



NBAABO Operating Procedures

Adopted September, 2013

Amended September, 2021

Amended October, 2024

Amended October, 2025

Section 1 - Working Conditions

1. No official shall be scheduled to work a game alone.
2. No official shall work a game, assigned under the aegis of the AABO, with a non-member.
3. Where a regional assigning system is established, no official may officiate a game that has not been assigned by the Assigning Officer, or their designate.

Section 2 - Dress

1. All association members are required to wear the approved dress of the AABO. The current approved dress is as follows:
 - a. i. a black and white striped shirt with a v-neck, or
 - ii. at the University and Collegiate levels, a CBOC-approved shirt
 - b. black trousers
 - c. black shoes
 - d. black socks
 - e. black whistle with a black smitty or black neck lanyard.
2. Officials may choose to wear a black warm-up jacket as follows
 - a. a CBOC-approved jacket
 - b. the CABO-approved jacket with the half-moon basketball logo
3. During the "summer" season, black shorts may be worn instead of trousers.
4. An officiating crew shall be dressed alike for all games.
5. Officials shall not wear a wristwatch, wristband, or any form of jewelry (exception: wedding band) during the game.

Section 3 - Code of Conduct

It is the responsibility of an official to:

1. maintain the highest standards of honesty and integrity;
2. make decisions without deference to team, score, spectators or home facility;
3. maintain consistency while interpreting and enforcing the rules of basketball;
4. exhibit concern for player welfare by correcting situations which involve actions detrimental to the welfare of all participants;
5. maintain a friendly and communicative attitude toward players, coaches and spectators on and off the court;
6. maintain a sense of composure at all times;
7. always wear the proper uniform and be neatly and appropriately attired on and off the court;
8. consistently strive to improve one's own ability through regular attendance at rules clinics;
9. honor all obligations and commitments;
10. be fully prepared both physically and mentally for each game;
11. promote and support the sport at all times;
12. treat other officials with professional dignity and courtesy and refrain from criticizing other officials;
13. refrain from the use of alcohol and misuse of drugs, on the day of the game (prior to the game);
14. avoid inappropriate physical contact with players, coaches or spectators;
15. be in facilities only for purposes of officiating a game or other legitimate activity;
16. report any unethical behavior by a member to a member of the Board of Directors.

Section 4 - New Members

1. Any person who is not a current CBOC member may become a member of the AABO by completing each of the following:
 - a. filing an application with the Secretary-Treasurer;
 - b. paying an application fee
 - c. for those aged 18 years or older, providing a Criminal Background Check
 - d. passing the written examination
 - e. paying the applicable New Member Fee, as set by the Board of Directors.
2. The New Member Fee is applicable for the first year of officiating only, which is deemed to be the year in which a candidate has successfully passed the written examination and the practical examination.
 - a. Provisional members are eligible to pay the New Member Fee as they have not yet passed the written examination.
3. Current CBOC members transferring into New Brunswick shall be required to file an application with the Secretary-Treasurer, pay an application fee, provide a Criminal Background Check, and pay the Annual Membership Fees, as per a membership renewal.
4. Applicants who have not been members for a period of more than 2 years shall pay the New Member Fee. If the applicant has been a CBOC member at some point in the last 2 years, they shall pay the Annual Membership Fee, as per a membership renewal.

Section 5 - Membership Renewals

1. Members shall pay annual membership dues. This shall include all officials with a certification level of
 - a. Prospect
 - b. Levels 1 to 5
2. Members are not eligible for assignments until the annual dues are paid.
3. Membership dues must be received by the Secretary-Treasurer on or before November 30 of each year.
4. Membership and registration is for a period of one year, from December 1 to November 30, and is renewable annually.

Section 6 - Written Examinations

1. All qualified and prospective officials in New Brunswick are expected to write the CBOC exam annually. The exam shall be written on or by a date, as established by the Executive Committee.
2. The pass mark for the exam, as established by CBOC, shall be as follows:
 - Prospect/Level 1 – 70 %
 - Level 2 – 80 %
 - Level 3 – 86 %
 - Level 4 – 86 %
 - Level 5 – As established by FIBA
3. Failure to achieve the required pass mark in two consecutive exam periods will result in a reduction in certification to the appropriate Level based on the mark actually achieved.
4. Failure of an official to achieve the Level 1 pass mark in two consecutive exam periods shall result in possible forfeiture of active membership.

They may, at the Regional Representative's and Assigning Officer's discretion, be granted a "Provisional" status for a maximum of one year.

- a. The “provisional” status should only be granted in cases where
 - i. the individual has successfully officiated for an extended period of time; and
 - ii. there is a need for officials within the Zone
- b. Provisional officials are not eligible to officiate at the high school level
- c. Should an individual fail to attain the Level 1 pass mark on the written exam that begins the following year (ie the third season), the individual shall not be eligible to officiate at any level for a period of one year.

Section 7 - Floor Tests

1. Based on marks attained on the annual written exam(s) and/or floor tests, all officials shall be rated as Prospect, Level 1, Level 2, Level 3, Level 4 or Level 5.
In order for a prospective official to become eligible for a floor test, a mark equivalent to or above the Level 1 pass mark must be attained on the written examination. Should a prospective official achieve an exam mark of less than the Level 1 pass mark, they may, at the regional representative’s and assigning officer’s discretion, be granted a “Provisional” certification.
 - a. Provisional officials are to be assigned to games of an appropriate level for officiating developmental purposes;
 - b. Membership application for the following year shall be treated as a new member application;
 - c. An individual is permitted to hold a Provisional certification for a maximum of 2 consecutive years;
 - d. Should an individual fail to attain the Level 1 pass mark on either the written exam or the local region’s floor test that begins the third year, then the person shall not be eligible to officiate at any level for a period of one year.
2. Once a prospective official attains the Level 1 pass mark on the written test, they are required to then pass a “competency floor test”, conducted at the local level. Failure to pass this floor test will result, at the regional representative’s and assigning officer’s discretion, in either
 - a. the person not being eligible to officiate at any level for a period of one year; or
 - b. the person being assigned a level of “provisional” for the remainder of the year.
 Should the individual pass their floor test, they will be assigned a “Prospect” certification status, which they will maintain until either i) the Level 1 evaluation process is completed; or ii) written test results require the person to be downgraded to a Provisional status.
3.
 - a. Floor tests for Level 1 shall be conducted at the local level, using the CBOC-approved criteria.
 - b. A Level 1 floor test will be waived for any official who meets all of the following criteria:
 - i. Attains the required pass mark on the written examination for Level 1 certification after failing to achieve the required pass mark for Level 1 for the previous two exam periods
 - ii. Previously held a Level 1 certification
 - iii. Remained as an active member during the previous two years
4. An official must hold a Level 1 certification for at least one season before attempting to attain a Level 2 certification.
5.
 - a. An official wishing to be upgraded to a Level 2 certification, must first score a passing mark on their first attempt of the annual CBOC examination, receive the recommendation of the Regional Representative, and advise the Secretary-Treasurer of a wish to be upgraded;

- b. A Level 2 floor test will be waived for any official who meets all of the following criteria:
 - a. Attains the required pass mark on the written examination for Level 2 certification after failing to achieve the required pass mark for Level 2 for the previous two exam periods
 - b. Previously held a Level 2 certification
 - c. Remained as an active member during the previous two years
6. The Evaluation and Assignments committee shall, whenever possible, conduct the Level 2 evaluations at an annual central upgrading clinic to be held in conjunction with an appropriate tournament of high school age or above. A panel of at least three AABO members shall evaluate each candidate for a Level 2 certification, using the criteria as established by CBOC.
7. The Evaluation and Assignments Committee shall, whenever possible, conduct the Level 3 evaluations at an annual central upgrading clinic to be held in conjunction with an appropriate tournament of Collegiate/University age or above. A panel of at least two AABO members shall evaluate each candidate for a Level 3 certification, using the criteria as established by CBOC.
8. A Level 4 certification can only be achieved by officiating at a National tournament in which CBOC has assigned National Referee Coaches who have as one of their responsibilities the task of assigning Level 4 status to those who are shown to be deserving based upon CBOC's criteria.
9. A Level 5 certification can only be granted at International tournaments by FIBA itself.
10. Officials being floor tested for any Level may be asked to waive their game fees and/or travel expenditures

Section 8 – Assignments – Local Regions

1. Each Regional Representative shall ensure that an Assignor is elected annually.
2. The Assignor shall assign officials to games within the region.
3. Each Assignor shall assess and collect 8% of the game fees for the officials assigned.
4. Should an Assignor not be available to perform their duties for a period of more than 24 hours, they shall appoint a temporary designate to act in their place.
5. No official shall accept a game that has not been assigned to them by an Assignor, or their designate.
6. All assignments within a region shall be the responsibility of the regional Assignor with the exception of the following: (a) University Board, (b) Collegiate Board, (c) SSNB Championship Tournaments, (d) National or International assignments, (e) Professional Games.
7. To be eligible for national and international assignments, an AABO member in good standing must meet the criteria as determined by CBOC.

Section 9 - Assignments - SSNB Championships

1. General
 - a. Only officials holding a Level 2 or higher rating, in good standing, are eligible for SSNB Championship assignments.
 - b. In exceptional circumstances, where no Level 2 or higher official is available, a Level 1 official may be assigned for an SSNB Championship assignment.
 - c. An official who wishes to be considered for a tournament assignment shall submit their name to the Evaluations and Assignments Committee at least 10

days prior to the commencement of the Provincial Senior Regional and JV Provincial tournaments.

- d. From this list, the Evaluation and Assignments Committee shall make the appointments:
 - i. To the Provincial Sectionals and Final 12 tournament
 - ii. To the JV Provincials or Senior Regionals as necessary, working with the local Zone.
 - e. The Evaluation and Assignments Committee shall cause all selected officials to be notified indicating the tournament assignment, the date and the approximate starting times.
2. Provincial Sectionals
 - a. Where feasible, no more than two officials from one region shall be assigned to any Provincial Sectional tournament.
 - b. The Evaluations and Assignments Committee shall name a Crew Chief for all tournaments and the appointed Crew Chief shall make all of the assignments for that site.
 - c. Each Crew Chief shall provide constructive criticism aimed at improving the skills of the officials involved, and liaise with the tournament manager about officiating matters.
 - d. Including the Crew Chief, there shall be 4 officials assigned to each Sectional Tournament. In the event of one site hosting a double Sectional Tournament, a minimum of 6 officials, including a single Crew Chief, shall be assigned to the site.
 - e. Officials may be moved to a second Sectional Tournament to work the Sectional Final.
 3. Final 12
 - a. Eligibility

All officials assigned to officiate at the Final 12 shall

 - i. work a Provincial Sectional, JV Provincial, or Provincial Senior Regional game as assigned by the Evaluations and Assignments Committee, or a Collegiate/University game scheduled at a conflicting time with the Provincial Sectionals.
 - ii. have scored a grade equal to or greater than the Level 2 pass mark on their first submission of the written rules test for the current season
 - iii. have a minimum of 2 game evaluations during the season, administered by an NBAABO approved/assigned evaluator. Officials required to travel for said evaluation(s) may be asked to forgo any travel expenses.
 - b. Stand-by officials
 - i. The Evaluation and Assignments Committee will appoint a stand-by official for each session of games at the Final 12
 - ii. Stand-by officials shall receive ½ game fee for each game in which they are assigned
 - iii. The stand-by official will be recognized as part of the officiating crew, dressing for the game, taking part in any pre-game activities, and sitting at the scorer's table during the game.

Section 10 - Assignments - University Board

1. The University Board shall be responsible for officiating inter-University games.
2. The size of the University Board shall be determined annually by the University Board Committee.
3. The University Board Committee shall make selection to the University Board. The Committee shall consist of the Committee Chairperson, the University Board Assignor,

and two at-large persons knowledgeable in the game of basketball at the University level, as selected by the Committee Chairperson. The two at-large committee members may be officials, or non-officials, but shall not be a member of the named University Board.

4. The University Board Assignor, as named by the previous year's University Board and approved by the Executive, shall assign University Board officials to officiate inter-University games. The University Board Committee Chairperson may serve in the dual role of University Board Assignor.
5. On or before September 15, each Regional Representative shall submit to the University Board Committee the names of those members who shall be considered for nomination to the University Board.
6. To be eligible for selection to the University Board, an official must:
 - a. hold a Level 3, 4, or 5 certification;
 - b. have their name appear on the submitted regional list;
 - c. be in good standing.
7. Where no official is selected from a Region, the University Board Committee shall arrange, upon request, to have the top ranked official from that Region (provided they are eligible) officiate a university-level game for the purposes of ranking that official relative to the officials selected to the University Board.
8. All members of the University Board shall be determined and notified annually before October 31 or the start of the University league regular season of games, whichever occurs first.
9. When no University Board official is available, the University Board Assignor has the authority to assign a non-board official.
10. The University Board Committee shall recommend for selection the individuals to be assigned to work any regional or national inter-University tournament. Any official selected for such an appointment shall have scored a grade equal to or greater than the Level 3 pass mark on their first submission of the written rules test for the current season.

Section 11 - Assignments - Collegiate Board

1. The Collegiate Board shall be responsible for officiating inter-Collegiate games.
2. The size of the Collegiate Board shall be determined annually by the Collegiate Board committee.
3. The Collegiate Board Committee shall make selection to the Collegiate Board. The Collegiate Board Committee shall consist of:
 - i. the Committee Chairperson
 - ii. the University Board Committee Chairperson
 - iii. the Collegiate Board Assignor
 - iv. two Regional RepresentativesShould any Committee member fill multiple positions, additional Regional Representatives shall be named to bring the Committee size to 5 members.
4. The Collegiate Board Assignor, as named by the previous year's Collegiate Board and approved by the Executive, shall assign Collegiate Board officials to officiate inter-Collegiate games. The Collegiate Board Committee Chairperson may serve in the dual role of Collegiate Board Assignor.
5. On or before September 15, each Regional Representative shall submit to the Collegiate Board Committee the names of those members who shall be considered for nomination to the Collegiate Board.
6. Officials selected to the Collegiate Board must:
 - a. hold a Level 3, 4, or 5 certification;
 - b. have their name appear on the submitted regional list;

- c. be in good standing.
- 7. Where no official is selected from a Region, the Collegiate Board Committee shall arrange, upon request, to have the top ranked official from that Region (provided they are eligible) officiate a collegiate-level game for the purposes of ranking that official relative to the officials selected to the Collegiate Board.
- 8. All members of the Collegiate Board shall be determined and notified annually before October 31 or the start of the Collegiate league regular season schedule of games, whichever occurs first.
- 9. When no Collegiate Board official is available, the Collegiate Board Assignor has the authority to assign a non-board official.
- 10. The Collegiate Board Committee shall recommend for selection the individuals to be assigned to work any regional or national inter-Collegiate tournament.
 - a. Any member of the Collegiate Board Committee who wishes to have their name be considered for tournament selection shall be recused from the selection process. Should the selection committee become smaller than 3 members, the Collegiate Committee Chairperson shall select, from the existing Collegiate Board, sufficient members who are not being considered for a tournament selection, to bring the selection committee to 3 members.
 - b. Any official selected for such an appointment shall have scored a grade equal to or greater than the Level 3 pass mark on their first submission of the written rules test for the current season.

Section 12 - Evaluations

1. Each member has a duty to assist fellow officials in improving by constructively and positively evaluating their performances and discussing these matters privately.
2. Regional representatives may establish appropriate procedures to assist in the evaluation of officials within a region.
3. The AABO may establish a system of on-going evaluations of officials and provide them an opportunity to participate in the process.
4. The AABO will forward copies of provincial evaluations to the Secretary-Treasurer and the official.
5. The AABO will consider evaluation reports in determining other assignments.
6. Should an official request an evaluation, they may be asked to pay up to 50% of their game fee to the Referee Coach(es)

Section 13 - Honours and Awards

1. The AABO may present service awards that recognize years of service, as recommended by the Board.
2. The AABO also nominates its members for awards from other organizations that recognize officials.
3. Recommendations to the Honors and Awards Committee for awards may be made by anyone.
4. Seward Neilson Scholarship
 - a. Awarded annually to one or two officials who have demonstrated a desire to continue their officiating development while attending post-secondary education
 - b. administered by the Honours & Awards Committee
 - c. Recipients shall
 - i. be an NBAABO member for the upcoming basketball season
 - ii. be a full-time student at a post-secondary institution during the upcoming basketball season

- iii. have their application submitted by Sept 15. The application package shall include:
 - 1. copy of their applicant's transcript (high school marks if new post-secondary student)
 - 2. letter from their Zone Representative
 - 3. personal letter detailing their officiating history and future aspirations
 - iv. be permitted to receive the scholarship multiple times over their lifetime, but are not eligible to win in consecutive years
 - d. The scholarship shall be valued at \$500 annually. Should the Honours & Awards Committee desire, they may recognize two recipients in a single year, each with a \$250 value.

Section 14 - Recruiting

- 1. Each member is responsible for actively recruiting new members.
- 2. The Recruitment and Retention Committee is responsible for developing and executing initiatives focused on attracting, onboarding, and retaining officials at all levels. This includes overseeing mentorship programs, promotional activities, and gathering and analyzing data to improve official satisfaction and retention. They will collaborate with Regional Representatives and the Interpreter to ensure new officials are supported in their development and integration.
- 3. The Recruitment and Retention Committee will also work with Regional representatives annually on promotional activities such as: branding, website, and social media for the AABO.

Section 15 - Game Fees and Expenses

- 1. Game fees and expenses are established as follows:
 - a. The Vice-President chairs the Committee, which after review and consultations with user groups such as Basketball New Brunswick or SSNB, submits a report regarding changes in game fees and expenses to the Board of Directors.
 - b. If the Board of Directors approves the recommended changes, the report is referred to the next Annual General Meeting of the AABO for acceptance or rejection.
 - c. College and University game fees and expenses are set pursuant to agreements with the respective organizations.
- 2. The approved game fees and expenses are binding on all members.
- 3. Travel Expenses
 - a. Mileage will be paid to the driver only
 - b. It is the responsibility of each Region to document and publish regional travel charts prior to the season commencing.
 - c. The Assignor must make every effort to assign officials so only one travel is charged
 - d. Should an official be required to officiate two games at different venues in the same geographical area, the travel fee will be divided between the two user groups proportionately. It will be the Assignor's responsibility to notify both groups.
- 4. Per Diems
 - a. a breakfast per diem shall be paid in all situations where the official has an overnight stay, or is required to leave their house before 6am.

- b. a lunch per diem shall be paid in situations where the official is required to be away from their house for a minimum of 8 consecutive hours, and includes the entire 11am to 1pm period. The lunch per diem may be waived in situations where the game site has a canteen offering complimentary meal-worthy items (ie not just simple snacks).
 - c. a dinner per diem shall be paid in situations where the official is required to be away from their house for a minimum of 8 consecutive hours and includes the full 6pm to 8pm period.
- 5. Game Cancellations
 - a. It is the responsibility of the home team to contact the applicable Assignor to notify of a game cancellation.
 - b. Cancellation notice shall be provided with sufficient time to contact the assigned officials prior to them leaving for the game. In such a case, no cancellation compensation would be required.
 - c. Should officials arrive at the game site with no team notification of the cancellation, said officials shall be compensated one game fee each plus any applicable travel expense.
 - d. In situations where officials are assigned to multiple games
 - i. if the final game is cancelled but earlier games are played, no cancellation compensation is required
 - ii. if the first game is cancelled but remaining games played in their originally scheduled time, cancellation compensation shall be paid for any games in which the officials are onsite but no game taking place

Section 16 – Funding assistance requests for Officiating Development

- 1. General
 - a. Written requests for funding assistance to attend clinics/camps to improve one's ability to officiate/evaluate may be considered. The camp/clinic shall be approved by the Audit & Budget Committee as being appropriate for development.
 - b. Officials and Referee Coaches may attend multiple clinics/camps in a single year; however, funding assistance for subsequent camps (after the first) may be reduced.
 - c. Funding assistance requests to be overseen by the Audit & Budget Committee.
 - d. All decisions related to funding assistance shall be withheld under after the submission deadline to ensure all applications are given equal consideration.
 - e. Total funding assistance available to be determined annually, as included in the AABO Budget. Funding not awarded in a given year does not carry over to the following year. In exceptional circumstances, the Executive may approve additional funding assistance dollars, where the AABO's finances allow.
 - f. Funding assistance application packages shall be submitted to the Audit & Budget Committee prior to Sept 1 of the funding year.
- 2. Officials
 - a. Any funding assistance approved by AABO for officials shall be limited to the camp/clinic registration fee
 - b. To be eligible for funding assistance, an official shall
 - i. have received a favourable evaluation from at least one National-level tournament or the Collegiate Committee Chair, the Collegiate Board Assignor, the University Committee Chair, the University Board Assignor, or a national-level Referee Coach.
 - ii. be a potential candidate for CBOC's list of FIBA-considered officials.

- iii. have scored a grade equal to or greater than the Level 3 pass mark on their first submission of the written rules test for the current season (October to September of the funding request year).
 - iv. submit an accompanying recommendation from the official's Zone Representative as to the development and aspirations of the official.
- 3. Referee Coaches
 - a. As Referee Coaches do not typically incur registration fees, funding assistance shall be limited to expenses covering travel (airfare or gas) and accommodations.
 - b. To be eligible for funding assistance, the Referee Coach shall
 - i. be recognized as an AABO Level 3 Referee Coach
 - ii. is a recognized national-level Referee Coach, or is actively being considered for such

Section 17 - Board Members Expenses

AABO Board of Directors and all Committee members shall be paid reasonable out-of-pocket expenses for their meetings, with the exception of the Annual General Meeting or any special general meeting.

Section 18 - Amendments

- 1. These Operating Procedures may be amended by a majority vote of those members, in good standing, present at an Annual General Meeting or special meeting held for that purpose, provided that 30 days notice of the meeting has been given to the members.
- 2. A Notice of Motion to amend the Operating Procedures must be sent to the Secretary-Treasurer, in writing or electronically, at least 30 days prior to an Annual General Meeting, or special meeting held for that purpose. The Secretary-Treasurer shall send copies of the Notice to the members at least fifteen (15) days prior to the Annual General Meeting or special meeting.
- 3. The Board of Directors, with a majority vote, may change or amend these Operating Procedures in special or extenuating circumstances, with such changes/amendments only affective for the current year. Any such changes/amendments shall be communicated to the membership with 15 days of the decision to change/amend. Should the Board of Directors wish for these changes/amendments to become permanent, a Notice of Motion as per the above-noted procedures shall be required.
- 4. In recognition of the fact that SSNB has procedures in place to change their Championship tournament names
 - a. The Secretary/Treasurer, with Executive Committee approval, shall amend these Operating Procedures so the tournament names remain consistent with the names chosen by SSNB
 - b. The AABO membership shall be notified of these updates at the next Annual General Meeting.

Section 19 – Implied Consent

Every official implicitly consents to the use of their image or video in social media, written publications, or any other web-based materials associated with NBAABO recruitment, recognition, or marketing initiatives. Officials who prefer not to have their image used must notify their local Zone Representative in writing; this directive will remain in force until rescinded in writing.