



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2007-2008**

KHSAA
Form T65
Revised 3/08

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

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

DATE: May 21, 2008

School	Eastern High School	Reviewed by	Gary W. Lawson
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The following is a status report regarding the required 2007 - 2008 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2008. Appropriate KHSAA Audit Team personnel have reviewed these forms and the following is a summary of this review.

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

<input checked="" type="checkbox"/>	GE 19 (Annual Verification)	<input checked="" type="checkbox"/>	T-35 (Budget Expenses)
<input checked="" type="checkbox"/>	T-1 (Summary Program Chart 1)	<input checked="" type="checkbox"/>	T-36 (Budget Expenses)
<input checked="" type="checkbox"/>	T-2 (Summary Program Chart 2)	<input checked="" type="checkbox"/>	T-41 (Checklist - Overall Interscholastic Program)
<input checked="" type="checkbox"/>	T-3 (Summary Program Chart 3)	<input checked="" type="checkbox"/>	T-60 (Corrective Action Plan)
<input checked="" type="checkbox"/>	T-4 (Summary Program Chart 4)	<input checked="" type="checkbox"/>	T-63 (Interscholastic Survey Results)

II. Status

A.	<input checked="" type="checkbox"/>	2007 - 2008 Forms are satisfactory and no further information or action is necessary at this time. All calculations on this report appear to be correct.
B.		Errors have been noted with respect to the following forms:
C.		The following forms were omitted and must be submitted by school representatives:
D.	<input checked="" type="checkbox"/>	According to the 2007-2008 data, the school appears to be meeting the standards established in: <input type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.	<input checked="" type="checkbox"/>	Other Recommendation and Comments: According to responses on the T-3 form, the school is currently meeting the standard established in Test 3 for provision of athletic opportunities. The responses on the T-3 form are supported by the fact the school offers all sanctioned sports for girls at the varsity level plus one non-sanctioned sport (field hockey). However, school officials should be aware of the inadequate return rate on the student athletic survey which is needed to support the responses for Test 3. Only 175 surveys were collected from the student body numbering 1,886. Students must be surveyed again next year (2008-09), and the results are to be submitted on the T-63 form as part of the April 15, 2009 annual report. In the area of benefits, current spending per athlete seems to be within acceptable parameters.



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2007-2008 ANNUAL VERIFICATION OF TITLE IX PROCEDURES
 (To be submitted by April 15, 2008 along with other required forms)

KHSAA Form GE19
Rev. 12/07

The EASTERN High School, LOUISVILLE, Kentucky
 (Name of High School) (City)

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, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks.

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

Name	Address	Phone	Title (Supt., Principal, Student, Parent, Coach, Etc.)
JOE ROGERS	12400 OLD SHELBYVILLE RD	502-485-8243	COACH
ANTHONY HOWARD	12400 OLD SHELBYVILLE ROAD	502-485-8432	GM
CASEY SHIRTCLIFF	108 SOUTHAMPTON ROAD	502-650-0343	STUDENT
JULIE JOHNSOSN	12400 OLD SHELBYVILLE RD	502-485-8243	TEACHER
LEE EAVES	255 COPPER CREEK CL	502-417-7745	COACH
DARRIN WILLIAMS	1501 SAN JOSE DR #4	502-718-0976	STUDENT
JOHN MARSHALL	12400 OLD SHELBYVILLE RD	502-485-8243	ASST PRINCIPAL

Scheduled a minimum of three meetings during the 2007-2008 school year on the following dates:

SEPTEMBER 12, 2008
DECEMBER 11, 2008
FEBRUARY 14, 2008

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

Name	Title	Address	Phone
ANTHONY HOWARD	GM	12400 OLD SHELBYVILLE ROAD	502-485-8432

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

Name	Title	Address	Phone
Cheryl Walker	Director of Compliance and Investigation	3001 Crittenden Drive	485-3341

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.

[Signature]
Principal's Signature

3/27 2008
Date

[Signature]
Superintendent Signature

[Signature]
School Board Chairpersons' Signature

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

2007-2008
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

KHSAA
 Form T1
 Rev.12/07

Participation Opportunities Test One

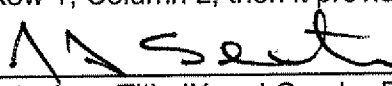
		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	897	47.5	323	43%
Row 2	BOYS	989	52.5	428	57%
Row 3	Totals	1886	100%	751	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations if applicable: 14

- 1) 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).
- 2) Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 3) 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%.
- 4) 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 regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season 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 8th 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 8th 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.
- 5) 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: 3/31/08

**2007-2008
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G basketball	517	2654	1289	1085	100	780	9178	2	1112	0	0	0
B basketball	1608	3993	1756	1361	100	1154	10563	4	0	0	1574	0
G softball	1010	3989	210	512	100	510	7867	4	0	810	0	320
B baseball	1424	5989	405	3205	100	400	6234	5	0	3080	0	1928
G cross country	560	303	150	105	100	112	2907	2	0	0	0	0
B cross country	560	300	210	105	100	96	2907	2	0	0	0	0
G golf	212	0	0	0	45	0	2078	1	0	0	0	0
B golf	389	0	0	0	45	0	1583	1	0	0	0	0
G soccer	150	1401	805	0	100	298	5195	2	0	2900	0	0
B soccer	150	1674	1512	0	100	445	5195	3	0	2900	0	0
G swimming	511	926	100	0	100	300	3700	1	0	0	0	0
B swimming	511	926	100	0	100	300	2573	1	0	0	0	0

1. Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.
 2. Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs - Reference KHSAA Bylaw 27)

Date: 5/21/08

[Signature]

Principal's Signature:

**2007-2008
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)			facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures			Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	# of Coaches for all levels / # of Teams for all levels	School	Booster	School	Booster	
G track	2217	500	572	0	2760	0	4304	2	2	0	0	0	0
B track	2217	0	572	0	100	0	3933	2	2	0	0	0	0
G tennis	742	121	0	0	100	0	1979	1	1	0	0	0	0
B tennis	119	439	0	0	100	0	3216	1	1	0	0	0	0
G volleyball	2107	3309	1212	1290	100	295	5937	2	3	305	0	0	0
B wrestling	2109	443	634	0	100	0	3958	2	2	210	0	0	0
G (Field Hockey)	315	421	742	1203	100	0	2907	2	2	0	298	0	0
B football	15002	4556	1756	0	100	1980	22068	9	3	0	1090	0	2050
G (list sport)													
B (list sport)													

1. Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.

2. Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender. (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem).

Gender	Expenditures	Percentage
Boys	\$125833	58.6
Girls	\$86937	41.4
Total:	\$214770	100%

Principal's Signature: A. S. S. S. Date: 5/21/08

SCHOOL NAME

EASTERN HIGH SCHOOL

2007-2008

TITLE IX

CORRECTIVE ACTION PLAN

DIRECTIONS:

1. For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
2. It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
3. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2008.

ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	TIME TABLE FOR CORRECTIVE ACTION/ AND OR COMPLETION DATE
NEED ONE LOCKER ROOM FOR GIRLS ATHLETICS	ADD ONE NEW LOCKER ROOM	TRYING TO RAISE FUNDS FOR NEW FACILITY ALLOWING US TO RENOVATE ONE LOCKER ROOM
IMPROVE PUBLICITY FOR GIRLS PROGRAM	WE NEED GET OTHER GIRLS PROGRAMS TO CREATE MEDIA GUIDES	SOFTBALL AND FIELD HOCKEY WILL RAISE FUNDS THIS YEAR TO GET A MEDIA GUIDE STARTED

Principal's Signature:

AS Sack

Date:

5/13/08



2007-2008 INTERSCHOLASTIC ATHLETICS SURVEY Summary of Student Responses

KHSAA Form T63 Rev.12/07

EASTERN HIGH SCHOOL

School Name:

Enrollment (9-12 Grade): (SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3)

Number of 9-11 Grade Students Surveyed: ? Can't tell - 8-15-30

Number of 8th Grade Students Surveyed: ? Can't tell - 5-15-30

APRIL 15, 2008

Date:

PHIL COOMES

Completed By:

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 this Summary Form (T-63) and mail this Summary Form only to the KHSAA by April 15, 2008.

175 Number of Surveys
141 Total Returned (A minimum of 80% return is expected)
8-12 Grades Surveyed (Should be grades 9-11 and 8th grade if school has a feeder system)

How Was The Survey Administered? Was given in first period classes
(e.g. was it given in all English classes, or all home rooms, or advisee/advisor?)

KHSAA Sanctioned Fall Sports (List Total Number of Participation Responses)

- 5 Cross Country (Girls)
6 Cross Country (Boys)
16 Football (Boys)
Golf (Girls)
1 Golf (Boys)
6 Soccer (Girls)
7 Soccer (Boys)
10 Volleyball (Girls)

Form T-63
Rev. 12/07

Winter Sport (*List Total Number of Participation Responses*)

- 3 Basketball (Girls)
- 7 Basketball (Boys)
- Indoor Track (Girls)
- Indoor Track (Boys)
- 7 Swimming & Diving (Girls)
- 4 Swimming & Diving (Boys)
- 5 Wrestling (Boys)

Spring Sport (*List Total Number of Participation Responses*)

- 7 Baseball (Boys)
- 9 Fast Pitch Softball (Girls)
- Tennis (Girls)
- 1 Tennis (Boys)
- 12 Track (Girls)
- 8 Track (Boys)

Non-KHSAA Championship Sports (*From Student Survey T-61 Question 10*)

- Archery
- 11 Field Hockey
- 9 Bowling
- Gymnastics (Boys)
- Gymnastics (Girls)
- 4 Ice Hockey
- 18 Lacrosse (Boys)
- 8 Lacrosse (Girls)
- Rifle
- Rodeo
- Slow Pitch Softball
- Volleyball (Boys)
- Water Polo
- Weightlifting

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

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

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

Form T-63
Rev. 12/07

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

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

<u>Sport</u>	<u>Number</u>
BOWLING	9
LACROSSE	18
FENCING	1
ICE HOCKEY	4
FIELD HOCKEY	5

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

- I prefer other activities such as band, chorus, etc.
- I don't have time
- The practice schedules and game times are inconvenient
- The sport I like isn't offered
- It's too expensive
- I prefer to participate in club or intramural sports
- Working
- Other: _____

Student Suggestions to encourage participation

Asent
Principal's Signature

5/13/08
Date

EASTERN HIGH SCHOOL
2007-08 TITLE IX REPORT
EXPLANATION OF INFORMATION

- NUMBER OF ATHLETIC LEVELS FOR GIRLS SPORTS
 - EASTERN OFFERS JV TEAMS IN A NUMBER OF SPORTS HOWEVER, TEAMS CANNOT BE FILLED FOR LACK OF PARTICIPANTS
 - FOR EXAMPLE, FRESHMEN BASKETBALL, FRESHMENT FIELD HOCKEY, FRESHMEN SOFTBALL, JV TENIS AND GOLF

- COACHES SALARIES AND POSITIONS
 - JEFFERSON COUNTY BOARD OF EDUCATION DICTATES HOW MANY COACHES AND WHAT SALARY THEY SHOULD BE PAID
 - IE. SEE ATTACHED LIST

ALSO JCPS DOESN'T PAY FOR ALL COACHES IN EVERY PROGRAM. SCHOOLS AND BOOSTER CLUBS HAVE TO PAY FOR COACHES NOT PAID BY JCP. THE COACHES SALARY SCHEDULE IS ATTACHED

MEMORANDUM OF AGREEMENT BETWEEN
JEFFERSON COUNTY BOARD OF EDUCATION
AND
JEFFERSON COUNTY TEACHERS ASSOCIATION

The Parties hereby agree:

1. An extra service salary scheduled for duties associated with assisting an athletic director and managing games and for school funded sport/support positions will be added to those extra service salary schedules currently in effect, subject to Board of Education approval;
2. The rates shall be as follows:

Assisting athletic director and managing games

STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
\$1700	\$2000	\$2300	\$2600	\$3000

School funded sport/support positions

STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
\$200	\$500	\$800	\$1100	\$1400

3. Schools will be required to pay the listed Board approved scale. However, step progression **is not** mandatory;
4. This specific resolution/settlement is recognized as being no precedent, shall not be construed in any way to be precedent or be used to substantiate any present or future claim by any party to rights by past practice.

Jefferson County Public Schools Coaches' Hiring Per Sport

Listed are the maximum number of coaches allowed per sport for the Jefferson County Public Schools. Schools may hire additional coaches at the established pay scale unless otherwise noted. Hiring additional coaches is at the discretion of the local schools.

Baseball: Total 6		Field Hockey: Total 6		Swimming: (2 boys'/2 girls') Total 4	
Board Paid:	Head Coach 1	Board Paid:	Head Coach 1	Board Paid:	Head Coaches (1 boys'/1 girls') 2
School Paid:	Varsity Assistant 1 [^]	School Paid:	Varsity Assistant 1	School Paid:	Assistant Coaches (1 boys'/1 girls') 2 [^]
	JV 2 [^]		JV 2*		
	Grade Nine 2 [^]		Grade Nine 2 [^]		
Basketball: (4 boys'/4 girls') Total 8		Football: Total 10		Tennis: (2 boys'/2 girls') Total 4	
Board Paid:	Head Coaches (1 boys'/1 girls') 2	Board Paid:	Head Coach 1	Board Paid:	Head Coaches (1 boys'/1 girls') 2
	JV Coaches (1 boys'/1 girls') 2	School Paid:	Varsity Assistants 3	School Paid:	Assistant Coaches (1 boys'/1 girls') 2 [^]
	Grade Nine (1 boys'/1 girls') 2		Grade Nine 2		
School Paid:	Varsity Assistants (1 boys'/1 girls') 2*	School Paid:	JV 2*		
			Grade Nine 2		
Cheerleading: Total 5		Golf: (2 boys'/2 girls') Total 4		Track: (4 boys'/4 girls') Total 8	
Board Paid:	Varsity Sponsor 1	Board Paid:	Head Coaches (1 boys'/1 girls') 2	Board Paid:	Head Coaches (1 boys'/1 girls') 2
School Paid:	Varsity Assistant 1 [^]	School Paid:	Varsity Assistants (1 boys'/1 girls') 2 [^]	School Paid:	Assistant Coaches (1 boys'/1 girls') 2
	JV/Grade Nine 1 [^]			School Paid:	Assistant Coaches (2 boys'/2 girls') 4*
	Varsity Assistants 1 [^]				
	Grade Nine Assistant 1 [^]	Soccer—Boys': Total 4		Volleyball: Total 4	
Cross-Country: (2 boys'/2 girls') Total 4		Board Paid:	Head Coach 1	Board Paid:	Head Coach 1
Board Paid:	Head Coaches (1 boys'/1 girls') 2		JV 1	School Paid:	Varsity Assistant 1*
School Paid:	Varsity Assistants (1 boys'/1 girls') 2 [^]	School Paid:	Varsity Assistant 1*		Grade Nine 1 [^]
			Grade Nine 1		
Dance: Total 3		Soccer—Girls': Total 4		Wrestling: Total 3	
Board Paid:	Varsity Sponsor 1	Board Paid:	Head Coach 1	Board Paid:	Head Coach 1
School Paid:	Varsity Assistants 2 [^]		JV 1	School Paid:	Assistant 1
Drama: Total 3		School Paid:	Varsity Assistant 1*	School Paid:	Assistant 1*
Board Paid:	Sponsor 1		Grade Nine 1 [^]		
School Paid:	Sponsors 2 [^]	Softball: Total 6			
		Board Paid:	Head Coach 1		
		School Paid:	Varsity Assistant 1 [^]		
			JV 2 [^]		
			Grade Nine 2 [^]		

* Must pay salary from Board scale

[^] Must pay salary from supplemental Board-approved salary schedule

EXTRA SERVICE PAY SCHEDULE 2007-08

ATHLETIC AND RELATED ACTIVITIES IN SENIOR HIGH SCHOOLS

TITLE		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Athletic Director		4750	5492	6234	6976	7718
Head Football		3958	4577	5195	5814	6432
Head Basketball (1)		3958	4577	5195	5814	6432
Asst. Football		2375	2746	3117	3488	3859
JV Basketball (1)		2375	2746	3117	3488	3859
Track (1)		2375	2746	3117	3488	3859
Baseball		2375	2746	3117	3488	3859
Softball		2375	2746	3117	3488	3859
Wrestling		2375	2746	3117	3488	3859
Volleyball		2375	2746	3117	3488	3859
Cheerleaders		2375	2746	3117	3488	3859
JROTC Rifle Team		2375	2746	3117	3488	3859
Sch Tech Coordinator		2375	2746	3117	3488	3859
Drill Corps		1979	2292	2598	2907	3216
Cross Country (1)		1979	2292	2598	2907	3216
Field Hockey		1979	2292	2598	2907	3216
Soccer (1)		1979	2292	2598	2907	3216
Tennis (1)		1979	2292	2598	2907	3216
JV Volleyball		1583	1831	2078	2325	2573
Golf (1)		1583	1831	2078	2325	2573
Swimming		1583	1831	2078	2325	2573
Chess Sponsor		1583	1831	2078	2325	2573
ROTC Drill Team		1583	1831	2078	2325	2573
Asst. Wrestling (2)	26	1583	1831	2078	2325	2573
Asst. Field Hockey (2)	JV SCH	1583	1831	2078	2325	2573
Asst. Track (1)(2)	32	1187	1373	1558	1744	1930
Asst. Soccer (1)(2)	JV SCH	1187	1373	1558	1744	1930
Freshman Basketball (1)		1187	1373	1558	1744	1930
Freshman Football		1187	1373	1558	1744	1930

ASSISTANT ATHLETIC DIRECTOR'S (GAME MANAGERS)

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Assistant Athletic Director	1700	2000	2300	2600	3000

Schools will be required to pay the listed Board approved scale. However, step progression **is not** mandatory.

SCHOOL FUNDED SPORT/SUPPORT POSITIONS

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
SCHOOL FUNDED SPORT/SUPPORT	200	500	800	1100	1400

Schools will be required to pay the listed Board approved scale. However, step progression **is not** mandatory.