

RCSD Coaches Press Statement on Equity Issues Facing RCSD Athletes –
7/13/20

Issues that are widening the Equity Gap for RCSD student-athletes as compared to their Monroe County peers:

1. On May 20, RCSD Athletic Directors notified all spring coaches that they were only getting paid 6/71 (6 days worked from March 9-14) or 8.45% of their Spring salaries thus interpreting that coaches have no responsibilities outside of their season.

Equity Issue – No other school district in Monroe County made this decision. In fact, several schools and school districts (Penfield, Webster, Brockport, HFL, Aquinas, et al.) paid all Spring coaches 100% of their salaries. This decision prompted our union's attorneys to conclude that if the RCSD only considers coaches to be salaried for in-season workouts, coaches likely would not be legally covered if a coach or athlete were to get injured during an off-season workout. **Suburban coaches are considered year-round employees and can do workouts, camps, summer/winter leagues, etc. with their athletes outside of the season but City athletes can now only work with their coaches in-season due to this erroneous decision made by the RCSD.**

2. The RCSD backed out of a Memorandum of Understanding that they signed dated 12/19/18 to pay assistant coaches \$1000-\$2000 (would have been still among the lowest pay rate in Monroe County) if a PROGRAM had more than 18 student-athletes.

Equity Issue – The vast majority of Monroe County schools have paid assistant coaches for many sports including boys/girls basketball, softball, baseball, etc. **The RCSD refuses to allow RCSD student-athletes to get the same treatment. Suburban student-athletes get extra coaching and attention during practices, games, and off-season as they have paid assistant coaches. The RCSD does not believe that our student-athletes deserve to get the same quality of experience.**

3. RCSD coaches have only received 1 pay raise of \$500 in the last 25+ years. There are modified coaches in Monroe County who currently are paid more than any coach at any level has ever been paid in the history of the RCSD.

Equity Issue – In the last 10+ years, many RCSD teachers who coached in the RCSD have left those positions to coach in the suburbs. Coaches are treated with more respect in the suburbs, have less issues to contend with, get more support from their district and are much more valued, and get paid substantially more. **The RCSD student-athletes are continually seeing some of our best coaches in the RCSD resign due to frustration, lack of support from CO, and better job opportunities in the suburbs. The RCSD student-athletes deserve to have the best coaches in Monroe County coaching them.**