



# Kentucky High School Athletic Association

2280 Executive Drive ° Lexington, KY 40505 ° www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

## MEMORANDUM

To: Superintendent, Principal, and Athletic Director  
Campbell County High School

From: Brigid L. DeVries, Commissioner  
Larry Boucher, Assistant Commissioner *Larry Boucher*

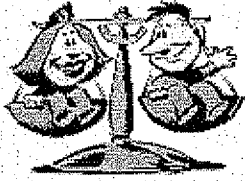
Date: May 4, 2004

Subject: 2003-2004 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, The 2003-2004 Title IX Annual Report Forms Checklist. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel. Please review this information so the forms can be completed accurately in the future.

Also, KHSAA Audit Staff may have requested a re-submission of some of the 2003-2004 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies and all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.

Should you need any further information, please do not hesitate to call anytime.



**MEMORANDUM**

**TO:** KHSAA Member School Superintendents, Principals, and Athletic Directors

**FROM:** Brigid L. DeVries, Commissioner  
Larry Boucher, Executive Assistant Commissioner

**DATE:** April 30, 2004

**RE:** 2004 Title IX Forms Submission

School	Campbell County High School	Reviewed by	Fran Edwards
--------	-----------------------------	-------------	--------------

The following is a status report regarding the required 2003 - 2004 Title IX submission of forms due in to the KHSAA office by April 15, 2004. Appropriate audit personnel have reviewed these forms and the following is a summary of this review.

**I. Checklist of Forms properly submitted in a satisfactory manner:**

✓	GE 19 (Annual Verification)	✓	T-36 (Budget Expenses)
	T-1 (Summary Program Chart 1)	✓	T-41 (Checklist – Overall Interscholastic Program)
✓	T-2 (Summary Program Chart 2)	✓	T-60 (Corrective Action Plan)
✓	T-3 (Summary Program Chart 3)	✓	T-63 (Interscholastic Survey Results)
✓	T-4 (Summary Program Chart 4)	✓	T-68 (Five Year Summary)
✓	T-35 (Budget Expenses)		

**II. Status**

A.		2003 – 2004 Forms are satisfactory and no further information or action is necessary at this time.
B.	✓	Errors have been noted with respect to the following forms: <ul style="list-style-type: none"> <li>▪ Form T-1; There is a mathematical error. Percent participation should be 13% for male students. A corrected copy of this form has been returned to you for placement in your Title IX file to ensure proper submission in the future.</li> </ul>
C.		The following forms were omitted and must be submitted by school representatives:
D.	✓	Other Recommendation and Comments: <ul style="list-style-type: none"> <li>▪ Good job on your accomplishments! Have a great summer.</li> </ul>

**ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART 1**

**Participation Opportunities Test One**

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	705	49%	242	41%
Row 2	BOYS	724	51%	<del>356</del> 354	59%
Row 3	Totals	1429	100%	596	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable: 33

- Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first **date of competition**, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (**do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads**). Calculate the same way for boys and girls. \* In addition, should 8<sup>th</sup> grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk the above notation as to how many 8<sup>th</sup> grade students & below are included in the totals. Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard; if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: \_\_\_\_\_

Date: 3/22/04



**2003-2004 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
ANNUAL VERIFICATION OF TITLE IX PROCEDURES  
(To be submitted by April 15, 2004 along with other required forms)**

The **Campbell County High School, Alexandria, Kentucky** certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 20 U.S.C. Sections 1681-1688, et. Seq. (also known as Title IX)

**I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, and to the best of my knowledge have completed the following tasks. (All boxes must be checked)**

- Established a gender equity committee at the high school. (List committee personnel and provide attachment if necessary)

Name	Address	Phone	Title
Laurie Gray	2972 Catawba Rd. Falmouth, KY 41040		Varsity Girls Soccer Coach
Chris Vaught	17 East Low Gap Rd Cold Springs, KY 41076		Student
Arnd Rehfus	P.O. Box 332 Alexnadria, KY 41001		Varsity Swim Coach
Wendy Hertenberg	5412 Skyview Dr. Alexandria, KY 41001		Varsity Volleyball Coach
Dave Sandlin	5067 Liking Pike Alexandria, KY 41001		Assistant Principal
Joe Roberts	909 Camel Crossing Alexandria, KY 41001		District Athletic Director

- Scheduled a minimum of three meetings during the 2003-2004 school year on the following dates:

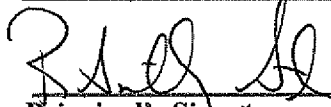
Wednesday, October 29, 2003 6:30pm	Tuesday, January 27, 2004 6:30pm
Tuesday, February 24, 2004 6:30pm	Tuesday, March 9, 2004 6:30pm


- Designated the following person(s) as the Title IX coordinator for the school:

Name	Title	Address	Phone
Joe Roberts	District Athletic Director	909 Camel Crossing Alexandria KY 41001	859/448-4896


- School personnel are continuing to make periodic reviews of the boys and girls athletics program reflected in the Corrective Action Plan.

- In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.

  
Principal's Signature

  
Superintendent Signature

3/22/2004  
Date

  
School Board Chairpersons' Signature

*(Send original copy to KHSAA - Maintain duplicate in Title IX school folder)*

**ACCOMMODATION OF INTERESTS AND ABILITIES****SUMMARY PROGRAM CHART 2****Participation Opportunities Test Two**

		Column 1	Column 2	Column 3	Column 4	Column 5	
Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added in Last Five Years	Number of Participants Added in Last Five Years	Percent of Total Participation By Sex Added in Last 5 Years	
<b>GIRLS</b>	Row 1	varsity:	10	145	2	45	
	Row 2	j.v.:	8	62	1	26	
	Row 3	frosh:	3	35	2	23	
	Row 4	total:	21	242	5	94	39%
<b>BOYS</b>	Row 5	Varsity:	10	173		0	
	Row 6	j.v.	9	140		0	
	Row 7	Frosh:	3	41	1	15	
	Row 8	Total:	22	354	1	15	4%

- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. **Note:** The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5-year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are currently on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.

Note: If the percentage of current participants added in the last five years is 25% or greater, compliance with test two may be possible. If less than 25%, then compliance with test three should be analyzed. **CAUTION:** 25% is not a formal compliance standard.

Principal's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**2003-2004**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 3**

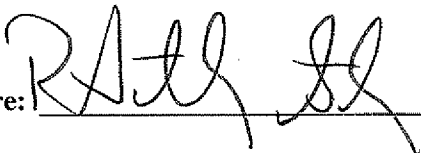
KHSAA  
 Form T3  
 Rev. 8/03

**Participation Opportunities Test Three**

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT (S).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. For a sport not currently played at the interscholastic level (varsity, junior varsity, or freshman) in your school, is there an intramural team offered for that sport?	No		No
2. For a sport <u>not</u> currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams?	No		No
3. For a sport <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team based on student responses from the interscholastic survey?	No		No
4. For a sport currently offered at the varsity level only, is there sufficient interest to form a viable team for a junior varsity, or freshman team that is not currently offered?	No		No
5. For a sport currently offered at the junior varsity or freshman level is there sufficient interest to form a varsity team not currently offered?	No		No
6. If you answered YES to question (1), (2), (3), (4), or (5), are there enough high schools in your geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No		No

\*Campbell County High School offers all KHSAA Sanctioned Activities\*

Principal Signature:  Date: 3/22/07

**2003-2004**  
**ACCOMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 4**

**Levels of Competition Test One**

		<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Girls</b>	<b>Team Levels</b>	<b>Number of Teams Currently Offered</b>	<b>Number of Participants</b>	<b>Percentage of Participants at Each Level</b>
<b>Row 1</b>	<b>varsity:</b>	<b>10</b>	<b>145</b>	<b>60</b>
<b>Row 2</b>	<b>j.v.:</b>	<b>8</b>	<b>62</b>	<b>26</b>
<b>Row 3</b>	<b>frosh:</b>	<b>3</b>	<b>35</b>	<b>14</b>
<b>Row 4</b>	<b>total:</b>	<b>21</b>	<b>242</b>	<b>100%</b>
<b>Boys</b>				
<b>Row 5</b>	<b>varsity:</b>	<b>10</b>	<b>175</b>	<b>49</b>
<b>Row 6</b>	<b>j.v.:</b>	<b>9</b>	<b>140</b>	<b>40</b>
<b>Row 7</b>	<b>frosh:</b>	<b>3</b>	<b>41</b>	<b>11</b>
<b>Row 8</b>	<b>total:</b>	<b>22</b>	<b>356</b>	<b>100%</b>

- 1) Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- 2) For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- 3) For Column 3, calculate the percentage of female and male participants at each level.  
For girls' varsity, junior varsity, and frosh, respectively:
  - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1.
  - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
  - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
  -
 For boys' varsity, junior varsity, and frosh, respectively:
  - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
  - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
  - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature: \_\_\_\_\_

Date: 3/22/04

2003-2004

**BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART  
TO INCLUDE BOOSTER CLUB FUNDING**

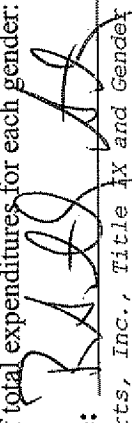
	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment)		facilities improvements		publications (if sport-specific)	
	B	E	B	E	B	E	B	E	B	E	B	E
G basketball		24221.40						15378.55				
B basketball		23797.65						14815.55				
G softball (Fast/Slow)		10949.12						16746.91				
B baseball		30251.01						8915.15				
G cross country (Combined B/G)		11581.61						4654.13				
B cross country												
G golf (B/G)		365.30						4467.04				
B golf												
G soccer		17819.36						6189.53				
B soccer		12701.81						5983.37				
G swimming (B/G)		7852.28						5684.13				
B swimming												

1. Budget and expenditures on this 2002-2004 year report due by April 15, 2004, should reflect the total monies budgeted and spent for the entire year of 2002-2003 ending June 30, 2003.

2. "B" is for budgeted dollar amounts and "E" is for actual dollar expenditures.

3. Booster Club Funding/Contributions must be included in the expenditures total.

4. Indicate percentage of total expenditures for each gender: Total Expenditures \$ 389,440.03 % for boys 51.3 % for girls 42.7

Principal's Signature: 

Date: 3/22/07



2003-2004  
**BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2**  
**TO INCLUDE BOOSTER CLUB FUNDING**

Teams	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment)		facilities improvements		publications (if sport-specific)	
	B	E	B	E	B	E	B	E	B	E	B	E
G track (B/G)		8386.61						13760				
B track												
G tennis (B/G)		699.85						3613.22				
B tennis												
G volleyball		6146.23						7738.20				
B wrestling		29176.74						11685.85				
G (list sport)												
B (football)		20813.30						33754.11				
G (list sport)												
B (list sport)												

1. Budget and expenditures on this 2003-2004 year report due by April 15, 2004, should reflect the total monies budgeted and spent for the entire year of 2002-2003 ending June 30, 2003.

2. "B" is for budgeted dollar amounts and "E" is for actual dollar expenditures.

3. Booster Club Funding/Contributions must be included in the expenditures total.

4. Indicate percentage of total expenditures for each gender: Total Expenditures \$ 389,440.03 % for boys 57.3 % for girls 42.7

Principal's Signature: RA [Signature] Date: 3/22/04

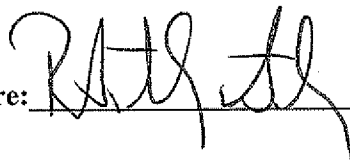
# 2003-2004 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA  
Form T41  
Rev. 8/03

## Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO (Respond based on Internal Evaluation by checking the appropriate column.)		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
<b>OPPORTUNITIES</b>			
Accommodation of Interest and Abilities			X
<b>BENEFITS</b>			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities			X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships			X
Tutoring			X
Housing and Dining Facilities and Services			X
Recruitment of Student Athletes			X

Principal's Signature: \_\_\_\_\_



Date: \_\_\_\_\_

3/22/04

**SCHOOL NAME**

*Campbell County High School*

**2003-2004  
TITLE IX**

**CORRECTIVE ACTION PLAN**

To complete this form, indicate the intended area, which needs corrective action, the suggested change and timetable for implementation. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2004.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
Softball	Addition of Lights	March 2004

For all areas currently identified as items for correction, an intended corrective action explanation is needed.  
**THIS FORM SHALL BE TYPED.**

Principal's Signature: *Ruth Hill* 3/22/17 Date:

**2003-2004 INTERSCHOLASTIC ATHLETICS SURVEY**  
Summary of Student Responses

<b>School Name</b>	Campbell County Schools
<b>School Enrollment</b>	1429
<b>Date</b>	3/12/2004
<b>Completed By</b>	Joe Roberts

**Instructions:**

1. Summarize the Student Athletics Interest Surveys Form T-61 by listing the total number of responses on the line next to each sport.
2. Under the Other Category please provide a listing of the sports as well as the number of students who are interested in participating.
3. Please sign and date the Summary Form (T-63) and mail the Summary Form only to the KHSAA by April 15, 2004. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are requested subsequently.

1429 Number of Surveys

1311 Total Returned (*A minimum of 80% return is expected*)

9-12 Grades Surveyed

How Was The Survey Administered? Homerooms

(E.g. was it given in all English classes, or all homerooms, or advisee/advisor?)

Fall Sports (List Total Number of Participation Responses)

38 Cross Country (Girls)  
37 Cross Country (Boys)  
24 Field Hockey (Girls)  
218 Football (Boys)  
18 Golf (Girls)  
57 Golf (Boys)  
66 Soccer (Girls)  
46 Soccer (Boys)  
172 Volleyball (Girls)  
33 Volleyball (Boys)

Winter Sport (List Total Number of Participation Responses)

121 Basketball (Girls)  
165 Basketball (Boys)  
137 Gymnastics (Girls)  
54 Indoor Track (Girls)  
54 Indoor Track (Boys)  
46 Swimming & Diving (Girls)

- 31 Swimming & Diving (Boys)
- 70 Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

- 160 Baseball (Boys)
- 78 Fast Pitch Softball (Girls)
- 138 Slow Pitch Softball (Girls)
- 90 Tennis (Girls)
- 27 Tennis (Boys)
- 71 Track (Girls)
- 58 Track (Boys)

Other Sports (From Student Survey T-61 Question 10)

Name of Sport	Number of Students Interested In Participating
---------------	--

**Please See Attached Sheet**

Number of Students who participate in Intramural Sports.  
(From Student Survey T-61 Question 5)

<u>Sport</u>	<u>Number</u>
<b>Campbell County High School Does Not Offer Intramural Sports*</b>	

List Intramural Sports students are interested in adding:  
(From Student Survey T-61 Question 6)

<u>Sport</u>	<u>Number</u>
--------------	---------------

**Please See Attached Sheet**

Participation in Non-School Sports Activities  
(From Student Survey T-61 Question 7)

<u>Sport</u>	<u>Number</u>
--------------	---------------

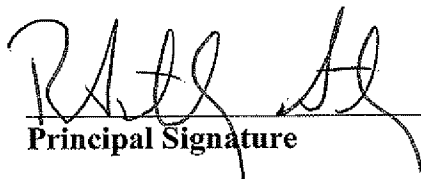
**Please See Attached Sheet**

Reasons for not participating in interscholastic athletics.  
(From Survey Question 8)

Response	Number
X I prefer other activities such as band, chorus, etc.	
X I don't have time	
The practice schedules and game times are inconvenient	
The sport I like isn't offered	
It's too expensive	
X I prefer to participate in club or intramural sports	
X Working	
X Other	
No Ride Home from practice, Lack of interest in sports.	

Student Suggestions to encourage participation

Campbell County needs to create intramural sports. Campbell County also needs to begin creating activities that interest today's students: Field Hockey, Lacrosse, and Boys Volleyball. The addition of intramurals will increase student activity and involvement.

  
Principal Signature

3/22/04  
Date

KHSAA T63  
2003-2004 Interscholastic Athletic Survey  
Summary of Student Responses

Results from Question 6: Intramural Sports Students are interested in adding:

<u>Sport:</u>	<u>Number of Responses:</u>
Volleyball	10
Gymnastics	9
Rugby	13
Lacrosse	28
Hockey	22
Frisbee Golf	3
BMX Racing	1
Snowboarding	3
Pool	1
Paintball	9
Boxing	20
Luge	1
Synchronized Swimming	1
Trap Shooting	10
Karate	2
Girls Football	7
Basketball	10
Field Hockey	2
Ice Hockey	7
Bass Fishing	1
Bowling	4
Fencing	3
Putt Putt	3
Ping Pong	3
Polo	9

Attached you will find a copy of our Contract/Payment Request for Extra-Curricular Service Contracts for Campbell County Schools. Coaches are paid based on years of experience off of a Rank Salary Schedule approved by the Board of Education.

Joe Roberts  
Athletics Director  
Campbell County Schools



**CAMPBELL COUNTY SCHOOLS  
2003-04 CONTRACT/PAYMENT REQUEST FOR EXTRA-CURRICULAR SERVICE**

NAME \_\_\_\_\_ Home Phone \_\_\_\_\_ SOC. SEC. # \_\_\_\_\_  
 ADDRESS \_\_\_\_\_ SCHOOL SERVED \_\_\_\_\_

**Payment Method Request (Check One):**

- A. Averaged into regular salary (Form must be received in payroll by August 18, 2003).
- B. Paid in a lump sum after services are completed.

**Note: Use separate forms if you have multiple positions and are requesting a mixture of averaging and lump-sum pays.**

POSITION	YEARS EXP. AT POSITION *	RANK III PAY **	INDEX	INDEX x Rank III PAY	Approx. Date Service Will Be Completed	Business Office Use Paid PP # ***

\* Years experience in this position - not years teaching experience. Please use the Athletic or Academic Positions on the back of this form to list your position.

\*\* Rank III Pay:

0 Yrs. Experience.....	\$28,674	2 Years.....	29,562	4 Years.....	30,688	10-14 Years.....	34,066
1 Year.....	\$28,999	3 Years.....	30,125	5-9 Years.....	31,251	15+ Years.....	36,881

I agree to perform extra-curricular service(s), as listed above, for the school year 2003-2004, in recognition of which the Board agrees to pay a percentage of the 185-day Rank III teaching salary as prescribed by the Board-approved extra service salary schedule (See back of this form). This extra-curricular contract is valid only for the school year 2003-2004. This document serves as written notice that this position will be considered vacant at the conclusion of my services for the school year. Re-appointment to the extra-curricular position(s) listed above will be determined by the principal/supervisor's annual recommendations.

Signed \_\_\_\_\_ Date \_\_\_\_\_ Approved \_\_\_\_\_ Date \_\_\_\_\_  
 Employee Principal

Contact Person for Service Confirmation \_\_\_\_\_ Phone # or e-mail address of Contact \_\_\_\_\_

**FORM MUST BE FULLY COMPLETED OR IT WILL BE RETURNED TO YOU**

\*\*\*Business Office Use Only Cert \_\_\_\_\_ Class \_\_\_\_\_ Pay Type \_\_\_\_\_ Job Clas \_\_\_\_\_ Org \_\_\_\_\_ Object \_\_\_\_\_ Emp # \_\_\_\_\_

Campbell County Schools  
2002-03 EXTRA SERVICE SALARY SCHEDULE

The Extra Services Index percentages will be applied to the Rank III teacher's salary scale as follows:

0 yrs. experience - Rank III, Step 0  
1 yr. experience - Rank III, Step 1

2 yrs. experience - Rank III, Step 2  
3 yrs. experience - Rank III, Step 3

4 yrs. experience - Rank III, Step 4  
5 thru 9 yrs. experience - Rank III, Step 5

10 thru 14 yrs. experience - Rank III, Step 10  
15 yrs. or more experience - Rank III, Step 15

If an assistant or junior varsity position exists, the head coach may do both positions and receive both salaries if the practice times and the games of the teams are both separate.  
If both teams practice at the same time and have games scheduled back-to-back, the index for the assistant or JV position will be calculated at 50% of the index and added to the head position.

Academic Positions			Athletic Positions		
Positions	# Pos.	Index %	Positions	# Pos.	Index %
<b>Academic Coaches</b>			<b>Cherleader Coach (HS)</b>	1	13
School Coordinators K-5	6	1.2	Varsity	1	8
School Coordinators 6-8	1	2.0	Jr. Varsity	1	8
School Coordinators 9-12	1	2.0	Freshman	1	6
Quick Recall K-5	6	4.25	<b>Cherleader Coach (MS)</b>	3	6
Quick Recall 6-8	2	5.5	(1 per grade)		
Quick Recall 9-12	2	9.0	<b>Drill Team Sponsor</b>	1	\$300
Asst. Quick Recall 9-12	1	4.25	<b>Athletic Director (HS)</b>	1	25
Future Problem Solving K-5	6	2.25	<b>Athletic Director (MS)</b>	1	12
Future Problem Solving 6-8	1	3	<b>Exceptional Child Athletics</b>	1	3
Future Problem Solving 9-12	1	3	<b>Weight Conditioning (HS)</b>	1	4.5
Written Assessment	48	0.65	<b>Football (HS)</b>		
Math Team	1	3	Head Coach**	1	0
Mock Trial	1	3	Assistants	5	13
Math Counts 6-8	1	3	Junior Varsity	2	10
			Head Freshman	1	9
			Asst. Freshman	2	8
			Statistian	1	2.5
			<b>Football (MS)</b>		
			Head Coach	1	8
			Assistant Head	1	7
			Assistants	3	5
<b>Department Heads (HS)</b>			<b>Basketball (HS)</b>		
Counselor	1	2.5	Head Coach (B & G)	2	22
English	1	5	Assistants (B & G)	2	13
Social Studies	1	5	Freshman (B & G)	2	10
Ind. Arts/Business & Office	1	5	Statistian (B & G)	2	2.5
Mathematics	1	5	<b>Basketball (MS)</b>		
Science	1	5	Varsity (B & G)	4	8
Foreign Language	1	2.5	Reserve (B & G)	4	8
Family Arts & Cons. Science	1	2.5	6th Grade (B & G)	4	8
Health & Physical Education	1	2.5	<b>Track (HS)</b>		
Special Education	1	5	Head Coach (B & G)	2	13
Art/Music	1	5	Assistants (B & G)	2	10
			<b>Baseball (HS)</b>		
			Head Varsity	1	13
			Assistant Varsity	1	8
			Head Reserve	1	8
			Assistant Reserve	1	6
			Freshman	1	0
			<b>Fast-Pitch Softball (HS)</b>		
			Head Coach	1	13
			Assistants	2	8
			<b>Slow-pitch Softball (HS)</b>		
			Head Coach	1	13
			Assistant	2	8
			<b>Golf (HS)</b>		
			Head Coach (Boys)	1	8
			Head Coach (Girls)	1	8
			<b>Swimming (HS)</b>		
			Head Coach (B & G)	1	8
			Assistants	2	5
			<b>Cross Country (HS)</b>		
			Head Coach (B & G)	1	13
			<b>Tennis (HS)</b>		
			Head Coach (B & G)	1	8
			Assistants	1	5
			<b>Soccer (HS)</b>		
			Head Coach (B & G)	2	13
			Assistants (B & G)	2	8
			<b>Wrestling (HS)</b>		
			Head Coach	1	15
			Assistants	2	10
			<b>Wrestling (MS)</b>		
			Coach	1	4
			<b>Volleyball (HS)</b>		
			Head Coach	1	13
			Assistants	1	8
			Freshman	1	6
			<b>Volleyball (MS)</b>		
			Head Coach	1	5
			Assistants	1	5
			6th Grade	1	5

\* Paid from timesheet as worked.

\*\* Temporary Arrangement (As long as head coach is volunteering his services)