Attachment F&P1

Finance & Personnel

Placeholder for NCHSAA Account Summary

WILL BE PRESENTED AT BOARD MEETING

Attachment F&P2

Finance & Personnel

Placeholder for NCHSAA Investment Policy Statement

WILL BE PRESENTED AT BOARD MEETING

Attachment F&P3

Finance & Personnel

Placeholder for 2025-2026 NCHSAA Audit

WILL BE PRESENTED AT BOARD MEETING

Attachment F&P4

NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION

Finance & Personnel

OPERATING TOTALS AS OF September, 2026

	REVENUES YTD Actual	Budget 2026-2027 26-27 Budget	Actual 25-26
TOTAL PLAYOFF REVENUE	$ -	$ 2,795,000.00	$ 2,859,997.00
TOTAL CORPORATE SPONSORSHIPS	$ 30,015.00	$ 1,223,650.00	$ 1,122,657.00
TOTAL OTHER REVENUE	$ 296,073.00	$ 859,250.00	$ 873,798.00
TOTAL REVENUE	$ 326,088.00	$ 4,877,900.00	$ 4,856,452.00
	EXPENSES		
	YTD Actual	26-27 Budget	
TOTAL SALARIES & BENEFITS	$ 416,308.00	$ 1,835,097.00	$ 1,437,173.00
TOTAL OFFICE SUPPLIES & EXPENSE	$ 66,360.00	$ 228,000.00	$ 213,158.00
TOTAL TELEPHONE/UTILITIES	$ 5,008.00	$ 33,000.00	$ 29,219.00
TOTAL BUILDING/GROUNDS	$ 4,014.00	$ 16,300.00	$ 15,756.00
TOTAL MEETING EXPENSE	$ 35,825.00	$ 157,500.00	$ 141,085.00
TOTAL AWARDS	$ 68,781.00	$ 212,500.00	$ 217,092.00
TOTAL TEAMS	$ 77,496.50	$ 2,422,000.00	$ 2,404,176.00
TOTAL PROFESSIONAL SERVICES	$ 128,771.50	$ 351,172.00	$ 351,304.00
TOTAL TRAVEL	$ 191.00	$ 3,000.00	$ 182.00
TOTAL INSURANCE	$ 243,104.00	$ 345,199.00	$ 317,363.00
TOTAL PRINTING/PUBLICATIONS	$ 86,631.00	$ 127,000.00	$ 125,103.00
TOTAL MISCELLANEOUS EXPENSES	$ 47,957.00	$ 147,811.00	$ 93,250.00
TOTAL STUDENT SERVICES	$ 1,804.00	$ 30,500.00	$ 31,435.00
TOTAL EXPENSES	$ 1,182,251.00	$ 5,909,079.00	$ 5,376,296.00
NET BALANCE	$ (856,163.00)	$ (1,031,179.00)	(519,844.00)

Placeholder for 2025-2026 Sports Comparison

WILL BE PRESENTED AT BOARD MEETING

Attachment F&P6

Finance & Personnel

Official pay Structure/plan

Submitted by: Elbert Lassiter -

Request:

Discussion Only (The item is submitted for Board discussion, information, or feedback. No formal Board action is requested.)

Consideration:

Long Term Plan for officials compensation

Specific Request:

New Addition (The request proposes a new rule, policy, regulation, provision, or requirement rather than a change to an existing provision.)

Basis:

New Addition (The request proposes a new rule, policy, regulation, provision, or requirement rather than a change to an existing provision.)

Current Language / Proposed Language:

Effective Date:

Rationale:

Develop a 3-5 (long term)year pay plan for official compensation

Educational Impact:

Student Safety Impact:

Equity Impact:

Financial Impact:

Operational and Administrative Impact:

Legal or Compliance Considerations:

Attachment F&P7

Finance & Personnel

Assigning fees for Regional Supervisors in Wrestling and Basketball

Submitted by: Elbert Lassiter -

Request:

Discussion Only (The item is submitted for Board discussion, information, or feedback. No formal Board action is requested.)

Consideration:

Regional Assigner for Wrestling and Basketball - ensuring an assigning fee for boy & girl sports

Specific Request:

Current NCHSAA Rule, Policy, Regulation, or Handbook Provision

Basis:

Current NCHSAA Rule, Policy, Regulation, or Handbook Provision

Current Language / Proposed Language:

Effective Date: Beginning of the next school year

Rationale:

Educational Impact:

Student Safety Impact:

Equity Impact:

Financial Impact:

Operational and Administrative Impact:

Legal or Compliance Considerations:

Attachment

Attachment F&P8

Finance & Personnel

Changes to Handbook, Game Fees and Other Items

Submitted by: Don Johnson - Officials Advisory Council

Request:

NCHSAA Board Action (The Board is requested to take formal action on the matter.)

Consideration:

attached 9 items on the agenda to consider

Specific Request:

Current NCHSAA Rule, Policy, Regulation, or Handbook Provision

Basis:

Current NCHSAA Rule, Policy, Regulation, or Handbook Provision

Current Language / Proposed Language:

Effective Date: Beginning of the next applicable sport season

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Rationale:

address primary issue of game fees that is of high concern to officials

Educational Impact: none

Student Safety Impact: none

Equity Impact: none

Financial Impact: summary is given on attached word document

Operational and Administrative Impact: none

Legal or Compliance Considerations: no

NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION

Meeting of the Board of Directors – Agenda Item Submission

Name(s): Don Johnson

School/LEA/Conference/Group: Officials Avisory 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 attched for Ageda Items for comsideration.

- Rationale: (Why should the board consider and possibly pass this recommendation?)
  The agenda Items submitted will help keep the offcials game fees in line with our peers in surrounding states and show that the Board is deicated to working with the Officials acorss North Carlina.
- Budget Impact: (What does this mean to a school's/athletic department's finances?)
  The OAC feels the budget impacts are very resonable
- 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 2027-2028 school year.

Signature Don Johnson Date 10/30/2026 Date 10/30/26

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 $87.00. 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 $87.00 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 2027-2028 school year.

(5) Lacrosse

Regular season	Varsity	Non-Varsity
Per Game	2-Person $87.00 3-Person $75.00	$69.00
Playoffs	Rounds 1-2 $93.00 Rounds 3-5 $104.00 State Finals $110.00	

Economic impact: Extra $36 per game 3 officials - Boy's - $360 / Girls - $360 ($720 Total Season per school) based on 10 homes games (if Agenda item #6 is approved this would be increased)

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 $69.00.

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 $69.00 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 2027-2028 school year.

(6) Soccer

Regular season	Varsity	Non-Varsity
Per Game	$75.00	2-Person $69.00 3-Person $62.00
Playoffs	Rounds 1-2 $93.00 Rounds 3-5 $104.00 State Finals $110.00	

Economic impact: Extra $21 per game for officials - Boy's - $210 / Girls - $210 ($420 Total Season per school based on 10 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 2027-2028 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	$110.00	4-Person $100.00 5-Person $95.00
Playoffs	Rounds 1-2 $116.00 Rounds 3-5 $122.00 State Finals $128.00	
Clock Operator	$93.00	

Economic impact: TBD based on agenda item #6

Agenda item 4: The Officiating Advisory Committee had the Board consider a special recognition of officials who have worked 25 or more years in any sport with a lifetime pass. The committee voted in the spring and made it out of committee to be looked into and we ask for a status update.

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 2027-2028 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 ($69) same as the Varsity ($81) and we are paid less for the JV game with the same playing time. (Football the same)

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, we request the game fee should be the same as the varsity game fee for non-varsity if they play the same quarter length. We feel**

time spent officiating the games is the same, game fee is not based on skill level but our time it takes to officiate the contest.

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 2027-2028 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 @ $75

Agenda Item 7: **1**) Official's safety is a continuing issue, schools should provide a safe environment for officials before and after a contest. Reserved 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 8: The committee would like an update from the spring meeting where this was tabled and was to be looked at to see what could be done. The item was to have schools pay within two business days after the contest.

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.

Agenda Item 9: The committee would like the Board to investigate/discuss the possibility of having mileage paid only during the playoffs starting with the third round. First and second rounds the crews usually work in their normal coverage areas. There are times where an official can have a 3-6 hour commute for a playoff game. We recommend a simplified structure, roundtrip miles: 0-50 miles - $10, 50-100 - $15, 100-200 or more - $20.

The Officials Advisory Committee would like to acknowledge and thank you for the 5% increase that was approved, we feel that keeping on this same pace every 2-3 years for increases to the game fees North Carolina officials will never reach the same pay parity as our surrounding states. We do not ask to be the highest paid, only be equal to our officiating communities. We 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
Allen Oliver

Region 2
Wesley Carter

Region 4
Barbara Wheeler

Region 5
Junior McLean

Region 6
Steve Huffman

Region 7
Chris Eldreth

Region 8
Eddy Taylor

At-Large
Leo Lockhart

At - Large
Dan Hartman

Liaison
Elbert Lasiter - RSO

Retired Official
Gary Ollis

Attachment F&P9

Finance & Personnel

Official Pay Review

Submitted by: Elbert Lassiter -

Request:

NCHSAA Board Action (The Board is requested to take formal action on the matter.)

Consideration:

Adjust fees for sports the lowest paid sports: Flag Football, Volleyball, Lacrosse

Specific Request:

New Addition (The request proposes a new rule, policy, regulation, provision, or requirement rather than a change to an existing provision.)

Basis:

New Addition (The request proposes a new rule, policy, regulation, provision, or requirement rather than a change to an existing provision.)

Current Language / Proposed Language:

Effective Date:

Rationale:

This fee increase alignment begins to address the equity issue between all sports. It also begins to align the playoff fees for sports.

Educational Impact:

Student Safety Impact:

Equity Impact:

Financial Impact: Flag an addition $75 per game total. For Lacrosse an additional $24 per game total. Volleyball and additional 6 per official per match.

Operational and Administrative Impact: NA

Legal or Compliance Considerations: no

Attachment Yes

Submitted by: Elbert Lassiter -

Request:

NCHSAA Board Action (The Board is requested to take formal action on the matter.)

Consideration:

The 5% increase is in an effort to show the value that we place on officials and the time and effort that they put in for their craft.

Specific Request:

New Addition (The request proposes a new rule, policy, regulation, provision, or requirement rather than a change to an existing provision.)

Basis:

New Addition (The request proposes a new rule, policy, regulation, provision, or requirement rather than a change to an existing provision.)

Current Language / Proposed Language:

Effective Date:

Rationale:

A 5% increase is in an effort to show the value that we place on officials and the time and effort that they put in for their craft.

Educational Impact:

Student Safety Impact:

Equity Impact:

Financial Impact: 5% increase to school official pay budget

Operational and Administrative Impact:

Legal or Compliance Considerations: no

Attachment Yes

Attachment F&P10

Finance & Personnel

Personnel Updates

Retirements:

Que Tucker, Commissioner | 10/1/2026

Beth Zinkand, Office Assistant (Finance and Officiating) | 9/30/2026

Hirings:

Shannon Braxton, Administrative Assistant- Sports & Championships | 8/3/2026

Brad Alford, Commissioner | 10/1/2026

Owen Brimmer, Officiating Services Assistant | 10/26/2026

Notables:

Procured Association Insurances for 2026-2027 | prior to 7/1/2026

Procured NCHSAA Employee Insurances | prior to 8/1/2026

Revised NCHSAA Employee Handbook | 8/2026

Other as determined by the Commissioner