

REVIEW & OFFICIATING COMMITTEE

Committee Members: Andy McCormick (Chair), John Williams (Vice-Chair), Brett Lamb, **Staff:** Eddie Simmons, Beth Zinkand Stefanie Phillips, Roy Turner, Elbert Lassiter

AGENDA ITEM	RECOMMENDATION/CONSIDERATION	SUPPORTING INFORMATION
1. Violation Report Attachment R&O 1 [Distributed at meeting]	Review of comprehensive listing of violations (November 15, 2025 – April 15, 2026)	***Discussion Only***
2. Ejection Report Attachment R&O 2 [Distributed at meeting]	Review of the Ejection Report	***Discussion Only***
3. Regional Supervisor Positions	To approve the Eastern Swimming & Diving Association regional supervisor To approve the Northeast Basketball Association regional supervisor	Rationale: To fill vacant positions currently operating with an interim regional supervisor Budget Impact: None Educational Impact: None Equity Impact: None Effective Date: Immediately
4. Clarification of Assigning Fees [Staff]	To provide clarification for same sport, same day, boys/girls, junior varsity/varsity (e.g. wrestling, basketball) assigning fees for consistency across the state and fairness to schools	***Discussion Only***

AGENDA ITEM	RECOMMENDATION/CONSIDERATION	SUPPORTING INFORMATION
<p>5. Increase Officiating Pay</p> <p>Attachment R&O 4</p> <p>[Officials Advisory Committee]</p>	<p>Rescind the 5% pay increase approved at the December 2025 Board of Directors meeting and institute a 10% pay increase</p>	<p>Rationale: Officials feel the 5% increase is not sufficient; would help bring pay more in line among surrounding states</p> <p>Budget Impact: Very reasonable</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>6. Increase of Assigning Fees for All Sports</p> <p>Attachment R&O 3</p> <p>[Regional Supervisors]</p>	<p>Increase assigning fees:</p> <ul style="list-style-type: none"> • Varsity - \$300 [from \$150] • Junior Varsity - \$150 [from \$100] <p><i>Reference: 3.4.1(b), page 62</i></p> <p><u>If approved</u>, eliminate change fees. Require changes be made seven (7) days in advance, other than weather-related</p>	<p>Rationale: There has been no increase in the past ten (10) years*</p> <p>Budget Impact: There will be a \$100.00* per sport increase for the Athletic Department. <u>If approved</u>, schools will no longer be required to pay a change fee for rescheduling games</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>7. Five-Person JV Football Crew</p> <p>[similar proposal, #8]</p> <p>Attachment R&O 3</p> <p>[Regional Supervisors]</p>	<p>Require, rather than recommend, a five-person officiating crew</p> <p><i>Reference: 3.4.1(a)(4), page 61</i></p>	<p>Rationale: Provide enhanced game management and additional training opportunities</p> <p>Budget Impact: Most schools use five-person crews, with game pay of \$90 per official. For four-person crews, the pay is \$95 per official. This results in an overall increase of \$70 per game.</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>

AGENDA ITEM	RECOMMENDATION/CONSIDERATION	SUPPORTING INFORMATION
<p>8. Five-Person JV Football Crew</p> <p>[similar proposal, #7]</p> <p>Attachment R&O 4</p> <p>[Officials Advisory Committee]</p>	<p>Require, rather than recommend, a five-person officiating crew</p> <p><i>Reference: 3.4.1(a)(4), page 61</i></p>	<p>Rationale: Consistency across the state; allows less-experienced officials an opportunity to work more contests and gain necessary and valuable field experience</p> <p>Budget Impact: None; contest pay would remain the same</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>9. Football Game Pay Increase</p> <p>[similar proposal, #10]</p> <p>Attachment R&O 3</p> <p>[Regional Supervisors]</p>	<p>Increase varsity pay to \$150 [from \$104]</p> <p>Increase junior varsity pay to \$130 [from \$95]</p> <p><i>Reference: 3.4.1(c)(3), page 63</i></p>	<p>Rationale: NC football officials are among the lowest paid among surrounding states</p> <p>Budget Impact: This increases the game pay from \$110* to \$150. While we recognize this is a 36%* increase, it helps bring North Carolina in line with the average rates among surrounding states.</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>10. Increase in Varsity Football Game Pay</p> <p>[similar proposal, #9]</p> <p>Attachment R&O 4</p> <p>[Officials Advisory Committee]</p>	<p>Increase varsity pay to \$130 [from \$104]</p> <p><i>Reference: 3.4.1(c)(3), page 63</i></p>	<p>Rationale: To alleviate disparity; average of game pay among surrounding states</p> <p>Budget Impact: Very reasonable \$910 based on 7 home contests, 5-person crew</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>

AGENDA ITEM	RECOMMENDATION/CONSIDERATION	SUPPORTING INFORMATION
<p>11. JV Football Game Quarter Lengths</p> <p>[Similar proposal, #12]</p> <p>Attachment R&O 4</p> <p>[Officials Advisory Committee]</p>	<p>Establish 10-minute quarters uniformly across the state</p>	<p>Rationale: Establishes consistency across the state, eliminating officials being “caught in the middle” when schools from different conferences, that use different quarter playing lengths, play each other</p> <p>Budget Impact: None</p> <p>Educational Impact: Prevents student-athletes from staying later in the evening on school nights</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>12. Quarter Length Times for Junior Varsity Contests</p> <p>[Similar proposal, #11]</p> <p>Attachment R&O 4</p> <p>[Officials Advisory Committee]</p>	<p>Establish uniform quarter lengths for junior varsity contests:</p> <p>Basketball – 7-minute quarters Football – 10-minute quarters Lacrosse – 10-minute quarters</p>	<p>Rationale: Establishes consistency across the state; differentiates pay vs. time</p> <p>Budget Impact: Very reasonable</p> <p>Educational Impact: Prevents student-athletes staying later on school nights</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>

AGENDA ITEM	RECOMMENDATION/CONSIDERATION	SUPPORTING INFORMATION
<p>13. Football Playoff Game Pay Increase</p> <p>Attachment R&O 4</p> <p>[Officials Advisory Committee]</p>	<p>Increase pay for playoff contests</p> <p>Rounds 1 and 2 to \$160 [from \$110] Rounds 3 and 4 to \$170 [from \$116] Round 5 to \$180 [from \$116] Championship to \$180 [from \$121]</p> <p><i>Reference: 3.4.1(c)(3), page 63</i></p>	<p>Rationale: Alternatively, playoff game pay may be adjusted proportionally based on the December 2025 Board of Directors-approved regular-season game pay</p> <p>Budget Impact: If game pay is increased, this playoff proposal becomes a moot point, because the playoff increase will go up as well</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>14. Single Game Pay in Varsity Lacrosse</p> <p>Attachment R&O 4</p> <p>[Officials Advisory Committee]</p>	<p>Establish a uniform fee of \$82, whether a 2- or 3-person crew is utilized. \$82 is the current 2-person pay, 3-person pay is \$71</p> <p><i>Reference: 3.4.1(c)(4), page 63</i></p>	<p>Rationale: Time and physical effort spent on the field is the same whether a 2- or 3-person crew</p> <p>Budget Impact: Very reasonable Boys \$495; Girls \$330; total \$825 per season based on home contests</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>15. Increase in Varsity Lacrosse Game Pay</p> <p>Attachment R&O 4</p> <p>[Officials Advisory Committee]</p>	<p>Increase varsity pay to \$95 [from \$82]</p> <p><i>Reference: 3.4.1(c)(4), page 63</i></p>	<p>Rationale: To alleviate disparity; average of game pay among surrounding states</p> <p>Budget Impact: Very reasonable \$765 based on 12 home contests, 3-person crew</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>

AGENDA ITEM	RECOMMENDATION/CONSIDERATION	SUPPORTING INFORMATION
<p>16. Single Game Pay in Junior Varsity Soccer</p> <p>Attachment R&O 4</p> <p>[Officials Advisory Committee]</p>	<p>Establish uniform pay of \$65, whether a 2- or 3-person crew is utilized. \$65 is the current 2-person pay, 3-person pay is \$59</p> <p><i>Reference: 3.4.1(c)(5), page 63</i></p>	<p>Rationale: Time and physical effort spent on the field is the same whether a 2- or 3-person crew</p> <p>Budget Impact: Very reasonable Boys \$234; Girls \$198; total \$432 per season based on home contests</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>17. Standardizing Volleyball Compensation</p> <p>Attachment R&O 5</p> <p>[Volleyball Regional Supervisors]</p>	<p>Adopt a match-based compensation structure:</p> <ul style="list-style-type: none"> • Best of 3 matches (JV or varsity) \$64¹ • Best of 5 matches (JV or varsity) \$70¹ <p><i>Reference: 3.4.1(c)(8), page 64</i></p> <p>¹ reflects 5% increase approved at December 2025 Board of Directors Meeting</p>	<p>Rationale: Identical duties and expectations; equivalent time commitment; increased officiating complexity at the JV level; increased retention; recruitment, and morale</p> <p>Budget Impact: Junior Varsity - \$384 per school year; varsity - no impact per Board of Directors-approved 5% increase</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>18. Dual Team Wrestling Officiating</p> <p>Attachment R&O 6</p> <p>[Wrestling Regional Supervisors]</p>	<p>Require two officials on every mat for dual team playoffs, beginning with round 3 and beyond</p>	<p>Rationale: No other sport has an official working a playoff event alone. This is a huge round of wrestling and a great opportunity to give more officials a chance in state championship competition</p> <p>Budget Impact: \$200 for 3rd round; all other costs would remain the same</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>

AGENDA ITEM	RECOMMENDATION/CONSIDERATION	SUPPORTING INFORMATION
<p>19. Individual Wrestling Officiating</p> <p>Attachment R&O 7</p> <p>[Wrestling Regional Supervisors]</p>	<p>Require 2 additional officials (plus the number of mats) for each individual regional tournament. This is an increase from 1 additional official.</p>	<p>Rationale: Will provide 2 officials for all semi-final matches and still be able to run 2 mats of consolations</p> <p>Budget Impact: \$340 for each regional tournament site</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>20. Regional Wrestling Pay</p> <p>Attachment R&O 8</p> <p>[Wrestling Regional Supervisors]</p>	<p>If a regional originally scheduled for 2 days is changed to just 1 day, the officials shall receive 1 ½ days pay for that event</p>	<p>Rationale: Officials would still be compensated correctly for the work they would do in a 2 day tournament</p> <p>Budget Impact: Payment would be slightly reduced</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>21. Payment to Officials</p> <p>Attachment R&O 4</p> <p>[Officials Advisory Committee]</p>	<p>Require payment, if paid through DragonFly, be made within 24 hours of the contest</p>	<p>Rationale: Some officials must track down their payments with the schools, which sometimes takes a few weeks</p> <p>Budget Impact: None</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>

AGENDA ITEM	RECOMMENDATION/CONSIDERATION	SUPPORTING INFORMATION
<p>22. Officiating Assignments for Non-sanctioned Contests</p> <p>[Staff]</p>	<p>Clarify the NCHSAA position on using non-NCHSAA regional supervisors/associations to make assignments for non-sanctioned contests. Require: Each school must use only NCHSAA registered and eligible officials in all competition and must work through an NCHSAA-approved regional supervisor.</p> <p>[Blue font - additional wording to existing language in Handbook.]</p> <p><i>References: 3.4.1(a), page 61; 3.4.2(d)(1), page 65</i></p>	<p>Rationale: To ensure NCHSAA officials are not being overlooked when assignments are made by non-NCHSAA assigners/associations</p> <p>Budget Impact: None</p> <p>Educational Impact: None</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>
<p>23. Lifetime Pass for 25-Year Officials</p> <p>Attachment R&O 4</p> <p>[Officials Advisory Committee]</p>	<p>Issue a lifetime pass for officials who have officiated with the NCHSAA for 25 or more years</p>	<p>Rationale: To foster an environment where longevity is recognized and rewarded</p> <p>Budget Impact: Very reasonable</p> <p>Educational Impact: No loss of school or study time</p> <p>Equity Impact: None</p> <p>Effective Date: 2026-2027 school year</p>

AGENDA ITEM

24. Emphasis on Parking Spaces and Clean Locker Rooms

Attachment R&O 4

[Officials Advisory Committee]

RECOMMENDATION/CONSIDERATION	SUPPORTING INFORMATION
<p>Encourage schools to:</p> <ul style="list-style-type: none">• provide parking of officials away from parents/fans• provide an escort to and from vehicles if parking away from parents/fans cannot be achieved• provide clean, secure locker rooms, not accessible to anyone other than staff escorts <p>The NCHSAA should have a reporting system and hold schools accountable who do not comply.</p>	<p>***Discussion Only***</p>

NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION

Meeting of the Board of Directors – Agenda Item Submission

Name(s): Regional Football Assigners

School/LEA/Conference/Group:

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)

- Rationale: (Why should the board consider and possibly pass this recommendation?)
Proposal 1: Regional Supervisor Booking Fees
- Request an increase in regional supervisor booking fees for all sports to \$300 for varsity contests and \$150 for junior varsity (JV) contests. If this increase is approved, eliminate the current change fee. All scheduling changes must be made at least seven (7) days in advance, except in cases of weather-related issues on game day.
- This request reflects the fact that there has been no increase in booking fees for the past 10 years.
- Proposal 2: Five-Person Football Crew Requirement
- Request that the Board review NCHSAA Handbook Section 3.4.1 and revise the language by removing the word “recommended” and replacing it with “shall,” thereby requiring a five-person officiating crew. We respectfully ask that this change become effective beginning with the 2026–2027 school year.
- JV football serves as an important training opportunity for high school officials, and the addition of a fifth official enhances both game management and the overall Friday night experience.
- Proposal 3: Football Game Fee Increases
- Request an increase in football officiating fees as follows:
 - • Varsity games: increase to \$150.00
 - • JV games: increase to \$130.00

- If JV game times are reduced to 10-minute quarters in accordance with the NCHSAA handbook, we recommend a JV game fee of \$120.00. Most schools are already utilizing 10-minute quarters for JV contests.
- North Carolina football officials are currently among the lowest paid in surrounding states. This proposal moves compensation in the right direction and provides a more equitable adjustment than a flat, across-the-board increase.
- Proposal 4: Playoff Game Fees
- Request an increase in playoff game fees as follows:
 - • Rounds 1 and 2: \$160, Rounds 3 and 4: \$170, Round 5 and/or Championship Game: \$180
- Alternatively, playoff game fees may be adjusted proportionally based on the newly approved regular-season game fees.
- Date 3/30/26
-
- Budget Impact: (What does this mean to a school's/athletic department's finances?)
- Educational Impact: (Does this mean loss of school time? Does it interfere with study time?)
- Gender Impact: (Is this proposal fair to males and females?)
- Effective Date: (When would this go into effect?)

Signature _____ Date 4/21/26

NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION

Meeting of the Board of Directors – Agenda Item Submission

Name(s): Don Johnson

School/LEA/Conference/Group: Officials Advisory Committee (OAC)

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)

Word document has been attached for Agenda Items for consideration.

- **Rationale: (Why should the board consider and possibly pass this recommendation?)**
The agenda items submitted will help keep the officials game fees in line with our peers in surrounding states and show that the Board is dedicated to working with the Officials across North Carolina.
- **Budget Impact: (What does this mean to a school's/athletic department's finances?)**
The OAC feels the budget impacts are very reasonable
- **Educational Impact: (Does this mean loss of school time? Does it interfere with study time?)**
the agenda items does not impact loss of school time or study time
- **Gender Impact: (Is this proposal fair to males and females?)**
No impact
- **Effective Date: (When would this go into effect?)**
We respectfully ask the Board to consider this and be effective for the 2026-2027 school year.

Signature Don Johnson Date: 03/30/26 Date 4/21/26

Agenda item 1: We would like to have the Board look at the Lacrosse Game fees and eliminate the 2-person / 3-person game fee difference and stipulate a single game fee whether you use a 2-person or 3-person crew stay at \$82.00. The majority of schools use the 3-person crew.

Rationale: Working a varsity lacrosse game the time spent on the field is the same whether it is 2-person or 3-person crew. The 3-person crew allows for better officiating coverage on the field; we can attest that the physical effort expended is the same when using a 3-person crew as the 2-person crew. The game fee should stay at \$82.00 and not be reduced for the 3-person crew as the time spent and physical effort is the same. This applies to male and female lacrosse, We respectfully ask the Board to consider this and be effective for the 2026-2027 school year.

(4) Lacrosse

Regular season	Varsity	Non-Varsity
Per Game	2-Person \$82.00 3-Person \$71.00	\$65.00
Playoffs	Rounds 1-2 \$88.00 Rounds 3-5 \$99.00 State Finals \$104.00	

Economic impact: Boy’s - \$495 / Girls - \$330 (\$825 Total Season per school) based on homes games

Agenda item 2: We would like to have the board look at the Soccer Game fees and eliminate the 2-person / 3-person game fee difference and stipulate the same game fee whether you use a 2-person or 3-person crew at the non-varsity level stay at \$65.00.

Rationale: Working a non-varsity soccer game the time spent on the field is the same whether it is 2-person or 3-person crew. The 3-person crew allows for better officiating coverage on the field; we can attest that the physical effort expended is the same when using a 3-person crew as the 2-person crew. The game fee should stay at \$65.00 and not be reduced for the 3-person crew as the time spent and physical effort is the same. This applies to both male and female soccer, We respectfully ask the Board to consider this and be effective for the 2026-2027 school year.

(5) Soccer

Regular season	Varsity	Non-Varsity
Per Game	\$71.00	2-Person \$65.00 3-Person \$59.00
Playoffs	Rounds 1-2 \$88.00 Rounds 3-5 \$99.00 State Finals \$104.00	

Economic impact: Boy’s - \$234 / Girls - \$198 (\$432 Total Season per school based on homes games)

Agenda item 3: We would like to have the board look at NCHSAA handbook section 3.4.1 and remove “recommended” from the statement and replace with “Shall” have a 5-person crew. We respectfully ask the Board to consider this and be effective for the 2026-2027 school year.

Rationale: This will make it more consistent across the state and allow for our less experienced younger officials an opportunity to work more games and get the valuable field experience necessary.

(3) Football

Regular Season	Varsity	Non-Varsity
Per Game	\$104.00	4-Person \$95.00 5-Person \$90.00
Playoffs	Rounds 1-2 \$110.00 Rounds 3-5 \$116.00 State Finals \$121.00	
Clock Operator	\$88.00	

Economic impact: None as the game fee would stay the same

Agenda item 4: The Officiating Advisory Committee would like the Board to consider a special recognition of officials who have worked 25 or more years in any sport. The committee would like the Board to consider issuing lifetime passes in recognition of the dedication and professionalism displayed by the officials who have worked 25 years or more.

Rationale: This will help to foster an environment where longevity of officiating is recognized and rewarded, all regional supervisors can help submit a list of all officials who might qualify for this recognition if approved by the Board.

Agenda item 5: We would like to recommend to the Board that the Handbook have revisions made to add game playing time for sports that have quarters. There are some states that already have this outlined in their handbooks. Examples are for Basketball - specifying 7-minute quarters for JV, Football - specifying 10- minute quarters for JV, Lacrosse - specifying 10-minute quarters for JV. We respectfully ask the Board to consider this and be effective for the 2026-2027 school year.

Rationale: This helps to eliminate two issues 1) having playing times specified in the handbook is more consistent across the state in all JV sports and eliminates officials being caught in the middle when teams or conferences have differences in JV football. The 10-minute quarter for JV football will help prevent student athletes staying later on a school night. 2) There are a lot of questions from officials regarding the NCHSAA handbook and the Varsity and Non-Varsity game fees, when we are assigned to a JV-V basketball game the JV plays 8-minute quarters (\$65) same as the Varsity (\$77) and we are paid less for the JV game with the same playing time.

Solution: Have the NCHSAA Handbook revision made to add playing times for JV like other states, this will eliminate the issues mentioned above. If the change is not made, then game fee should be the same as the varsity game fee for non-varsity if they play the same quarter length.

Agenda Item 6: The committee would like to Board to consider an adjustment to the two sports game fees, as we feel they lag too far behind the average of our surrounding states game fees. Based on the game fee increases given for North Carolina will never get to the same game fee parity of our peers in surrounding states. We would like the following: **Football** – game fee to be **\$130** for varsity, **Lacrosse** - game fee **\$95** for varsity (no 2-person/3-person difference). We respectfully ask the Board to consider this and be effective for the 2026-2027 school year.

Rationale: We have looked at the surrounding states and took the average of the game fees to calculate what the game fee compensation should be for these sports to put us at the same level as our peers moving forward.

Economic impact: Football - \$910 for Total Season per school based on 7 homes games, 5-person crew
Lacrosse - \$756 for Total Season per school based on 12 homes games, 3-person
Crew, this is based on the majority of games paid @ \$71

Agenda Item 7: The committee would like the Board to reconsider the official's game fee increase of 5% that was approved in December's meeting to an increase of 10%.

There has been a lot of communication from officials across the state that feel this 5% increase was not sufficient, as North Carolina is consistently the lowest for official's game fees compared to our peers in our region. We respectfully ask the Board to consider this and be effective for the 2026-2027 school year.

Agenda Item 8: 1) Official's safety is a continuing issue, schools should provide a safe environment for officials before and after a contest. Parking spaces away from parents/fans, escorts to vehicles if parking away from parents/fans cannot be achieved.

2) Locker rooms provided should be clean, secure and not be accessible to anyone other than staff escorting them to the locker room. There have been many instances of dressing in an area where teachers, students were able to come in and use the bathroom or the room itself. Some instances of locker rooms were classrooms, teachers' lounge, etc.).

Solution: We recommend that the NCHSAA continue to reiterate these concerns to all School administrators and have a reporting system in place for schools that do not comply and hold the accountable.

Agenda Item 9: The committee would like the Board to consider having a policy for member schools that pay through DragonFly require and them to submit payment for official's game fee within 24 hours after the contest. We respectfully ask the Board to consider this and be effective for the 2026-2027 school year.

Rationale: The officials across the state sometimes have to call and track down payments for games worked that can go in excess of weeks before payment is delivered. After their payment has been sent to DragonFly then to withdraw the funds takes another 3-4 days. There are times when accessing their funds can be a lengthy process. Without any policy to make them adhere to an appropriate time guideline to submit payments there is no rush on their behalf. Example: There is a growing number of baseball and softball officials that will now choose not to work high school games during the week and opt to work showcase games on the weekends. They are paid on site and make more per game.

The Officials Advisory Committee would like to thank the Board for their time and consideration of the agenda items we have brought forward on behalf of the Official's across the State of North Carolina.

All the economic impacts were based on the current handbook game fees.

Chair,

Region 3

Don Johnson

Committee Members:

Region 1	At-Large
Allen Oliver	Leo Lockhart
Region 2	Liaison
Wesley Carter	Elbert Lassiter - RSO
Region 4	
Barbara Wheeler	
Region 5	
Junior McLean	
Region 6	
Steve Huffman	
Region 7	
Chris Eldreth	
Region 8	
Eddy Taylor	
Retired	
Brad Allen	

Proposal for Equitable Compensation Structure for Best of 3 Volleyball Matches

Submitted to:

North Carolina High School Athletic Association (NCHSAA) Board of Directors

Subject:

Standardizing Official Compensation for JV and Varsity Best of 3 Volleyball Matches

Purpose

The purpose of this proposal is to recommend a revision to the current compensation structure for volleyball officials working Junior Varsity (JV) and Varsity Best of 3 matches. Specifically, this proposal advocates for equal compensation for both JV and Varsity matches when the format, responsibilities, and assigned officials are the same.

Background

Under current practices within the NCHSAA, officials are frequently assigned to work both JV and Varsity matches in a single assignment block. In many cases:

- The same officials officiate both matches
- Both JV and Varsity contests are played in a Best of 3 set format
- Officials perform identical duties and responsibilities in each match

Despite these similarities, compensation is often differentiated based solely on the designation of the match (JV vs Varsity), rather than the nature of the work performed.

Currently, JV Best of 3 matches are compensated at \$48, while Varsity Best of 3 matches are compensated at \$54, despite requiring the same format, responsibilities, and officiating standards.

Rationale for Equal Compensation

1. Identical Duties and Expectations

Officials are required to execute the same responsibilities in both JV and Varsity matches, including:

- Match administration and rule enforcement
- Player rotation and substitution management
- Misconduct and game control
- Professional conduct and communication

There is no reduction in responsibility or expectation when officiating JV matches.

2. Equivalent Time Commitment

Both JV and Varsity Best of 3 matches require:

- The same pre-match preparation
- Similar match duration
- The same travel and scheduling commitments

Compensation should reflect the time and effort invested, which is consistent across both levels.

3. Increased Officiating Complexity at the JV Level

While Varsity matches are often viewed as higher-level competition, JV matches frequently present unique officiating challenges, including:

- Less consistent ball control and play execution
- More frequent judgment calls (e.g., lifts, double contacts, net play)
- Greater need for active game management and focus

As a result, JV matches can, at times, require equal or greater concentration and decision-making effort from officials.

4. Retention, Recruitment, and Morale

A compensation model that pays differently for identical work:

- Contributes to dissatisfaction among officials
- Undermines perceptions of fairness
- Can negatively impact recruitment and retention efforts

A standardized pay structure promotes:

- Transparency
 - Equity
 - Long-term sustainability of the officiating pool
-
-

Proposed Compensation Model

It is recommended that the NCHSAA adopt a match-format-based compensation structure, rather than a level-based structure.

Recommended Standard:

- Best of 3 Matches (JV or Varsity): **\$64 per official**
- Best of 5 Matches (Varsity): **\$70 per official**

This model ensures that officials are compensated based on:

- The actual work performed
 - The format and demands of the match
-

Conclusion

When the same officials are assigned to JV and Varsity Best of 3 volleyball matches, and when those matches require the same responsibilities, time commitment, and level of engagement, compensation should be equal.

Aligning pay with the structure and demands of the match, rather than the designation of the teams, represents a fair, logical, and sustainable approach for the NCHSAA.

Recommendation

That the NCHSAA Board of Directors review and adopt a revised compensation policy that provides **\$64 per official for all (JV & Varsity) Best of 3 volleyball matches** and **\$70 per official for Best of 5 matches (Varsity)**, regardless of match designation.

NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION

Meeting of the Board of Directors – Agenda Item Submission

Name(s): Charles Jenkins

School/LEA/Conference/Group: Wrestling Officials Regional Supervisors for wrestling

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)

Two officials on every mat dual team round 3 and beyond (no other sport except for wrestling has a official working a playoff event alone this is a huge round of wrestling and a great opportunity to give more officials a chance in State championship competition)

- Rationale: (Why should the board consider and possibly pass this recommendation?)
Gives Other officials to be part of post season and get experience they need and Teams get 2 officials instead of 1 for championship events like other sports do
- Budget Impact: (What does this mean to a school's/athletic department's finances?)
\$200 for 3rd round all other costs would remain the same
- Educational Impact: (Does this mean loss of school time? Does it interfere with study time?)
No Loss of School time or study same schedule as in past
- Gender Impact: (Is this proposal fair to males and females?)
Yes
- Effective Date: (When would this go into effect?)
2026-2027 Season

Signature _____ Date 4/21/26

NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION

Meeting of the Board of Directors – Agenda Item Submission

Name(s): Charles Jenkins

School/LEA/Conference/Group: Wrestling Officials Regional Supervisors for wrestling

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)

regionals 4 mats 6 officials Will give us 2 sets of officials on all Semi final matches and still run 2 mats of consolation

Rationale- Would give us the number of officials that would help us run a 2 day Post season tournament that decides which student athletes advance to State individual tournament

- Rationale: (Why should the board consider and possibly pass this recommendation?)
Would give us the number of officials that would help us run a 2 day Post season tournament that decides which student athletes advance to State individual tournament
- Budget Impact: (What does this mean to a school's/athletic department's finances?)
\$340 for each Regional tournament site
- Educational Impact: (Does this mean loss of school time? Does it interfere with study time?)
No Loss of School time or study same schedule as in past
- Gender Impact: (Is this proposal fair to males and females?)
Yes
- Effective Date: (When would this go into effect?)
2026-2027 Season

Signature _____ Date 4/21/26

NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION

Meeting of the Board of Directors – Agenda Item Submission

Name(s): Charles Jenkins

School/LEA/Conference/Group: Wrestling Officials Regional Supervisors for wrestling

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)

school or host site decides to host a regional that should be done in 2 day but chooses to do in 1 day. The officials still would receive full pay or 1 1/2 pay for the regional event

- Rationale: (Why should the board consider and possibly pass this recommendation?)
Officials would still be compensated correctly for the work they would do in a 2 day tournament
- Budget Impact: (What does this mean to a school’s/athletic department’s finances?)
there would be none as schools are paying and budgiting for the 2 days as they choose to host regional tournaments not forced to host
- Educational Impact: (Does this mean loss of school time? Does it interfere with study time?)
No Loss of School time or study same schedule as in past
- Gender Impact: (Is this proposal fair to males and females?)
Yes
- Effective Date: (When would this go into effect?)
2026-2027 Season

Signature _____ Date 4/21/26