

Beta-Chi Chapter of Kappa Sigma Alumni House Fund Association

Rush Incentive Program and Regulations

Academic Calendar Years: 2023 – 2024

1. Payment will be made to the main Rush Chairman, as elected by the Undergraduate Chapter. The Undergraduate Chapter will elect a Rush Chairman no later than **October 1, 2023**. In extraordinary circumstances, if the Rush Chairman is incapacitated or is derelict in his duties, and the Undergraduate Chapter is unable to convene to elect a new Rush Chairman, The Alumni House Fund Association is entitled to designate an undergraduate to serve as acting Rush Chairman until the Undergraduate Chapter is able to convene to elect a new Rush Chairman. If the Undergraduate Chapter replaces a Rush Chairman during his term, or The Alumni House Fund Association appoints an acting Rush Chairman, this agreement shall become null and void, and The Alumni House Fund Association shall apportion rent pay between the replaced Rush Chairman and the incoming or acting Rush Chairman as is equitable, and at their sole discretion.
2. The Rush Chairman shall be elected for a term of one year and shall be responsible for bidding and signing pledges up and to the time that a new Rush Chairman is elected.
3. The Rush Chairman may not take on any paid or unpaid employment, internships, externships, co-ops, or other activities during the **Summer of 2023**. The rush chairman can take a maximum of 6 credit hours of coursework during the summer. Any violation of this paragraph's provisions may result in amendments to this agreement at the sole discretion of The Alumni House Fund Association.
4. The Rush Chairman is in charge of all Beta-Chi rush events and is responsible for their execution and clean-up. Specifically, the Rush Chairman is charged with the responsibility of ensuring all University and Kappa Sigma recruitment rules are followed, for making sure that the Chapter House is cleaned totally and completely after each rush event (if applicable), and that for ensuring all events at the homes of alumni and parents of current members are also cleaned up totally and completely. Furthermore, it is the responsibility of every man in the chapter to assist the Rush Chairman in all of his rush efforts, including the clean-up of all rush events. In the event that any particular rush event is not totally and completely cleaned up after, including summer float trips, the Rush Chairman's compensation will be reduced by an amount determined at the discretion of the Alumni House Fund Association, considering the level of cleanliness, the harm done to the Beta-Chi Chapter House, the rush efforts of Beta-Chi, the image of Beta-Chi, and any other circumstances or mitigating factors.
5. The Alumni House Fund Association shall provide a reasonable rush budget that includes printing, postage, and rush event costs. The rush compensation outlined herein is not intended to be used for the cost of rush events. The Rush Chairman is responsible for the cost of his own transportation and fuel in going to and from rush events.
6. The Rush Chairman is to work with the Chapter's Grand Scribe and the Executive Committee and determine how many open spots are available in the Beta-Chi Chapter House each semester, and this information is to be provided to The Alumni House Fund Association at its meetings, or when requested. The Rush Chairman's goal, at a minimum, is to sign enough quality pledges to fill the house. The Rush Chairman is also encouraged to sign additional quality pledges who will reside in university housing until openings arise in the Beta-Chi Chapter House. The Rush Chairman is not to sign any pledges unless they agree they will move into the Beta-Chi Chapter House if an opening arises or

will move into the Beta-Chi Chapter House the following semester (*unless the pledge will be residing with family members in Phelps County, Missouri*). The Rush Chairman is to regularly communicate with the Alumni House Fund Association regarding rush progress, and to alert the Alumni House Fund Association if it looks like he will be signing more pledges than will be able to reside in the Beta-Chi Chapter House. At the sole discretion of the Alumni House Fund Association Board, some or all seniors and super-seniors in the house may be released from their lease obligations in order of pin so that additional pledges may reside in the Beta-Chi Chapter House. In the event that any seniors are released from their lease obligations and move out of the Beta-Chi Chapter House under this Paragraph, the maximum payout for the pledge(s) that take the senior(s)'s spot is \$500.00, Paragraph 9 notwithstanding. The Rush Chairman will receive full credit pursuant to Paragraph 9 for any pledges that take the spot of super-seniors.

7. The Rush Chairman will be paid on the designated payment dates after submitting copies of signed bid cards to the Alumni House Fund Association Treasurer, pursuant to the payment schedule in paragraph 9 below, or as otherwise specified in this agreement. The payment schedule in paragraph 9 below pertains to all pledges that sign and move into the chapter house at the beginning of the fall semester **2023** (or that move into the chapter house no later than **September 1, 2023**) and are thereafter initiated. Pledges signed during fall 2020 mid-semester rush, or who pledged the house in spring **2024**, or who do not move into the chapter house are discussed herein below in paragraph 12 and shall not be included in the payment schedule specified in paragraph 9 below, the final count specified in paragraph 10 below, or included in the free rent bonus specified in paragraph 11 below. It is the Rush Chairman's responsibility to get signed bid cards to the Alumni House Fund Treasurer in advance of each designated payment date. If signed bid cards are submitted late, payment for such bid cards shall be made at the following designated payment date. Designated payment dates are as follows: April 18, **2023**, May 18, **2023**, June 18, **2023**, July 18, **2023**, and February 5, **2024**.

8. As indicated on the payment schedule in paragraph 9 below, The Alumni House Fund Treasurer shall pay the Rush Chairman a \$1,000.00 down payment. This down payment shall be made on or before May 18, **2023**. An additional down payment of \$2,000 will be provided to the Rush Chairman when 20 are signed. This money is an advance on the payments listed below and not in addition to the payments below.

9. Payment Schedule for **VP Recruitment** (Rush Chairman):

Number of Pledges Signed	Payout Per Pledge Signed	Total Payout to Rush Chair
0	\$1,000.00 (Down Payment)	\$1,000.00
1	\$150.00	\$1,150.00
2	\$150.00	\$1,300.00
3	\$150.00	\$1,450.00
4	\$150.00	\$1,600.00
5	\$150.00	\$1,750.00
6	\$150.00	\$1,900.00
7	\$150.00	\$2,050.00
8	\$150.00	\$2,200.00
9	\$150.00	\$2,350.00
10	\$150.00	\$2,500.00
11	\$250.00	\$2,750.00
12	\$250.00	\$3,000.00
13	\$250.00	\$3,250.00
14	\$250.00	\$3,500.00

15	\$250.00	\$3,750.00
16	\$500.00	\$4,250.00
17	\$500.00	\$4,750.00
18	\$500.00	\$5,250.00
19	\$500.00	\$5,750.00
20	\$500.00	\$6,250.00
20	\$2,000.00 (Down Payment)	\$8,250.00
21	\$750.00	\$9,000.00
22	\$750.00	\$9,750.00
23	\$750.00	\$10,500.00
24	\$750.00	\$11,250.00
25	\$750.00	\$12,000.00
26	\$750.00	\$12,750.00
27	\$750.00	\$13,500.00
28	\$750.00	\$14,250.00
29	\$750.00	\$15,000.00
30	\$750.00	\$15,750.00
31	\$750.00	\$16,500.00
32	\$750.00	\$17,250.00
33	\$750.00	\$18,000.00
34	\$750.00	\$18,750.00
35	\$750.00	\$19,500.00
36	\$750.00	\$20,250.00
37	\$750.00	\$21,000.00
38	\$750.00	\$21,750.00
39	\$750.00	\$22,500.00
40	\$750.00	\$23,250.00
40+	\$750.00 / Each Additional After 40 EA	-

10. Payment schedule for the two **Rush Assistants**. The terms will be consistent with the Rush Chairman. Each of the two Rush Assistants will receive amounts below.

Number of Pledges Signed	Payout Per Pledge Signed	Total Payout to Rush Chair
1	\$15.00	\$15.00
2	\$15.00	\$30.00
3	\$15.00	\$45.00
4	\$15.00	\$60.00
5	\$15.00	\$75.00
6	\$15.00	\$90.00
7	\$15.00	\$105.00
8	\$15.00	\$120.00
9	\$15.00	\$135.00
10	\$15.00	\$150.00
11	\$25.00	\$175.00
12	\$25.00	\$200.00
13	\$25.00	\$225.00
14	\$25.00	\$250.00
15	\$25.00	\$275.00

16	\$25.00	\$300.00
17	\$25.00	\$325.00
18	\$25.00	\$350.00
19	\$25.00	\$375.00
20	\$25.00	\$400.00
21	\$50.00	\$450.00
22	\$50.00	\$500.00
23	\$50.00	\$550.00
24	\$50.00	\$600.00
25	\$50.00	\$650.00
26	\$50.00	\$700.00
27	\$50.00	\$750.00
28	\$50.00	\$800.00
29	\$50.00	\$850.00
30	\$50.00	\$900.00
31	\$50.00	\$950.00
32	\$50.00	\$1,000.00
33	\$50.00	\$1,050.00
34	\$50.00	\$1,100.00
35	\$50.00	\$1,150.00
36	\$50.00	\$1,200.00
37	\$50.00	\$1,250.00
38	\$50.00	\$1,300.00
39	\$50.00	\$1,350.00
40	\$50.00	\$1,400.00
40+	\$50.00 / Each Additional After 40	-

11. Final count for purposes of Paragraph 9 shall be taken on February 1, **2024**. The final count shall only include those individuals described in paragraph 7 above that live in the Beta-Chi Chapter House as of February 1, **2024** and that are initiated and in good standing (*i.e. individuals residing in University housing or with family members or who have left MST or Beta-Chi or who are suspended or expelled are not counted*). Notwithstanding anything to the contrary, any Fall **2023** pledge who is not initiated and re-pledges or holds over (*who is in good standing and has lived in the Beta-Chi Chapter House for over one semester*), shall entitle the Rush Chairman to payment in accordance with the foregoing schedule upon such pledge's initiation, and shall also be counted toward the free rent bonus specified in Paragraph 12 below.

12. Summary of Free Rent in Chapter House for Rush Chairman:

- a. The Rush Chairman shall be entitled to ½ semester free rent if the final count (*pursuant to Paragraph 9*) on February 1, **2024** is at least 24 initiates.
- b. The Rush Chairman shall be entitled to 1 semester free rent if the final count (*pursuant to Paragraph 9*) on February 1, **2024** is at least 28 initiates.
- c. The Rush Chairman shall be entitled to 1-½ semesters free rent if the final count (*pursuant to Paragraph 9*) on February 1, **2024** is at least 32 initiates.
- d. The Rush Chairman shall be entitled to 2 semesters free rent if the final count (*pursuant to Paragraph 9*) on February 1, **2024** is at 36 or more initiates.
- f. The free rent time period shall begin the Spring semester after the rush chairman has completed his term (Spring **2024**). The free rent bonus has no cash equivalent if not used. The free rent bonus applies to

standard rooms (and board) at the Beta-Chi Chapter House. If the Rush Chairman opts to live in an upgraded or suite-style room, the Rush Chairman shall owe the difference in the rental rate between the standard room and upgraded or suite-style room. Fines, mark-ups, ATBs, and the like are not covered by any free rent bonus awarded pursuant to this paragraph.

13. The Rush Chairman is encouraged to sign quality pledges during his entire tenure, and to have multiple pledge classes each year. All pledges signed during Fall **2023** mid-semester rush (*not attributed to a former Rush Chairman*) or who pledged the house before or during Spring **2024**, or who otherwise fall outside the scope of Paragraph 7 (*such as a Fall **2023** pledge who does not live in the Beta-Chi Chapter House as of February 1, **2024***) shall fall within the scope of this paragraph. The Rush Chairman will only be paid for any such pledge if the pledge moves into the Beta-Chi Chapter House, lives therein for over one semester, is initiated, is in good standing, and remains in the chapter house at the time of the next semi-annual payment. The payment shall be \$500.00 per any such initiate. All such payments shall be made twice a year (on September 5 and February 5) by The Alumni House Fund Association Treasurer. Generally speaking, Fall **2023** mid-semester pledges and Spring **2024** pledges that lived in the chapter house the entire Spring **2024** semester will be paid for on September 5, **2024**. Spring **2023** mid-semester pledges that lived in the chapter house the entire Fall **2023** semester shall be paid for on February 5, **2024**. The Rush Chairman who signs a pledge is entitled to compensation for that pledge pursuant to this Agreement, regardless of if a previous Rush Chairman initially provided a bid card to that pledge. The only exception to this rule is that the outgoing Rush Chairman is entitled to compensation for any pledge for which he provided a bid card to that signs with a new Rush Chairman within thirty (30) days of the election of the new Rush Chairman.

14. Alumni House Fund Corporation recognizes the importance of the White Columns Scholarship Chairman in contributing to the overall success of the Chapter’s Rush Program. Compensation schedule listed below is based on signed bid cards collected by rush committee. In order to be entitled to compensation schedule listed above, White Columns Scholarship Chair must conduct at least 25 on-campus and/or in-house interviews with potential candidates no later than 11/1/**2023** for the White Columns Scholarship. The White Columns Scholarship Chairman will not be entitled to any of the above listed compensation unless no less than 25 interviews are completed. Undergraduate Chapter will determine if White Columns Scholarship Chairman will be a part of the official rush committee, or if the White Columns Scholarship Chairman will remain as a standalone committee. If all requirements are fulfilled, the White Columns Scholarship Chairman will be entitled to compensation schedule outlined in table below:

Number of Pledges Signed	Payout Per Pledge Signed	Total Payout to Rush Chair
1	\$30.00	\$30.00
2	\$30.00	\$60.00
3	\$30.00	\$90.00
4	\$30.00	\$120.00
5	\$30.00	\$150.00
6	\$30.00	\$180.00
7	\$30.00	\$210.00
8	\$30.00	\$240.00
9	\$30.00	\$270.00
10	\$30.00	\$300.00
11	\$50.00	\$350.00
12	\$50.00	\$400.00
13	\$50.00	\$450.00
14	\$50.00	\$500.00
15	\$50.00	\$550.00

16	\$50.00	\$600.00
17	\$50.00	\$650.00
18	\$50.00	\$700.00
19	\$50.00	\$750.00
20	\$50.00	\$800.00
21	\$100.00	\$900.00
22	\$100.00	\$1,000.00
23	\$100.00	\$1,100.00
24	\$100.00	\$1,200.00
25	\$100.00	\$1,300.00
26	\$100.00	\$1,400.00
27	\$100.00	\$1,500.00
28	\$100.00	\$1,600.00
29	\$100.00	\$1,700.00
30	\$100.00	\$1,800.00
31	\$100.00	\$1,900.00
32	\$100.00	\$2,000.00
33	\$100.00	\$2,100.00
34	\$100.00	\$2,200.00
35	\$100.00	\$2,300.00
36	\$100.00	\$2,400.00
37	\$100.00	\$2,500.00
38	\$100.00	\$2,600.00
39	\$100.00	\$2,700.00
40	\$100.00	\$2,800.00
40+	\$100.00 / Each Additional After 40	-

15. The Rush Chairman, Assistant Rush Chairmen, and White Columns Scholarship Chairman will be entitled to a bonus for each signed bid card obtained by individual whose high school ACT score was 30 or better. Bonus compensation schedule is outlined below:
- a. \$75 / Person to Rush Chairman
 - b. \$10 / Person to Assistant Rush Chairmen
 - c. \$20 / Person to White Columns Scholarship Chairman

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