

FINANCE/PERSONNEL COMMITTEE

Committee Members: Chair: Chris Blanton, Vice Chair: Bobby Wilkins, Fred Lynch, Paige Badgett, and Burt Jenkins

Staff: Que Tucker, Karen DeHart, Tavares Toomer

AGENDA ITEM	RECOMMENDATION	SUPPORTING INFORMATION
1. Audit report, year ending 6/30/2022 (FP 1- Draft audit to be provided at the meeting)	To review and approve the 2021-2022 audit as presented to the full Board by Blackman & Sloop.	Rationale: To ensure compliance with Federal and State laws. Budget Impact: Blackman & Sloop will report to full Board. Educational Impact: None Equity Impact: None Effective Date: 12/1/2022
2. 2022-2023 Operating Budget Report (FP 2)	To approve the 2022-2023 Annual Operating Budget and review revenues/expenditures to-date.	Rationale: Funds are required to operate the NCHSAA office, championships, and programming for student-athletes and member schools. Budget Impact: Budgeted revenues: \$3,494,100.00 Budgeted expenses: \$4,142,740.00 Projected loss: \$648,640.00 Educational Impact: Educational, leadership, and championship programs for our 432 high schools and 155,000+ student-athletes Equity Impact: Allows opportunities in-accordance with the current Strategic Plan. Effective Date: Retroactive to July 1, 2022

AGENDA ITEM3. Women's Wrestling
Regional- ticket
pricing**RECOMMENDATION**

To assign a ticket price of \$8.00 for the Women's Wrestling Invitational Regional Tournament to be held on Thursday, January 26th.

SUPPORTING INFORMATION

Rationale: With the sanctioning of women's wrestling as a championship sport in 2023-2024, the North Carolina Wrestling Coaches Association requested the implementation of a regional concept for the women's wrestling invitational. This tournament will be utilized for athletes to qualify for the final invitational tournament. There are 4 schools that will be hosting regionals across the state.

- Examples for Current Wrestling Prices:
 - \$8.00 – One-day (Friday) Wrestling Regional
 - \$8.00 – Dual Team Wrestling Regional
 - \$10.00 – Women's Invitational Finals

Budget Impact: Additional tournament for spectators to pay for admission. Host school will receive a percentage of the gate revenue.

Educational Impact: None

Equity Impact: Female-specific sport

Effective Date: December 1, 2022

AGENDA ITEM

4. Account Balances & Investment Summary (FP 3)

RECOMMENDATION

To review summarized report based on quarterly statements for NCHSAA investment accounts.

Points of Emphasis:

- Endowment Fund accounts are all managed by The Fordham Group (Morgan Stanley). Representatives will provide an in-person review of accounts to the full Board on 11/30/2022.
- Other investments include Operating Reserves and Program Reserves.

SUPPORTING INFORMATION

****Discussion Item****

5. 2021-2022 Sports Revenue Comparison (FP 4)

Review of finalized sports comparisons from 2021-2022 year versus previous years. Preliminary comments about fall 2022 playoffs/championships.

****Discussion Item****

AGENDA ITEM**RECOMMENDATION****SUPPORTING INFORMATION**

6. 2021-2022
Endowment Funds
Distributed to
Membership
(FP 5)

Points of Emphasis:

- In 2021-22, a total of \$1,330,292.62 was distributed to member schools/students from General Endowment Fund, Scholarship & Awards Fund, and Education/Health & Safety Endowment Fund for education-based grants, scholarships & awards, year-end distributions to schools and CIC/AIC reimbursements.
- Over past 12 years (2010-11 through 2021-2022), a total of \$12,780,304.72 has been distributed to member high schools from Endowment earnings and Board Designated funds.
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****Discussion Item****

7. Education-Based
Grant Report

General summary of applications received by 11/30/2022 deadline and next steps.

****Discussion Item****

8. Corporate Partner
Updates

Overview regarding partnerships through TPG and legacy NCHSAA partnerships.

****Discussion Item****

9. Endowment Fund
Management

Discussion regarding the future of NCHSAA Endowment Funds

****Discussion Item****

10. Officiating Report
(FP 6A & 6B)

Discussion of financial implications of officials' survey results and ensuing recommendations.
A. Ad Hoc Report
B. Baseball Umpires Association

****Discussion Item****

AGENDA ITEM

11. Personnel Updates

RECOMMENDATION	SUPPORTING INFORMATION
Points of Emphasis: <ul style="list-style-type: none">• Hired a PT Receptionist/Office Assistant, Jennifer Grim, effective 8/4/22.• Hired PT Receptionist/Office Assistant, Danae Laws, 8/16/2022.• Hired a FT Director of Health, Safety & Wellness, Janna Fonseca, effective 9/6/2022.• Hired a FT Assistant Director of Website, Content, and Information Services, Brent Davis, effective 9/6/2022 and terminated effective 11/30/2022.• The NCHSAA now has 2 unfilled full-time positions.	**Discussion Item**

**NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION
BUDGET 2022-2023**

			Actual	Budget	Actual
			2022-2023	2022-2023	2021-2022
PLAYOFFS					
	FOOTBALL	4010	\$ 10,000.00	\$ 520,000.00	\$ 510,387.00
	VOLLEYBALL	4012		\$ 50,000.00	\$ 58,097.85
	CROSS COUNTRY	4014		\$ 35,000.00	\$ 40,310.00
	BASKETBALL	4016		\$ 440,000.00	\$ 447,845.00
	WRESTLING	4018		\$ 75,000.00	\$ 78,392.00
	SOCCER	4020		\$ 85,000.00	\$ 127,076.00
	SWIMMING	4022		\$ 45,000.00	\$ 39,389.00
	INDOOR TRACK	4023		\$ 28,000.00	\$ 28,860.00
	TRACK	4024		\$ 85,000.00	\$ 88,734.00
	LACROSSE	4025		\$ 35,000.00	\$ 38,188.00
	BASEBALL	4026	\$ 50.00	\$ 87,000.00	\$ 107,154.00
	SOFTBALL	4027		\$ 60,000.00	\$ 60,925.00
	CHEERLEADING	4029		\$ 65,000.00	\$ 68,584.00
TOTAL PLAYOFF REVENUE			\$ 10,050.00	\$ 1,610,000.00	\$ 1,693,941.85

CORPORATE SPONSORSHIPS

	CAROLINA PANTHERS	4171		\$ 10,000.00	\$ 10,000.00
	CHEER SOUNDS MUSIC	4204		\$ 5,000.00	\$ 5,000.00
	FASTMED	4115		\$ 7,500.00	\$ 11,250.00
	GATORADE	4126		\$ 10,000.00	\$ 10,000.00
	GEAREF	4193		\$ 500.00	\$ -
	GOVERNOR'S H'WAY SAFETY PROGRAM	4101		\$ 50,000.00	\$ 50,000.00
	GREENSBORO CVB	4190		\$ 37,000.00	\$ 18,000.00
	GRSA HOSPITALITY	4104		\$ 28,500.00	\$ 28,500.00
	HUDDLE	4119		\$ 50,000.00	\$ 194,383.00
	TOWN OF KERNERSVILLE	4137		\$ 19,000.00	\$ 18,500.00
	MARKETING SPECIAL PROMOTIONS	4127		\$ 110,000.00	\$ 110,001.00
	MAX PREPS	4195	\$ 10,000.00	\$ 40,000.00	\$ 40,000.00
	MCGRIFF INSURANCE SERVICES	4202		\$ 7,500.00	\$ 7,500.00
	MORT'S	4155		\$ 5,000.00	\$ 3,750.00
	MUSCO	4142	\$ 16,971.00		\$ 16,146.00
	NC AMATEUR WRESTLING	4125		\$ 2,500.00	\$ 2,500.00
	NC FARM BUREAU	4174		\$ 55,000.00	\$ 55,000.00
	NC TENNIS FOUNDATION	4136	\$ 10,000.00	\$ 10,000.00	\$ -
	NFHS NETWORK	4102	\$ 26,667.00	\$ 80,000.00	\$ 84,151.00
	CITY OF RALEIGH	4166		\$ 170,000.00	\$ 195,000.00
	SINCLAIR	4103		\$ 21,500.00	\$ 21,000.00
	TALK IT OUT NC	4203		\$ 7,500.00	\$ 7,500.00
	USMC			\$ 17,000.00	\$ 12,500.00
	WELLS FARGO-AWARDS	4112		\$ 130,000.00	\$ 130,000.00
	WILSON	4134		\$ 110,000.00	\$ 140,000.00
	TPG - BUSINESS	4218		\$ 40,000.00	\$ 28,963.00
TOTAL CORPORATE SPONSORSHIPS			\$ 63,638.00	\$ 1,023,500.00	\$ 1,206,843.00

OTHER REVENUE

	CHAMPIONSHIP OFFICIAL'S AWARDS	4113		\$ 8,000.00	\$ 11,231.00
	DREIBELBIS FUND	4219	\$ 10,000.00	\$ 10,000.00	\$ 12,500.00
	OFFICIALS REGISTRATION	4400	\$ 126,852.00	\$ 320,000.00	\$ 330,586.00
	MEMBERSHIP DUES	4500	\$ 1,000.00	\$ 480,000.00	\$ 47,600.00
	HANDBOOKS/DIRECTORIES	4712	\$ 70.00	\$ 1,000.00	\$ 1,910.00
	RULE BOOKS	4714	\$ 870.00	\$ 600.00	\$ -
	HALL OF FAME BANQUET	4750	\$ 17,900.00	\$ 20,000.00	\$ 2,800.00
	SALES TAX REFUND	5016		\$ 13,000.00	\$ 5,185.00
	BROADCAST RIGHTS FEES	5023	\$ 1.00	\$ 15,000.00	\$ 35,750.00
	MISCELLANEOUS INCOME	5018	\$ 7,544.00	\$ 3,000.00	\$ 6,839.00
TOTAL OTHER REVENUE			\$ 164,237.00	\$ 870,600.00	\$ 454,436.00

TOTAL REVENUE \$ 237,925.00 \$ 3,504,100.00 \$ 3,355,220.85

SALARIES/BENEFITS

	SALARIED WAGES	6010	\$ 332,096.00	\$ 1,042,238.00	\$ 963,875.00
	HOURLY WAGES	6012	\$ 26,049.00	\$ 145,848.00	\$ 68,513.00
	DISCRETIONARY WAGES	6023	\$ 1,400.00	\$ 20,000.00	\$ 21,300.00
	INCENTIVES	6022	\$ -	\$ -	\$ -
	FRINGE BENEFITS-AUTO	6025	\$ -	\$ 400.00	\$ 256.00
	OTHER WAGES	6030	\$ 812.00	\$ 1,500.00	\$ 16,160.00
	FICA	6032	\$ 26,369.00	\$ 90,965.00	\$ 77,382.00
	RETIREMENT	6034	\$ 27,729.00	\$ 92,714.00	\$ 74,756.20
	WORKERS COMPENSATION INSURANCE	6036	\$ 2,537.00	\$ 2,537.00	\$ 2,397.00
	DENTAL INSURANCE	6037	\$ 1,947.00	\$ 5,947.00	\$ 5,138.00
	HEALTH & VISION INSURANCE	6030	\$ 27,053.00	\$ 101,352.00	\$ 67,536.00
	LIFE & LTD INSURANCE	6039	\$ 1,751.00	\$ 6,346.00	\$ 5,877.00
	PAYROLL PROCESSING FEES	6045	\$ 754.00	\$ 2,500.00	\$ 2,597.10
	SUTA	6047	\$ 58.00	\$ 500.00	\$ 254.50
	POTENTIAL WAGES				\$ 780.00
TOTAL SALARIES & BENEFITS			\$ 448,555.00	\$ 1,512,847.00	\$ 1,306,821.80

OFFICE SUPPLIES & EXPENSES

	OFFICE SUPPLIES	6210	\$ 3,395.00	\$ 30,000.00	\$ 24,543.00
	OFFICE EXPENSES	6212	\$ 37,086.00	\$ 145,000.00	\$ 139,598.00
	MISC. OFFICE EXPENSE	6214			\$ -
	CAPITAL OUTLAY				\$ -
	POSTAGE	6216	\$ 8,567.00	\$ 50,000.00	\$ 47,246.00
TOTAL OFFICE SUPPLIES & EXPENSE			\$ 49,048.00	\$ 225,000.00	\$ 211,387.00

TELEPHONE/UTILITIES

ELECTRICITY	6310	\$ 2,317.00	\$ 8,500.00	\$ 8,383.00
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GAS	6312	\$	161.00	\$	4,000.00	\$	3,814.00
WATER/SEWER	6314	\$	370.00	\$	1,000.00	\$	895.00
TELEPHONE	6316	\$	4,802.00	\$	15,000.00	\$	12,380.00
TOTAL TELEPHONE/UTILITIES		\$	7,650.00	\$	28,500.00	\$	25,472.00
BUILDING & GROUNDS							
IMPROVEMENTS	1414	\$	-			\$	-
JANITORIAL SERVICE	6410	\$	2,118.00	\$	6,000.00	\$	5,950.00
BUILDING/GROUNDS MAINTENANCE	6412	\$	3,350.00	\$	8,728.00	\$	9,102.00
TOTAL BUILDING/GROUNDS		\$	5,468.00	\$	14,728.00	\$	15,769.00
MEETING EXPENSE							
BOARD/ANNUAL	6510	\$	366.00	\$	32,000.00	\$	28,973.00
ASSOCIATION	6512	\$	6,806.00	\$	15,000.00	\$	4,830.00
REGIONAL	6514	\$	18,810.00	\$	32,000.00	\$	-
SECTION III	6518	\$	2,589.00	\$	10,000.00	\$	250.00
NATIONAL	6524	\$	-	\$	24,000.00	\$	18,654.00
MISC.	6526	\$	292.00	\$	3,000.00	\$	5,940.00
SPONSORS	6527	\$	6.00	\$	500.00	\$	-
TOTAL MEETING EXPENSE		\$	28,869.00	\$	116,500.00	\$	58,647.00
AWARDS							
AWARDS & PLAQUES	6618	\$	38,992.00	\$	120,000.00	\$	107,815.00
DREIBELBIS FUND	6622	\$	-	\$	10,000.00	\$	12,500.00
MISC.	6614	\$	182.00	\$	500.00	\$	-
TOTAL AWARDS		\$	39,174.00	\$	130,500.00	\$	120,315.00
TEAMS							
CHAMPIONSHIPS EXPENSES	6710	\$	41,228.00	\$	978,030.00	\$	883,192.37
GATE RECEIPT DISTRIBUTION	6810	\$	-	\$	290,000.00	\$	288,759.00
TOTAL TEAMS		\$	41,228.00	\$	1,268,030.00	\$	1,193,151.37
PROFESSIONAL SERVICES							
RANDOLPH CLOUD	7010	\$	-	\$	33,000.00	\$	30,000.00
LONGMIRE GROUP	7011	\$	9,000.00	\$	40,000.00	\$	33,252.00
LEGAL	7110	\$	7,003.00	\$	70,000.00	\$	80,604.00
ACCOUNTING/AUDITING	7112	\$	24,000.00	\$	42,000.00	\$	41,600.00
COMPUTER CONSULTANT	7116	\$	6,752.00	\$	21,000.00	\$	280.00
HR CONSULTANT	7117	\$	7,920.00	\$	15,840.00	\$	7,920.00
TECHNOLOGY EXPENSES	7118	\$	79,920.00	\$	98,820.00	\$	49,300.00
RESEARCH & DEVELOPMENT	7119	\$	-			\$	-
STRATEGIC PLAN	7120	\$	-			\$	-
PROFESSIONAL DEVELOPMENT	7818	\$	-	\$	3,000.00	\$	590.00
DUES/SUBSCRIPTIONS	7414	\$	2,560.00	\$	9,000.00	\$	8,576.00
TOTAL PROFESSIONAL SERVICES		\$	137,155.00	\$	332,660.00	\$	252,122.00
TRAVEL							
EMPLOYEES	6114	\$	9.00	\$	5,000.00	\$	4,189.00
TOTAL TRAVEL		\$	9.00	\$	5,000.00	\$	4,189.00
INSURANCE							
OFFICIALS	7312	\$	66,725.00	\$	91,705.00	\$	115,064.00
INSURANCE	7316	\$	147,183.00	\$	167,030.00	\$	141,669.00
TOTAL INSURANCE		\$	213,908.00	\$	258,735.00	\$	481,733.00
PRINTING & PUBLICATIONS							
PROGRAMS	7410	\$	-			\$	-
PRINTING/PUBLICATIONS	7412	\$	13,693.00	\$	10,000.00	\$	9,268.00
RULE BOOKS	7612	\$	55,760.00	\$	80,000.00	\$	78,936.10
TOTAL PRINTING/PUBLICATIONS		\$	69,453.00	\$	90,000.00	\$	88,204.10
MISCELLANEOUS							
VEHICLE EXPENSE	7210	\$	513.00	\$	5,000.00	\$	5,718.00
NFHS NETWORK REVENUE SHARES	6752	\$	-	\$	8,000.00	\$	8,000.00
DEPRECIATION	7525	\$	-			\$	-
ADVERTISING	7550	\$	-	\$	10,000.00	\$	6,704.00
PROMOTIONS/PR MATERIALS	7551	\$	2,310.00	\$	10,000.00	\$	-
BRANDING/MARKETING	7575	\$	6,000.00	\$	15,000.00	\$	5,166.00
HALL OF FAME	7700	\$	35,810.00	\$	25,000.00	\$	1,865.00
MISCELLANEOUS	7810	\$	31.00	\$	1,000.00	\$	19.00
BANK CHARGES	7812	\$	11,245.00	\$	16,000.00	\$	19,272.00
GIFTS	7820	\$	578.00	\$	6,000.00	\$	6,836.00
SPONSORSHIP FULFILLMENT	7827	\$	-	\$	30,000.00	\$	22,882.00
INTEREST EXPENSE	7916	\$	-	\$	2,000.00	\$	-
TOTAL MISCELLANEOUS EXPENSES		\$	56,487.00	\$	128,000.00	\$	76,462.00
STUDENT SERVICES							
SASI	6914			\$	15,000.00	\$	15,636.00
COACHES WORKSHOP	6916			\$	5,000.00	\$	8,214.00
REGIONAL TRAINERS	7012					\$	-
STUDENT ATHLETIC ADVISORY COMMITTEE	6919	\$	1,623.00	\$	12,240.00	\$	12,240.00
EDUCATIONAL AWARDS	6620					\$	-
AWARDS	6622					\$	-
TOTAL STUDENT SERVICE		\$	1,623.00	\$	32,240.00	\$	36,090.00
TOTAL EXPENSES			\$ 1,098,627.00		\$ 4,142,740.00		\$ 3,870,363.27
TOTAL REVENUE			\$ 237,925.00		\$ 3,504,100.00		\$ 3,355,220.85
TOTAL EXPENSES			\$ 1,098,627.00		\$ 4,142,740.00		\$ 3,870,363.27
NET BALANCE			\$ (860,702.00)		\$ (638,640.00)		\$ (515,142.42)

Endowment Accounts:	October '22	June '22	December '21	June '21	December '20	June '20	December '19	June '19	December '18
	2022-2023 FISCAL YEAR	2021-2022 FISCAL YEAR		2020-2021 FISCAL YEAR		2019-2020 FISCAL YEAR		2018-2019 FISCAL YEAR	
Wells Fargo	\$	-	\$ -	\$ 2,966.00	\$ 2,186,308.00	\$ 1,869,819.00	\$ 1,927,762.00	\$ 1,819,873.00	\$ 1,635,285.00
BB&T	\$	-	\$ -	\$ 427.00	\$ 3,611,263.00	\$ 3,146,066.07	\$ 3,169,057.00	\$ 3,076,652.00	\$ 2,706,588.00
General Endowment	\$ 17,718,224.00	\$ 17,762,139.00	\$ 22,293,530.00	\$ 27,020,858.00	\$ 20,347,619.00	\$ 17,379,505.00	\$ 18,022,295.00	\$ 16,953,168.00	\$ 14,913,748.00
Schloarships and Awards	\$ 977,546.00	\$ 969,164.00	\$ 1,161,397.00						
Health and Safety	\$ 2,282,685.00	\$ 2,287,756.00	\$ 2,850,448.00						
Hall of Fame	\$ 352,487.00	\$ 353,947.00	\$ 429,296.00						
First Allied	\$	-	\$ -	\$ -	\$ 1,774,282.00	\$ 1,539,715.00	\$ 1,633,706.00	\$ 1,544,159.00	\$ 1,384,293.00
SEI Private Trust	\$	-	\$ -	\$ 452.00	\$ 1,134,434.00	\$ 981,157.00	\$ 1,021,341.00	\$ 966,726.00	\$ 872,414.00
Genworth - annuity						\$ -	\$ -	\$ -	\$ -
ENDOWMENT BALANCES	\$ 21,330,942.00	\$ 21,373,006.00	\$ 26,734,671.00	\$ 27,024,693.00	\$ 29,053,906.00	\$ 24,916,262.07	\$ 25,774,161.00	\$ 24,360,578.00	\$ 21,512,328.00
Program Reserves:	October '22	June '22	December '21	June '21	December '20	June '20	December '19	June '19	December '18
Wells Fargo/Wachovia	\$ 605,651.00	\$ 596,231.00	\$ 768,429.00	\$ 760,942.00	\$ 673,094.00	\$ 536,091.00	\$ 574,800.00	\$ 531,489.00	\$ 461,625.00
Morgan Stanley	\$ 6,187,733.00	\$ 6,197,308.00	\$ 7,379,187.00	\$ 7,580,656.00	\$ 7,003,851.00	\$ 6,012,648.00	\$ 6,179,021.00	\$ 5,821,096.00	\$ 5,120,113.00
INVESTMENT BALANCES	\$ 6,793,384.00	\$ 6,793,539.00	\$ 8,147,616.00	\$ 8,341,598.00	\$ 7,676,945.00	\$ 6,548,739.00	\$ 6,753,821.00	\$ 6,352,585.00	\$ 5,581,738.00
Bank Account:	October '22	June '22	December '21	June '21	December '20	June '20	December '19	June '19	December '18
Wells Fargo chk	\$ 6,414,965.00	\$ 8,049,527.00	\$ 7,172,095.00	\$ 7,954,126.00	\$ 7,544,155.00	\$ 8,891,815.08	\$ 8,309,141.00	\$ 8,925,380.00	\$ 7,814,787.00
Wells Fargo MM	\$ 69,101.00	\$ 69,099.00	\$ 69,095.00	\$ 69,092.00	\$ 69,088.00	\$ 69,084.95	\$ 69,072.00	\$ 69,047.00	\$ 69,020.00
TOTAL	\$ 6,484,066.00	\$ 8,118,626.00	\$ 7,241,190.00	\$ 8,023,218.00	\$ 7,613,243.00	\$ 8,960,900.03	\$ 8,378,213.00	\$ 8,994,427.00	\$ 7,883,807.00
GRAND TOTALS	October '22	June '22	December '21	June '21	December '20	June '20	December '19	June '19	December '18
	\$ 34,608,392.00	\$ 36,285,171.00	\$ 42,123,477.00	\$ 43,389,509.00	\$ 44,344,094.00	\$ 40,425,901.10	\$ 40,906,195.00	\$ 39,707,590.00	\$ 34,977,873.00

Sports Revenue Comparison

	2021/2022	2020/2021	2019/2020	2018/2019	2017/2018	2016/2017
<u>VOLLEYBALL</u> -Playoffs & Championships						
Gross Revenue - Endowment Surcharge	\$ 268,428.00	\$ 20,015.00	\$ 202,971.00	\$ 193,752.00	\$ 156,067.50	\$ 164,834.00
\$1 Endowment Surcharge			\$ 32,439.00	\$ 30,540.00	\$ 29,165.00	\$ 31,077.00
State Champion State Champion Team Travel Expenses	\$ 3,114.00	\$ 3,153.00	\$ 3,061.50	\$ 3,097.50	\$ 3,246.00	\$ 2,865.00
Expenses paid by host school playoffs	\$ 53,395.70	\$ 26,919.20	\$ 32,955.60	\$ 33,899.02	\$ 29,070.12	\$ 28,721.00
NCHSAA State Championship Expenses	\$ 22,545.68	\$ 11,295.84	\$ 17,685.04	\$ 18,097.86	\$ 19,449.31	\$ 16,528.43
Corporate Sponsorship Monies	\$ 25,659.68	\$ 14,448.84	\$ 20,746.54	\$ 21,195.36	\$ 22,695.31	\$ 19,393.43
Schools' Shares	\$ 170,087.15	\$ (6,904.20)	\$ 141,110.20	\$ 127,142.23	\$ 100,205.86	\$ 109,434.40
NCHSAA Net	\$ 44,945.15	\$ -	\$ 28,905.20	\$ 32,710.75	\$ 26,791.52	\$ 26,678.60
<u>CROSS COUNTRY</u> -STATE						
Gross Revenue - Endowment Surcharge	\$ 40,310.00	\$ 22,810.00	\$ 29,271.00	\$ 29,493.00	\$ 29,561.08	\$ 25,547.75
\$1 Endowment Surcharge			\$ 4,291.00	\$ 3,942.00	\$ 3,862.00	\$ 3,381.00
State Champion Team Travel Expenses	\$ 11,726.35	\$ 10,289.10	\$ 16,509.40	\$ 16,334.70	\$ 17,585.65	\$ 15,755.90
NCHSAA State Championship Expenses	\$ 45,365.35	\$ 36,022.06	\$ 37,175.86	\$ 38,306.79	\$ 37,646.40	\$ 31,338.26
Corporate Sponsorship Monies	\$ 26,257.20	\$ 25,757.20	\$ 24,599.88	\$ 27,292.40	\$ 31,780.64	\$ 31,871.68
NCHSAA Net	\$ 9,475.50	\$ 2,256.04	\$ 185.62	\$ 2,143.91	\$ 6,109.67	\$ 10,325.27
<u>CHEERLEADING</u>						
Gate & Program Sales	\$ 42,660.00	\$ 9,225.00	\$ 39,282.00	\$ 38,840.00	\$ 47,081.00	\$ 44,360.00
Registration Fees, Program Ads, Vendor Booths, Pics	\$ 58,269.00		\$ 67,413.00	\$ 65,787.00	\$ 73,108.00	\$ 71,083.00
NCHSAA State Championship Expenses	\$ 79,998.52	\$ 9,328.53	\$ 89,673.92	\$ 90,851.47	\$ 92,909.15	\$ 87,080.86
Corporate Sponsorship Monies	\$ 33,756.00	\$ 2,457.10	\$ 46,535.20	\$ 56,860.84	\$ 49,077.19	\$ 49,167.11
NCHSAA Net	\$ 54,686.48	\$ 2,353.57	\$ 63,556.28	\$ 70,636.37	\$ 76,357.04	\$ 77,529.25
<u>MEN'S SOCCER</u> -Playoffs & Championships						
Gross Revenue - Endowment Surcharge	\$ 352,345.35	\$ 140,129.00	\$ 256,954.00	\$ 257,161.00	\$ 206,544.00	\$ 228,519.00
\$1 Endowment Surcharge			\$ 40,640.00	\$ 40,573.00	\$ 39,306.00	\$ 43,769.00
State Champion Team Travel Expenses	\$ 4,116.50	\$ 4,248.00	\$ 3,450.50	\$ 4,148.50	\$ 4,703.00	\$ 4,640.50
Expenses paid by host school playoffs	\$ 52,559.41	\$ 29,783.80	\$ 33,331.30	\$ 30,530.40	\$ 29,752.32	\$ 29,006.67
NCHSAA State Championship Expenses	\$ 23,386.17	\$ 22,092.77	\$ 27,594.07	\$ 18,204.20	\$ 17,111.67	\$ 15,721.98
Corporate Sponsorship Monies	\$ 27,502.67	\$ 26,340.77	\$ 31,044.57	\$ 22,352.70	\$ 21,814.67	\$ 20,362.48
Schools' Shares	\$ 244,076.24	\$ 110,345.20	\$ 180,652.80	\$ 182,568.35	\$ 141,269.48	\$ 166,043.08
NCHSAA Net	\$ 55,709.70	\$ -	\$ 42,969.90	\$ 44,062.25	\$ 35,522.20	\$ 33,469.25
<u>FOOTBALL</u> -Playoffs & Championships						
Gross Revenue - Endowment Surcharge	\$ 2,112,314.49	\$ 1,132,459.00	\$ 1,723,890.00	\$ 1,556,020.00	\$ 1,472,193.00	\$ 1,797,550.31
\$1 Endowment Surcharge			\$ 210,068.00	\$ 194,771.00	\$ 226,998.00	\$ 281,141.00
State Champion Team Travel Expenses	\$ 9,249.00	\$ 17,619.00	\$ 17,292.00	\$ 21,312.00	\$ 20,430.00	\$ 29,372.00
Expenses paid by host school playoffs	\$ 309,680.99	\$ 133,108.71	\$ 284,267.50	\$ 276,005.22	\$ 287,261.53	\$ 321,150.22
NCHSAA State Championship Expenses	\$ 85,339.18	\$ 158,845.83	\$ 105,540.62	\$ 123,986.12	\$ 113,296.30	\$ 93,196.07
Corporate Sponsorship Monies	\$ 94,588.18	\$ 176,464.83	\$ 122,832.62	\$ 145,298.12	\$ 133,726.30	\$ 122,568.07
Schools' Shares	\$ 1,371,494.58	\$ 807,554.29	\$ 999,689.20	\$ 916,442.13	\$ 863,000.97	\$ 1,081,629.99
NCHSAA Net	\$ 431,138.92	\$ 191,796.00	\$ 439,933.30	\$ 363,572.65	\$ 321,930.50	\$ 394,770.10
<u>SWIMMING</u> -REGIONAL & STATE						
Gross Revenue - Endowment Surcharge	\$ 45,503.00	\$ -	\$ 49,171.20	\$ 50,745.10	\$ 42,794.92	\$ 43,228.52
\$1 Endowment Surcharge			\$ 8,231.00	\$ 8,486.00	\$ 7,700.00	\$ 7,741.00
State Champion Team Travel Expenses	\$ 17,528.30	\$ 10,409.00	\$ 15,185.45	\$ 16,247.65	\$ 16,247.65	\$ 16,508.30
NCHSAA State Championship Expenses	\$ 114,683.45	\$ 84,215.90	\$ 88,119.94	\$ 88,864.09	\$ 87,965.61	\$ 82,740.78
Corporate Sponsorship Monies	\$ 57,047.84	\$ 33,897.33	\$ 58,997.83	\$ 61,303.00	\$ 63,098.39	\$ 58,058.02
NCHSAA Net	\$ (29,660.91)	\$ (60,727.57)	\$ 4,863.64	\$ 6,936.36	\$ 1,680.05	\$ 2,037.46

<u>WRESTLING</u> -Regional & State						
Gross Revenue - Endowment Surcharge	\$ 237,049.35	\$ 66,516.00	\$ 203,131.00	\$ 197,810.00	\$ 190,152.00	\$ 194,638.00
\$1 Endowment Surcharge			\$ 21,260.00	\$ 22,126.00	\$ 21,754.00	\$ 22,626.00
Team Expenses	\$ 59,252.88	\$ 30,008.31	\$ 55,116.10	\$ 51,614.10	\$ 52,608.33	\$ 53,072.78
Team Travel	\$ 10,726.50	\$ 10,234.32	\$ 10,344.50	\$ 10,116.30	\$ 10,260.70	\$ 10,335.30
NCHSAA State Championship Expenses	\$ 118,336.05	\$ 56,391.69	\$ 94,585.84	\$ 95,648.11	\$ 96,977.90	\$ 83,366.07
Corporate Sponsorship Monies	\$ 34,060.42	\$ 7,196.80	\$ 43,114.01	\$ 45,667.13	\$ 40,411.34	\$ 24,682.67
Schools' Shares	\$ 47,460.17	\$ 4,028.85	\$ 23,307.88	\$ 25,762.65	\$ 23,570.51	\$ 27,212.64
NCHSAA Net	\$ 35,334.17	\$ (26,950.37)	\$ 62,890.69	\$ 60,335.97	\$ 47,145.90	\$ 45,333.88
<u>INDOOR TRACK</u> -Regional & State						
Gross Revenue - Endowment Surcharge	\$ 28,860.00		\$ 27,650.00	\$ 29,032.00	\$ 32,122.00	\$ 26,388.60
\$1 Endowment Surcharge			\$ 2,960.00	\$ 2,989.00	\$ 3,414.00	\$ 3,668.00
State Champion Team Travel Expenses	\$ 13,060.10		\$ 19,054.25	\$ 18,238.80	\$ 20,761.35	\$ 21,831.55
NCHSAA State Championship Expenses	\$ 40,704.99		\$ 40,216.88	\$ 35,520.00	\$ 34,716.97	\$ 31,171.50
Corporate Sponsorship Monies	\$ 19,056.56		\$ 19,384.38	\$ 13,426.82	\$ 13,209.05	\$ 12,716.58
NCHSAA Net	\$ (5,848.53)	\$ -	\$ (12,236.75)	\$ (11,299.98)	\$ (10,147.27)	\$ (13,897.87)
<u>BASKETBALL</u> -Playoffs & Championships						
Gross Revenue - Endowment Surcharge	\$ 1,173,102.20	\$ 103,709.00	\$ 809,514.00	\$ 1,014,744.88	\$ 802,386.90	\$ 782,317.35
\$1 Endowment Surcharge			\$ 118,746.00	\$ 132,673.00	\$ 115,240.00	\$ 124,615.00
State Champion Team Travel Expenses	\$ 14,617.50	\$ 5,040.00	\$ 7,033.50	\$ 13,185.00	\$ 12,750.00	\$ 11,643.00
Expenses paid by host school playoffs	\$ 185,785.42	\$ 73,841.85	\$ 166,639.41	\$ 148,623.28	\$ 129,597.34	\$ 135,770.97
NCHSAA State Championship Expenses	\$ 107,107.30	\$ 27,298.87	\$ 53,333.59	\$ 133,301.45	\$ 140,235.72	\$ 118,507.34
Corporate Sponsorship Monies	\$ 121,724.80	\$ 32,338.87	\$ 59,471.09	\$ 146,486.45	\$ 152,985.72	\$ 130,150.34
Schools' Shares	\$ 667,837.27	\$ 29,867.15	\$ 257,072.32	\$ 550,336.92	\$ 420,405.08	\$ 426,302.43
NCHSAA Net	\$ 319,479.51	\$ -	\$ 384,906.27	\$ 315,784.68	\$ 252,384.48	\$ 220,243.95
<u>LACROSSE</u> -Playoffs & Championships						
Gross Revenue - Endowment Surcharge	\$ 158,669.00	\$ 109,085.00	\$ -	\$ 116,753.00	\$ 102,450.15	\$ 110,763.00
\$1 Endowment Surcharge			\$ -	\$ 17,877.00	\$ 17,787.00	\$ 19,303.00
State Champion Team Travel Expenses	\$ 3,741.00	\$ 2,947.50	\$ -	\$ 3,140.00	\$ 3,110.50	\$ 3,115.00
Expenses paid by host school playoffs	\$ 18,986.75	\$ 21,247.20	\$ -	\$ 15,486.80	\$ 16,489.16	\$ 11,390.89
NCHSAA State Championship Expenses	\$ 19,319.46	\$ 11,705.56		\$ 26,884.26	\$ 22,257.73	\$ 18,972.05
Corporate Sponsorship Monies	\$ 23,060.46	\$ 14,653.06		\$ 30,024.26	\$ 25,368.23	\$ 22,087.05
Schools' Shares	\$ 106,075.35	\$ 87,837.80	\$ -	\$ 72,512.71	\$ 60,531.07	\$ 70,215.36
NCHSAA Net	\$ 33,606.90	\$ -		\$ 28,753.49	\$ 25,429.92	\$ 29,156.75
<u>WOMEN'S SOCCER</u> -Playoffs & Championships						
Gross Revenue - Endowment Surcharge	\$ 269,473.80	\$ 158,902.00	\$ -	\$ 218,725.00	\$ 170,221.00	\$ 170,217.00
\$1 Endowment Surcharge			\$ -	\$ 34,581.00	\$ 31,501.00	\$ 32,631.00
State Champion Team Travel Expenses	\$ 3,209.00	\$ 2,368.50	\$ -	\$ 3,241.50	\$ 4,556.00	\$ 3,258.00
Expenses paid by host school playoffs	\$ 40,405.65	\$ 28,766.40	\$ -	\$ 28,813.85	\$ 27,077.58	\$ 28,395.56
NCHSAA State Championship Expenses	\$ 25,120.87	\$ 14,463.65		\$ 24,346.89	\$ 20,154.47	\$ 14,647.78
Corporate Sponsorship Monies	\$ 28,329.87	\$ 16,832.15		\$ 27,588.39	\$ 24,710.47	\$ 17,905.78
Schools' Shares	\$ 183,395.50	\$ 130,135.60	\$ -	\$ 152,225.85	\$ 112,881.72	\$ 115,183.99
NCHSAA Net	\$ 45,672.65	\$ -		\$ 37,685.30	\$ 30,261.70	\$ 26,637.45
<u>TRACK</u> -Regional & State						
Gross Revenue - Endowment Surcharge	\$ 127,404.00	\$ 144,882.00	\$ -	\$ 103,003.00	\$ 97,713.40	\$ 91,294.00
\$1 Endowment Surcharge			\$ -	\$ 13,264.00	\$ 13,250.00	\$ 12,740.00
State Champion Team Travel Expenses	\$ 29,747.55	\$ 28,904.40	\$ -	\$ 24,126.66	\$ 25,036.74	\$ 22,237.33
NCHSAA State Championship Expenses	\$ 111,364.04	\$ 84,267.74		\$ 82,281.41	\$ 83,164.81	\$ 81,922.61
Corporate Sponsorship Monies	\$ 27,000.00	\$ 6,304.68		\$ 26,327.79	\$ 26,342.57	\$ 26,283.87
Schools' Shares	\$ 19,680.38	\$ 19,768.71	\$ -	\$ 10,848.19	\$ 6,955.64	\$ 6,923.35
NCHSAA Net	\$ (6,387.97)	\$ 18,245.83		\$ 12,074.53	\$ 8,898.78	\$ 6,494.58

SOFTBALL-Playoffs & Championships

Gross Revenue - Endowment Surcharge	\$ 268,499.60	\$ 141,464.00	\$ -	\$ 230,823.00	\$ 186,598.50	\$ 221,139.50
\$1 Endowment Surcharge			\$ -	\$ 34,582.50	\$ 34,283.50	\$ 39,805.50
State Champion Team Travel Expenses	\$ 5,698.00	\$ 5,969.50	\$ -	\$ 7,641.50	\$ 6,834.50	\$ 4,946.50
Expenses paid by host school playoffs	\$ 29,301.35	\$ 20,402.30	\$ -	\$ 19,036.40	\$ 21,112.22	\$ 21,292.76
NCHSAA State Championship Expenses	\$ 34,814.17	\$ 24,447.42		\$ 44,359.73	\$ 37,027.00	\$ 27,258.05
Corporate Sponsorship Monies	\$ 39,512.17	\$ 30,416.92		\$ 52,001.23	\$ 43,861.50	\$ 32,204.55
Schools' Shares	\$ 194,337.14	\$ 121,061.70	\$ -	\$ 163,488.35	\$ 129,943.63	\$ 155,104.29
NCHSAA Net	\$ 43,861.11	\$ -		\$ 48,298.25	\$ 35,542.65	\$ 44,742.45

BASEBALL-Playoffs & Championships

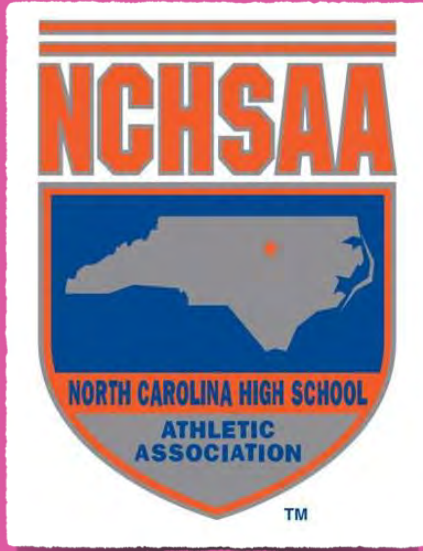
Gross Revenue - Endowment Surcharge	\$ 459,421.94	\$ 269,380.00	\$ -	\$ 359,062.00	\$ 300,654.00	\$ 317,121.50
\$1 Endowment Surcharge			\$ -	\$ 55,610.50	\$ 54,203.50	\$ 57,456.50
State Champion Team Travel Expenses	\$ 3,315.50	\$ 9,147.00	\$ -	\$ 6,509.00	\$ 8,193.50	\$ 8,904.50
Expenses paid by host school playoffs	\$ 33,889.45	\$ 20,924.30	\$ -	\$ 22,331.40	\$ 21,265.89	\$ 24,973.74
NCHSAA State Championship Expenses	\$ 30,918.49	\$ 24,426.56		\$ 24,681.76	\$ 17,481.96	\$ 19,271.37
Corporate Sponsorship Monies	\$ 34,233.99	\$ 33,273.56		\$ 31,190.76	\$ 25,675.46	\$ 28,175.87
Schools' Shares	\$ 342,640.43	\$ 223,574.90	\$ -	\$ 268,301.00	\$ 221,270.41	\$ 231,020.56
NCHSAA Net	\$ 82,892.06	\$ 24,580.80		\$ 68,429.60	\$ 58,117.70	\$ 61,127.20

ANNUAL TOTALS

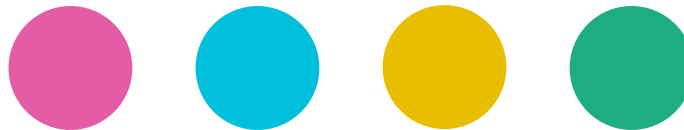
Gross Revenue - Endowment Surcharge	\$ 5,642,309.73	\$ 2,318,576.00	\$ 3,409,247.20	\$ 4,461,750.98	\$ 3,909,647.45	\$ 4,289,001.53
\$1 Endowment Surcharge			\$ 438,635.00	\$ 592,015.00	\$ 598,464.00	\$ 679,954.00
Team Expenses	\$ 160,847.38	\$ 119,694.31	\$ 121,517.25	\$ 172,589.26	\$ 179,815.57	\$ 181,642.06
Expenses paid by host school playoffs	\$ 724,004.72	\$ 354,993.76	\$ 517,193.81	\$ 574,726.37	\$ 561,626.16	\$ 600,701.81
Team Travel	\$ 28,254.80	\$ 20,643.32	\$ 25,529.95	\$ 26,363.95	\$ 26,508.35	\$ 26,843.60
NCHSAA State Championship Expenses	\$ 859,003.72	\$ 564,802.42	\$ 553,925.76	\$ 845,334.14	\$ 820,395.00	\$ 721,723.15
Corporate Sponsorship Monies	\$ 591,789.84	\$ 420,382.11	\$ 426,726.12	\$ 707,015.25	\$ 674,756.84	\$ 595,627.50
Schools' Shares	\$ 3,347,084.21	\$ 1,527,270.00	\$ 1,601,832.40	\$ 2,469,628.38	\$ 2,080,034.37	\$ 2,389,070.09
NCHSAA Net	\$ 1,114,904.74	\$ 151,554.30	\$ 1,015,974.15	\$ 1,080,124.13	\$ 916,024.84	\$ 964,648.32

ENDOWMENT FUNDS DISTRIBUTED TO MEMBER SCHOOLS - 12 YEAR SUMMARY

<u>Endowment Funds</u>	2021-2022	2020-2021 (Abbreviated sports seasons due to COVID)	2019-2020* (COVID19 Spring- no state BKB or spring sports playoffs)	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13	2011-12	2010-11	
1 time \$1000 payout (offset cat insurance costs)												\$ 390,000.00	
\$1 surcharge -35% (increased to from 25% TO 35% in 2014-15)		\$1.00 TICKET SURCHARGE WAS SUSPENDED INDEFINITELY	\$ 153,522.25	\$ 205,998.00	\$ 209,524.00	\$ 237,864.00	\$ 249,480.00	\$ 224,830.55	\$ 165,186.00	\$ 174,240.00	\$ 168,480.00		
60% of interest income earned* on Endowment Funds (increased FROM 50% to 60% in 2014-15)		REPLACED DISTRIBUTION METHOD WITH SPENDING POLICY PERCENTAGE OF GENERAL ENDOWMENT FUND 3-YEAR VALUE AVERAGE	\$ 419,102.40	\$ 447,003.62	\$ 368,773.20	\$ 305,326.00	\$ 262,113.00	\$ 382,260.00	\$ 258,350.00	\$ 242,267.50	\$ 150,000.00		
CAPS program		\$ 4,000,144.43											
Funds distributed per spending policy	\$ 997,416.62	\$ 1,717,803.65											
Education-based grants	\$ 140,081.00	\$ 137,980.00	\$ 120,595.00										
AIC & CIC reimbursements *	\$ 8,195.00	\$ 8,235.00	\$ 19,700.00	\$ 7,747.50	\$ 5,290.00								
Education/Health & Safety Funds	\$ 128,100.00	\$ 116,196.00											
Student/Coach Scholarships & Awards	\$ 56,500.00	\$ 42,250.00	\$ 43,000.00	\$ 40,250.00	\$ 31,250.00	\$ 32,000.00	\$ 28,500.00	\$ 26,750.00	\$ 18,000.00	\$ 14,000.00	\$ 13,000.00	\$ 13,000.00	
	\$ 1,330,292.42	\$ 6,022,609.08	\$ 755,919.65	\$ 700,999.12	\$ 614,837.20	\$ 575,190.00	\$ 540,093.00	\$ 633,840.55	\$ 441,536.00	\$ 430,507.50	\$ 331,480.00	\$ 403,000.00	\$ 12,780,304.72



NCHSAA Ad Hoc Subcommittee on Officiating Executive Summary and Recommendations October 25, 2022



THE NUMBERS - OUR SUBCOMMITTEE

25 People

15 Officials

10 Regional Supervisors

5 Athletic Directors/Coach

1 Principal

Hundreds of hours

24 Page Report

11 Recommendations

14 Graphs

1 Story



THE NUMBERS - THE SURVEY

July 25 - August 5

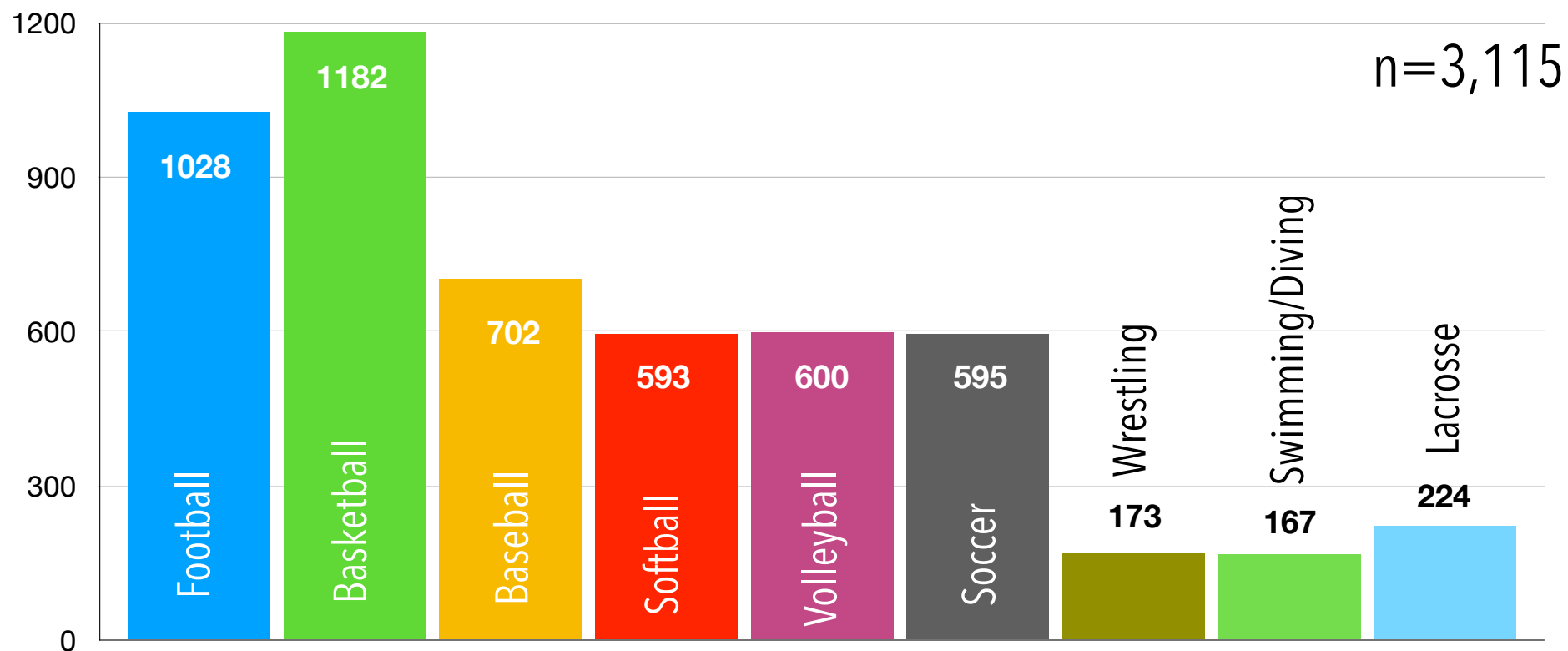
7400 Invited

n = 3115 Participated

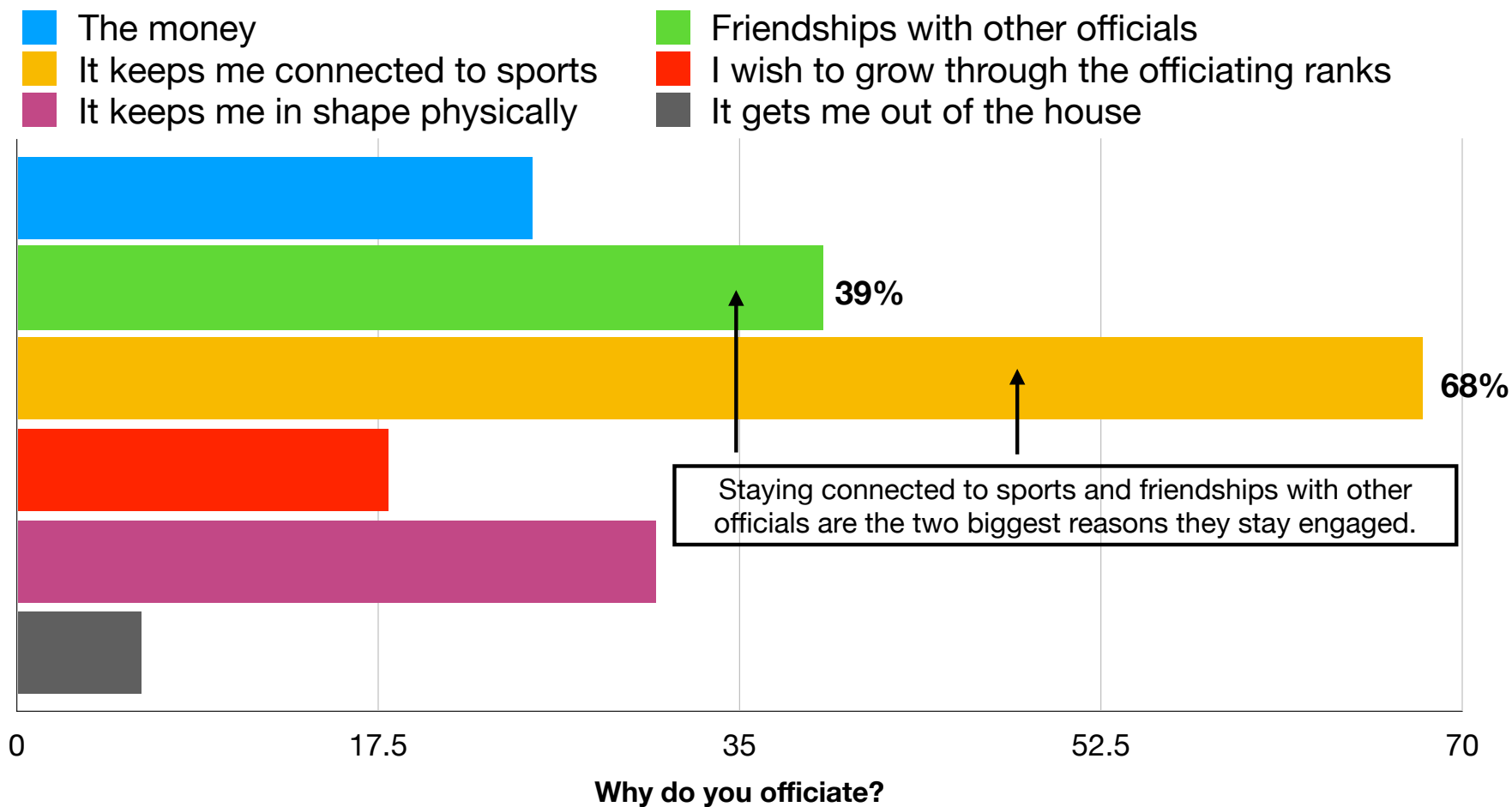
42% Response Rate

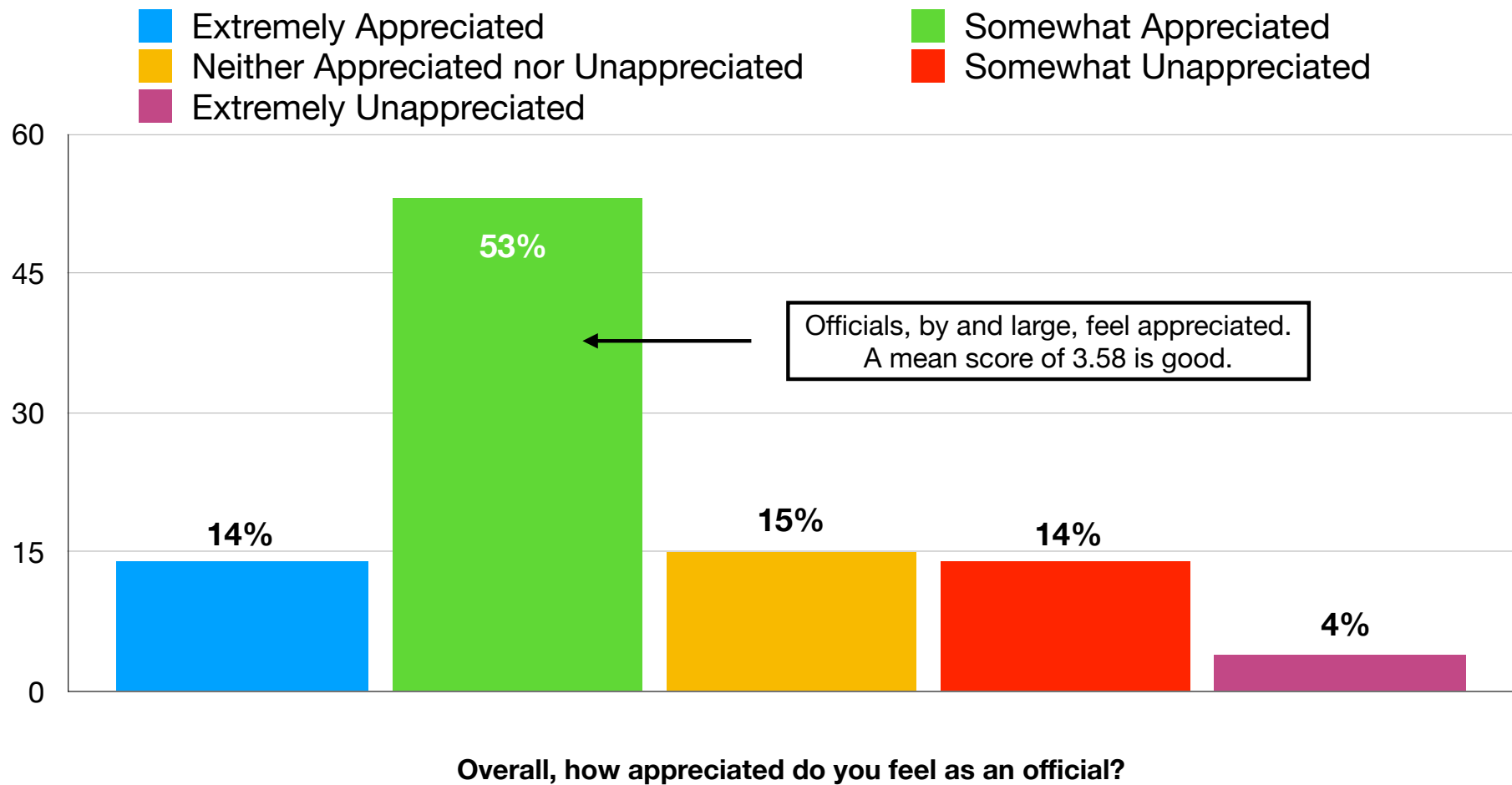
6-8% Industry Benchmark

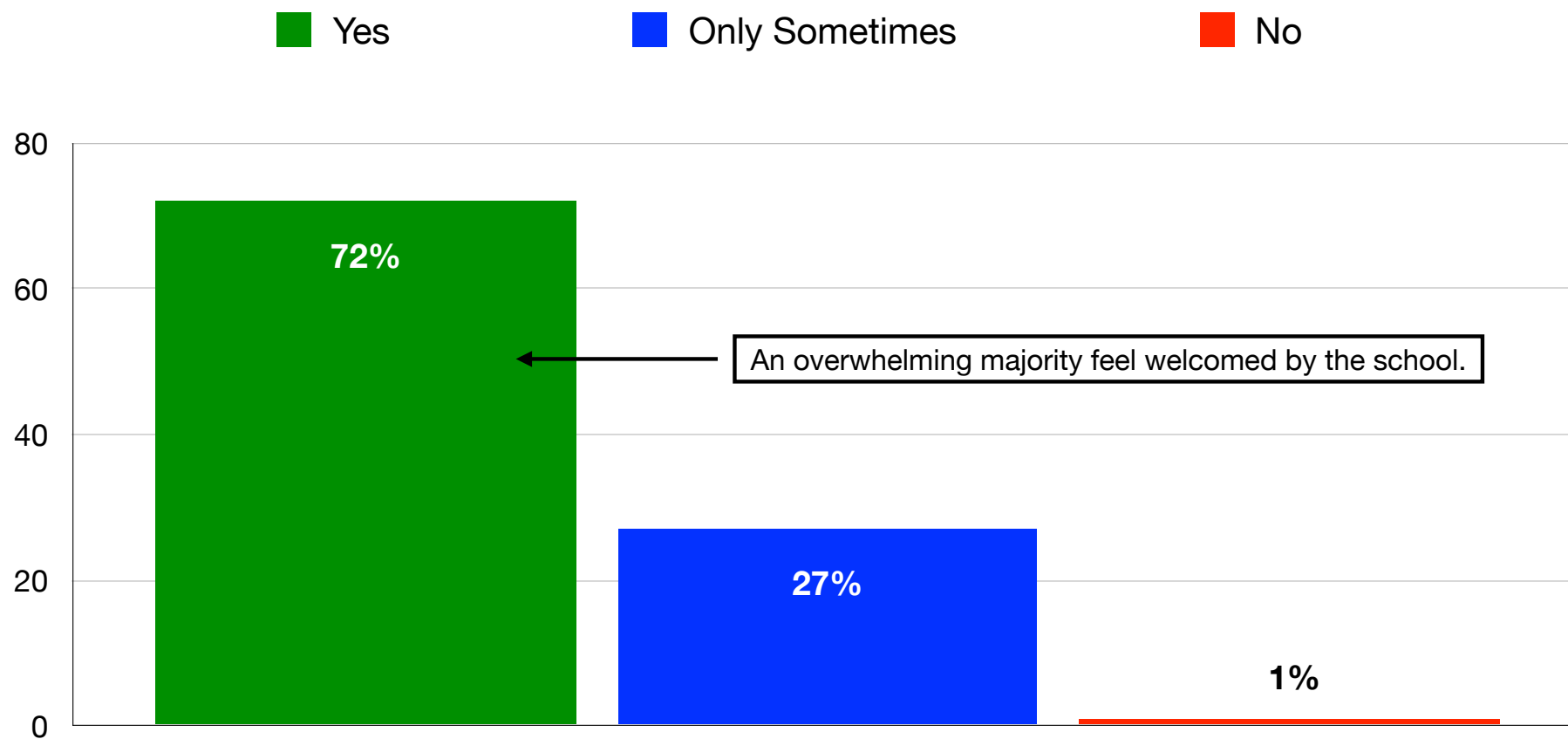




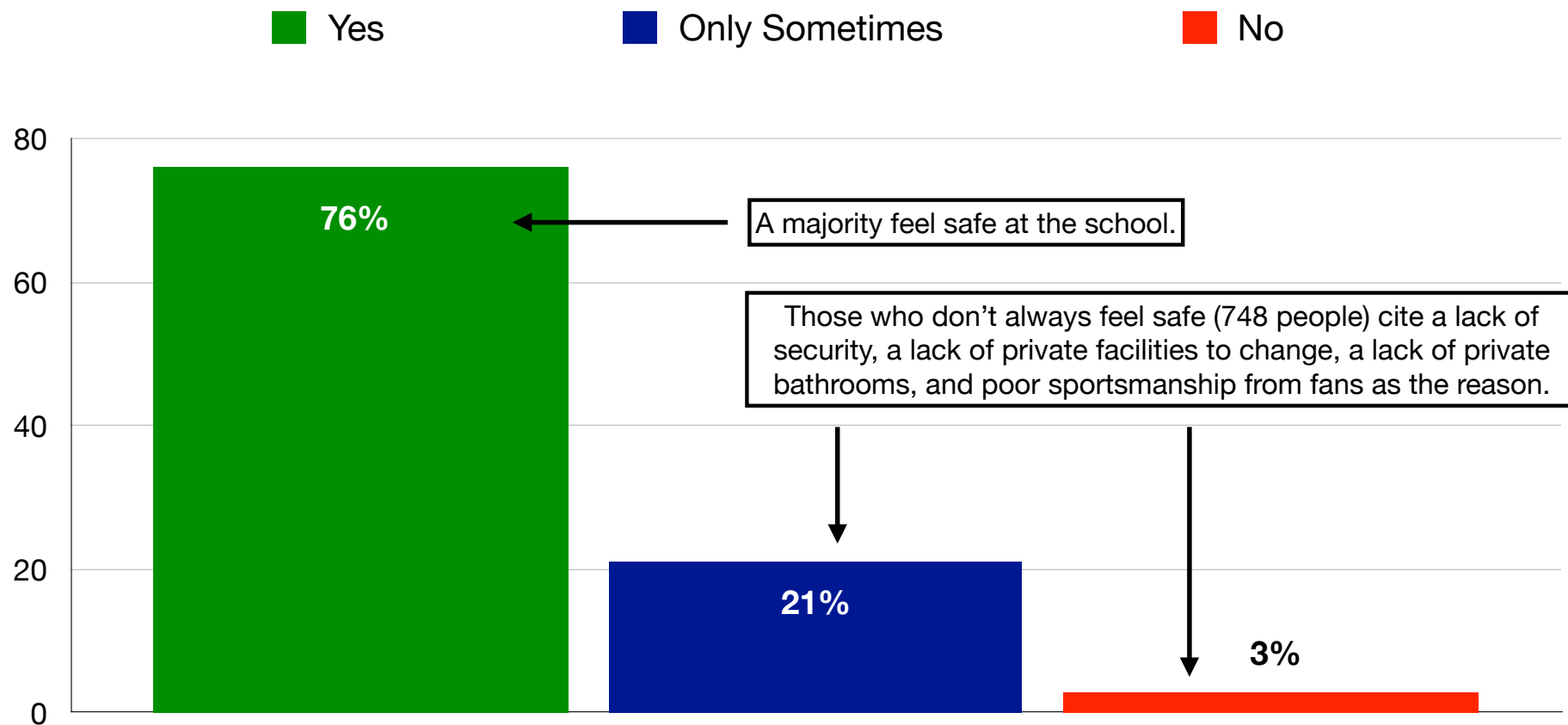
Registered officials taking part in the survey.







When you typically go to a school to officiate, do you usually feel welcomed by the school?



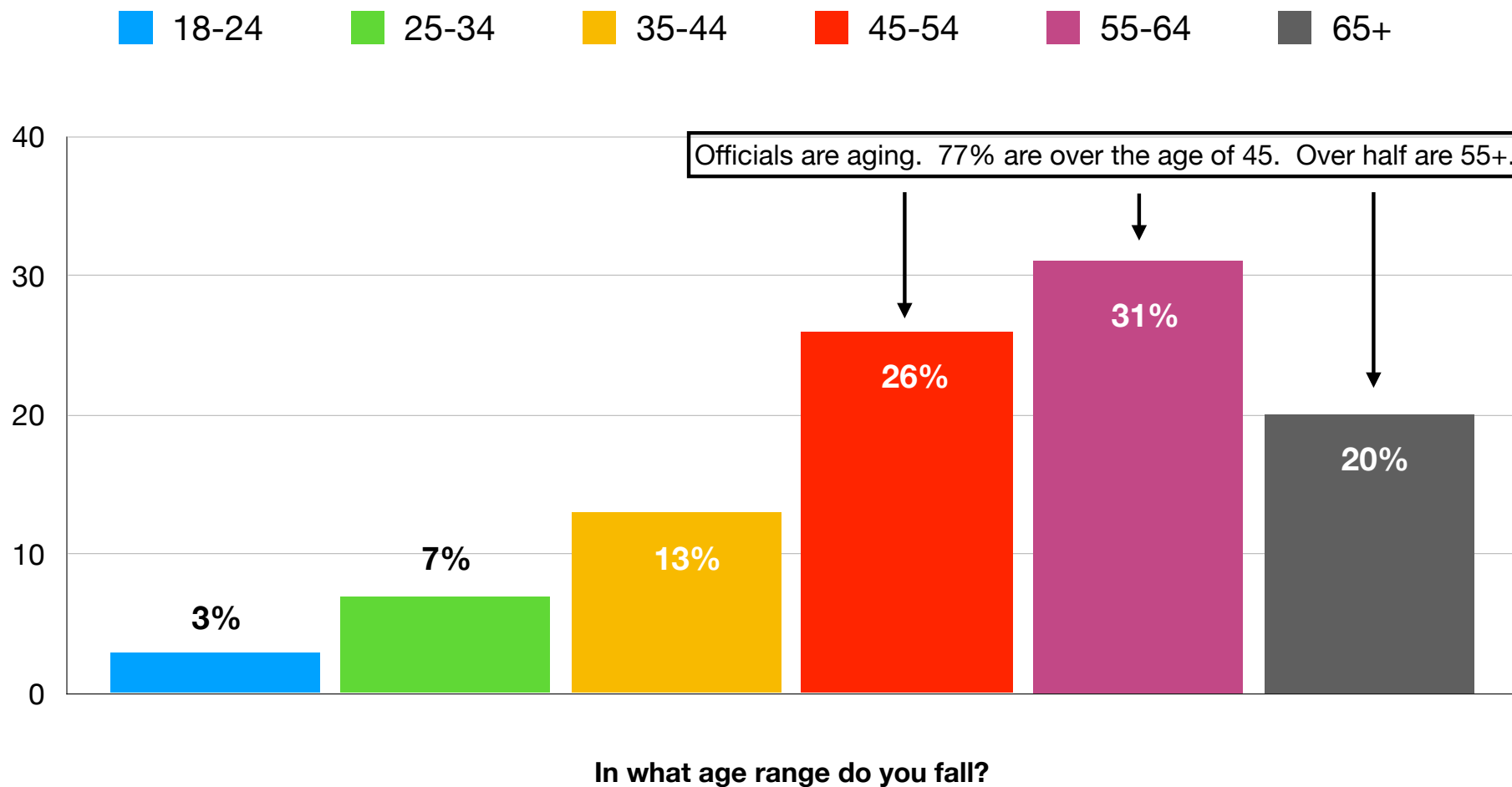
Do you personally feel safe when you officiate at schools?

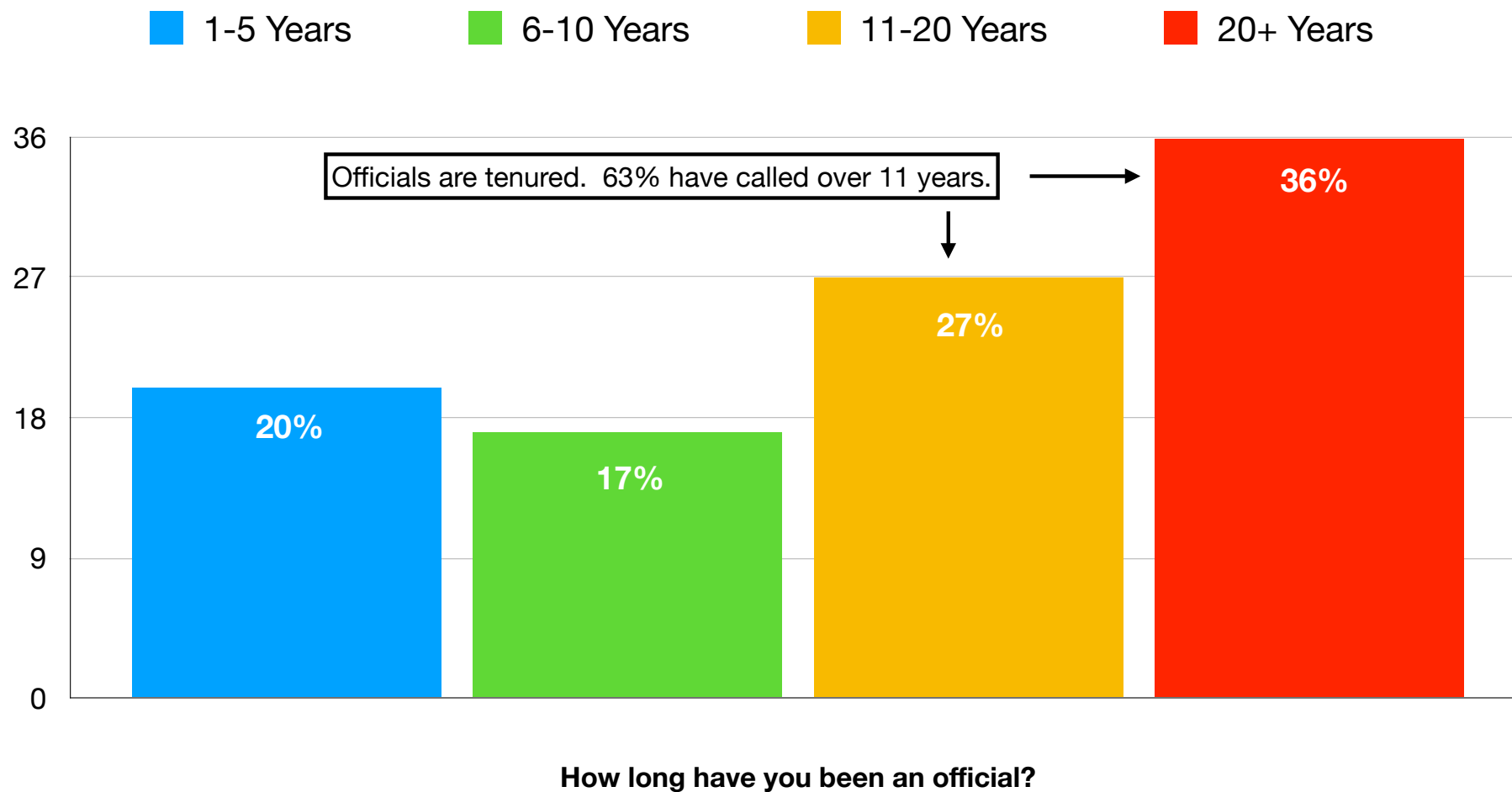
"I have been officiating over 25 years, the parents/fans are the worst they have been and seem to get worse every game."

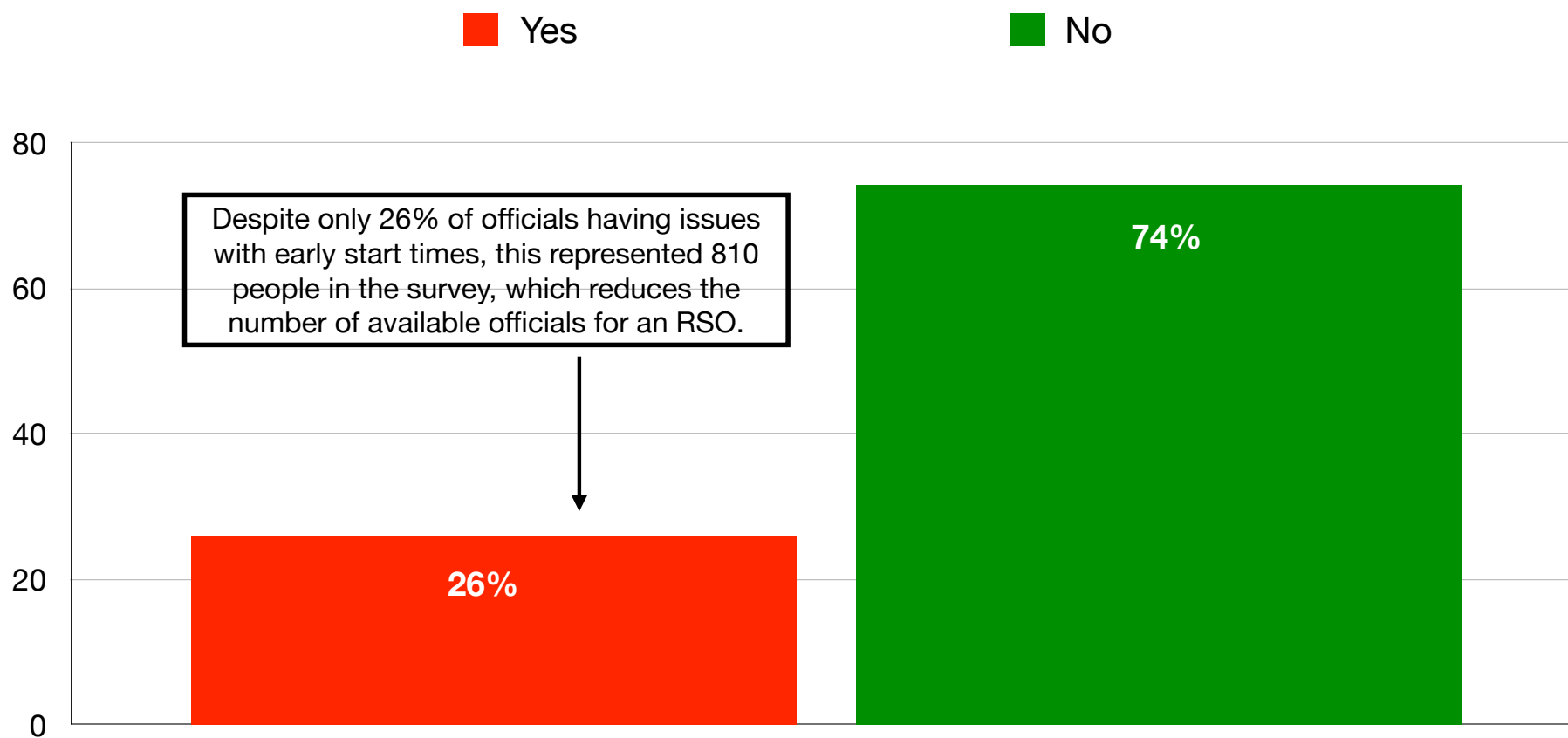
"Some fans get very unruly, and out of control. And the administrators are slow to take care of this. Some of the police officers just sit and watch, and say it's not their job."

"At some schools over the years, fan behavior has turned for the worst. Sometimes it feels like school personnel and police officers hired by the schools are reluctant to address home fans that are exhibiting bad behavior because of the backlash they may face from that particular school. Not walking officials out the building after contest is a big issue."

"Some don't make you feel safe or valued."



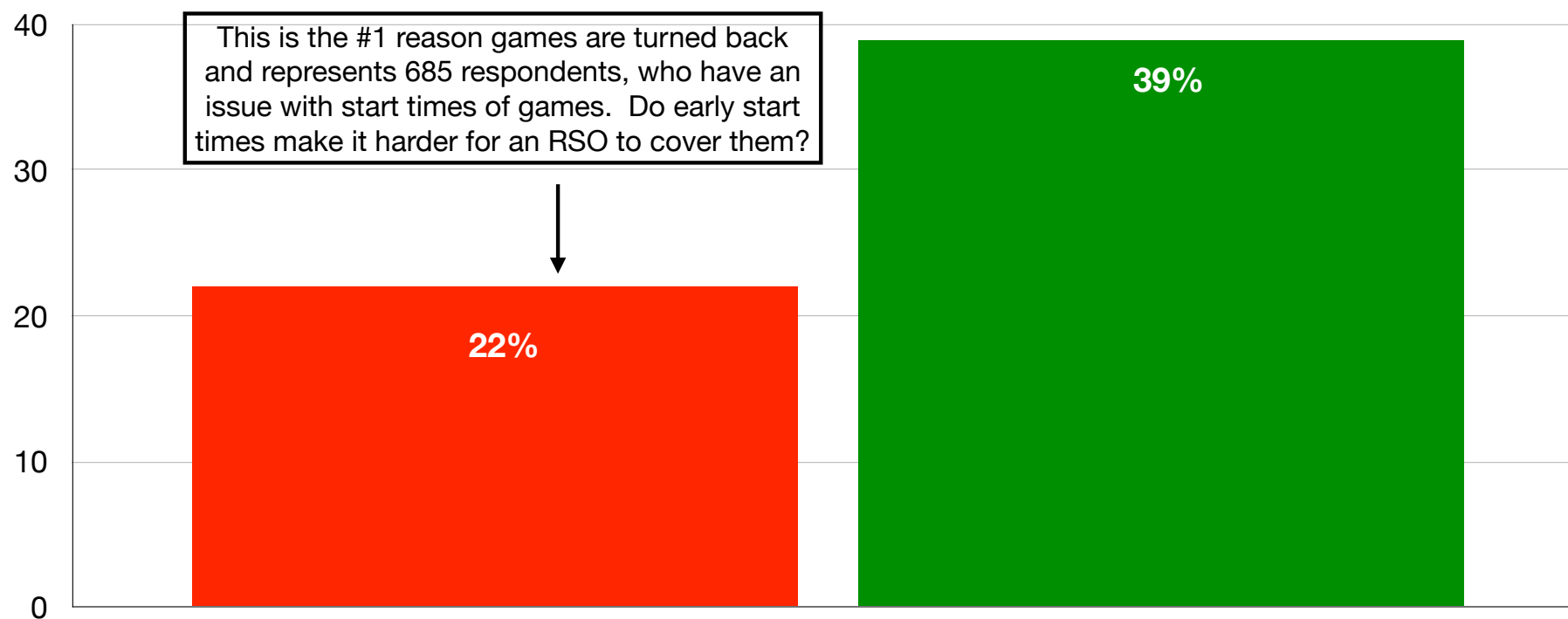




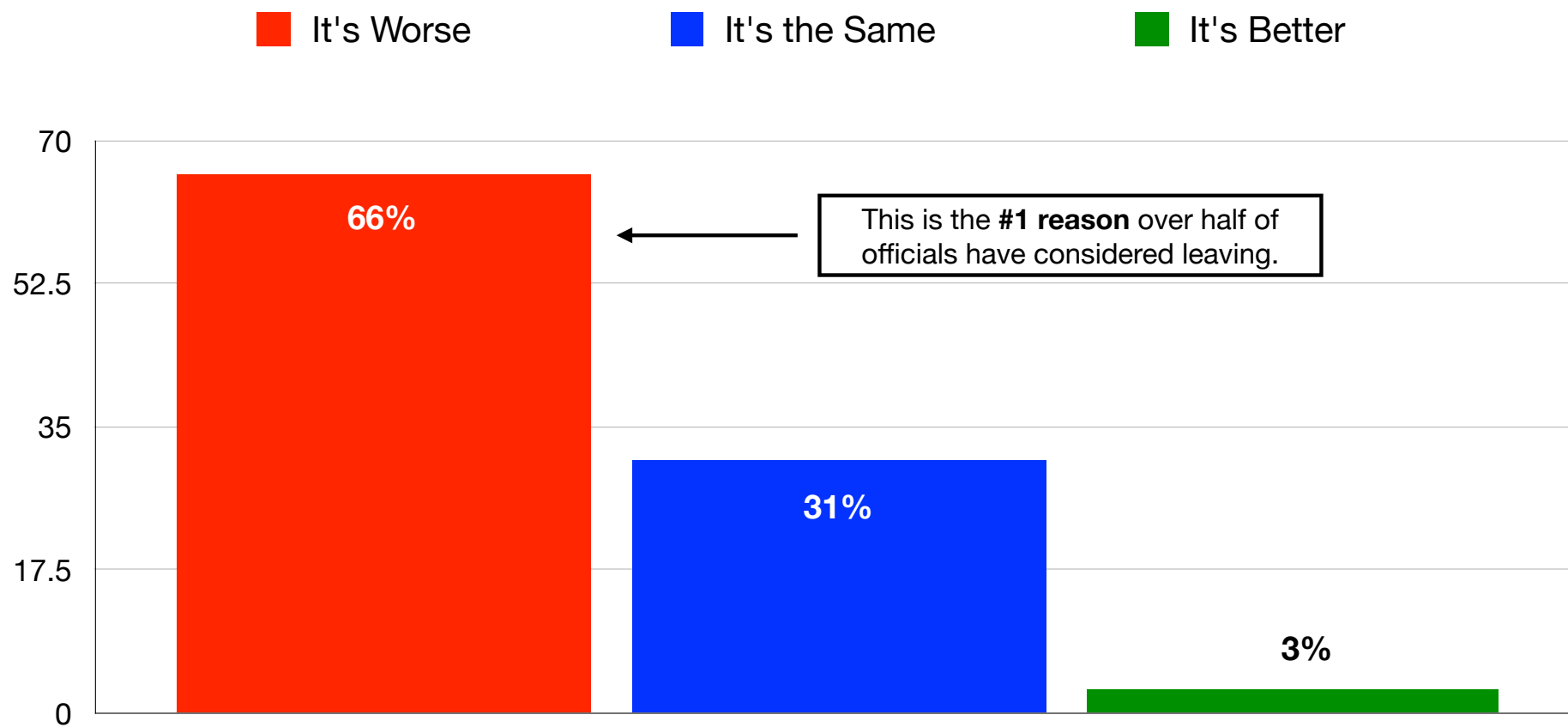
Has the start time of the typical contest become a challenge for your schedule?

■ I can't get off work early enough to get there

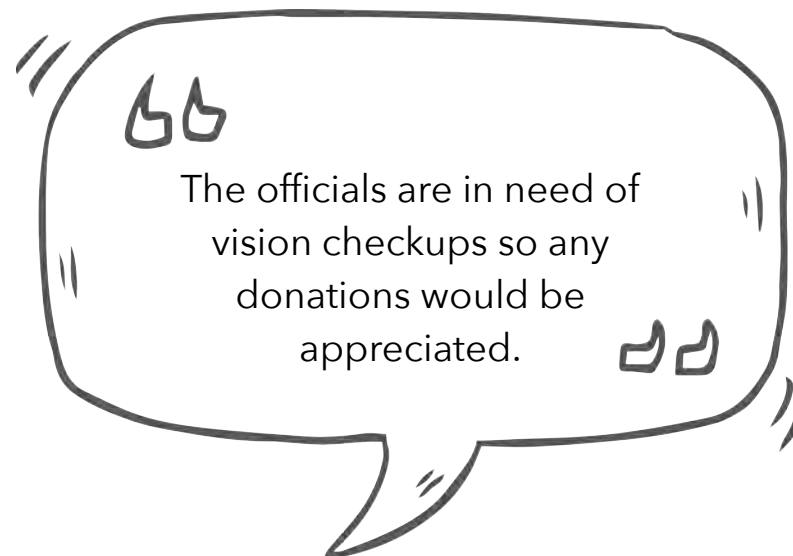
■ I don't decline games



When you decline or turn back a game to your Regional Supervisor, what tends to be the reason?



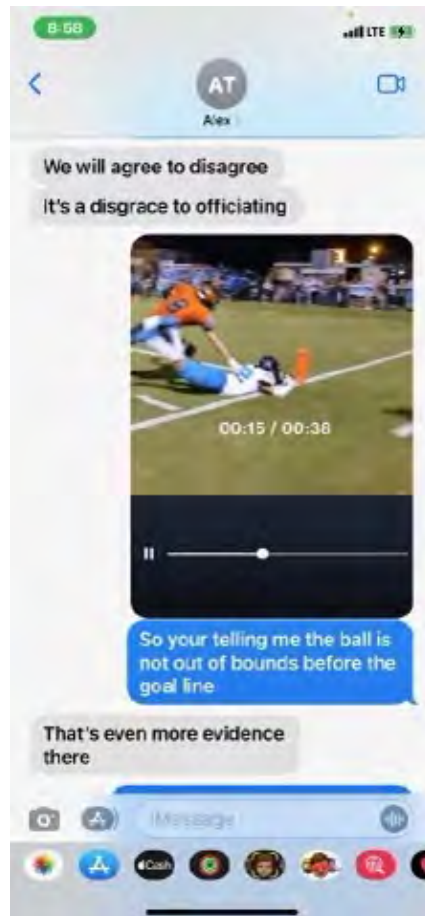
Which best reflects your feelings on fan behavior over the past few years?





Ridiculous. Terrible position.

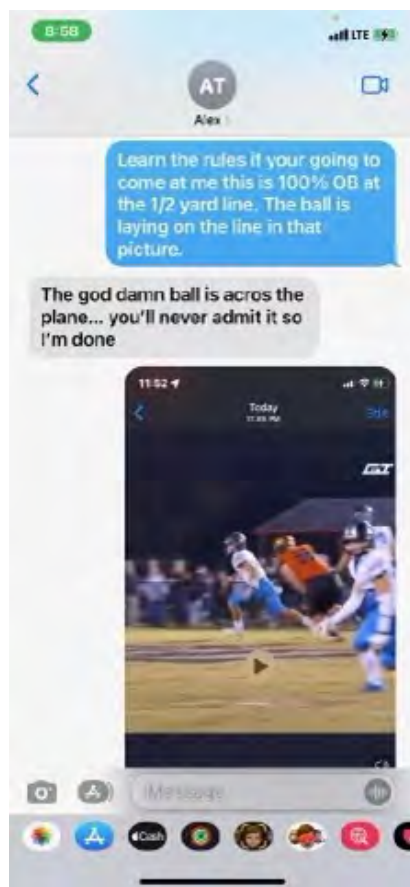
Thanks again for the back breaking call.



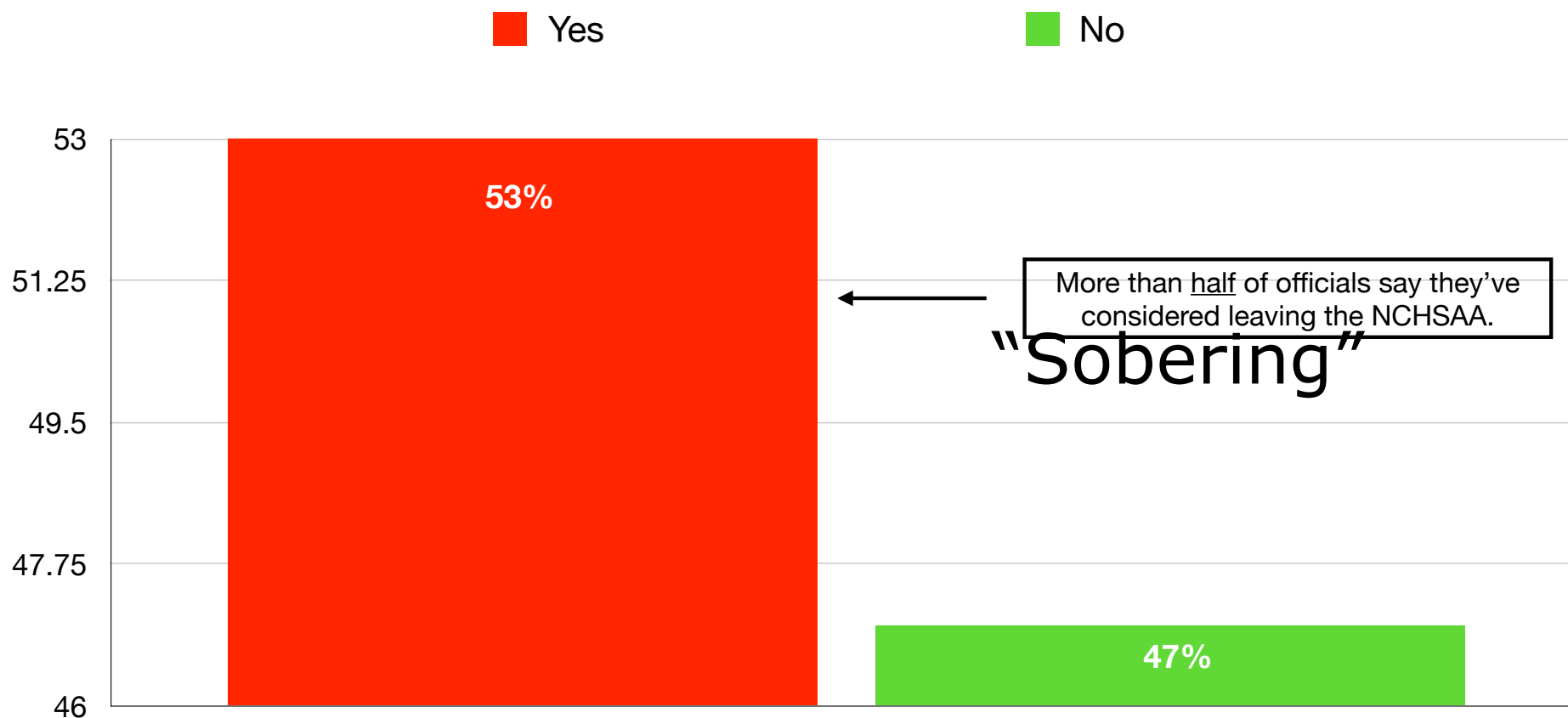
It's a disgrace to officiating.



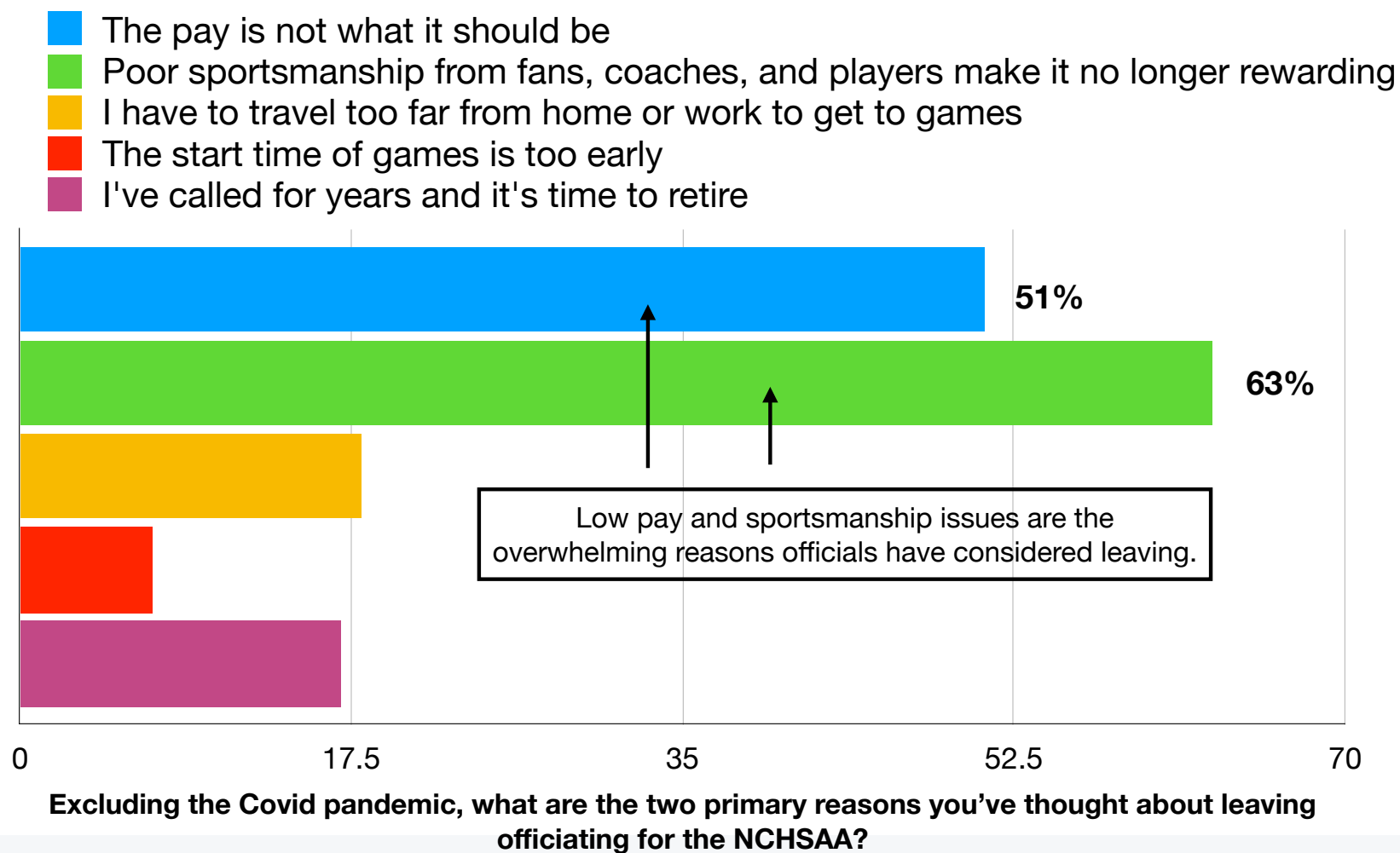
You fucking missed that god damn call on that fumble. That's bull shit.

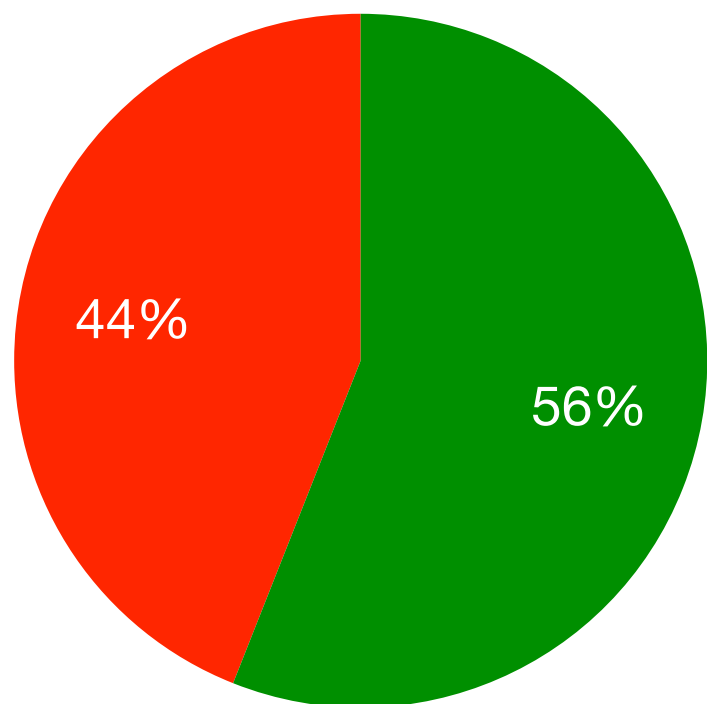


The god damn ball is across the plane...
you'll never admit it so I am done.



In the past two years, have you considered no longer officiating for the NCHSAA?

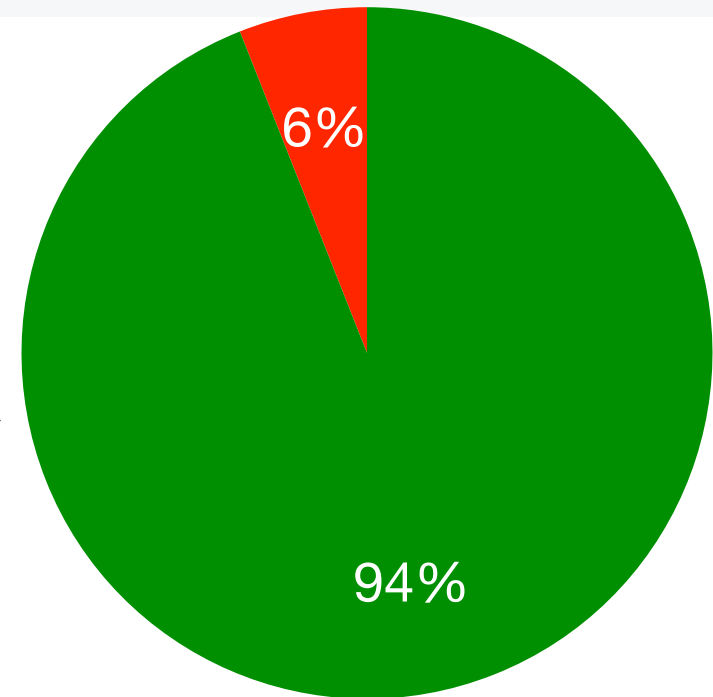




← A majority of officials, 56%, are supportive of more strict banishment in post-season games for poor sportsmanship from fans.

Would you be supportive of adding to the NCHSAA handbook a provision that if five or more fans of any team are ejected during a season at either their home or away games, their team is ineligible for post-season play?

94% of officials would fill out a form after a contest “grading” the school for sportsmanship and facilities, and their treatment, if it were shared with the NCHSAA and school directly.



If an online form were available to anonymously rate the sportsmanship of fans, players, and coaches, as well as rate the quality of facilities provided you, with this form being shared with both the NCHSAA and school, would you fill it out?



(OUR SUBCOMMITTEE)



Steve Schwartz, Chairperson - Official

Tonya Abbott - Official
Robert Bliss - Administrator
Cindy Christie - Regional Supervisor, Coach
Dave Crescenzo - Regional Supervisor, Official
Errol Daniels - Regional Supervisor, Official
Chris East - Athletic Director
Daniel Fisher - Official
Greg Fogleman - Regional Supervisor
Shannon Godfrey - Regional Supervisor, Official
Scott Graham - Official
Art Hardin - Regional Supervisor
Don Johnson - Official

Raven Johnson - Official
Mark Kadlecik - Regional Supervisor
Joe Korostynski - Official
Elbert Lassiter - Regional Supervisor
Angela Miller - Athletic Director
Ryan Pegarsch - Coach, Official
Justin Salz - Official
Eddie Simmons - Official
Jamie Smith - Official
Mike Tester - Regional Supervisor, Official
Empsy Thompson - Athletic Director
Nate Walker - Regional Supervisor



(RETENTION)
(RECRUITMENT)
(IMPACT ITEMS)



"THE PLAN"



(RETENTION)



(RETENTION)



1

Pay is a huge issue.

- An immediate, across-the-board increase for all officials of all sports with more regular increases will remove this obstacle.
- Payment within one business day of rendering services.
- The endowment is repeatedly referenced - "why isn't that money being spent to make our experience better?"
- Tenured officials who reach a certain number of years or call multiple sports should receive discounts on their registrations.



(RETENTION)



2

Poor sportsmanship is making everyone re-consider doing this - it's the number one issue for unhappiness.

- Doubling down on penalties for poor sportsmanship.
- Schools should be incentivized to control this.
- Schools should be penalized for not handling it so they're more proactive.
- Texas has threatened to pull officials from schools with bad sportsmanship.
- Officials should play a formal role in evaluating sportsmanship at schools.
- Security should be mandatory with penalties for no uniformed officers present, who always accompany us. Especially for our increasing base of female officials.
- Senior officials to meet with the teams and coaches to facilitate a better relationship with coaches and players.



(RETENTION)



Better care and feeding of officials will improve satisfaction.

- Requiring private, clean facilities and bathrooms, a hot shower, snacks and beverages, close parking, and other appreciations.
- Incentive plan to retain officials like a fund where officials can apply for a grant to pay for an off-season camp if they make an additional two-year commitment to the NCHSAA.
- Celebrating officials publicly.
- "We Love Our Officials" week.
- Athletic Directors communicating with all crews every week to welcome them to the school.



(RECRUITMENT)



(RECRUITMENT)



1

Lack of proper pay
is a roadblock as a
recruitment tool.

- Inexperienced officials won't do this without a meaningful compensation.
- Help with registration fees, insurance, and a stipend (grant) to pay for uniforms if they make a two-year commitment to the NCHSAA.
- Financial incentives will attract a new generation of officials. New Jersey offers a \$300 stipend to recruits.



(RECRUITMENT)



2

Young people do not want to officiate because of the abuse.

- Bolder programs and penalties, enforced as a central marketing message to this generation.
- Penalties to schools whose coaches, fans, and players abuse officials.
- A formal, statewide mentorship program to teach young officials how to deal with these issues.



(RECRUITMENT)



Advertise
officiating as a
great side job.

- 👁️ Advertising officiating in appropriate ways and at venues and to the right groups to get people interested.
- 👁️ A public, professional, on-going campaign will reposition officiating, increase pride with our current group, and net us the largest possible number of recruits. Think of what that campaign will also do to increase pride in our ranks.
- 👁️ This marketing campaign should be coordinated and messaged by an outside advertising agency because none of us talk "20-year old".
- 👁️ What is America's most popular beer and #1 insurance company?



(IMPACT ITEMS)



(IMPACT ITEMS)



1

The NCHSAA
should review the
start times of
games.

- 👁️ Enough officials cite in their survey turning back or turning down games because of early start times.
- 👁️ Officials want to call so you should be sensitive to their work schedules.
- 👁️ The schools and conferences deciding start times unilaterally works against them as it takes officials out of the mix for their games and makes it hard for RSOs to schedule contests. Get officials involved in these conversations.



(IMPACT ITEMS)



2

Create a committee of officials to represent all officials at the NCHSAA.

- We don't have a formal seat at the table and feel disconnected from the NCHSAA because of it.
- All sports and areas of the state represented. They are charged with giving feedback and developing other ways the NCHSAA can make the officiating experience better.
- Two-year terms before being refreshed.
- The officiating community will feel integrated in the NCHSAA which helps everyone.



(IMPACT ITEMS)



Our survey
should be
done yearly.

- An abbreviated version of our survey should be done every year to track progress and shared with all officials to foster greater communication with the NCHSAA.
- A 42% participation level says officials have opinions. Giving us voice benefits you and us.



(IMPACT ITEMS)



4

An on-going internal public relations campaign, directed at all officials, should be deployed immediately to improve communications.

- 👁️ We feel disconnected, disillusioned, and not valued. This brings us into the organization, improving your image with us.
- 👁️ Weekly newsletters from the Supervisor of Officials signals you care about us and vests us more deeply in your mission. That will improve retention.
- 👁️ Create a culture of inclusion.



(IMPACT ITEMS)



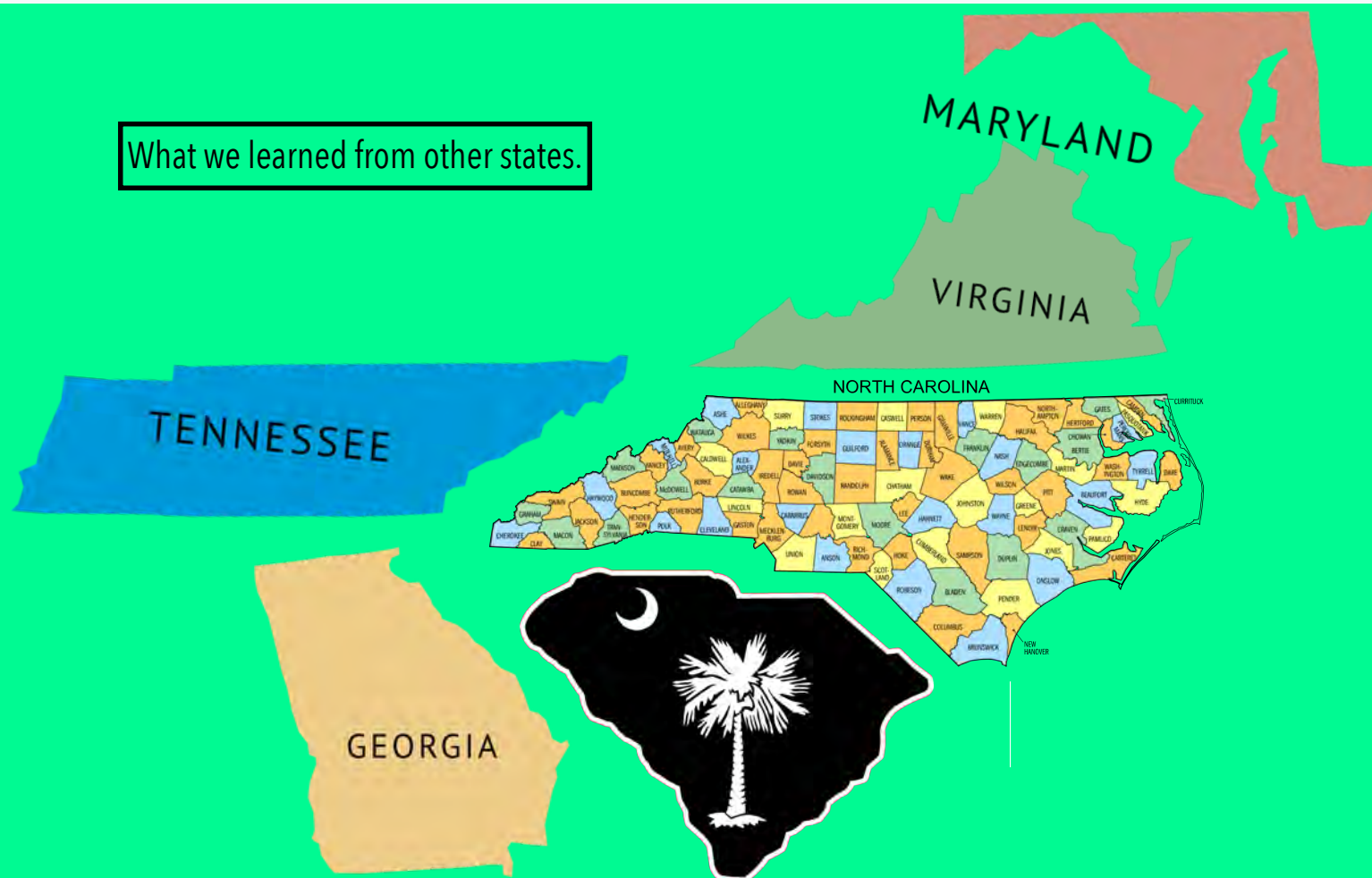
5

A new, full-time position should be created inside the NCHSAA to manage these recommendations.

- One person in the NCHSAA who will advocate directly for officials and manage these recommendations.
- If tasked to the RSOs, it will be done inconsistently, incrementally, and differently. They have neither the time nor resources to do this.
- This person would travel the state, working with schools to improve things, recruit with the appropriate groups for the local associations, and manage/meet with the committee referenced in the previous recommendation.
- They will act as a direct liaison to the officiating community.

NCHSAA SUBCOMMITTEE ON OFFICIATING EXECUTIVE SUMMARY - PAY INFO & OTHER INTERESTING ITEMS

What we learned from other states.





(RETENTION) (RECRUITMENT) (IMPACT ITEMS)



RETENTION

Pay is a huge issue.

Poor sportsmanship is making everyone re-consider doing this - it's the number one issue for unhappiness.

Better care and feeding of officials will improve satisfaction.

RECRUITMENT

Lack of proper pay is a roadblock as a recruitment tool.

Young people do not want to officiate because of the abuse.

Advertise officiating as a great side job.

OTHER IMPACT ITEMS

The NCHSAA should review the start times of games.

Our survey should be done yearly.

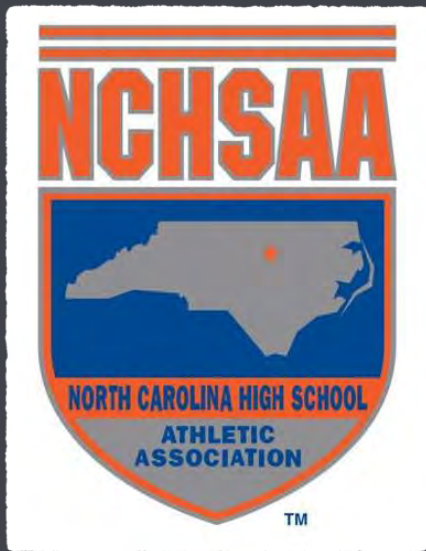
Create a committee of officials to represent all officials at the NCHSAA.

An on-going internal public relations campaign, directed at all officials, should be deployed immediately to improve communications.

A new, full-time position should be created inside the NCHSAA to manage these recommendations.



(RETENTION)
(RECRUITMENT)
(IMPACT ITEMS)



NCHSAA Ad Hoc Subcommittee on Officiating
Executive Summary and Recommendations
October 25, 2022

QUESTIONS?

October 7, 2020

Que Tucker
Commissioner
North Carolina High School Athletic Association
PO Box 3216
Chapel Hill, North Carolina

Cecil Mock
Supervisor of Officials
North Carolina High School Athletic Association
PO Box 3216
Chapel Hill, North Carolina

Ms. Tucker and Mr. Mock:

The Carolina's Umpire Association ("CUA") Board of Directors ("Board"), on behalf of 89 dedicated association umpires, requests your immediate attention to several actionable steps that will mitigate unsustainable attrition of our amateur officials both locally and statewide. Despite the dedication of our umpires, we are losing umpires at an alarming, unsustainable rate. Seasoned umpires are leaving at record numbers as well as a significant number of newly recruited umpires leave the profession with less than five years of service. The purpose of this letter is to highlight the challenges specific to baseball umpire retention and identify several options, many of which come with no cost whatsoever and may be implemented immediately by the State Association, to improve the baseball competition experience for all stakeholders.

As we continue efforts to recruit new umpires and retain existing umpires, the policies and practices of the NCHSAA are some of the largest obstacles to ensuring a strong pool of current and future umpires. The critical concerns listed in this letter are the items escalated to the Board by our current and former umpires that reflect the reasons why they are leaving umpiring at an historic rate — further exasperating the shortage of sports officials. The following action items are solutions that will assist in our efforts to retain quality umpires for the schools in our region and throughout the State:

- Increasing pay to align with neighboring states and the country.
- Instituting time limits for Junior Varsity Games (JV).
- Expanding the mercy/run rule.
- Improving speed-up rules.
- Removing the restriction on the use of three- and four-umpire crews for high profile games (at individual schools' request and expense).
- Improving game management policies regarding spectator abuse.

Umpire Fundamentals

Baseball umpires face challenges that are unique to officiating and that are not present in other sports.

Baseball games are not timed and are long

Baseball games are longer than most other sports. Unlike many other sports, baseball is not "on the clock." A seven inning, competitive baseball game, frequently lasts more than two hours, while less competitive

games can sometimes last more than three hours. In addition to the long game, the time for an umpire game assignment includes the required pregame discussion between umpire partner, travel time, and the pregame conference with the team coaches. Most other sports have a definite, set amount of time the game can last (e.g., four quarters at 10 minutes each). Accordingly, barring a tied game leading to overtime, other sports end the game after the clock winds down. Baseball has no such clock, nor any applicable time limits.

The more preparation and game time required, the less the hourly rate is for umpires. This low hourly rate makes baseball less appealing to both new and veteran umpires.

Equipment costs reflect a barrier to entry for new officials

A new umpire faces a significant cost to enter the profession. At a minimum, a new umpire needs uniforms (including hat, shirts, undergarments, and two different types of pants), face mask, leg guards, chest protector, a protective cup, plate shoes, and base shoes. While the cost of these items differs based on the quality of the equipment, a new umpire can spend more than \$1,000 before even stepping onto the field to officiate the first game. In addition, a new umpire is required to pay fees comparable to seasoned umpires. At the current game pay rate, a new umpire needs to work more than 27 games (which could represent an entire season or more), before breaking even. This cost represents a significant barrier to entry for new umpires wanting to start officiating baseball.

Training Requirements

Umpires are required to be an expert in baseball rules and know how to position themselves to properly make calls on a playing surface larger than a football field. Accordingly, baseball umpires are required to go to six clinics per year, officiate at three scrimmages, and engage in self-learning. All these activities are unpaid, and in some instances, require the umpire to pay costs out of pocket. In total, the annual NCHSAA training mandate creates approximately 20 hours of unpaid requirements prior to any compensable game assignments.

Enhancements to Umpire Experience & the Game of Baseball

Our members strongly believe that the following steps should be taken to help prevent the current exodus of baseball officials and the inability to attract new officials. While the umpires believe that pay should be increased, many of the enhancements discussed would enhance the game and can be unilaterally enacted, without additional funding, by the NCHSAA. In addition to aiding in umpire recruitment and retention, the changes outlined below would improve the game for student athletes, coaches, and fans.

Increase pay to align with neighboring states and the country.

Umpires are currently paid \$74.50 for varsity games and \$64 for JV games. As an illustration of what an umpire can expect to earn in a season, assume the umpire works two games each week during a 10-week season. Each game requires the umpire to arrive 30-60 minutes prior to game time to dress and have a short pre-game meeting with the other umpire. With game times averaging approximately two hours, each game requires a 3+ hour commitment. In addition to the time commitment for games, there is also a financial commitment. Each umpire is responsible for travel costs, State and local membership dues, insurance, equipment and uniforms, and self-employment taxes.

The below table reflects the income (or loss) an umpire can earn for umpiring 20 varsity or JV games in a season. Varsity games are generally umpired by veteran umpires, whereas JV games are umpired by newer umpires.

	Junior Varsity (\$64/game)	Varsity* (\$74.50/game)
INCOME		
20 Games Umpired (3 hours per game for 60 total hours)	1,280	1,490
20 Hours Required Training	0	0
GROSS RATE / HOUR (Game fees / 80 Hours)	16.00	18.63
REQUIRED FEES		
State Fees	67	67
Assigner Fees	74.50	74.50
Insurance	75	75
TOTAL FEES	216.50	216.50
NET INCOME	1063.50	1,275.50
NET INCOME / HOUR AFTER FEES	13.30	15.94
EXPENSES		
Uniforms & Equipment	1,000	250
Mileage (50 miles for 20 games + 250 miles for clinics and scrimmages at IRS rate of \$0.62.5/mile)	781.25	781.25
TOTAL EXPENSES	1,781.25	1,031.25
NET INCOME (LOSS) AFTER FEES AND EXPENSES	(717.75)	244.25

*Figures based on a veteran umpire that is responsible for annual renewal/replacement of equipment.

Based on the expected limited net income and financial burden for umpires, one may ask, would one participate in an avocation where compensation is equal to or less than some jobs at fast food establishments?

From 2016-2021, umpire pay has risen from \$71 to 74.50 (4.9%). During this same period, inflation has been 12.31%.¹ When comparing the rate of inflation against the umpire cost of living raises, the umpire's real income, adjusted for inflation, has declined over the five-year period.

In addition to real income declining based on overall economic forces, the CUA faces increased competitive pressure to retain and attract new umpires because of the Charlotte Metropolitan Area's proximity to a metropolitan area in South Carolina. In South Carolina, umpire pay starts at \$80 per game with a minimum of \$11 for travel mileage. Accordingly, the starting pay in South Carolina is \$91, but

¹ As of July 2022, the annual inflation rate is 8.5%.

increases as the umpire's commute/mileage increases. Many umpires are forgoing work in the Charlotte area so they can work in South Carolina—with the same travel time—for more money.

Umpire pay should be raised to a minimum of **\$100 for varsity games and \$90 for JV games** to reflect higher cost of living and ensure umpire pay is competitive with other opportunities available to umpires. Further, there must not be a discount for doubleheaders.

Time limits must be implemented for JV games.

All JV games should have NCHSAA required time limits. For these games, no new inning should start after one hour and fifty minutes has elapsed in the game and the game should end once two hours has elapsed in the game—regardless of game situation.

Many times, the JV game is played just prior to the varsity game on the same field. Accordingly, when the JV game runs longer than the two hours scheduled, the varsity game must start later than scheduled. This requires the umpire crew to officiate longer than anticipated.

The “mercy/run rule” must be expanded statewide and be included for all NCHSAA sanctioned games.

Currently, the only “mercy rule” to end games earlier than the scheduled seven innings is if a team is winning by more than 10 runs after five innings. Many games, especially those between unevenly matched opponents, result in large differences in the score after the first or second inning. Additionally, unlike other sports with clocks, higher scores cause longer games. These games, under the current structure, continue despite a lopsided score in the early innings, frustrating student athletes, coaches, and fans. The NCHSAA must prescribe a rule that allows for system-wide ending of the game if there is a score difference of 15 runs after 3 innings; 10 runs after 5 innings; or 8 runs after 6 innings.

Speed up rules with prescribed penalties must be enacted to prevent and penalize unnecessary delays in the game.

Both NCAA and Professional Baseball have implemented speed up rules to improve pace of play. The NCHSAA must provide rules to speed up play as there are multiple delays that should be prohibited. Examples of speed up rules that can be easily implemented are:

- Limits on team conferences that stop play;
- Provide for a penalty if the defensive team is not ready to play after the 60 seconds allotted between innings;
- Enact and enforce a pitch timer;
- Penalize the pitcher for an unnecessary delay by awarding a ball to the batter;
- Penalize the batter for an unnecessary delay by awarding a strike;
- Start each extra inning with a runner on second base

Allow the home team to request and pay for a three- or four-umpire crew.

High school baseball generally implements a two-umpire crew. While this crew is effective in officiating baseball games, one umpire has sole responsibility for three bases that are as much as 127 feet apart. Some games would be better officiated with additional umpires—such as district playoff games or

conference and local rivalries. While additional umpires should not be required, the home team should be allowed to request and pay for additional umpires for the high-profile games.

In addition to this being a benefit for the schools in having high-profile games properly officiated, umpires will also benefit since there will be additional opportunities to officiate these games where they are able to get closer to close plays and get better angles when making calls.

Home team must provide game management personnel at all junior varsity games, not just varsity games. A police officer should be present for every game that is played.

Abuse of umpires by parents and fans is rising, which is especially prevalent in junior varsity games. Despite the rise in umpire abuse at junior varsity games, game management does not attend games. There must be designated game management personnel, other than the coach, available at these games to warn and/or remove fans that abuse or criticize umpires.

Junior varsity games are used as training tools for new umpires. These new umpires are not only learning the difficult job of being an umpire in live game situations, but are also experiencing fan abuse during the learning process. This abuse and criticism is the primary reason that new umpires do not continue umpiring.

Conclusion

As one who supports scholastic sports, you are certainly aware of the nationwide dilemma of declining membership in many areas of officiating. This challenge has led to cancelation of games, required games being played on different days, and affected revenue even for the most profitable sports. The Board and membership of Carolina's Umpire Association is committed to preserving its reputation for putting the most qualified umpires on each and every playing field. Our ability to recruit and retain those umpires requires the NCHSAA's ongoing support, and we need you to implement the above enhancements for the upcoming season, which are within the direct control of NCHSAA. Our pre-season planning and training efforts are underway, and we are less than three months away from beginning Association meetings.

If the NCHSAA does not implement these commonsense solutions to enhance the game, we will continue to lose seasoned umpires and have difficulty in attracting new ones. At the unsustainable pace of losing umpires, we may not have enough umpires to get the games scheduled next year.

Please contact me and let me know how we can work together to make this plan a reality. I look forward to sharing your response and enthusiasm for NCHSAA Baseball with my members.

Sincerely,

Jim Pendola
President, Carolina's Umpire Association
631-245-0497