

# FINANCE & PERSONNEL COMMITTEE

**Committee Members:** Rob Jackson (Chair), Mark Byrd (Vice-Chair), Michael Gainey, Jerry Simmons, Joy Warner, Burt Jenkins **Staff:** Que Tucker, Karen DeHart, Tavares Toomer

AGENDA ITEM	RECOMMENDATION	SUPPORTING INFORMATION
1. 2021-2022 Budget Attachment FP 1	Review of 2021-2022 budget versus actual revenues and expenses through 03/31/2022.	***Discussion Only***
2. Corporate Partner Updates Attachment FP 2	Update regarding NCHSAA generated/maintained partners and partnership sales by Teall Properties Group (TPG), new partnership sales arm.	***Discussion Only***
3. Student Services Update Attachment FP 3	Review of Student Services programming and costs for 2021-22	***Discussion Only***
4. 2021-2022 Sports Comparison Report Attachment FP 4	Review of 2021-2022 financial report relative to sports comparisons from previous year(s).	***Discussion Only***
5. CIC/AIC Reimbursements Attachment FP 5	Review of fines collected from coaches' failure to take required courses through NFHS Learn. Coaches who have completed AIC, CIC or both will be eligible to receive partial reimbursement for courses accepted for accreditation. Report will be run 5/1/21 – 4/30/22. Per MOU, fines can no longer be assessed and therefore, to continue this effort, funding would need to be derived from elsewhere.  Note: <i>Per NFHS, these certificates have</i>	***Discussion Only***

AGENDA ITEM	RECOMMENDATION	SUPPORTING INFORMATION
	<i>transitioned into Coach levels 1, 2 &amp; 3 starting in 2022.</i>	
6. Education-based Grant Program <b>Attachment FP 6</b>	Update regarding 2020-21 grants and 2021-2022 NCHSAA Grant requests including applications, awards and projects funded.	***Discussion Only***
7. Sinclair Contract	Review of partnership and proposed contract. (report by James Alverson)	***Discussion Only***
8. Formation of an NCHSAA Foundation <b>Attachment FP 7</b>	Discussion relative to forming a Foundation for NCHSAA endowment funds to ensure these funds continue to be used as intended to benefit membership and students.	***Discussion Only***
9. Investment & Funds Summary <b>Attachment FP 8</b>	Review of investment accounts based on quarterly statements ending 3/31/2022.	***Discussion Only***
10. Investment Policy Statement <b>Attachment FP 9</b>	Recommendation: Approve slight revisions to the existing Investment Policy Statement.	***Discussion Only***

11. Personnel-related Updates

<p>Updates:</p> <ul style="list-style-type: none"><li>- Chiquana Dancy, Senior Director of Sports, Championships and Student Programs, resigned effective 12/31/2021 to run her newly established consulting company. Chiquana is currently serving in a consulting capacity relative to specific student service programs for the term of 1/1/2022-6/30/22.</li><li>- Kayla Dempsey, Director of Marketing &amp; Development, resigned effective 2/28/2022 to take a position with Home Campus working remotely which allows her to stay home with her baby.</li><li>- Logan Carter, former Director of Technology &amp; Information, resigned effective 4/6/2022.</li><li>- Hired Rhonda Dreibelbis as Director of Sports &amp; Championships; she began employment 4/7/2022.</li><li>- Hired Evan Sauer as Director of Development and Marketing; he began employment 4/11/2022</li><li>- Hired Cecil Mock as Assistant Commissioner-Officiating; he began employment 4/11/2022.</li><li>- Four positions remain unfilled: Assistant Director of Business &amp; Finance; Assistant Director of Marketing, Development &amp; Special programs; Assistant to Sports; Director of Technology &amp; Information.</li></ul>	<p><b>***Discussion Only***</b></p>
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**AGENDA ITEM**

<b>RECOMMENDATION</b>	<b>SUPPORTING INFORMATION</b>
<ul style="list-style-type: none"> <li>- Debi Reynolds replaced Cathy Allen as outside contracted human resources consultant, effective 2/1/2022.</li> <li>- Insurance bids underway through Marsh &amp; McLennan for Association employee and organization’s insurance for 2022-2023 year.</li> </ul>	
<p>12. Reimbursement for Athletic Administrator’s Certification <b>Attachment FP 10</b></p> <p>Recommendation from the North Carolina Athletic Directors Association: Reimburse athletic directors who achieve national certification.</p>	<p><b>Rationale:</b> To ensure all schools have highly qualified athletic administrators.</p> <p><b>Budget Impact:</b> No direct impact to the schools/athletic department’s finances.</p> <p><i>NOTE: This would financially impact the NCHSAA as an organization. The amount of impact is not known as it would depend on the number of athletic directors completing national CAA and CMAA certifications in a given year.</i></p> <p><b>Educational Impact:</b> No loss of school time or student time.</p> <p><i>NOTE: The educational impact would be beneficial to the athletic directors achieving national certification and their positive impact on the students they serve.</i></p> <p><b>Equity Impact:</b> There is no impact on gender.</p> <p><b>Effective Date:</b> 7/1/2022</p>

**AGENDA ITEM**

13. Year-end Distributions to member schools  
**Attachment FP 11**

RECOMMENDATION	SUPPORTING INFORMATION
<p>Recommendation: The Endowment Advisory Committee recommends that the Board consider a 7% distribution from the General Endowment Fund and 5% distribution from Education/Health &amp; Safety Fund. Committee recognizes that Board has authority to overturn their recommendation.</p> <p>NOTE: <i>Per Spending Policy, typical distributions from endowments is between 3-5% annually.</i></p>	<p><b>Rationale:</b> Schools are hurting financially, endowment fund is healthy and experienced outstanding returns.</p> <p><b>Budget Impact:</b> Distributing a percentage higher than spending policy consistently over time decreases the amount of funds available for distribution and schools will receive less year-end funding over time.</p> <p><b>Educational Impact:</b> NA</p> <p><b>Equity Impact:</b> There is no impact on gender.</p> <p><b>Effective Date:</b> 4/27/2022</p>

14. NCHSAA Fees charged to schools in 2022-2023

<p>Recommendation: Determine fees that NCHSAA will charge to member schools in the 2022-2023 school year.</p> <ul style="list-style-type: none"> <li>- Membership Dues (\$1.00/pupil)</li> <li>- School administrative fee (\$100)</li> <li>- Cheerleading registration fee (\$25pp)</li> </ul>	<p><b>Rationale:</b> Per the Memorandum of Understanding with the State Board of Education, the NCHSAA must determine any fees charged to member schools for the coming school year.</p> <p><b>Budget Impact:</b> Fees are a portion of annual operating budget.</p> <p><b>Educational Impact:</b> NA</p> <p><b>Equity Impact:</b> NA</p> <p><b>Effective Date:</b> 7/1/2022</p>
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**AGENDA ITEM**

15. Playoff Finance –  
Percentages by round  
**Attachment FP 12**

<b>RECOMMENDATION</b>	<b>SUPPORTING INFORMATION</b>
<p>Recommendation: Determine the ticket revenue share retained by the NCHSAA/retained by participating schools for each round of bracketed sports and in regional and state championship events for individual sports.</p> <p><i>NOTE: Definitions:</i></p> <ol style="list-style-type: none"><li>1. <u>Net Proceeds</u> “The proceeds remaining after the participating and hosting schools and the NCHSAA have been reimbursed for reasonable costs of hosting and/or participating in the event”.</li><li>2. <u>Playoff and State Championship Games</u> “Any playoff contest in a bracketed team sport and any regional and state event in an individual sport”.</li></ol>	<p><b>Rationale:</b> Per the Memorandum of Understanding with the State Board of Education, the NCHSAA must annually establish the percentage of net proceeds from playoff and state championship games, by sport, that it will retain.</p> <p><b>Budget Impact:</b> Any change in percentage of retained ticket revenue share will affect the annual operating budget.</p> <p><b>Educational Impact:</b> NA</p> <p><b>Equity Impact:</b> Some sports may be more adversely affected than others due to typical attendance which directly affects overall ticket revenue and thus, impacts the ticket revenue shares for both NCHSAA and participating schools.</p> <p><b>Effective Date:</b> 7/1/2022</p>