



2025 INDEPENDENT CONTRACTOR AGREEMENT

The Lake Superior Soccer Referee Association (hereinafter "the Association") and the undersigned official (hereinafter "the Official") agree to the following terms and conditions for the 2025 soccer season:

1. Both parties to this contract affirm their commitment to the shared goal of promoting fair play, healthy competition, and positive values for the benefit of all contest participants.

2. The Association:

- a. agrees to assign the Official to soccer games based on his/her availability and experience, subject to the limitations specified below;
- b. agrees to provide, whenever possible, at least seven days notice of game assignments and of any changes, including canceled, rescheduled, and added games.

3. The Official:

- a. acknowledges that the Association can assign only referees who are currently registered and in good standing with the Minnesota State High School League to officiate MSHSL sanctioned varsity games;
- b. acknowledges that the Association can assign only referees who are currently registered and in good standing with the Wisconsin State High School League to officiate WIAA sanctioned varsity games;
- c. acknowledges that the Association can assign only referees who are currently registered and in good standing with the United States Soccer Federation to officiate USSF sanctioned games;
- d. agrees to confirm or decline assignments promptly, honor all confirmed assignments, and provide, whenever possible, at least seven days notice of any changes in his/her availability;
- e. acknowledges and accepts the risks associated with the game of soccer, certifies that he/she has no illness or impairment which will make participation in soccer-related activities dangerous to him/her, and waives all claims of liability against the Association for any damage or injury that he/she may suffer while officiating games assigned by the Association;
- f. acknowledges it is his/her responsibility to insure reimbursement from schools and/or leagues that he/she officiates for.
- g. agrees to pay the scheduled assignors fees by November 30, 2025.

4. Both parties agree that the Official acts as an independent contractor, that he/she is not an employee of the Association or the teams that it serves, that he/she is responsible for payment of Federal, FICA, and State income taxes, and that he/she is not covered under Minnesota unemployment compensation rules and is not eligible to claim benefits under such.

5. Either party may cancel this contract by providing at least seven days notice, in writing. Otherwise, it shall remain in effect for the duration of the 2025 soccer season.

Authorized Association Representative: Jerry Sillanpa
LSSRA Assigning Secretary
January 1, 2025

Official
Name (print):

Signature:

Date:

Alternate Signature: By checking here, you confirm that you acknowledge and understand the statements made above.

To submit this form, save it to your computer, then open it, fill it out to completion, save it, and e-mail it as an attachment to Jerry Sillanpa. In the subject line of your e-mail, include your last name and the word "ICF."