

**NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION  
BOARD OF DIRECTORS WINTER MEETING  
Wednesday, December 1, 2021**

The winter meeting of the North Carolina High School Athletic Association Board of Directors was called to order by President Bobby Wilkins at 8:32 a.m. at the DoubleTree by Hilton RTP. Members in attendance included President Bobby Wilkins, Vice President Rob Jackson, Past President Jerry Simmons, Ronnie Beverly, Chris Blanton, Mark Byrd, Brian Carver, Chad Duncan, Michael Gainey, Stephen Gainey, Mark Garrett, Fred Lynch, Andy McCormick, Tod Morgan, Tanya Turner, and Joy Warner. Troy Lindsey, John Luciano, and Cathy Moore were absent.

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

NCHSAA staff in attendance included Commissioner Que Tucker, Karen DeHart, Mark Dreibelbis, Tra Waters, James Alverson, Brad Alford, Tavares Toomer, Chiquana Dancy, and Pepper Hines.

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

<b>2021 BOARD OF DIRECTORS WINTER MEETING CONSENT AGENDA ITEMS HANDLED SINCE APRIL 16, 2021, AND BEFORE NOVEMBER 16, 2021</b>
---

**NCHSAA MEMBERSHIP**

1. **THE COLLEGE PREPARATORY AND LEADERSHIP ACADEMY:** Accepted NCHSAA membership application from The College Preparatory and Leadership Academy, effective 2022-23 school year.

**HARDSHIPS**

**1. REQUEST: 48**

- a. NCHSAA Staff Approved: 26
- b. NCHSAA Staff Did Not Take Action: 3
- c. NCHSAA Staff Denied: 19
  - i. Appeals to Hardship Committee Appeals: 4
  - ii. Hardship Committee Overturned Staff Decision: 1
  - iii. Hardship Committee Upheld Staff Decision: 3
    1. Appeals to Board of Directors: 4
    2. Board of Directors Overturned Staff/Hardship Committee Decision: 0
    3. Board of Directors Upheld Staff/Hardship Committee Decision: 3
    4. Board of Directors to hear 1 appeal December 2, 2021.

**TRANSFERS**

**1. REQUESTS: 173**

- a. NCHSAA Authorized: 168
- b. NCHSAA Did Not Authorize: 5
  - i. Transfer Committee Appeals: 1
  - ii. Transfer Committee Authorized: 0
  - iii. Transfer Committee Did Not Authorize: 1

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

**AUDITOR REPORT:** Andrea Eason, Rob Lewis, and Dauer Lewis from Blackman & Sloop Auditing Firm presented the report of the Association's annual audit. The Auditors highlighted the Association's assets increased from \$42 to \$45 million due to the timing of the decision to consolidate investment accounts with a single brokerage firm. Noted there was no major outstanding debt for the NCHSAA. Discussed the difference in restricted endowed funds and undesignated assets or donations. Noted the big difference in the General Endowment and the ability to give back nearly \$6 million in a year of need from the General Endowment Fund. Questions were raised about the dollar surcharge going to the General Endowment and that the dollar surcharge itself was and remains restricted in perpetuity. Only the earnings on the dollar surcharge may be distributed. The Auditor's opinion is that the NCHSAA has done what any non-profit with an Endowment should desire to do.

The Auditors also noted that the NCHSAA Bylaws require that if the NCHSAA ceased to exist, any restricted dollars must be directed to another 501-c-3 with a similar mission. Endowment money is not a "fund balance." Fund balance is dollars available to be spent, and Endowments do not operate with those same rules. Board asked for clear talking points to alleviate any misconceptions or provide accurate answers for common questions relative to funds/endowments. They highlighted the \$9.5 million in expenses, but that was attributable to over \$5 million in payment to schools. Highlighted those expenses outside of the distributions back to school went down. The investment advisory fees were calculated to be 0.9%. Auditors addressed questions

about creating a separate foundation with separate Board to govern the endowment investments and distributions. Board expressed interest in having Auditors come in and present to the membership and answering questions at the Regional Meetings.

The Board moved into Committee work discussing committee-specific agenda items.

**INVESTMENT REPORT:** Jeff Hudson from Morgan Stanly provided the Board with an update on the Association's Investments. He began with some general overview of how Endowment Funds work and what they are designed to do. He highlighted that the NCHSAA Endowment Fund has done exactly what it was designed to do. Noted there are numerous state laws governing how endowments work, particularly in donor intent. He indicated that the NCHSAA was nearing the point where the Endowment would have distributed, in total, more than the principal amount that had been put in, which in Morgan Stanly's view is the purpose of Endowments.

Hudson detailed the values of the various accounts included in the NCHSAA Endowment. He defines the Association's portfolio as a "moderate-risk" portfolio. Highlighted that their philosophy is to make small adjustments as threats and opportunities arise. He indicated that Association investments have done exceptionally well over the last three years and that should be celebrated but not expected to continue at the rate that has been experienced. He gave a broad overview of Morgan Stanly's investment outlook. Noted the increase in government spending and Treasury purchases ramping up has driven the recovery from the COVID recession. Noted the challenges of Bonds keeping up with inflation. He highlighted challenges in the equities markets as tech and other sectors have extreme high valuations and opportunity is not as present in those sectors. They expect more muted returns in the coming year or two, noting good financial positions for consumers and corporations, mitigated by supply chain issues and COVID outbreaks. Believes that interest rates will be the major market driver in the next two years.

The Board took a brief break for lunch at 12:20 p.m. returning to session at 1:00 p.m. Brian Carver had to leave the meeting at lunch.

Jackson made a motion to enter Executive Session to hear two appeals. Seconded by Morgan. Approved 15-0. Tanya Turner and Commissioner Tucker recused themselves from the appeal calls.

Jackson made a motion to exit executive session and re-enter open session, seconded by Blanton. Motion approved 15-0.

While in executive session the Board upheld the Staff decision for one school and reduced the penalty for the other.

The Board had extended discussion about whether fines for fighting are effective and whether redirecting that fine money towards sportsmanship education for the whole team/students involved would be a better deterrent.

Commissioner Tucker updated the Board on HB 91 being enacted as law. She deferred to the officers of the Board to provide an update on the conversations with the State Board of Education relative to a memorandum of understanding. Wilkins thought that the State Board took a step back from many of their contentions and that they felt better about the status of things, particularly for the Staff. Jackson noted that the State Board indicated they do not have time to deal with high school athletics and he is hopeful that the discussions will allow the Association to have a larger role.

The Commissioner indicated that the Association is required to have an Annual Meeting and that has traditionally been in the Spring. The Board discussed numerous options for the Board Meeting in the Spring and decided to hold their Spring Meeting on April 26-27. The Annual Meeting will be virtual again for 2022.

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

The meeting was adjourned for the day by President Wilkins at 4:07 p.m.

**NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION  
BOARD OF DIRECTORS WINTER MEETING  
Thursday, December 2, 2021**

The winter meeting of the North Carolina High School Athletic Association Board of Directors was called to order by President Bobby Wilkins at 8:32 a.m. at the DoubleTree by Hilton RTP. Members in attendance included President Bobby Wilkins, Vice President Rob Jackson, Past President Jerry Simmons, Ronnie Beverly, Chris Blanton, Mark Byrd, Brian Carver, Chad Duncan, Michael Gainey, Stephen Gainey, Mark Garrett, Fred Lynch, Andy McCormick, Cathy Moore, Tod Morgan, Tanya Turner, and Joy Warner. Troy Lindsey and John Luciano were absent.

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

NCHSAA staff in attendance included Commissioner Que Tucker, Karen DeHart, Mark Dreibelbis, Tra Waters, James Alverson, Brad Alford, Tavares Toomer, Chiquana Dancy, and Pepper Hines.

Jackson made a motion to enter executive session to hear a hardship appeal, seconded by Beverly. Motion approved 16-0. Commissioner Tucker, Chad Duncan, and Chris Blanton recused themselves from the discussion and voting on this appeal.

Jackson made a motion to exit executive session, seconded by Michael Gainey. Motion approved 16-0.

The Board upheld the staff decision on the hardship.

**SAAC REPORT:** Erin Horne, a junior from Orange High School, brought the report on behalf of the group. Noted that there have been three meetings so far this year. They have determined that their goal is to have a campaign to promote positive student sections to improve student section behavior across the state. They have also discussed many options for their service projects. The group is excited to be planning a Student Leadership Conference again for the first time in two years. Highlighted the positive experiences that several SAAC members have had assisting at the State Championship Events during the fall.

**REGIONAL SUPERVISORS & OFFICIALS:** David Brown, Supervisor of Officials for Piedmont Basketball Association, presented on behalf of the state's Regional Supervisors and Officials. He spoke about leadership in athletics across the state. He provided some comments about the retirement of Mark Dreibelbis, NCHSAA Supervisor of Officials. He highlighted the charisma and passion he has used to generate, and effect change in the culture of officials and Regional Supervisors across the state while giving back financially to support the mission of education-based athletics. Noted that recruitment and retention of officials is not just a local issue, the NCHSAA needs a statewide initiative and focus to deal with these challenges. Highlighted the effort made by Dreibelbis to improve the diversity and inclusion of females and minority officials in the NCHSAA's program.

**NC ATHLETIC DIRECTORS' ASSOCIATION:** Vernon Aldridge, Associate Executive Director of the NCADA, presented on behalf of the group. He highlighted the positive working relationship with the NCHSAA and the NCCA. Had 135 Athletic Directors come to Greensboro and taught 8 LTI classes at their summer leadership clinic held in conjunction with the NCCA Coaches Clinic. Continues to press to have all Athletic Directors across the state become nationally certified athletic administrators. Encouraged Board members to send their athletic directors to the NIAAA National Conference, noting about 58 will be able to go to the NIAAA Conference in Denver in December. Looking forward to having their first in-person state conference in the Spring in Wilmington.

**NC COACHES ASSOCIATION:** Joe Franks, Executive Secretary of the NCCA, presented on behalf of the group. Highlighted how good it feels to be getting back to "normal." Highlighted Wooden Legacy Award winners from the National Basketball Coaches Association who are past NCHSAA board members, Reggie Peace and Patty Evers. Highlighted they are hosting the NOCAD national conference in Asheville. Noted the NCCA's statement in support of the NCHSAA's role in athletic leadership in the face of legislative pressure. Discussed a successful in-person clinic for 2021. The dates for the 2022 Clinic will be July 11-13 in Greensboro due to a coliseum commitment.

**NC DEPARTMENT OF PUBLIC INSTRUCTION:** Burt Jenkins presented on behalf of the organization. The Executive Committee of the NCHSAA is in conversation with the State Board on a memorandum of understanding. Highlighted that for the first time in a few years, there were no schools in our state that were out of compliance with the Gfeller-Waller law. He noted that DPI is trying to make the middle school level as close to the NCHSAA Handbook as possible, so people understand the process and transition.

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

1. Motion by Blanton, second by Morgan, to approve the comprehensive listing of incidents per school and penalties. Approved 17-0
2. Discussion and review of the ejection report to-date. Commended our student athletes, coaches, officials and administrators for having the lowest number of ejections in many years.
3. Discussion and review of survey results on shot clock usage in basketball. Coaches were split roughly 50-50. Athletic Directors and Principals in the survey were not in favor. Reported that no motion emerged from the committee based on feedback from schools. Will ask the Staff to continue to survey membership in the future. Discussion within the committee highlighted the cost to schools to implement, the additional personnel to operate, and whether a shot clock would improve the high school game.
4. Discussion of NFHS exploring changes regarding COS, which will perhaps involve Arbiter. The committee did not recommend action until NFHS determines a path forward.

5. Request from Smoky Mountain High School request to be booked by the WNC Basketball Officials Association did not emerge from committee.
6. Discussion of the current penalty of three or more persons ejected for leaving the bench during a fight resulting in loss of playoff eligibility. No action time from the committee currently.
7. Discussion item about the Student Services "Coach Mentor Training Program" grant, discontinuing state support of the program and incorporating the Student Services program funding in the NCHSAA Budget.
8. Discussion of inclusion of E-Sports in activities section of the Association's programming. No action taken.

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

1. Motion by Stephen Gainey, second by Garrett to approve the following language in Rule 4.5.3(b)(2)(i): "If an athlete misses five (5) or more consecutive days of practice due to injury or illness, they must participate in at least three (3) separate days of practice before returning to competition." Approved 17-0.
2. Motion by Stephen Gainey, seconded by Duncan to approve the following language to be added to Rule 1.2.15: "A student is entitled to receive Operation Gold funds distributed by the USOC." Approved 17-0.
3. Discussion and review of the NCHSAA Amateur Rule relative to Name, Image, & Likeness. No action item emerged from committee.
4. Discussion and review of the NCHSAA Hardship Policy relative to the McKinney-Vento Homeless Assistance Act. No action or recommendation emerged from committee.
5. Discussion and review of the NCHSAA Penalty Code relative to fighting ejections. No action or recommendation emerged from committee.
6. Discussion and review of the NCHSAA Seeding Process. No action or recommendation emerged from committee.

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

1. Motion by Beverly, seconded by Stephen Gainey to approve the sports calendar for the 2022-2023 school year. Approved 17-0.
2. Recommendation by the NC Basketball Coaches Association to allow 9<sup>th</sup> and 10<sup>th</sup> graders to participate in five quarters of basketball games in a day was tabled for review by the SMAC and the Board again in the Spring. Committee felt that this recommendation must apply across the board to all sports. Will be reconsidered in the Spring with SMAC feedback.
3. Motion by Beverly, seconded by Warner to use Rankwrestlers to seed the Dual Team Wrestling Playoffs. Approved 17-0.
4. Recommendation to alter regional assignments for this year did not emerge from committee. The Committee did discuss this for all sports remaining this year and recommended no action for this year.
5. Discussion and review of the status of women's wrestling as a sanctioned sport.
6. Recommendation from the NCTCCA relative to Dead Period modifications for cross-country during the final ten days of the school year. did not emerge from committee
7. Recommendation from the NCTCCA relative to Dead Period during the NCCA Coaches Clinic for cross-country did not emerge from committee
8. The Sports Committee formally supported clarification that regional team entry in cross country is to serve as a declaration of intent.
9. Motion by Beverly, seconded by Byrd, to allow non-football playing schools to play an additional six basketball games that will count in seeding purposes. Approved 17-0.
10. Motion by Beverly, seconded by Michael Gainey to require volleyball conference tournament matches to be 3 out of 5 and add that language to the NCHSAA Handbook.
11. Motion by Beverly, seconded by Morgan to insert a rule in seeding procedure to prevent "leapfrog" of conference opponents in playoff entry/qualification, effective immediately. This provision would not apply to the actual seeding portion of the playoff process, only qualification.

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

1. Motion by Jackson, seconded by Stephen Gainey to approve the 2020-2021 audit report as presented to the full Board by Blackman & Sloop. Approved 17-0.
2. Motion by Jackson, seconded by Byrd to waive membership dues (\$1 per ADM) but still charge the \$100 administrative fee per school. This would result in an approximately \$437,000 loss in expected revenue for the Association in the Budget. Approved 17-0.
3. Motion by Jackson, seconded by Garrett to approve the 2021-2022 Annual Operating Budget. The budget includes an expected shortfall of approximately \$1.2 million this year, which would be covered by operating reserves. Approved 17-0.
4. Discussion and review of reports on quarterly statements of NCHSAA investment account and operating reserves.
5. Discussion and review of finalized sports comparisons from 2020-2021 to previous years.
6. Discussion and review of disbursement of Endowment Funds. NCHSAA distributed \$5.9 million to member schools. Over the last 11 years (since 2010-2011 through 2020-2021) a total of \$11,333,816.10 distributed to member high schools. Committee is grateful that the Endowment Fund is doing exactly what it was intended to do at inception.
7. Discussion and review of greater financial transparency, including additions to the NCHSAA.org website, etc. Asked Staff to post three years of annual audits to the website for membership to review.
8. Discussion and review of current playoff revenue share/percentages by round for participating schools and the NCHSAA. This review and discussion will continue in the Spring.
9. Discussion and review of potential impact of HB91 and/or State Board/NCHSAA Memorandum of Understanding on NCHSAA Endowment Fund Assets.
10. Discussion and review of personnel updates.

- a. Juli Kidd, former Director of Technology and Information resigned effective September 10, 2021, to take a position with a private company.
- b. Logan Carter was hired to fill the Director of Technology and Information position, effective September 13, 2021.
- c. Kelly Edwards, former Assistant to Sports & Championships, resigned October 29, 2021, to take a position with her church.
- d. Kayla Dempsey is on family leave until February 14, 2022; baby and mom are both doing well.
- e. Mark Dreibelbis, Supervisor of Officials and Associate Commissioner will retire effective April 30, 2022, after employment on staff at NCHSAA since January 2005.
- f. Andrew Wilkins, Assistant Director of Scholarships, Grants, Marketing, & Special Programs resigned effective December 3, 2021. He has taken a position closer to home with better hours.
- g. The NCHSAA has 3 unfilled full-time positions.
- h. Discussion of potential impact on NCHSAA employees.

**COMMISSIONER'S REPORT:** The Commissioner thanked the Board for their hard work, particularly on the numerous Zoom meetings on weekends and evenings to help get the Association to this point through the numerous challenges in the past two years. Highlighted the unknowns still facing the Association and its member schools. Believes there is still work to be done in working with the State Board of Education to craft a memorandum of understanding but is hopeful that the Association is past the legislative phase of this process. Noted the changes on the horizon to the Association and hopes to continue to be able to run this organization as a member-driven association with a representative Board of Directors operating on behalf of the membership. She thanked the Executive Committee for their additional effort in representing the Board of Directors in negotiations with the State Board of Education. The Commissioner highlighted the efforts of the Staff in dealing with the storm of the last year. Commissioner expressed her sympathies and those of the Association to Troy Lindsey on the passing of his mother.

The Commissioner made a special presentation of the Bob Deaton Principal of the 2020-2021 Year State Award for Excellence to Jerry Simmons, Past President of the NCHSAA and Principal at New Bern High School.

**PRESIDENT'S REPORT:** President Wilkins thanked the Commissioner for her work and words. He expressed his thanks for the value that the staff provides to the students and schools of this state. He also expressed how important he believed the staff was to anyone dealing with athletics in the state of North Carolina.

The winter meeting was adjourned at 10:41 a.m.

Respectfully Submitted,



James Alverson