

REVIEW & OFFICIATING COMMITTEE

Committee Members: Mark Byrd (Chair), Stephen Gainey (Vice-Chair), Brian Carver, Andy McCormick, Sam Jones, Elbert Lassiter

Staff: Cecil Mock

AGENDA ITEM	RECOMMENDATION	SUPPORTING INFORMATION
1. Violation and Penalty Report Attachment R&O 1	Discussion of comprehensive listing of violations and penalties.	**Discussion Item**
2. Ejection Report Attachment R&O 2	Discussion of the ejection report November 16, 2022 – April 17, 2023	**Discussion Item**
3. Regional Supervisor Recommendations	<p>Review and Approve recommendations from interview committees:</p> <p><u>Swimming and Diving Regional Supervisors</u></p> <ul style="list-style-type: none"> • Southeast – Mandy McMillan • Eastern – Richard Wilson • Northwest – Bradley Greene • Central – Callie Davis (interim) <p><u>Basketball Regional Supervisor</u></p> <ul style="list-style-type: none"> • Piedmont Association – Elizabeth Crowe-Covington 	<p>Rationale: To fill vacant and newly approved positions</p> <p>Budget Impact: Schools will incur Regional Supervisor booking fee for swimming and diving</p> <p>Educational Impact: None</p> <p>Equity Impact: Consistent for all schools and programs</p> <p>Effective Date: Immediate</p>
4. Regional Supervisor Vacancies	<p>Three Regional Supervisor positions currently vacant:</p> <ul style="list-style-type: none"> • Basketball – Western North Carolina Officials Association • Swimming and Diving – Southwest • Swimming and Diving – Western 	**Discussion Item**

AGENDA ITEM	RECOMMENDATION	SUPPORTING INFORMATION
5. JV Baseball Time Limit	Revisit the approved recommendation--Winter Meeting--from the Carolina Umpire Association that was implemented this 2023 season. President Jackson directed this item be revisited.	**Discussion Item**
6. Shot Clock Recommendation from NCBCA Attachment R&O 3	To approve the adoption of the 35-second shot clock in basketball using a 3-year phase in period.	Rationale: See attachment Budget Impact: \$3,000-\$4,000 per school plus cost of personnel during each game Educational Impact: May reduce length of games allowing student-athletes to get home earlier from games. Equity Impact: Applies to both boy's and girl's teams Effective Date: '24-'25 school year – optional, non-conference games with mutual agreement '25-'26 school year – optional for conference adoption '26-'27 school year – mandatory in varsity and state play-off games
7. Pay for Swimming and Diving Officials (Swimming and Diving Advisory Committee)	To approve an increase in pay for swimming and diving officials: <u>Referee</u> from \$53.50 flat fee to \$70.00 <u>Stroke and turn judge, starter, and diving judge</u> from \$27.50 flat fee to \$40.00	Rationale: Swimming and diving officials are currently one of the lowest paid officials, even with the pay increase approved in December 2022. Will help offset cost of registration. Will help cover travel costs incurred due to implementation of Regional Supervisors. Budget Impact: Increased cost to the schools for average of 4-6 meets Educational Impact: None Equity Impact: Applies to both boy's and girl's teams Effective Date: 2023-2024 school year

AGENDA ITEM

8. **Officiating
Subcommittee
Recommendations**
Attachments R&O 4, 5,
6

RECOMMENDATION	SUPPORTING INFORMATION
<p>Review of updated recommendations from the Officiating Ad-Hoc Committee</p> <p>After in-committee discussion, this could become an action item</p>	<p>**Discussion Item**</p>

Violations by School

School sport	Violation	Penalties
Apex women's soccer	Ineligible player – no up-to-date physical	Forfeit contest; reprimand
Avery County men's basketball	Exceeded daily limit of quarters	Forfeit contest; reprimand
Bethany Community men's basketball	Coach encouraging enrollment	Suspension 365; team probation
Bethany Community men's basketball	Ineligible player – lack of transfer request	Forfeit contest
Bishop McGuinness men's lacrosse	Exceeded daily limit of games	Coach suspended 1 contest; forfeit contest; reprimand
Broughton Diving	Ineligible player – lack of transfer request	Forfeit contest
Cape Fear men's tennis	Ineligible player – scholastic requirement	Forfeit contest; adjust points; reprimand
Cardinal Gibbons lacrosse (M and W)	Exceeded daily limit of games	Coach suspended 1 contest; forfeit contest; reprimand
Carolina International men's basketball	Exceeded season limit of games	Forfeit contest; reprimand
Charlotte Catholic men's lacrosse	Exceeded daily limit of games	Coach suspended 1 contest; forfeit contest; reprimand
D H Conley women's basketball	Exceeded season limit of games	Forfeit contest; reprimand
Eastern Randolph men's basketball	Removing net	Probation rest of year; reprimand
Hickory men's soccer	Unsportsmanlike conduct – racial slur	Suspension, reprimand, sportsmanship course
J H Rose volleyball	Sports season concept	Suspension from skill development; reprimand
Mount Airy baseball	Ineligible – pitch count	Coach suspended 1 contest; reprimand

North Lincoln baseball	Ineligible player – pitching without 2 days rest	Forfeit contest; reprimand
Olympic baseball	Use of illegal equipment – 2-way device	Reprimand; Teaching and Modeling Behavior course
Page men's basketball	Ineligible player – lack of transfer request	Forfeit contest
Seventy-First wrestling	Ineligible player – attendance policy	Forfeit contest; points adjusted
South Mecklenburg baseball	Use of illegal equipments – game day device	Reprimand; Teaching and Modeling Behavior course
Southern Guilford men's basketball	Ineligible player – parent falsified documents	Student-athlete suspended for remainder of year
Southwest Onslow women's basketball	Ineligible player – dressed for varsity and JV	Forfeit contest
Swansboro baseball	Two ineligible players – no up-to-date physical	Forfeit contest; reprimand
Tarboro football	Fighting	Suspension, sportsmanship course
West Forsyth women's basketball	Conducted illegal practice	Coach suspended one contest; reprimand
Westover men's basketball	Exceeded season limit of games	Forfeit contest; reprimand
Wilson Preparatory men's basketball	Exceeded season limit of games	Forfeit contest; reprimand

Violations by Reason

Reason	Fall 2022	Spring 2023
Exceeding daily/weekly game limit	1	6
Non-compliance of sport season	4	1
Transfer policy not followed	4	3
First responder not present	3	
Residence requirement	3	
Scholastic requirement	1	1
Exceeding # of regular season contests	1	4
Criticizing officials in media	2	
Late required document***	2	
Undue influence	2	1
Used player after graduation from high school	1	
Parent approached official with profanity	1	
Attendance policy	1	1
Unsporting behavior	1	
Fighting	1	1
Dressed to participate while ineligible	1	
Lack of up-to-date physical		2
Removing net		1
Racial slur		1
Pitch count		1
Pitching without 2 days rest		1
Use of illegal equipment – 2-way device		2
Parent falsified documents		1
Illegal practice		1

***PSU/Membership Agreement

Violations by Sport

Sport	Fall 2022	Spring 2023
Men's soccer	4	1
Football	8	1
Men's basketball	3	9
Women's basketball	2	3
Softball	2	
Volleyball	5	1
JV football	2	
School	2	
Women's cross country	1	
Women's soccer		1
Men's lacrosse		4
Diving		
Men's tennis		1
Women's lacrosse		1
Baseball		5
Wrestling		1

Ejections 2022-2023

November 15, 2022 - April 18, 2023

Schools 22-23 (296) (69%) 21-22 (340) (80%) 20-21 (287) (68%)	Ejections				
	22-23	May BOD Meeting	Dec. BOD Meeting	21-22	20-21
	727	445	282	519	438
A. C. Reynolds	1	1			4
A. L. Brown	5	3	2	4	
Albemarle	6	6		1	1
Alexander Central				2	2
Alleghany	1		1	1	
Andrews	1	1			
Anson				1	2
Apex	2	2		4	
Apex Friendship	3	1	2	1	5
Apprentice Academy				1	
Ardrey Kell	3	1	2	2	2
Ashbrook				1	1
Ashe County	5	3	2		1
Asheboro	2	2		4	1
Asheville	4	4		2	2
Ashley				1	2
Athens Drive	4	2	2	3	3
Atkins	4	4			1
Avery County	1	1		2	
Aycock	1		1		
Ayden-Grifton	2	1	1		
Bandys	1		1		
Bartlett Yancey	1	1			
Bear Grass Charter	1	1			
Beddington	3	3			
Ben L. Smith	2	2			2
Berry	2	1	1		2
Bertie	1		1		
Bessemer City	2	2			
Bethany Community	1		1		
1Bishop McGuinness					2
Blue Ridge Early College	1	1		1	
Brevard	3	3		1	1
Broughton	1	1		2	7
Bunker Hill	3	3			
Bunn	5		5	3	
Burns	1		1	2	1

Butler	1	1		5	2
C. B. Aycock	1	1		1	1
Cape Fear	3	1	2	4	2
Cape Hatteras				1	
Cardinal Gibbons				2	3
Carolina International	1	1			
Carrboro				5	
Carson	5	2	3	2	
Carver	2	1	1	9	2
Cary	3		3	5	1
Cedar Ridge	3	3		1	4
Central Academy					1
Central Cabarrus	2	1	1	3	
Central Davidson					2
Chambers	3	1	2	5	
Chapel Hill	1		1	3	1
Charlotte Catholic	2	2		2	1
Chase	1	1			
Chatham Central				1	
Chatham Charter	1	1			
Cherokee	1	1			4
Cherryville	5	3	2	1	1
Christ the King					2
Clayton	2		2	1	
Cleveland	4	1	3	1	1
Clinton	2		2		2
Clover Garden School				1	
Columbia	3	3			
Community School of Davidson				2	
Concord	1		1	1	
Corinth Holders	2	2		4	2
Corvian Community	5	1	4		
Cox Mill	1	1		2	1
Cramer	1		1	1	
Crest					
Croatan	1		1	2	1
Cummings	2	1	1		1
Currituck County	3	1	2	1	1
Cuthbertson	4		4	2	1
D. H. Conley	1		1	1	
Davie	1		1	1	
Dixon	2	2		1	1
Douglas Byrd	5	3	2	4	1
Draughn				1	13
Dudley	1		1	4	2
Durham School of the Arts	1		1	1	
E.E. Smith	4	2	2	2	
East Bladen				1	
East Burke	2	1	1	2	3

East Carteret	4	4		1	1
East Chapel Hill	1	1		3	
East Columbus	3		3	1	1
East Davidson	2	2		4	2
East Duplin				1	
East Forsyth	4	2	2	1	1
East Gaston	1		1		
East Henderson	1		1		
East Lincoln					1
East Mecklenburg					
East Rowan	7	6	1	3	3
East Rutherford	3	3		2	
East Surry					
East Wake	2		2	1	6
East Wake Academy	3	3			1
East Wilkes	1		1		
Eastern Alamance	2	2		2	2
Eastern Guilford	1	1		3	
Eastern Randolph	3	3			2
Eastern Wayne	3	3			3
Elkin				1	1
Enka	2		2		
Enloe	1	1		2	2
Eno River Academy	1	1		1	
Erwin	1	1			3
Fairmont				2	2
Falls Lake	1	1			
Farmville Central	1	1		1	1
Fike	3	2	1	1	
First Flight					3
Foard					
Forbush	2	2			2
Forest Hills	1	1			1
Forestview	5	3	2	2	
Franklin				1	2
Franklin Academy	1	1		1	
Franklinton	3		3	3	1
Freedom	3	2	1	1	1
Fuquay-Varina	1	1		2	3
Garinger				1	4
Garner	3		3	3	
Gates County					
Glenn	3	1	2	1	1
Goldsboro					
Graham	1		1	4	
Granville Central	1		1		1
Gray Stone Day					
Gray's Creek	5	5		1	
Green Hope	2		2	2	1

Green Level	1		1	2	1
Greene Central	1	1		2	3
Grimsley	4	4			1
Harding University	2	2		3	3
Harnett Central	4	1	3	2	2
Havelock				1	3
Hayesville					
Heide Trask	1	1			2
Hendersonville	1		1	3	
Heritage	2	2		4	1
Hertford County					
Hibriten	3	2	1		1
Hickory	5	5		1	2
Hickory Ridge					
High Point Central	4	4		2	
Highlands	4	2	2		1
Highland Tech				1	
Hillside				3	2
Hobbs	2	2			
Hoggard				1	
Hoke County	2	1	1	3	1
Holly Springs	8	7	1	3	5
Holmes	5	3	2	4	1
Hopewell				1	1
Hough	3	2	1		
Hunt	5	4	1	1	
Huss				1	2
Independence	1	1		5	1
J.F. Webb	4	4		3	1
J. H. Rose	1		1	4	1
Jack Britt				1	2
Jacksonville	2	2		1	1
James Kenan	1		1		2
Jones	1	1		2	
Jordan	1		1	7	3
Jordan-Matthews	2	1	1	1	1
Kings Mountain	1	1			1
Kinston	1		1		
KIPP Pride				1	
Knightdale	1		1		2
Lake Norman	3	3		2	
Lake Norman Charter	4	4			
Lakewood				1	1
Laney	1		1	1	2
Langtree Charter	1	1			2
Ledford				2	1
Lee County				1	2
Leesville Road	4	4		1	2
Lexington			2	3	2

Lincolnton	3	2	1		2
Lincoln Charter					
Louisburg	3		3		
Lumberton	3	3			1
Madison	1	1		1	
Maiden	2	1	1	2	1
Manteo	4		4		2
Marvin Ridge	2	2		1	
McDowell	2	2		1	2
McMichael				1	
Middle Creek				4	2
Midway	1		1	1	1
Millbrook	3	3		2	2
Mitchell				1	
Monroe	4	2	2		1
Montgomery Central	2	2		1	
Mooreville	3	2	1	4	1
Morehead				1	
Mount Airy	4	2	2		1
Mount Pleasant	5	5		4	1
Mount Tabor	3	1	2	3	2
Mountain Heritage					2
Mountain Island Charter	1		1	6	1
Murphy	3	2	1		1
Myers Park	2	1	1		4
N.C. School of Science & Math					
Nash Central	1		1	2	1
Neuse Charter	1	1			
New Bern	1	1			
New Hanover	1	1			4
Newton-Conover	5	5		2	
North Brunswick	2	1	1	2	1
North Buncombe	1		1		2
North Davidson	1	1			4
North Duplin	5	3	2		1
North East Carolina Prep					
North Edgecombe	1	1		2	
North Forsyth				2	
North Gaston				4	2
North Henderson	1		1	4	3
North Iredell				1	
North Johnston	1		1		1
North Lenoir	3	2	1		3
North Lincoln				1	
North Mecklenburg	1		1		
North Moore	1	1		2	1
North Pitt					
North Rowan	1	1			
North Stanly	2	1	1	1	

North Stokes					
North Surry	1		1	2	3
North Wilkes	2	1	1		
Northampton County	1		1		
Northeast Guilford	4	1	3	2	
Northeastern					
Northern Durham	5	1	4	4	1
Northern Nash	1		1		1
Northside – Jacksonville					1
Northside – Pinetown					1
Northwest Cabarrus	3	2	1	1	
Northwest Guilford				3	1
Northwest Halifax	2	2		3	
Northwood				6	3
Oak Grove				2	2
Olympic	3	3		2	2
Orange	3	3			
Overhills	4	3	1	2	1
Owen	3	3		2	
Oxford Prep	2		2		
Page	2	2			4
Palisades	1		1		
Panther Creek	2	1	1	3	
Parkland	1		1	1	1
Parkwood	2	2		4	1
Patton	1		1	2	
Pender	2	2		1	1
Perquimans				3	
Person	3	1	2	1	2
Piedmont Community Charter	1		1		
Piedmont				2	
Pine Forest	1		1	1	1
Pine Lake Prep				3	2
Pinecrest	1	1		3	1
Pisgah	2	2			
Polk County	1		1		
Porter Ridge	5	2	3	3	1
Princeton	1	1			2
Providence	3	3		1	2
Providence Grove					
Purnell Swett	1		1	2	1
Queen's Grant				2	1
R-S Central	1		1	5	1
R.J. Reynolds	2	1	1	2	1
Ragsdale	6		6	1	2
Raleigh Charter	1		1		
Reagan				3	
Red Springs				2	2
Research Triangle	1		1	1	

Reidsville	3	3			1
Richlands	1		1		2
Richmond	1		1	3	2
River Mill				2	
Riverside-Durham	3	1	2	10	1
Riverside-Martin	3	1	2	6	
Roanoke Rapids				2	
Robinson	2	2		2	2
Robbinsville	1	1			
Rocky Mount				2	1
Rocky Mount Prep				1	
Rocky River					3
Rolesville	7	6	1	3	1
Rosewood	1	1		1	1
Rosman					
Roxboro Community	1	1			
Salisbury	1		1		1
Sanderson	5	3	2	3	1
Scotland	3	2	1	4	2
Seventy-first					1
Shelby					1
Smithfield-Selma				2	6
Smoky Mountain	2	1	1		
South Brunswick				1	2
South Caldwell	1	1		2	4
South Central				1	
South Columbus	2	1	1	1	
South Creek	1		1		
South Davidson	1	1		1	1
South Garner	4	1	3	3	3
South Granville				2	2
South Iredell	5	4	1	2	4
South Johnston	1	1			
South Lenoir	1		1	2	1
South Mecklenburg	2		2	1	2
South Point	1		1		
South Rowan	5	3	2	4	2
South Stanly	2		2	1	
South Stokes				1	1
South View	3	2	1	1	3
Southeast Guilford	3	3		5	1
Southeast Halifax	3	3		2	
Southeast Raleigh	5	1	4	4	2
Southern Alamance					1
Southern Durham	4	2	2	2	
Southern Guilford	2	1	1	1	2
Southern Lee				8	
Southern Nash					
Southern Wake Academy					1

Southern Wayne	1	1		1	
Southside	1	1			1
SouthWest Edgecombe	5	1	4	2	1
Southwest Guilford	6	3	3	2	
Southwest Onslow				2	
Southwestern Randolph					
Spring Creek	1	1		1	2
St. Pauls	2	2		1	3
St. Stephens	2	1	1		
Starmount	3	1	2	1	
Statesville	1		1		
Sun Valley	2		2	1	1
Surry Central	3	2	1	2	
Swain County	2	2		1	1
Swansboro				2	
T.C. Roberson				1	1
T.W. Andrews	1	1			
Tarboro	6	6			1
Terry Sanford	1	1		3	2
Thomas Jefferson	3		3		1
Thomasville	3	2	1		
Topsail	1		1	3	2
Triangle Math and Science				1	
Trinity	2	2		2	1
Triton	2	2		3	2
Tuscola	4	3	1	2	
Union	3		3	1	
Union Academy	5	5		1	1
Union Pines	1	1		6	3
Uwharrie Charter	3	1	2	2	
Vance Charter	3	3			
Vance County				2	1
Voyager					1
Wake Forest				4	3
Wakefield	2	1	1	2	2
Walkertown	21	21		1	2
Wallace-Rose Hill	5	5		1	2
Washington	2	2		5	
Washington County	2		2		
Watauga					
Weddington	3	3		1	1
Weldon				2	
West Brunswick	3		3	1	1
West Cabarrus				1	2
West Caldwell	1		1	1	3
West Carteret	6	5	1		3
West Charlotte	3	1	2	4	
West Columbus	1		1	1	3
West Davidson	2	1	1	3	2

West Forsyth					
West Henderson	5	4	1	1	
West Iredell					
West Johnston	3	2	1	2	1
West Lincoln	1	1			
West Mecklenburg	7	2	5	1	
West Rowan				5	2
West Stanly	3	2	1	1	2
West Stokes	4	2	2	1	1
West Wilkes	2	1	1	1	1
Western Alamance				4	3
Western Guilford	1	1		3	1
Western Harnett	2		2	4	3
Westover	1		1		
Wheatmore	3	1	2	3	1
White Oak	5	5			4
Whiteville	1	1		2	7
Wilkes Central	3	2	1		1
Williams				5	
Willow Spring	3	1	2		
Wilson Prep	1		1	1	1
Winston-Salem Prep	1		1	1	
Woods Charter					1

2022-2023

2021-2022

2020-2021

432 member schools

427 member schools

421 member schools

By Sport

Ejections					
School Year	22-23	22-23		21-22	20-21
Number	727	S - 445	F - 282	584	438
Baseball	101	101		67	42
Baseball JV	7	7			
Basketball, Men's	70	70		52	34
Basketball, Men's JV	39	39			
Basketball, Women's	51	51		41	16
Basketball, Women's JV	7	7			
Cheer, Football				4	
Football	132	7	125	149	153
Football JV	24		24		
Indoor Track, Men's				1	
Lacrosse, Men's	55	55		38	32
Lacrosse, Men's JV	6	6			
Lacrosse, Women's				7	1
Soccer, Men's	127	1	126	157	106
Soccer, Men's JV	5		5		
Soccer, Women's	37	37		34	33
Soccer, Women's JV	2	2			
Softball	21	21		12	10
Swimming and Diving	1	1			
Volleyball	1		1	5	2
Wrestling	36	35	1	17	9
Wrestling Mixed	4	4			
Wrestling JV	1	1			
Athletic Director					
Parent	1		1		
Coach	112	84	28	70	45
Student-Athlete	614 (84%)	361 (81%)	253 (90%)	515 (88%)	393 (90%)

By Category

Ejections					
	22-23	22-23		21-22	20-21
	Total	Spring	Fall		
	727	445	282	584	438
Arguing balls and strikes	1	1			
*Biting	8	8		3	
Disrespectfully address or contact an official	97	71	26	57	38
*Fighting	186 (26%)	85 (19%)	101 (35%)	155 26%	97 (22%)
*Flagrant contact	97 (13%)	56 (13%)	41 (15%)	97 (17%)	66 (15%)
*Intentionally pitching at batter	2	2			
*Leaving the bench area/coming onto the playing area	65	53	12	26	31
Obscene gestures	2	1	1	9	5
Profanity	212 (29%)	125 (28%)	87 (30%)	211 (36%)	174 (40%)
Spitting on or toward an opponent, coach or official	2		2	5	
Tobacco use	1	1			
Taunting or baiting	28	19	9	20	22
Throwing bat/helmet	3	3			
Use of racial slur	3		3		
Unsporting behavior	17	17			
*Violent/Malicious Contact	3	3			

* = 50% of Ejections

NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION

Meeting of the Board of Directors – Agenda Item Submission

Name(s) : Greg Grantham (Ex. Director), Jennifer Baker (President), PJ Lowman (Past President)

School/LEA/Conference/Group: NC Basketball Coaches Association

We/I request that the following item be placed on the agenda for the next meeting of the NCHSAA Board of Directors:

Recommendation/Proposal: (State in detail the recommendation/proposal)

We would like for the Board to approve the adoption of the 35 second shot clock rule in basketball that has previously been approved by the NFHS. We would propose that the adoption be phased in over a 3 year period in order to give all schools ample time to get the clock & equipment purchased & installed. Perhaps in the first year the shot clock could only be used in non-conference games- and only if mutually agreed upon by both teams in advance. In year 2 entire Conferences could be given the option of adopting the shot clock for use in all conference games (but not in Conference Tournament nor State Playoffs). Then in year 3 it would be required in all Varsity games and used in the state playoffs as well. We would recommend the caveat be added to the Shot Clock rule that anytime the mercy rule goes into effect and the game clock is no longer stopped on dead balls, that the shot clock be turned off as well.

- Rationale: (Why should the board consider and possibly pass this recommendation?)

Middle school & High School basketball in the United States are literally the only places in the world that play basketball without a shot clock. Since the NFHS adoption, more and more states are adopting the use of the shot clock, including our neighboring states in the Southeast Section. The shot clock guarantees more possessions for both teams. Therefore, a team that is trailing by 6-15 points in the 4th quarter of a game is not forced to foul early in order to get the ball back – they can play good defense with the knowledge the opposing team must take a shot within 35 seconds. With less intentional fouling, thus fewer free throws being shot, the length of time it takes to play games could actually be shortened.

- Budget Impact: (What does this mean to a school's/athletic department's finances?)

Depending on the clock system a school chooses, it can cost between \$3000 - \$4000 to purchase and install the clocks. There are timing companies that will offer discounted packages to entire Districts that purchase multiple units from them for all of their high schools. When Georgia voted to phase in the Shot Clock, Daktronics offered a price of \$3500 per school if the state would call them the "official shot clock timing partner" for the state (though every school was not required to purchase from Daktronics).

- Educational Impact: (Does this mean loss of school time? Does it interfere with study time?)

No – in fact if it indeed does reduce the length of time required to play games, students may get home earlier from games

- Gender Impact: (Is this proposal fair to males and females?)

This rule would be applied the same to both Boys & Girls basketball.

- Effective Date: (When would this go into effect?) We have proposed a phase in plan above.

We would hope the Board could start the initial voluntary use during the 2024-25 season and have it fully implemented and used in all games all season by 2026-27.

Signature Greg Grantham

Jennifer Baker

Date 3/29/2023



NCHSAA Officiating: Phase Two

Study the state's officials to learn more about our issues of retention and recruitment. Then make recommendations on fixing each.

Advancing the relationship.



Financial

Feedback on the pay increase was very positive. Our Executive Summary proposed additional financial incentives.

Sportsmanship

Mounting a campaign to stem bad sportsmanship from fans, coaches, and players so officials know this is being worked on.

Partnership

Formally integrating the North Carolina officiating community into a shared, strategic relationship with the NCHSAA.

Eleven recommendations made in “The Plan” in the Executive Summary.

Representation

Officials' Advisory Council

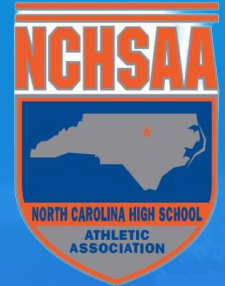


The Officials' Advisory Council interacts with North Carolina prep officials, identifying issues and developing solutions to work on with the NCHSAA.

The OAC exists to help solve the challenges of retention and recruitment by directly advocating for officials year-round to the NCHSAA.



Representation

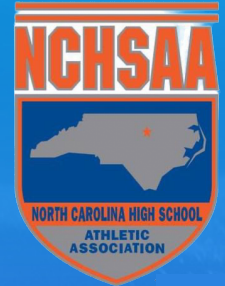


Officials' Advisory Council

- * Nine active officials.
- * Diverse in region and sport.
- * Proposed application to be sent.
- * Each person serves two years (start with staggered terms).
- * One chairperson (current or retired official) chosen by OAC.
- * Works with Cecil and Elbert to better the officiating experience.
- * Established by September 1, 2023.



Representation



Officials' Advisory Council

- * Administering survey, delivered to Board Subcommittee on Officials yearly.
- * Study and propose the evolution of training processes for each sport.
- * Interact with NCHSAA staff to work on retention and recruitment issues.
- * Act as a direct liaison from officials to NCHSAA, reducing issues for the RSOs.
- * Develop relationships with local associations so they know about representation.
- * Cultivate appropriate commercial messages for value-added benefit to NCHSAA corporate sponsors.



Representation



Officials' Advisory Council

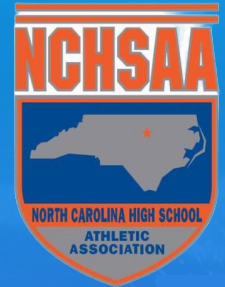
Strategic Objective: give all officials a voice, contribute to the growth of the officiating community by showing the NCHSAA cares about them, and provide direct feedback so we participate in building our future.

Improve the perception of the NCHSAA within the officiating community by being directly connected to the organization.

Goals without resources are nothing but hopes.



Representation



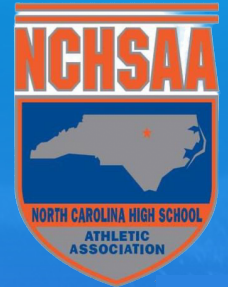
Officials' Advisory Council

- * Awarding grants for officials who wish to attend off-season training programs to improve.*
- * Defraying start-up costs for new officials who can't afford it.*
- * Part-time social media specialist to craft officiating-positive messages (dedicated to and chosen by OAC).
- * Year-round marketing campaign to gain credibility with all officials.
- * Stipend for those serving to incentivize participation.

Funded at \$60,000 yearly



Financial



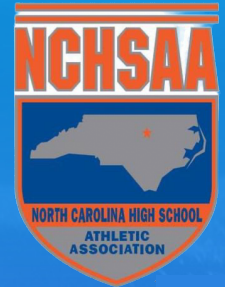
Registration fee discount
for tenured officials.

Multi-sport officials to receive
discounts on their additional sports.

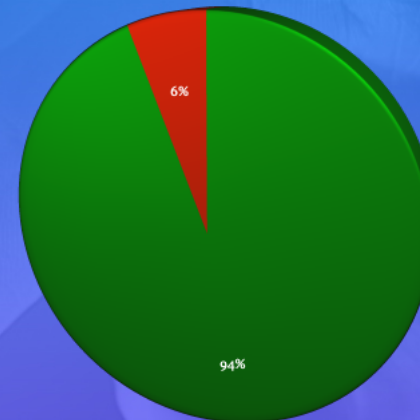
To take effect with fall, 2023 sports registrants.



Sportsmanship



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 administrators directly.



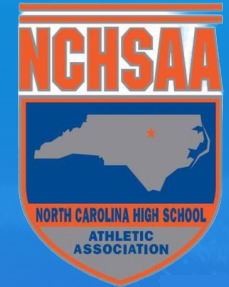
● Yes

● No

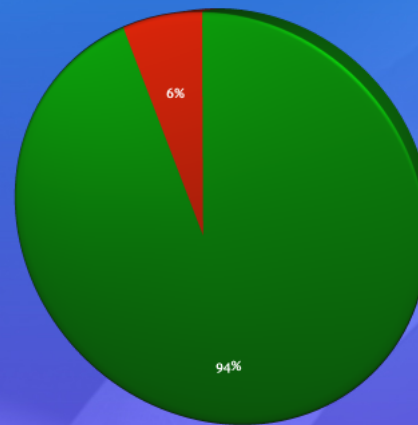
If an online form were available to anonymously rate the sportsmanship of spectators, players, and coaches, as well as rate the quality of facilities provided you, with this form being shared with both the NCHSAA and school administrators, would you fill it out?



Sportsmanship



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 administrators directly.



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

We've studied three applications.

None are ready for primetime.

Permission to continue the study and take one for a test ride.

Implementation by winter, 2023.

Representation

Establishing the Officials' Advisory Council by September 1, 2023 - nine diverse officials across the state to represent all officials. Funding the OAC at \$60,000 yearly so officials feel represented in that strategic partnership.

Financial

Rewarding tenured officials with a registration discount and multi-sport officials discounts on their additional sports as a thank you and incentive to stem attrition.

Making an Investment in NCHSAA Officials



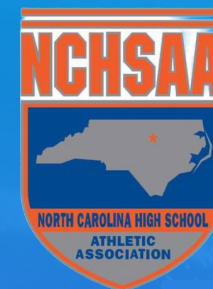
Sportsmanship

Further study of an online tool for officials to evaluate schools for sportsmanship and facilities. Target implementation - winter, 2023 sports.



Leaders choose to create change.

Leaders create the future.



Q&A

Officials' Advisory Council Yearly Budget

Off-season training for 50 officials	\$500	\$25,000
Defraying start-up costs for 100 new officials	\$100	\$10,000
Stipend for ten members of the Officials' Advisory Council	\$2000	\$20,000
Social media specialist to craft officials-positive posts	\$5000	\$5000
TOTAL		\$60,000



NCHSAA Officiating Program: Phase 2

These efforts advance the recommendations made in the NCHSAA Ad Hoc Subcommittee's Executive Summary from October, 2022.

Representation and Partnership

To further address the issues of recruitment and retention of NCHSAA officials, the next phase is the integration of our program into the organization. Central to that effort is the establishment of the Officials' Advisory Council, a diverse group representative of all officials in the state. The mission of the OAC is to interact with the state's officials, identifying issues and developing solutions to propose and work on with the NCHSAA. This group advocates for all officials year-round.



Attached (and at this link) is a suggested application for officials to indicate they wish to serve. We recommend the OAC be established and working by September 1. Each official chosen serves for two years, with a commitment to work on issues like the following:

- ✱ Administering a yearly survey to all officials to explore their satisfaction to track growth and deliver the curated results yearly to the Board Subcommittee on Officiating. This outreach will make officials feel a part of the organization and give them a voice.
- ✱ In conjunction with the NCHSAA Supervisor of Officials, study and propose an evolution of the training process of each sport.
- ✱ Interacting with the NCHSAA staff to develop innovative and actionable solutions to stem the challenges of recruitment and retention.
- ✱ Cultivating appropriate and relevant commercial messages to the state's officials, offering value-added incentives for NCHSAA corporate sponsors.

For the OAC to be effective for both officials and the NCHSAA, it must be empowered to act as a representative body that can affect positive change in the community. Objectives and goals require resources. We propose the OAC be funded at \$60,000 yearly to make investments in the officiating community like these:

- ✱ Officials looking to advance their craft attending an off-season training program can apply for a grant. They would be required to make an additional two-year commitment to being an NCHSAA official if approved.
- ✱ Regional Supervisors who recruit new officials who cannot afford the start-up costs can apply for a grant to defray that expense. Those new officials would be required to make a minimum two-year commitment to the NCHSAA if approved.
- ✱ Marketing to the state's officials so they are aware of the OAC and understand its purpose. One goal is the NCHSAA having a positive perception by officials because of the partnership.

- ✱ A social media specialist, dedicated to us, who crafts officiating-positive messages for the digital assets for recruitment and increased pride.
- ✱ A yearly stipend for each member of the Committee to incentivize their participation.

With funding, the OAC initiative can do things where officials know they have representation and there is benefit where the items funded give credit to the NCHSAA. We wish for this group to be a work horse so officials know we're empowered to advance agenda items. With its establishment and formal funding, the NCHSAA wins perceptually, stemming attrition.

Other items on the Officials' Advisory Council:

- ✱ The initial choices should serve at staggered lengths so when the OAC seeks new members, there is not an overhaul of the entire Council.
- ✱ An active or retired official for the OAC will be chosen to chair the group strategically through its work. The chairperson serves for a period of three years to lend the group a level of consistent leadership.
- ✱ This work will be done in partnership with the Supervisor of Officials Cecil Mock and official representative to the Board, Elbert Lassiter.

The Fee Increase and Another Financial Perk

The fee increase approved by the Board was very positively received. To slow attrition of tenured officials, we propose the approval of a registration fee discount for long-term officials and a registration fee discount for multi-sport officials. Because we do not know the impact this will have on the operating budget of the NCHSAA, we cannot suggest an appropriate discount. We propose this takes effect with fall, 2023 sports programs. Furthering a financial reward to tenured officials will go a long way to retaining them.

Sportsmanship

In our summer survey, 94% of officials indicated they'd participate offering feedback on sportsmanship and facilities at schools after their contests. Giving officials this outlet, and the NCHSAA sharing that information with the school administrators, is powerful to improving game-to-game experiences for the typical official.

We've looked at three different tools to do this. We do not think any of these is ready to be deployed just yet. We would like the Board's permission to continue exploring and developing this item, even testing it, then making our recommendation for your review in the December, 2023 meetings.

Conclusion

These items capitalize on and advance the work done by the Ad Hoc Subcommittee, your Subcommittee on Officiating, and the full Board in the fall. We will make ourselves available to meet, at your convenience, during or before the full Board meetings in May, to participate in conversation about anything here to help move things forward.

Thanks for your consideration.



NCHSAA Officiating Committee

Intro Page

Thanks for your interest in serving on the Officials' Advisory Council to represent all officials to the NCHSAA. Our goal is a highly diverse group of officials representing all sports from all parts of the state who will develop ideas and solutions to the challenges to grow the officiating experience in North Carolina.



NCHSAA Officiating Committee

1. Tell us about you so we can contact you if needed.

Name	<input type="text"/>
City/Town	<input type="text"/>
State/Province	<input type="text"/>
Email Address	<input type="text"/>
Phone Number	<input type="text"/>



NCHSAA Officating Committee

* 2. How long have you been an official for the NCHSAA?

- ☐ Under Five Years
- ☐ 5-10 Years
- ☐ 10-20 Years
- ☐ More Than 20 Years



NCHSAA Officating Committee

* 3. What sport(s) do you officiate for the NCHSAA? Please check all that apply.

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> Basketball | <input type="checkbox"/> Lacrosse |
| <input type="checkbox"/> Football | <input type="checkbox"/> Volleyball |
| <input type="checkbox"/> Baseball | <input type="checkbox"/> Wrestling |
| <input type="checkbox"/> Softball | <input type="checkbox"/> Swimming and Diving |
| <input type="checkbox"/> Soccer | |



NCHSAA Officating Committee

4. What Regional Supervisors you presently work for?



NCHSAA Officating Committee

* 5. The Officials' Advisory Council will represent all officials to the NCHSAA to identify challenges in our community and develop and work on initiatives for the NCHSAA. If chosen, you will serve for two years and meet regularly via Zoom. Tell us why you wish to serve and what you would bring the committee.



NCHSAA Officating Committee

* 6. Please identify one challenge you see in the officiating community and how you would solve it?

