



**Pay Rate, Travel Fee, and
Suspended Game Policies
for 2026**

GNLL fee policies for Northland LOA Officials 2026

This document summarizes GNLL–Northland LOA fee agreement for 2026. These negotiations concluded with some increases for all officials, but, as always, the main way to see large pay increases is to continue improving so you can work more games and higher-level games. The same fees and policies will apply to most non-GNLL youth tournaments.

Levels of officials and pay rates

Officials will be designated as:

- Level 0.5
- Level 1.0
- Level 1.5
- Level 2.0
- Level 3.0 (MSHSL)
- Level 4.0 (or Level 3.0 + worked MSHSL state tournament)

Explanations of these levels will be given in Northland training documents. Pay rates for officials at each of these levels are summarized on the next page. **Note:** officials who have not completed returning officials training requirements for their level will drop to the next lowest level of pay until those requirements are completed for the current year (generally \$5 per game less). Also, an official reaching Level 1.5 can be dropped down to Level 1.0 if an observation shows they are not meeting Level 1.5 standards.

Travel fees

Travel fees are $\$0.90 \times$ (one-way mileage) starting with mile 1. Mileage is from zip code to zip code, as measured by ArbitersSports.com. This is reasonably accurate within the metro area, but in rural areas, zip codes can be quite large. If you feel there is a situation where the Arbiters mileage and the actual mileage are dramatically different (more than 15 miles), contact your assigner to see if something can be worked out. Otherwise, the differences tend to average out over time (sometimes you get paid more than the actual mileage and sometimes less).

Reporting errors in pay rates

The assigner must edit the game fees to account for the pay differentials for various levels of officials. This generally happens once all game assignments have been accepted for a date, and then they are rechecked, typically on Monday. However, it is possible that some differentials may be missed. **Officials must check their game fees and notify the assigner of errors by email after the games are played and before noon on the following Wednesday.**

A schedule of pay periods and payroll dates is posted on the Main/Announcements page in ArbitersSports.com (every 2 weeks). If you do not report an incorrect rate on time and you are underpaid, you forfeit any extra fees. If it is discovered that you have been overpaid, that extra fee may be deducted from a future payment.

If for some reason the payments go through incorrectly—that is, the correct amount was shown in ArbitersSports.com but you were paid a different amount—you must notify the assigner *before noon*

on Wednesday before the next payroll is processed. We recommend you take a screen shot of your pay amounts when verifying that the amounts are correct.

Wait time payments

In some cases, officials will get payment for wait time between games if the wait time is 10 minutes or more. Officials are normally scheduled without wait times, but wait times may occur:

- when there are schedule changes after the games have been assigned
- when the games are scheduled in such a way that some gaps for officials are unavoidable
- when officials have many games in one day and the assigner feels they need a break.

Generally, you will not get paid for wait times if you have a gap between sets of multiple games (e.g., 3 games, a 1-hour break, and then 2 games). However, if any of the games is a single game (e.g., 3 games, a 1-hour break, and then a single game), you should expect to **either** get paid for wait time **or** to get the single-game rate for the single game.

Wait time pay rates are prorated from the following hourly rates:

- Level 0.5 = \$20
- Level 1.0 = \$20
- Level 1.5 = \$25
- Level 2.0 = \$25
- Level 3.0 = \$30
- Level 4.0 = \$30

10U and higher GNLL game fees for Northland LOA Officials 2025–2026

Level 0.5	2025	2026
Youth field/modified indoor field	\$40	\$40
Youth box	\$47	\$47

Level 1.0	2025	2026
Youth field/modified indoor field	\$45	\$45
Youth box	\$52	\$52

Level 1.5	2025	2026
Youth field/modified indoor field	\$50	\$50
Youth box	\$52	\$52

Level 2.0	2025	2026
Youth field/modified indoor field	\$50	\$50
Youth box	\$52	\$52
HS field	\$54	\$54
HS box	\$57	\$57

Level 3.0	2025	2026
Youth field/modified indoor field	\$52	\$54
Youth box	\$54	\$54
HS field	\$59	\$59
HS box	\$63	\$63

Level 4 + MSHSL State	2025	2026
Youth field/modified indoor field	\$55	\$57
Youth box	\$57	\$57
HS field	\$62	\$62
HS box	\$66	\$66

Level 3.0–4.0 Differentials	2025	2026
Solo official (10U and up)	+\$13	+\$13
Single game	+\$17	+\$17
NABLL official on GNLL box game	+\$2	+\$2

Level 0.5–2.0 Differentials	2025	2026
Solo official (10U and up)	+\$13	+\$13
Single game	+\$13	+\$13

Fees will be prorated if officials are late to games

“Single game” refers to situations where a single game is scheduled rather than a set of 2 or more

Wait time between games is sometimes paid based on partial game fees for the level of official.

Officials must report corrections to game/travel fees by the deadlines listed in Arbiter.

8U GNLL game fees for Northland LOA Officials 2025–2026

2025 8U Game Fees				
Number of officials	1	1	1	1
Game length	12-minute halves	10/12-min quarters	Any	
Time slot	45 minutes	60 minutes	45 minutes	
Games in set	2 or more	2 or more	Single game	
0.5	\$ 35.00	\$ 46.00	\$ 59.00	
1.0	\$ 39.00	\$ 51.00	\$ 64.00	
1.5	\$ 42.00	\$ 56.00	\$ 69.00	
2.0	\$ 42.00	\$ 56.00	\$ 69.00	
3.0	\$ 47.00	\$ 62.00	\$ 79.00	
4.0	\$ 49.00	\$ 65.00	\$ 82.00	

2026 8U Game Fees				
Number of officials	1	1	1	1
Game length	12-minute halves	10/12-min quarters	Any	
Time slot	45 minutes	60 minutes	45 minutes	
Games in set	2 or more	2 or more	Single game	
0.5	\$ 35.00	\$ 46.00	\$ 59.00	
1.0	\$ 39.00	\$ 51.00	\$ 64.00	
1.5	\$ 42.00	\$ 56.00	\$ 69.00	
2.0	\$ 42.00	\$ 56.00	\$ 69.00	
3.0	\$ 48.00	\$ 64.00	\$ 81.00	
4.0	\$ 51.00	\$ 66.00	\$ 84.00	

Fees will be prorated if officials are late to games

“Single game” refers to situations where a single game is scheduled rather than a set of 2 or more

Wait time between games is sometimes paid based on partial game fees for the level of official.

Officials must report corrections to game/travel fees by the deadlines listed in Arbiter.

2026 MSHSL Suspended Game Policies

Per the MADOFC fee agreement, for MSHSL games that are canceled or suspended, the following policies apply:

If a game (or a portion of a game) is:	then the officials are paid:
Canceled for non-weather-related reasons on the day of the game	A full game fee for each game canceled
Canceled for weather-related reasons 4 or more hours before the scheduled start time	No game fee for any games
Canceled for weather-related reasons less than 4 hours before the scheduled start time	A half game fee for each game canceled less than 4 hours before game time
Canceled for weather-related reasons when the officials are on site (officials dismissed before scheduled start time)	A half game fee for each game (including travel fees, where applicable)
Suspended or canceled after the scheduled start time	A full game fee for each game (including travel fees, where applicable)
Made up on a later date	A full game fee for each game (including travel fees, where applicable)

For all cancellations, the officials must be notified directly by text and by email using the information listed in ArbiterSports.com or in the officials' check-in email. The assigner must also be notified, but for the purposes of determining the timing of a cancellation, the later of the text and email time stamps will determine the time of the notification.

2026 non-MSHSL Suspended Game Policies

If the officials are asked to stay on site beyond the scheduled start time and the game is either not played or suspended and not concluded after starting, the following apply for non-MSHSL games:

If a game is suspended, terminated, or canceled:	and the officials:	then the officials are paid:
Before scheduled start time	Are notified while in transit to the game site	One-half game fee
Before scheduled start time	On site, but released before the scheduled start time	One-half game fee
Prior to the end of the second quarter	Determine game will not be completed that day and are released immediately	Two-thirds game fee
After the completion of the second quarter	Are released immediately or asked to stay to see if weather clears up	Full game fee

If one game in a set of two or more games is suspended, terminated, or canceled and later games are canceled, the officials are paid as above for the suspended game, paid a half fee for the next canceled game, and paid nothing for subsequent games. **You must report the time you were told you could leave to your assigner to ensure your pay is correct.** Do not fill out Arbiter game reports.

If a game is suspended due to weather and the officials are asked to stay, the officials will stay on site for up to 1 hour to see if it can be resumed. If a delay lasts more than 30 minutes, the officials will be released (since the game could not be resumed for at least another 30 minutes). For a second delay in the same game, the officials will be released. Officials will try to be flexible in helping teams get games in, but sometimes they will have other commitments the same day that do not allow for staying longer. **If the game is not completed, officials must record all game information and report it immediately using the Suspended Game Form** (linked on the announcements page in Arbiter).

Under NFHS rules, suspended games are continued from the point of interruption unless there are league, conference, or state association rules to cover the situation or unless the coaches agree to terminate the game. If the remainder of the game is rescheduled, another crew of officials will be assigned and will be paid a full game fee. For MSHSL games, if the game is suspended—and cannot be completed on the same night—after the conclusion of the third quarter and the score is not tied, the game is over.

In cases where it seems likely that games could be canceled due to weather conditions, the officials should contact the home team or host site prior to leaving to verify the game or games are still "on." If they do not, they may not be paid if they arrive and the games have been canceled.

For non-MSHSL games (and for MSHSL games outside the metro area), officials must be notified well in advance. The appropriate time is calculated by subtracting travel time (as calculated by Google maps) + 1.5 hours from the start time of the first game. If this puts the notification time before 7:00 a.m., the officials must be notified by the 9:00 p.m. the night before the game (or, for travel of more than 3 hours, by 4:00 p.m. the day before the game). Failure to give such notification requires that the officials be paid for one half of the game fee for the first game; travel fees, hotel, and per diem may apply in these situations as well depending on how far the official has driven when the cancelation is received.

2026 Northland LOA Travel Fees

The travel fees for **most** games that pay travel will be

$$\text{Travel Fee} = \$0.90 \times (\text{one-way mileage})$$

The one-way mileage is the zip-to-zip number listed in ArbiterSports (so for some games the Arbiter mileage might be less or more than the actual mileage; this is expected to balance out over the season for most officials). Note that only the first game in each set will show mileage, and if you have multiple games at multiple sites on the same day, later games will show mileage from the first site to the second site. **Travel fees apply for all officials working the game, even if the officials carpool.**

In some cases, officials will be traveling from one game site to another, and in those cases the assigner will determine a travel fee in line with the above fees based on the distance traveled.

These fees **do** apply:

- to regular-season freshman, JV, and varsity MSHSL games in non-metro conferences (there may be additional stipulations such as a minimum distance for these teams)
- to all non-MSHSL games, including HS/youth leagues and tournaments. However, in some situations the assigner has discretion to reduce or cancel the travel fee: (1) if an official receives a large number of assigned games (2) when assigning an official if a closer official is available, such as when there is an official available 10 miles away but an official who is 30 miles away wants to work the game. If the official is needed to cover the game, the full travel fee will apply regardless of distance.

These fees **do not** apply:

- if the game site is near the official's home zip code, regardless of how far from the game site the departure point is (e.g., if an official works in Bloomington but lives in Rochester, the official does not get paid to drive to Rochester because he or she was going to drive there anyway)
- for MSHSL teams at sites in Twin Cities metro conferences
- for MSHSL section games except as worked out on a case-by-case basis.

It is the responsibility of each official to:

- have accurate zip codes entered in ArbiterSports under "Travel Limits"
- decline travel fees when they are not warranted (e.g., if you have your "leave" zip code set for Bloomington but you have a work meeting in Rochester on the day you get assigned a game there, you should not accept a travel fee for that game)
- let the assigner know if ArbiterPay travel fees are incorrect
- record the mileage from Arbiter and the correct travel fee, if any, on the pay voucher or online form for MSHSL schools (**Note:** if officials forget to record these, they generally forfeit any travel fees).

Per diem and hotel: When officials work games more than 2 hours away from their home zip code as measured by Google Maps, they are paid one travel fee and a \$40 per diem. Officials working consecutive days at distant locations will be paid either a travel fee or hotel, but not both, plus per diem. If the required departure time for the officials to arrive at least 30 minutes prior to game time is before 7:00 a.m., travel, hotel and per diem will be provided to the officials for the night preceding the game. Officials must submit a copy of the hotel receipt to the assigner.

Method of payment: For games paid by ArbiterPay, travel fees, per diem, and hotel expenses will be included in the ArbiterPay payment. Otherwise, the fees, where applicable, should be paid with the game fee check on the date of the game or when the check is mailed.

Northland LOA Game Fees for non-GNLL Games

MSHSL Games

For MSHSL games, the fee structure is:

MSHSL Lacrosse	# of officials	Timing	2026
Varsity	3	4x12-minute stop time	\$98
Varsity	2	4x12-minute stop time	\$121
JV/Freshman/B	2 or 3	4x12-minute running time	\$68
JV/Freshman/B	2 or 3	4x10-minute stop time	\$82
JV/Freshman/B	1	4x12-minute running time	\$78

Officials pay assigning fees directly to the assigner for each MSHSL game assigned (\$6 per game for 12:00 stop time games, \$4 per game for 12:00 running time games, \$5 per game for 10:00 stop-time games). Per Northland LOA operating policy, officials *may* be charged assigning fees for declined and turned-back games—particularly for last-minute turnbacks in non-emergency situations—so be sure to keep your blocks up to date. Officials will receive a billing statement at the end of the season for assigning fees. Late payment fees may apply per the operating policies.

Fees for scrimmages and other games (such as JV teams electing to play 12-minute stop time) pay the fee appropriate for the timing listed above or will be pro-rated. This is handled on a case-by-case basis.

For MSHSL games, you will generally fill out an online form or a voucher at the game site. For games that pay travel, be sure to calculate your travel fee and put it on the voucher. Note that some high schools (including Blake, Big Lake Hermantown, Southwest Christian, and Delano) pay via ArbiterPay.

Weekday youth games during the spring MSHSL season generally pay the MSHSL JV rate.

Note that you must join the MSHSL and complete MSHSL requirements to officiate spring MSHSL varsity games, but any Level 2 official can officiate JV and Freshman/B games; pay rates are the same.

Post-High-School Games

For post-high-school games, the fees are:

College/Men's League	2026
Men's summer league	\$72
Men's summer league (NILOA officials)	\$77
GLL college club games	\$95

Homegrown men's league will pay via ArbiterPay, and GLLL will pay via check at the end of the season. GLLL games have a specific travel amount attached to each site (not a per-mile amount).

Other Northland LOA Policies and Information

Independent contractor status

Officials are independent contractors, and any contract for payment on games is between the official and the league, school, tournament director, or other body organizing the games and not between the official and the assigner. Assigners work with officials to try to make sure payments are processed correctly—and we currently know of no cases where officials have not been able to secure payment—but Northland and its assigners are not responsible for paying officials.

Taxes

Because officials are independent contractors, they are responsible for claiming their officiating income on their state and federal taxes regardless of whether any organization issues them a 1099 form. Officials are generally able to deduct expenses (e.g., uniform, equipment, USA Lacrosse membership, Northland LOA dues) using Schedule C. The National Association of Sports Officials Tax Guide, posted at <https://tinyurl.com/2024-tax-guide>, is somewhat dated, but it may have helpful information. This section is not legal advice, and you should consult a tax professional if you have questions. There is also an online training module about taxes for officials.

Late and no-show officials

If you are late for or do not show up for a game, you are expected to report yourself so your game fees can be corrected. If your partner is late or does not show up, you are also supposed to report this (in most cases, this will result in you getting paid a higher rate).

If your partner does not show up and you feel you are not capable of working a game by yourself (e.g., ArbitrPay you are a new official), you are not obligated to start the game by yourself. Call your partner using the contact information in Arbitr and call your assigner for the game. In some cases, you may be able to get a partner from an adjacent field if there is an official on that field who feels comfortable working solo. In general, the youngest age group game should be the one that ends up with one official.

Emergency situations

In some cases, you may show up for a game and find the stadium locked, no goals, no teams, three teams, or some other problem. For GNLL games, use the emergency contact info on the ArbitrSports.com announcements page to contact the GNLL staff. For other games, contact your assigner for the game and, if possible, the league responsible.

Accepting and turning back games

Please accept assignments as soon as possible; if you need more than a day or two to figure out if you can accept an assignment, email the assigner to ask for more time. However, if you have your schedule correctly blocked in ArbitrSports.com, you shouldn't need to decline games often.

If you accept a game and are unable to work it, contact the assigner as soon as possible. Please email for lacrosse issues that are not emergencies. Email **and** text for emergencies (anything needing attention with 30 hours).