not apply to rental vehicles).
- The total mileage cost shall *not* exceed the cost of a regular economy airfare to the same location. In the event that the mileage costs more, a judge will have the option to (1) fly (covered by the meet host) or (2) drive (only mileage reimbursement up to the amount of the flight cost will be covered by the meet host, the judge will not receive mileage reimbursement over the stated flight cost amount).
 - All required tolls shall be covered and reimbursed by the meet host. A toll is required if it is on any of the normal routes to the meet location. *Rationale: a judge should not have to drive out of the way just to avoid tolls.*
- B. Carpooling: Carpools will not be assigned by the Assigners or the meet host. Judges may personally arrange carpooling, but it may not be required by the meet host. Judges may only charge the mileage that they personally incur. Judges who are part of the carpool and not the driver will not receive any mileage reimbursement, except for mileage to travel to/from the place of the start/end of the carpool.
- C. Travel other than by car: (airline, train or bus tickets)
- **No Basic or Restrictive Economy Fares; No Inflexible Train or Bus Fares.** Airplane, Train, or Bus Expenses shall be paid in full by the meet host. **The judge must be contacted before the ticket is purchased.** The meet host must adhere to the time parameters listed in the judge's profile on the JAS website. Basic economy, or an airline's equivalent most restrictive fare, airline tickets may not be purchased. Ticketing will be the responsibility of the meet host. Airline tickets must have an assigned seat when the flight is purchased and must permit the judge to bring the baggage reasonably necessary for the meet. Train and bus tickets must be purchased using a flexible/changeable fare.
 - *Rationale: Judges ordinarily must travel with materials and baggage necessary for the meet. Basic economy and inflexible fares create a greater risk that travel disruptions, overbooking, or schedule changes will prevent a judge from arriving at the meet on time.*
 - **Mileage to/from the Airport to/from the judge's residence** is included in the per diem reimbursements UNLESS a judge's residence is more than 50 miles (one way) from the airport (using the shortest route as determined by a GPS or online map or app). The judge will be reimbursed mileage in excess of 100 miles roundtrip.
 - **Airport Parking** is included in the per diem reimbursements listed above and is not a separate expense covered by the meet host. Even if a judge's cost to park at the airport exceeds the per diem reimbursement amount, there is no reimbursement.

² The rate until December 31, 2026, is **\$0.76** per mile. The 2027 rate has not yet been released, but will be applicable upon release.

- **Travel to/from the Airport, the meet site, and the hotel:** The meet host is responsible for making arrangements and covering the expense for ground transportation between the airport, the meet site, and the hotel (if applicable).
 - **Airport Selection:** It is assumed that the departing flight should be booked from the airport closest to the judge's residence as listed in the JAS. A judge may identify one or more additional airports in the JAS as acceptable. If the judge chooses to depart from an airport other than the listed closest airport and the airfare is more expensive, the judge has the option to pay the difference in cost or instead fly from the judge's closest airport.
 - Any cost comparison must be based on comparable fares that comply with these Rules.
 - Airline tickets should be purchased with every effort made to allow the judge to arrive at the airport from the meet **no less** than 90 minutes prior to the scheduled departure of the flight.
 - If a judge cancels an assignment after a travel expense has been incurred, the judge is responsible for any resulting unrecoverable cost to the meet host unless the cancellation is due to circumstances beyond the judge's control or the judge and meet host otherwise agree.
- D. **Vehicle Rentals:** If a meet host requests that a judge rent a vehicle to travel to the meet site from the hotel and/or airport, it must be listed on the JAS information and indicated on the contract. If it is not indicated on the JAS website, the meet host and the judge must agree on the use of a rental vehicle, in advance. If judges are expected to share a rental vehicle, it is the responsibility of the meet host to inform the judge(s) and coordinate airport arrival times. Contact information (cell phone numbers) needs to be provided to the judges traveling together. **Judges sharing a rental vehicle should not be required to wait more than two hours if a flight is delayed.** If a delay would require another judge to wait more than two hours, the meet host must arrange and pay for reasonable alternative ground transportation.
- Any rental vehicle provided for multiple judges must be reasonably sufficient to accommodate the judges and their necessary baggage.
 - Rental vehicles shall also be covered for any judges when flying would be more expensive and/or a judge does not own a car and there is no other means of transportation available (carpools are not required).
 - All rental vehicles will include liability and damage insurance coverage paid for by the meet host. The meet host will also reimburse the judge for gas for the rental vehicle, or will include the fill-up option with the rental so that the judge does not have to stop or pay for gas. All required tolls shall be covered and reimbursed by the meet host, including any daily fees charged by the rental company (i.e., for renting a toll pass and/or for the administration of the toll payment process).
- E. **Additional Expenses:** Expenses not listed on the contract should not be paid unless otherwise required by these Rules or incurred because of an unexpected travel change or emergency. If there are last minute changes or incidental expenses, it is the responsibility of the judge to notify the meet host in a timely manner of any changes in the contracted expenses. An

example of incidental expenses would be unexpected excessive tolls. Travel insurance is not a reimbursable expense.

- F. Shared Expenses: When a judge travels to multiple institutions during the same trip, shared travel expenses must be split between the applicable meet hosts. Sharing travel expenses does not reduce any judging fee or per diem otherwise due to the judge under these Rules. Meet hosts should make every effort to book the judge on the same airline for the multiple legs of travel to avoid possible problems.
- For example, a judge is booked to fly from home to the 1st assignment on Airline A and from the 1st assignment to the 2nd assignment on Airline B. The first flight is cancelled due to weather and cannot be rescheduled in time. The judge's 2nd flight from the 1st assignment to the 2nd assignment is on Airline B and Airline B cancels it because the judge could not get to the originating site. If the same airline had been used, there would possibly have been more options for rebooking and for return flights.

LODGING

- A. Overnight Stays: If a judge is required to stay overnight prior to, during, or following the meet, lodging must be provided and paid by the meet host. The hotel room expense is separate from, and not included in, the required per diem. The form of accommodations shall be specified in the judges' contracts.
- If a judge cannot return home by 11:00 P.M. following the conclusion of the meet, although not required (unless it meets the definition of "required" set forth above), it is strongly suggested that the meet host provide a hotel room for that night.
- B. Accommodations: Information on the JAS system must indicate whether separate hotel rooms will be provided. **Separate hotel rooms are highly recommended.** If that is not possible, it is requested that meet hosts attempt to reserve lodging where a "suite" is possible so that judges can have separate sleeping areas but share a bathroom. At a minimum, each judge must have their own bed (not a cot or a pull-out couch).
- C. Room Nights: A meet host is only required to provide lodging for one night, unless the "required" overnight definition determines that more than one night must be provided.