

To: Mr. Darren Bilberry

From: Gary W. Lawson

Date: July 26, 2012

Subject: East Ridge High School's Supplemental Information in relation to the 2012 Annual Title IX Report

The new Athletic Director at East Ridge High School has submitted to the KHSAA a significant amount of supplemental information for the school's 2012 Annual Title IX Report. The Athletic Director was contacted on June 23, 2012 and again on June 28, 2012 about possible reporting errors. Since that time I have worked closely with school officials to correct these reporting omissions and errors. The submittal of July 25, 2012 made to the KHSAA appears to be correct and in good order. This submittal has been scanned into the East Ridge Title IX file. It is strongly recommended that these newly submitted documents be used as reference material during East Ridge's upcoming school visit. It does appear that the school is now moving in the proper direction in relation to accurate reporting to the KHSAA. It is also strongly recommended that the school be allowed to correct the team rosters submitted with the 2012 Annual Report.

Thanks for your interest and consideration in this matter.

cc: Randy McCoy, Athletic Director, East Ridge High School

To: KHSAA

From: Randy D. McCoy

Athletic Director

East Ridge High School

RE: Title IX

Re-submission of Forms

The following forms have been adjusted to reflect data and corrections of forms in the 2012 annual report. We are hopeful we are now on course to submit correct information and to maintain compliance with both KHSAA and Title IX regulations in the future.

*Please note T35 and T36 forms reflect financial information from the 2011-2012 school year.

*It should be noted that roster's submitted in the 2012 annual report for some teams are incorrect. I have discussed this situation on several occasions with Mr. Lawson and I am hopeful of having the opportunity to correct these when computers are open for this to be done.

Thank you for your patience and assistance in relation to our school's past reporting.



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES
SCHOOL YEAR 2011 - 2012

KHSAA Form GE19
Rev 5/11

OK

The EAST RIDGE High School, LICK CREEK, 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:

I. 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.)
KEVIN JUSTICE	19471 LICK MT RD, 41540	606-835-2811	PRINCIPAL
DEBRA ADKINS	19471 LICK CREEK, KY 41540	835-2811	PARENT
MEGAN MCCOY	19471 LICK CREEK, KY 41540	835-2811	STUDENT
DENISE CAMPBELL	19471 LICK CREEK, KY 41540	835-2811	COACH
TERESA COLEMAN	19471 LICK CREEK, KY 41540	835-2811	TEACHER
JOHANNY MILLED	19471 LICK CREEK, KY 41540	835-2811	STUDENT

II. Scheduled a minimum of three meetings during the school year on the following dates:

DEC. 10, 2011
FEB. 3, 2012
FEB. 20, 2012

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

Name	Title	Address	Phone
RAYMOND MCCOY	ATHLETIC DIRECTOR	19471 LICK CREEK, KY 41540	606-794-1993

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

Name	Title	Address	Phone
ANCIE CASEY	ATHLETIC DIRECTOR	3007 RYBENDE, KY 41501	606-437-7700

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 Signature

Raymond McCoy - ATHLETIC DIRECTOR

7-25-12

Date

7-25-12



SCHOOL YEAR 2011-2012
 ACCOMMODATION OF INTERESTS AND ABILITIES
 SUMMARY PROGRAM CHART

KHSAA Form T1
 Rev. 5/11

ok

Participation Opportunities: Test One - Proportionality

		(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	312	48.75	153	48.26
Row 2	BOYS	328	51.25	164	51.74
Row 3	Totals	640	100%	317	100%

done 7-26-12

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 21

- 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 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 in 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.
- 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: *K. S. [Signature]* Date: 7-25-12

R.H. McCoy - ATHLETIC DIRECTOR

7-25-12



SCHOOL YEAR 2011-2012
 ACCOMMODATION OF INTERESTS AND ABILITIES
 SUMMARY PROGRAM CHART

KHSAA Form T2
 Rev. 5/11

PARTICIPATION OPPORTUNITIES: TEST TWO - PROGRAM EXPANSION

Program		Column 1 Number of Teams Currently Offered	Column 2 Number of Participants	Column 3 Number of Teams Added including the current school year and the four previous school years.	Column 4 Number of Participants for the current school year who are playing on teams added dating back to the four previous school years.	Column 5 Percent of Total Participation By Sex Added including the current school year and the four previous school years.
GIRLS Row 1	varsity:	5	93			
Row 2	j.v.:	3	32			
Row 3	frosh:	2	28	1	18	
Row 4	total:	10	153	1	18	.12
BOYS Row 5	varsity:	7	93	1	13	
Row 6	j.v.:	3	46			
Row 7	frosh:	2	25	1	10	
Row 8	total:	12	164	2	23	.14

- 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.
- 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.
- 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.
- 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.
- 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 for the underrepresented sex (most likely girls), 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: [Signature] Date: 7-25-12

[Signature] - ATHLETIC DIRECTOR 7-25-12



SCHOOL YEAR 2011-2012
 ACCOMMODATION OF INTERESTS AND ABILITIES
 SUMMARY PROGRAM CHART

KHSAA Form 13
 Rev 5/11

Participation Opportunities Test Three Full Accommodation

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S) AND DESCRIBE YOUR IMPLEMENTATION PLAN IN LINE (5).

	GIRLS (Yes / No)	BOYS (Yes / No)
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable varsity interscholastic team for a sport not currently offered? If yes, what sport?	SOCCER GOLF YES	NO
2. Based on the responses from your most recent student survey, is there sufficient interest to form a viable junior varsity interscholastic team for a sport not currently offered and for which there is not sufficient interest to form a viable varsity interscholastic team? If yes, what sport?	NO	NO
3. Based on the responses from your most recent student survey, is there sufficient interest to form a viable freshman interscholastic team for a sport not currently offered and for which there is not sufficient interest to form either a viable varsity or junior varsity interscholastic team? If yes, what sport?	NO	NO
4. If you answered YES to question (1), (2), or (3), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	YES	N/A

Remember, test three - full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

5. Describe your plans to address interest below:

① DESIGNATED REP. WILL HAVE MEETING'S PLANNED TO VALIDATE INTEREST IN GIRLS SOCCER AND GIRLS GOLF IN AUG. 2012

* 1st MEETING - STUDENTS INTERESTED

* 2nd MEETING - STUDENTS AND PARENTS CALLED MEETING TO VALIDATE

Principal Signature: K. [Signature] Date: 7-25-12

R.D. McCoy - ATHLETIC DIRECTOR 7-25-12



**SCHOOL YEAR 2011-2012
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T35
REV.5/11

Sports	Equipment and Supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; dollar amount required)		Publications (if sport-specific)		
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	Booster
G basketball	5153.09	4896.58	2751.00	2137.84	471.00	471.00	3-3	227.50			350.00
B basketball	6250.25	2473.16	1731.44	1678.50	2525.50	11,937.65	3-3	227.50			350.00
G bowling											
B bowling											
G softball	2975.79	6569.83	2901.22	2887.50	486.85	2500	3-3				350.00
B baseball	2465.08	6091.00	3130.39	1821.15	295.00	2500	2-2				350.00
G cross country	397.28		1228.30			300	1-1				
B cross country	397.28					300	1-1				
G golf						600	1-1				
B golf	540.00										
G soccer											
B soccer											

1. Total expenditures on T-35 and T-36 on the current annual report should reflect the total monies spent (rounded off to nearest dollar) for the previous school year.
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)

Principal's Signature: Pat D. McGee - ATHLETIC DIRECTOR Date: 7-25-12



SCHOOL YEAR 2011-2012
 ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
 TO INCLUDE BOOSTER CLUB FUNDING

Sports	Equipment and supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; dollar amount required)	Expenditures for all levels # Coaches for all levels # Teams for all levels	Facilities improvements		Publications (if sport-specific)	
	School	Booster	School	Booster	School	Booster			School	Booster	School	Booster
G swimming												
B swimming												
G track	109		300.00				500	1-1				
B track	109		300.00				500	1-1				
G tennis												
B tennis												
G volleyball	7116.20		1598.50				1500	2-3		227.50		350.00
B wrestling	2306.40		240.00				2500	1-1				
G (list sport)												
B football	10623.36		2800.00	6850.00			375.00	1650.28	4-4			350.00
G (list sport)												
B (list sport)												

1. Total expenditures on 1-35 and 1-36 on the annual report should reflect the total monies spent (rounded off to nearest dollar) for the previous school year.

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 (1-60) what action you will take to correct the problem.)

Gender	Expenditures	Percentage
Boys	\$83,071.00	56.4 (32.1)
Girls	\$64,158.00	43.6 (48)
Total	\$147,235.00	100% (206)

Principal Signature: [Signature] Date: 7-25-12

[Signature] ATHLETIC DIRECTOR



SCHOOL NAME EAST RIDGE HIGH SCHOOL
 SCHOOL YEAR 2011-2012
 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 with the annual report.

COLUMN 1 SPECIFIC ITEM FOR CORRECTION/IMPROVEMENT	COLUMN 2 PLAN FOR SUGGESTED CHANGE	COLUMN 3 START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
ACCOMMODATION OF INTEREST AND ABILITIES: DATA INDICATES E.R. MAY NOT BE MEETING ALL OF OPPORTUNITIES TEST	① SCHOOL WILL RE-START T-2 FROM WHICH GIVES TO KHSAA CORRECT INFORMATION. ② SCHOOL WILL ADDRESS FOR VAULTING, THE INDICATED INTEREST IN GIRLS SOCCER AND GIRLS GOLF, AND TAKE PROPER STEPS BASED ON INFORMATION.	* START - JULY 2, 2012 COMPLETE - AUG. 30, 2012
SUPPORT SERVICES - DATA SHOWS ATHLETIC SPENDING IS GREATER THAN FAIRLY MAKE ATHLETES	* SCHOOL OFFERS TO CHAT WITH GENDER EQUITY TRAINING COMMIT. WILL MON. ALL ATHLETIC SPENDING IN AND ATTEMPT TO BRING ABOUT MORE EQUITY IN DIVISION OF BENEFITS	* START - JULY 2, 2012 COMPLETE - APRIL 15, 2013

Principal's Signature: [Signature] Date: 7-25-12

[Signature] - ATHLETIC DIRECTOR
 7-25-12