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Date Feb 8 2018

Please send a letter to Russell Ind stating that all documentation requested by the Nov 30 2017 Title IX audit report has been received. The material is satisfactory and no further action is necessary at this time.

Thank you,

*Barbara Kek*

Date Feb 8 2018

Please scan the following documents into the Russell Ind Title IX file. "Other action necessitated by this visit" Nov 30 2017 audit report.

RUSSELL INDEPENDENT EXTRA SERVICE SALARY SCHEDULE  
EXTRA SERVICE SALARY SCHEDULE  
2017-2018

No Raise

Extra Service will be paid based upon years of experience. Experience will be defined as verifiable K-12 or post secondary coaching of an athletic or academic team. Experience within the listed athletic programs is interchangeable. Experience within the academic programs as listed is interchangeable. Experience is not interchangeable between athletic and academic programs.

Years Experience	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	20+
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ATHLETICS

Revenue Sports	\$ 1,474	\$ 1,478	\$ 1,654	\$ 1,736	\$ 1,988	\$ 2,001	\$ 2,104	\$ 2,210	\$ 2,315	\$ 2,423	\$ 2,533	\$ 2,645	\$ 2,759	\$ 2,875	\$ 2,993	\$ 3,113	\$ 3,234	\$ 3,356	\$ 3,479	\$ 3,603	\$ 3,728	\$ 3,854	\$ 3,980	
Assistant Football	\$ 1,474	\$ 1,576	\$ 1,664	\$ 1,766	\$ 1,936	\$ 2,001	\$ 2,104	\$ 2,210	\$ 2,315	\$ 2,423	\$ 2,533	\$ 2,645	\$ 2,759	\$ 2,875	\$ 2,993	\$ 3,113	\$ 3,234	\$ 3,356	\$ 3,479	\$ 3,603	\$ 3,728	\$ 3,854	\$ 3,980	\$ 4,106
Assistant Basketball	\$ 1,474	\$ 1,576	\$ 1,664	\$ 1,766	\$ 1,936	\$ 2,001	\$ 2,104	\$ 2,210	\$ 2,315	\$ 2,423	\$ 2,533	\$ 2,645	\$ 2,759	\$ 2,875	\$ 2,993	\$ 3,113	\$ 3,234	\$ 3,356	\$ 3,479	\$ 3,603	\$ 3,728	\$ 3,854	\$ 3,980	\$ 4,106

Non-Revenue Sports

Head Coach	\$ 2,010	\$ 2,114	\$ 2,220	\$ 2,322	\$ 2,432	\$ 2,537	\$ 2,646	\$ 2,756	\$ 2,861	\$ 2,969	\$ 3,079	\$ 3,187	\$ 3,295	\$ 3,403	\$ 3,511	\$ 3,619	\$ 3,727	\$ 3,835	\$ 3,943	\$ 4,051	\$ 4,159	\$ 4,267	\$ 4,375	\$ 4,483	
Assistant Coach	\$ 841	\$ 895	\$ 949	\$ 999	\$ 1,054	\$ 1,108	\$ 1,169	\$ 1,220	\$ 1,282	\$ 1,339	\$ 1,393	\$ 1,452	\$ 1,506	\$ 1,565	\$ 1,619	\$ 1,678	\$ 1,732	\$ 1,786	\$ 1,840	\$ 1,894	\$ 1,948	\$ 2,002	\$ 2,056	\$ 2,110	\$ 2,164

Middle School

	\$ 635	\$ 664	\$ 739	\$ 790	\$ 843	\$ 885	\$ 950	\$ 999	\$ 1,054	\$ 1,115	\$ 1,173	\$ 1,233	\$ 1,293	\$ 1,353	\$ 1,413	\$ 1,473	\$ 1,533	\$ 1,593	\$ 1,653	\$ 1,713	\$ 1,773	\$ 1,833	\$ 1,893	\$ 1,953
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Cheerleading and Dance

Varsity	\$ 3,710	\$ 3,764	\$ 3,817	\$ 3,871	\$ 3,924	\$ 3,978	\$ 4,032	\$ 4,085	\$ 4,138	\$ 4,192	\$ 4,245	\$ 4,300	\$ 4,353	\$ 4,407	\$ 4,460	\$ 4,514	\$ 4,568	\$ 4,621	\$ 4,675	\$ 4,728	\$ 4,782	\$ 4,835	\$ 4,889	\$ 4,942	
Assistant Varsity	\$ 1,929	\$ 1,983	\$ 2,037	\$ 2,090	\$ 2,144	\$ 2,197	\$ 2,251	\$ 2,305	\$ 2,359	\$ 2,412	\$ 2,465	\$ 2,519	\$ 2,573	\$ 2,627	\$ 2,680	\$ 2,733	\$ 2,787	\$ 2,841	\$ 2,894	\$ 2,948	\$ 3,001	\$ 3,055	\$ 3,109	\$ 3,162	
Middle School	\$ 1,394	\$ 1,447	\$ 1,501	\$ 1,554	\$ 1,608	\$ 1,661	\$ 1,715	\$ 1,769	\$ 1,822	\$ 1,876	\$ 1,929	\$ 1,983	\$ 2,037	\$ 2,090	\$ 2,144	\$ 2,197	\$ 2,251	\$ 2,305	\$ 2,359	\$ 2,412	\$ 2,466	\$ 2,519	\$ 2,573	\$ 2,627	\$ 2,680

Head Coaches' salaries in non-revenue sports with (2) or more recognized assistants will receive an additional \$500

Coaches will coach whenever possible in the school where they are teaching

ACADEMIC

High School

Head Coach	\$ 2,826	\$ 2,880	\$ 2,933	\$ 2,987	\$ 3,041	\$ 3,094	\$ 3,148	\$ 3,202	\$ 3,255	\$ 3,309	\$ 3,362	\$ 3,416	\$ 3,469	\$ 3,523	\$ 3,576	\$ 3,630	\$ 3,683	\$ 3,737	\$ 3,790	\$ 3,844	\$ 3,897	\$ 3,951	\$ 4,004	\$ 4,058
Assistant Coach	\$ 1,018	\$ 1,072	\$ 1,125	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,660	\$ 1,714	\$ 1,767	\$ 1,821	\$ 1,874	\$ 1,928	\$ 1,981	\$ 2,035	\$ 2,088	\$ 2,142	\$ 2,195	\$ 2,249
Future Problem Solving	\$ 804	\$ 858	\$ 911	\$ 965	\$ 1,018	\$ 1,072	\$ 1,125	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,660	\$ 1,714	\$ 1,767	\$ 1,821	\$ 1,874	\$ 1,928	\$ 1,981	\$ 2,035
Tutor	\$ 590	\$ 643	\$ 697	\$ 750	\$ 804	\$ 858	\$ 911	\$ 965	\$ 1,018	\$ 1,072	\$ 1,125	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,660	\$ 1,714	\$ 1,767	\$ 1,821

Middle School

Head Coach	\$ 1,554	\$ 1,608	\$ 1,661	\$ 1,715	\$ 1,768	\$ 1,822	\$ 1,875	\$ 1,929	\$ 1,982	\$ 2,036	\$ 2,089	\$ 2,143	\$ 2,196	\$ 2,250	\$ 2,303	\$ 2,357	\$ 2,410	\$ 2,464	\$ 2,517	\$ 2,571	\$ 2,624	\$ 2,678	\$ 2,731	\$ 2,785
Assistant Coach	\$ 804	\$ 858	\$ 911	\$ 965	\$ 1,018	\$ 1,072	\$ 1,125	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,660	\$ 1,714	\$ 1,767	\$ 1,821	\$ 1,874	\$ 1,928	\$ 1,981	\$ 2,035
Future Problem Solving	\$ 590	\$ 643	\$ 697	\$ 750	\$ 804	\$ 858	\$ 911	\$ 965	\$ 1,018	\$ 1,072	\$ 1,125	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,660	\$ 1,714	\$ 1,767	\$ 1,821
Tutor	\$ 429	\$ 482	\$ 536	\$ 589	\$ 643	\$ 697	\$ 750	\$ 804	\$ 858	\$ 911	\$ 965	\$ 1,018	\$ 1,072	\$ 1,125	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,660

Elementary

Head Coach	\$ 1,018	\$ 1,072	\$ 1,126	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,660	\$ 1,714	\$ 1,767	\$ 1,821	\$ 1,874	\$ 1,928	\$ 1,981	\$ 2,035	\$ 2,088	\$ 2,142	\$ 2,195	\$ 2,249
Assistant Coach	\$ 590	\$ 643	\$ 697	\$ 750	\$ 804	\$ 858	\$ 911	\$ 965	\$ 1,018	\$ 1,072	\$ 1,125	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,660	\$ 1,714	\$ 1,767	\$ 1,821
Future Problem Solving	\$ 429	\$ 482	\$ 536	\$ 589	\$ 643	\$ 697	\$ 750	\$ 804	\$ 858	\$ 911	\$ 965	\$ 1,018	\$ 1,072	\$ 1,125	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,660
Tutor	\$ 375	\$ 428	\$ 482	\$ 536	\$ 589	\$ 643	\$ 697	\$ 750	\$ 804	\$ 858	\$ 911	\$ 965	\$ 1,018	\$ 1,072	\$ 1,125	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607

Science Olympiad (Head Coach)

	\$ 1,018	\$ 1,072	\$ 1,126	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,660	\$ 1,714	\$ 1,767	\$ 1,821	\$ 1,874	\$ 1,928	\$ 1,981	\$ 2,035	\$ 2,088	\$ 2,142	\$ 2,195	\$ 2,249
Assistant Coach	\$ 590	\$ 643	\$ 697	\$ 750	\$ 804	\$ 858	\$ 911	\$ 965	\$ 1,018	\$ 1,072	\$ 1,125	\$ 1,179	\$ 1,233	\$ 1,286	\$ 1,339	\$ 1,393	\$ 1,446	\$ 1,500	\$ 1,553	\$ 1,607	\$ 1,660	\$ 1,714	\$ 1,767	\$ 1,821

Stipend

Band Camp Assistant	\$ 1,000
Band Director	\$ 9,796
Band Director Assistant	\$ 2,143
Choral Director	\$ 1,179
Color Guard Assistant	\$ 2,143
Elementary Choral Director	\$ 1,179
Head Football Coach	\$ 11,641
Head Girls/Bays Basketball Coach	\$ 10,000
High School Yearbook Sponsor	\$ 1,513
Lego Sponsor (SBC/D)	\$ 789
Middle School Speech Sponsor	\$ 804
Middle School Yearbook Sponsor	\$ 805
Orchestra Director	\$ 1,179
Prom Coordinator	\$ 590
RMS Science Olympiad Advisor	\$ 579
RMS Athletic Director	\$ 3,216
Senior Trip Sponsor	\$ 556
Student Achievement Coach	\$ 505
Third Grade Quick Recall Sponsor (2)	\$ 400

\*\*\*Athletic event services, (up) (latter) talking, gate work, shall be paid up to \$35 per game

# Russell High School Athletic Guidelines and Policies

## I. PHILOSOPHY

The Russell High School athletic program is committed to contributing to the educational philosophy of the Russell Independent Schools and Russell High School. The overriding focus and interest of the Russell Athletic Department shall be to provide all eligible students an equal opportunity to participate in activities which will help them to grow and mature mentally, physically, and emotionally. Properly handled, athletics can provide a good training ground for experiencing real-life situations.

## II. KHSAA ELIGIBILITY RULES

Russell High School is a member of the Kentucky High School Athletic Association (KHSAA). We are required to abide by the rules it has set to govern high school athletics. These rules are attached to the bottom of the required physical forms given to each participating athlete.

## II. TYPES OF ATHLETIC AWARDS

### A. VARSITY LETTERS

A chenille varsity letter will be awarded to any athlete fulfilling a varsity letter requirement. Only one letter will be given during the four years. Any replacements must be purchased through the athletic department and at the athlete's expense. These letters are awarded to athletes in good standing at the end of the season and at the coach's discretion.

### B. PINS

A gold pin symbolizing the sport for which the athlete fulfilled a varsity letter requirement will be given once in each varsity sport.

### C. SERVICE BARS

A gold bar will be given each time an athlete fulfills a varsity letter requirement.

### D. CAPTAINS PINS

A gold pin indicating that an athlete has served as team captain will be given the first time he/she is team captain.

### E. SENIOR AWARDS

These awards are given to seniors in good standing at the conclusion of their senior season. Either a letter jacket or stadium blanket will be awarded.

## III. VARSITY LETTER REQUIREMENTS

### A. ATHLETES

Individual letter requirements will be determined by the sport's head coach.

### B. STUDENT MANAGERS

If a student is a manager for a varsity athletic team, the varsity coach will determine the requirements for earning a varsity letter.

### C. AUXILIARY PERSONNEL

Auxiliary personnel includes people who work with the team primarily at games only. These may include "bat boys", "stat girls", etc. These

participants will not qualify for awards through the Athletic Dept. They will be recognized by their respective team and its coaching staff.

#### **IV. CHEERLEADERS**

Cheerleading squads will be chosen to cheer for football and varsity basketball games. There will be one squad chosen by the cheerleader coaches through a set try-out procedure at a time designated by these coaches.

#### **V. QUITTING A TEAM**

1. Once an athlete begins practice in a sport and his/her team membership is terminated by either the athlete or the coach, for a reason other than being "cut" due to lack of ability – he/she is ineligible to practice or participate in another sport that season. This may be appealed to the Athletic Director. An exception will require mutual consent of both coaches involved and the Athletic Director.
2. Any athlete who quits a team may not try out for a sport of the next season until the team he/she quits finishes their respective season. This restriction includes preseason conditioning as well.

#### **VI. SPORTSMANSHIP**

If an athlete is ejected or disqualified from a contest for any unsportsmanlike conduct there will be a conference of the Athletic Director, head coach, and athlete involved. This meeting should take place on the next school day. Each case will be handled on its own merits with no precedent for discipline being set by any case.

#### **VII. ABSENCE FROM SCHOOL**

1. Any athlete must attend one half of the regular school day to participate in practice, athletic contest, or attend an awards program scheduled for that day. If extenuating school or family circumstances result in a student's failure to be present the required complete class periods, an exception can be made. Reasons that would be considered would include: approved college visitations, field trips, medical emergencies, and funerals.
2. If an athlete is suspended from school for any reason, he/she is not eligible for participate during that suspension.
3. Any athlete missing the two days of school prior to a weekend cannot participate in a contest on that weekend.

#### **VIII. RANDOM DRUG TESTING**

When a student makes an attempt to be on an athletic team at Russell High School they have declared themselves an athlete for that school year. Attempting to be on a team includes going through a tryout or attending practice. Any student involved with Russell High School athletics must have a "Random Drug Testing Form" completed, signed by the athlete and parent and/or guardian, and must be on file in the Athletic Director's Office. If an athlete is 18 years old they do not have to have a parent signature. When a student declares him/herself an athlete their name will go into the drug testing pool for the testing. Their name will remain in the testing pool until the end of the school year.

## **IX. TEAM BANNER DISPLAYS**

Teams may display banners of their student athletes (seniors recommended) at the site of their home competitions while in season only.

Championship banners are hung on site and will be updated each year to reflect district/regional, and state championships. Those updates will be done by the athletic director.

## **X. POST SEASON BANQUETS**

Each team may have a post season banquet at Russell High School only to ensure equality of location for all teams. The times and dates are to be scheduled through the athletic director.

## RUSSELL HIGH SCHOOL SPORTS HALL OF FAME

**Mission:** The Russell High School sports hall of Fame exists to recognize and honor Russell High School athletes, coaches, and teams for their achievements and contributions while representing Russell High School sports programs.

**Steering Committee:** The committee membership will include the Russell High School Principal, Russell High School Athletic Director, and five at-large community members. The founding committee will serve together for four years. After four years the committee will select replacements in alternating years to stagger the four-year terms. The committee will make decisions by consensus and will be responsible for the selection process and all decisions regarding the Hall of Fame.

**Nomination:** Worthy candidates may be nominated by completing the hall of Fame nomination form and submitting it to the Committee. This is available through the Athletic Director. A player, coach, or team is not eligible for consideration until after five years from last representing Russell High School. The Committee reserves the right to waive the eligibility requirement under special circumstances.

**Hall of Fame Recognition:** The annual Hall of Fame recognition will be held as a pregame ceremony for the first home football game. The honorees will be honored on the field prior to the game. That ceremony may be preceded by a recognition social event.

**Community Support:** The Committee will encourage support from the school community and interested persons. This assistance may include but not limited to providing historical information of the sports programs, assisting with facilitation the Hall of Fame ceremony process, or providing financial support.

## Travel and Per Diem Allowances

The Russell athletic department shall maintain an equitable policy to provide guidelines and procedures for the travel and per diem of student athletes.

All athletic travel and per diem of student athletes shall be governed by the following criteria:

A. The athletic department will not provide monies for the purchase of meals during the regular season.

B. In the event that a team or individual makes the state tournament in their sport, the athletic department will purchase one meal per day during the team's or individual's stay at the state contest. Meal money allocated for any team shall be \$15.00 per athlete/coach. Individual players for individual sports (golf, cross country, track) will receive an allocation of \$15.00 per athlete/coach.

C. Meals purchased by the Booster Club for athletes must equitably allocate the same amount of money for each meal for boys and girls. Money amounts for each meal must be the same for girls and boys similar sports (i.e. basketball, softball, baseball, etc.).

D. Hotel rooms purchased by the Booster Club for athletes must equitably allocate the same amount of money for each room for boys and girls. Money amounts for each room must be the same for girls and boys similar sports (i.e. basketball, softball, baseball, etc.). No more than 4 student athletes per room at a cost of no more than \$150 per room per night.

E. The athletic department will equitably provide all transportation at the current Kentucky Department of Education state transportation rate for athletic events for male and female sports. All buses and vans will be comparable for both male and female teams. Vans are to be limited to 6 athletes and a district approved driver (vans are 7 seaters). Vans may travel up to 300 miles.

F. Male and female sports shall be given equitable travel opportunities for regular season tournaments, post season tournaments, out-of-region and out-of-state events. Each female and male athletic team will be given the opportunity of participating in one out-of-state contest/tournament each year. All out-of-state events must be approved by the Board of Education.

G. Out-of-state trips must have the same equitable location for each team and/or program. For example, if the boys' baseball team wants to play in Florida, the girls' softball team must be given the same opportunity to play in Florida as well.

H. Student athletes shall ride the athletic bus to any scheduled events.

I. All student athletes traveling by bus to school sponsored activities must return to the school on the same bus unless the parent or legal guardian personally addresses the coach or other supervising school authority and takes custody of their child and signs them out with the coach.

J. Student athletes may not be released to ride with any person other than their own parent or legal guardian unless approved in writing by the parents and coach.

K. Student athletes with extenuating circumstances may request approval in writing for another means of transportation, by the coach, Principal or Athletic Director.