

**NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION  
BOARD OF DIRECTORS SPRING MEETING  
Tuesday, April 26, 2022**

The winter meeting of the North Carolina High School Athletic Association Board of Directors was called to order by President Bobby Wilkins at 8:15 a.m. at the DoubleTree by Hilton RTP. Members in attendance included President Bobby Wilkins, Vice President Rob Jackson, Past President Jerry Simmons, Ronnie Beverly, Chris Blanton, Mark Byrd, Brian Carver, Chad Duncan, Michael Gainey, Stephen Gainey, Mark Garrett, Troy Lindsey, Fred Lynch, Andy McCormick, Tod Morgan, Cathy Moore, Tanya Turner, and Joy Warner. John Luciano was absent.

Affiliate members included Vernon Aldridge representing the North Carolina High School Athletic Directors Association, Joe Franks of the North Carolina Coaches Association, and Burt Jenkins of the North Carolina Department of Public Instruction. Wendell Hall who represents the North Carolina School Boards Association, and David Brown of Piedmont Baseball Umpires Association representing Officials and Regional Supervisors were absent

NCHSAA staff in attendance included Commissioner Que Tucker, Karen DeHart, Mark Dreibelbis, Tra Waters, James Alverson, Brad Alford, Tavares Toomer, Rhonda Dreibelbis, Evan Sauer, and Pepper Hines. Association legal counsel Paul Sun and Kelly Dagger from Ellis & Winters were also present.

The minutes from the Winter 2021 Board meeting and special called meetings since December 2021 were submitted for approval; motion by Lindsay to accept as presented, second by Garrett. Approved 16-0.

The Board heard the report on the consent agenda from Brad Alford. No items had further discussion requested. Motion to approve by Morgan, second by Blanton. Approved 16-0.

**INVESTMENT REPORT:** Geoff Hudson from Morgan Stanly provided the Board with an update on the Association's Investments and specifically the Endowment funds. Presented that the Association had been more defensively postured over the last six months or so. However, geopolitical events have surprised and challenged the market, and caused the Federal Reserve to raise interest rates, which has impacted bond and security markets, causing a pull back into the market with higher volatility. Advised that this is a time to be more prudent and cautious than optimistic.

**COMMISSIONER'S WELCOME:** Commissioner Tucker welcomed the Board and thanked them for their work on behalf of the Staff and member schools of this Association. She introduced new staff members employed since the last in-person Board meeting. She welcomed the Association counsel and other staff. She highlighted the work to be done on the Bylaws so they can comply with the terms of the Association's Memorandum of Understanding (MOU) with the State Board of Education.

The Board broke out into the various committees to discuss agenda items within their groups.

**NOMINATING COMMITTEE REPORT:** Jimmy Tillman from Wilson County Schools, chairperson of the Nominating Committee, presented on behalf of the committee. He thanked the members of the Board for serving and highlighted the numerous positive things that people across the state think about each member professionally. Highlighted the benefits of education-based athletics for retention, student discipline, and attendance. Discussed the process of selecting Board members, noting that the Board and Association members need to do a better job educating people about the makeup and selection of the Board. He thanked the Committee for their work to pull together a list of names that complies with the Bylaws. The following was presented to the Board as indication of what would be presented to the membership during the Virtual Annual Meeting

Elect as President, Rob Jackson, Superintendent Carteret County Schools  
Vice President, Chris Blanton, Principal Watauga High School  
Past President, Bobby Wilkins, Principal Hendersonville High School  
Re-elect, Andy McCormick for four-year term, Principal Union Pines High School, Region 4, Class 3A  
Elect, Larry Williford, Region 1, Class 2A, Athletic Director, Farmville Central High School  
Elect, Jerome Leathers, Region 3, Class 3A, Principal, Southern Durham High School  
Elect, Sam Jones, Region 5, Class 2A, Principal, West Stokes High School  
Elect, Brian Tyson, Region 6, Class 2A, Athletic Director, Cabarrus County Schools  
Elect, Paige Badgett, Region 7, Class 2A, Principal, North Surry High School  
Elect, Elbert Lassiter, Regional Supervisor for North State Football Officials' Association

After lunch, President Wilkins turned the meeting over to the Association Counsel for an overview of the MOU and changes needed within the Association after the passage of HB 91, State Board administrative rules, and signage of the MOU. The conversations between the Board of Directors and the Association's Counsel are considered privileged and confidential communications.

Jackson made a motion that the Association accept the proposed revisions to the Bylaws by Association Counsel and further that they be forwarded to the membership for vote on the new Articles and Bylaws. Seconded by Beverly. Commissioner outlined the process for membership consideration if the amended Articles and Bylaws are forwarded to member schools. Approved 18-0.

The Board heard reports from each of the four committees relative to action items and discussion of each committee's agenda. There were numerous discussions of action items, including those that did not emerge from committee for the voting session tomorrow.

The meeting was adjourned for the day by President Wilkins at 4:53 p.m.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "James Alverson", with a stylized, flowing script.

James Alverson

**NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION  
BOARD OF DIRECTORS SPRING MEETING  
Wednesday, April 27, 2022**

The winter meeting of the North Carolina High School Athletic Association Board of Directors was called to order by President Bobby Wilkins at 9:00 a.m. at the DoubleTree by Hilton RTP. Members in attendance included President Bobby Wilkins, Vice President Rob Jackson, Past President Jerry Simmons, Ronnie Beverly, Chris Blanton, Mark Byrd, Brian Carver, Chad Duncan, Michael Gainey, Stephen Gainey, Mark Garrett, Troy Lindsey, Fred Lynch, Andy McCormick, Tod Morgan, Cathy Moore, Tanya Turner, and Joy Warner. John Luciano was absent.

Affiliate members included Vernon Aldridge representing the North Carolina High School Athletic Directors Association, David Brown of Piedmont Baseball Umpires Association representing Officials and Regional Supervisors, Joe Franks of the North Carolina Coaches Association, and Burt Jenkins of the North Carolina Department of Public Instruction. Wendell Hall who represents the North Carolina School Boards Association was absent.

NCHSAA staff in attendance included Commissioner Que Tucker, Karen DeHart, Mark Dreibelbis, Tra Waters, James Alverson, Brad Alford, Tavares Toomer, Rhonda Dreibelbis, and Pepper Hines. Association legal counsel Paul Sun and Kelly Daggar from Ellis & Winters were also present.

Media in attendance included Nick Stevens from *HighSchoolOT.com*, David Kerhli from the *Burlington Times-News*, Andrew Carter from the *Raleigh News & Observer*, and Joe Sirera from the *Greensboro News & Record*.

**SAAC REPORT:** Qua-Iveon Muldrow, a senior from Bartlett Yancey High School, brought the report on behalf of the group. Highlighted the opportunity to meet lifelong friends through SAAC, travel and develop leadership skills. Attending the National Leadership Summit was the highlight of his high school career. Noted the SAAC was able to re-engage with in-person meetings and events with students in their regions. Main focus of the group has been to promote sportsmanship and inspire others to be the leaders other students want to follow. Noted the outstanding lineup of speakers and sessions at the Student Leadership Conference which was reinstated after a two-year COVID hiatus. Highlighted the numerous service projects led by SAAC members across the state.

Commissioner Tucker commended Qua-Iveon for his contributions and membership on the SAAC. She wished him well as he looks toward enrolling at A & T State University next year.

**REGIONAL SUPERVISORS & OFFICIALS:** David Brown, Supervisor of Officials for Piedmont Basketball Association, presented on behalf of the state's Regional Supervisors and Officials. Noted that all officials and regional supervisors are having the same challenges. Encouraged the Board to look at getting some officiating curriculum in schools to help with the officiating shortage. Highlighted the work of Mark Dreibelbis to bring the work of Regional Supervisors in the state to the next level. Commissioner Tucker thanked David Brown for his contributions as a part of this Board of Directors and his passion for officiating and education-based athletics.

**NC ATHLETIC DIRECTORS' ASSOCIATION:** Vernon Aldridge, Associate Executive Director of the NCADA, presented on behalf of the group. He highlighted the positive working relationship with the NCHSAA and the NCCA. Publicly acknowledged the organization's support for the NCHSAA. Thanked the NC Coaches Association for the continued strength of the working relationship between the two organizations. Highlighted the 250 attendees for the NCADA Conference in Wilmington, the largest attendance for the conference ever. The NCADA will celebrate its 50<sup>th</sup> conference next year and encouraged allowing the athletic directors to attend. Highlighted the National Athletic Directors' Conference in Nashville in December and their continued participation in the Summer Leadership Courses.

**NC COACHES ASSOCIATION:** Joe Franks, Executive Secretary of the NCCA, presented on behalf of the group. Noted the great working relationships between the NCHSAA, NCCA, and NCADA. Noted that the Coaches Clinic will be a week earlier and three days only. Plan to go back to the third week in July next year. He said that this year's clinic will be a pre-pandemic clinic in that coaches must attend in-person to get their Coaches Card. Reviewed the criteria for Membership in the NCCA.

**NC DEPARTMENT OF PUBLIC INSTRUCTION:** Burt Jenkins presented on behalf of the organization. Thanked the Board for the work they did to persevere through COVID and the work that was done, not only in athletics, but in the classroom. Highlighted Middle School Monday at the Coaches Clinic, noting there were 125 coaches there at the last coaches' clinic. They are updating the Middle School Manual trying to mirror the NCHSAA Handbook as closely as possible to ease the transition to high school for both students and coaches.

**REVIEW & OFFICIATING:** Members of the committee included Chris Blanton, chair, Fred Lynch, Tod Morgan, Tanya Turner, Bobby Wilkins, and David Brown.

1. Recommend approval of the Incident & Penalty Report for 2021-2022. Seconded by Lynch. Approved 18-0.
2. Review and discussion of the Ejection Report for 2021-2022.
3. Greensboro Sports Foundation and Greensboro Sports Council request for HAECO Tournament Shot Clock waiver did not emerge from committee.

4. Recommend the NCHSAA Staff form a committee to look at officials' compensation for all sports, as it is difficult to do for one sport and not others. Highlighted that there is a problem with a shortage of officials, but it is not just basketball.
5. Recommend the NCHSAA Staff form a committee to look at officials' compensation for all sports and bring a report to finance and personnel committee for the Winter meeting.

6. Recommend the NCHSAA implement a regional supervisor system for Swimming beginning in 2023-2024. Seconded by Warner. Approved 18-0.
7. Recommendation by Mountain Island Charter and Catawba Shores Athletic Conference Ejection Proposal did not emerge from committee. **Requesting Staff continue to look at ways to incorporate similar items in the new penalty structure**
8. Recommend approval of regional supervisors as below. Seconded by Beverly. Approved 18-0.
  - a. Errol Daniels, Southeastern Football.
  - b. Eddie Buffalo, Northeastern Basketball.
  - c. Art Hardin, Triad Basketball.
9. Discussion of Student Services Program.

**POLICY:** Members of the committee included Stephen Gainey, chair, Andy McCormick, Chad Duncan, Mark Garrett, Vernon Aldridge, and Wendell Hall.

1. Discussion of Name, Image, and Likeness and the Amateur Rule for the NCHSAA. Requesting Staff take information state-by-state to provide to the Board in Winter.
2. Discussion of 2022-2023 Non-Athletic Calendar.
3. Review and discussion of the NCHSAA Handbook 1.2.4 Gender of a Playoff policy. Monitoring inquiries about the policy and situations that have been dealt with, including from the State Attorney General's Office.
4. Recommendation from Mountain Island Charter and Catawba Shores Athletic Conference on Ejection Policy did not emerge from committee. Agreed in principle that each team should not be automatically penalized but wanted to give the Penalty Committee working on changes from the MOU opportunity to speak to new penalty system before returning to review this request.
5. Request from Louisburg High School about Football Playoff Qualification did not emerge from committee. Reminded all schools that there is an appeal process at the midpoint of each Alignment Cycle. **Committee asked the Staff and Board to consider Realignment and a separate alignment for football and other sports, as well as other potential solutions.**
6. Review and discussion of NCHSAA Bylaws and Criteria for Mid-Alignment Appeals. Commissioner asked a clarifying question about the appeal form. **Committee recommended adding an "Other" category to the form, to help allow anyone who feels the need to be heard the opportunity to come forward for an appeal.**

**SPORTS:** Members of the committee included Ronnie Beverly, chair, Troy Lindsey, Brian Carver, John Luciano, Cathy Moore, and Joe Franks.

1. Recommend approval of a three-year pilot program for a Basketball Fifth Quarter Rule to allow students to play five quarters of basketball in the same day. Seconded by Carver. Approved 15-3.
  - a. Will be re-evaluated based on the success of the rule in providing growth in JV programs, particularly in women's basketball.
  - b. If JV and Varsity are not playing on the same day, normal daily and season limits apply.
2. Recommend approval allowing the NCHSAA Staff flexibility to balance regional assignments by longitude in wrestling only and give staff flexibility to examine conference assignments to regionals in other individual sports. Seconded by Lindsey. Approved 18-0.
3. Motion by Moore to recommend approval of Women's Wrestling as a sanctioned sport with a state championship in 2023-2024. Seconded by Warner. Approved 18-0.
  - a. Moore stated, "This provides a pathway for continued growth of the sport while continuing to allow the flexibility of participation opportunities in the current structure."
  - b. Jackson highlighted the success of the process. Association heard from schools and student-athletes, listened, and were able to grow the Association to this point. Thanked those including staff and those who advocated for these changes.
4. Recommendation by NC Tennis Coaches' Association to alter the Dual Team tournament qualification process for 2022-2023 did not emerge from committee.
5. Requested NCHSAA Staff adjust Handbook language as needed to clarify the current tournament rule/stipulation in the sport of volleyball and other team sports.
6. Recommend approval of adding a 4A Championship for Women's Lacrosse in 2022-2023. Seconded by Moore. Approved 18-0.

**FINANCE & PERSONNEL:** Members of the committee included Rob Jackson, chair, Mark Byrd, Michael Gainey, Jerry Simmons, Joy Warner, and Burt Jenkins.

1. Review and discussion of the 2021-2022 Budget versus actual revenues.
2. Review and discussion of TPG partnership.
3. Review and discussion of Student Services programming and costs for 2021-2022. Noted that student services is being funded through the Association's general budget at this time, and plan to continue that moving forward.
4. Review and discussion of 2021-2022 financial report relative to sport comparisons from previous years. Incredible playoffs and championships over the past year and seeing fans back in the stands has been a delight for student-athletes and communities.
5. Review and discussion of reimbursements for continuing education courses towards AIC and CIC certification. Traditionally has been paid for through fine monies collected for violations. (HB 91 and MOU eliminated fines)
6. Review and discussion of 2021-2022 Grant requests and projects funded.
7. Review and discussion of the NCHSAA's television rights agreement with Sinclair Broadcasting Group. Per the MOU, the Association will no longer supervise or oversee the regular season broadcast rights and the contract is being updated accordingly.

**Commented [KD1]:** Was a vote taken on this item? It shows as a recommendation in agenda.

8. Review and discussion of forming a Foundation (501-C-3) to manage NCHSAA Endowment Funds, ensuring these funds continue to be used as intended to benefit membership and students. Committee has asked Board leadership to put a subcommittee together to research the process and benefits of this direction with Staff reporting back to the Board.
9. Review and discussion of investment accounts based on quarterly statements.
10. Recommend approval of slight revisions to the existing investment allocations as recommended by Fordham Group, the Association's Money Managers, within the Investment Policy Statement,. Seconded by Blanton. Approved 18-0.
11. Review and discussion of Personnel-related Updates:
  - a. Chiquana Dancy, Senior Director of Sports, Championships and Student Programs, resigned effective 12/31/2021. She is currently serving in a consulting capacity relative to specific student service programs through 6/3/22.
  - b. Kayla Dempsey, Director of Marketing, resigned effective 2/28/2022.
  - c. Logan Carter, Director of Technology & Information, resigned effective 4/6/22.
  - d. Hired Rhonda Dreibelbis as Director of Sports & Championships, beginning her duties on 4/7/22.
  - e. Hired Evan Sauer as Director of Development and Marketing, beginning his duties on 4/11/22.
  - f. Hired Cecil Mock as Assistant Commissioner for Officiating, beginning his duties on 4/11/22.
  - g. Four positions remain unfilled:
    - i. Assistant Director of Business & Finance;
    - ii. Assistant Director of Marketing, Development, & Special Programs;
    - iii. Assistant to Sports;
    - iv. Director of Technology & Information.
  - h. Debi Reynolds replaced Cathy Allen as outside contracted human resources consultant, effective 2/1/22.
  - i. Insurance bids underway through Marsh & McLennan for Association employee and organization's insurance for 2022-2023 year.
12. Considered a proposal by the NCADA to reimburse CAA and CMAA course costs to Athletic Directors achieving national certification, committee recommended requesting the NCHSAA Endowment Advisory Committee to consider how to fund AIC, CIC, CAA, & CMAA reimbursements for completion of courses for career certifications, particularly if designating endowed dollars for this purpose was appropriate. Funding source for reimbursements has traditionally been fine monies collected and per the MOU, that funding source is no longer available to the Association. Item tabled until winter meeting.
13. Recommend approval of Endowment Advisory Committee request to fund a 5% distribution from the General Endowment Fund and a 5.05% distribution from Education/Health & Safety Fund. Seconded by Stephen Gainey. Approved 18-0.
  - a. Endowment Advisory Committee initially recommended a distribution of 7% from the General Endowment after their committee met in February.
  - b. Finance Committee reduced that amount to 5% from the General Endowment in light of economic conditions today due to the war in Ukraine and other market conditions currently in place.
  - c. Committee wanted to ensure the Endowment Advisory Committee that the Board does not tinker with recommendations lightly and only took this step after careful consideration of current factors and Endowment Advisory Committee input.
14. Recommend approval of member fees in the below amounts. Seconded by Lindsey. Approved 18-0.
  - a. Membership Dues of \$1.00 per pupil.
  - b. School administrative fee of \$100 is eliminated.
  - c. Cheerleading registration fee of \$25 per participant.
15. Recommend approval of playoff revenue shares retained by the NCHSAA/participating schools for each playoff and championship event as below. Seconded by Lynch. Approved 18-0.
  - a. Per the MOU Net Proceeds defined as "The proceeds remaining after the participating and hosting schools and the NCHSAA have been reimbursed for reasonable costs of hosting and/or participating in the event."
  - b. Per the MOU, Playoff and State Championship Games is defined as "Any playoff contest in a bracketed team sport and any regional and state event in an individual sport."
  - c. Increase NCHSAA Share to 20% from 15% in Fourth Round of all team, bracketed sports.
  - d. Association would continue to not take a share in the First round of all team, bracketed sports except for Football & Basketball.
  - e. Association would provide a share per participant of net proceeds in individual sports such as wrestling, track and field, etc.
16. Recommend approval of new duties for the Past President of the Association to serve as the Board of Director's liaison to the Endowment Advisory Committee for the duration of their term. Seconded by Garrett. Approved 18-0.

**COMMISSIONER'S REPORT:** The Commissioner thanked the Board for the gifts and talents that they have collectively brought to this Board and the student-athletes across the state. Highlighted the actions taken today and the positive impact these decisions and discussions will have on students across this state. Noted the many challenges of the past year including COVID surges, legislative involvement in the business of the Association, and subsequent changes to the Association's relationship with the State Board of Education. The Commissioner noted Title IX celebrating its 50<sup>th</sup> year and the impact that legislation has had on education-based athletics. The Commissioner highlighted her visit to the NFHS Legal Summit. Noted that there are issues of racism that face student athletes in our programs and that we must maintain vigilance in our schools and athletic venues about racist comments and actions.

**PRESIDENT'S REPORT:** President Wilkins noted that this Board does what they believe are in the best interest of kids across the state. He recognized the staff and the work that they do on a daily basis to maintain and uphold the work of the Association on behalf of its member schools.

The spring meeting was adjourned at 10:53 p.m.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "James Alverson", is written over a light gray rectangular background.

James Alverson

**NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION  
BOARD OF DIRECTORS ELECTRONIC CORRESPONDENCE ACTION ITEMS  
BETWEEN SPRING 2022 MEETING & WINTER 2022 MEETING**

Respectfully submitted,



James Alverson  
Assistant Commissioner