

December 28, 2007

Kentucky High School Athletic Association
2280 Executive Drive
Lexington, Kentucky 40505

Brigid L. Devries Commissioner
Title IX

Dear Mrs. Devries,

This letter is to acknowledge receipt of your response to my previous complaint about Title IX violations being a concern at Mclean County High School. It appears by your response that my concerns were over the dismissal of our former coach Kim Swift. His dismissal has nothing to do with my complaint! His replacement in all the coaching positions is my actual complaint. Please understand that Mclean County High has spent the past 20 years trying to build a program in sports that could be a little competitive. We have in just the past few years become competitive enough that every school in western Kentucky doesn't want to schedule us for their homecoming to almost guarantee a win. Hiring qualified coaches is of no concern to our superintendent. This county knows you must be in the Good Ole Boys System to maintain employment and teaching in our school system. You must do as your told, keep your mouth shut, and never complain about what goes on in the Central Office. I have two former wives who are employed by the Mclean County School System so I know what I'm talking about. I also have three girls attending Mclean County Schools and yes they do compete in sports at the present time. However, they have almost lost their respect for the system and are talking about not competing next year, along with several other girls. If girls and boys are not involved in sports, they are almost surely going to get involved in something else that may not be good for them.

When do the girls get to express their concerns about sports? Has anyone ever talked to any of these girls to see if they have concerns or complaints about anything at the school. My girls tell me to just let it go, no one cares, and its not going to change anything. Well, there comes a time when things must change for the better good of all parties involved. We at some point must take a stand and say this is wrong and will not be tolerated.

Every parent of the girls involved in sports, say that the hiring of the girls coaches has set our program back at least ten years. I guess my next step will be going to the newspaper to express my concerns. At least the citizens of Mclean County will know that I am one parent who is not afraid to speak up for what is right.

Thank you for your response.

Sincerely,


Shelly M. Ranburger Jr

→
Dunbar?
Judy
6-5-08



Kentucky High School Athletic Association

2280 Executive Drive ° Lexington, KY 40505 www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

December 21, 2007

Shelly M. Ranburger, Jr.
213 West Broadway Street
Livermore, KY 42352

Dear Shelly:

This letter is to acknowledge receipt of your correspondence regarding your concerns over McLean County High School Coach Kim Swift.

With regards to Title IX, coaching is an important component in the Title IX compliance picture. Schools have a responsibility to hire qualified people to coach both their boys' and girls' athletic teams. That said, occasionally there is a shortage of qualified people to fill coaching positions in some KHSAA sponsored sports. With regards to the hiring of coaches, school based decision making groups, along with the school administration have total jurisdiction over the hiring/firing of coaches, teachers and other school personnel.

Enclosed please find a copy of the "KHSAA Title IX Steps for Continuing Compliance" for your review. Feel free to contact me or Assistant Commissioner Larry Boucher, who coordinates our Title IX audit program, if you have any questions regarding this information.

Thank you for your letter.

Sincerely,

A handwritten signature in cursive script that reads "Brigid L. DeVries".

Brigid L. DeVries
Commissioner

BD:dk

Enclosure

xc: Principal Rollie Troutman, McLean County High School
Athletic Director Nick Boling, McLean County High School
Assistant Commissioner Larry Boucher, KHSAA



STEPS FOR CONTINUING TITLE IX COMPLIANCE

- I. Each high school shall have a functioning Gender Equity Review Committee.
Committee Makeup:
 - Committee size should be workable (8-10 people)
 - Members could include Principal, Athletic Director, representatives from both boys and girls coaching staffs, the designated Title IX Coordinator from the district or school as reported to KDE, school board members, booster club member, local media representative, and school bookkeeper.
 - A Coordinator should be elected to facilitate the committee and its proceedings.
 - Minutes shall be recorded and filed in the school's permanent Title IX file.Committee Meetings:
 - A minimum of three meetings are to be held each school year.
 - Suggested dates:
 - August – Fall Sports Review
 - November – Winter Sports Review
 - February – Spring sports Review
 - A quorum of the membership must be present and the meeting conducted in accordance with applicable state law and accepted rules of order.
 - Committee membership and mission should be review every 3-5 years.

- II. The Gender Equity Review Committee shall develop and continually monitor a Title IX action plan and time table for implementation. The plan should include changes and corrective action as a result of each audit. The plan should include a review of the current status of sports offerings for boys and girls and compare such things as:
 - Locker rooms practice and competitive facilities
 - Coaching stipends
 - Sports Budgets and Expenditures
 1. Equipment, Supplies
 2. Travel Allowances
 3. Medical and Training Facilities
 4. Total expenses for each gender
 - Scheduling of games and practice times
 - Coaching assistance
 - Other support services such as booster organizations

The Committee shall identify specific areas for improvement in the athletics program giving priority to items required for equitable treatment of girls and boys.

A timetable shall be established for improving current sports programs where needs are identified based on the following:

- A comparison of sports offerings for males and females
- Facility improvement development necessitated by the school's self-assessment
- Equalization of recognition and award's programs
- Revisions in coaching staff identified by the self-assessment

III The Principal of each KHSAA member school shall submit an Annual Report by April 15 of each year.

The following forms shall be submitted:

- Form GE-19 (Annual Verification of Title IX Procedures)
- Forms T-1 through T-4 (Summary Forms for Accommodation of Interests and Abilities).
- Forms T-35 & T-36 (Budget Forms)
- Form T-41 (Checklist – Overall Interscholastic Athletics Programs)
- Form T-60 (An updated Corrective Action Plan)
- Interscholastic Survey Results – Required on an alternate year basis

IV. The Principal, or his/her designee, will maintain a permanent Title IX file. The permanent Title IX should include:

- The 1999-2000 Self Study
- All Annual Reports
- Minutes of Gender Equity Review Committee meetings
- Supplemental information such as the board approved salary schedule for coaches
- Letters/written communications regarding Title IX
- Policies governing the conduct of the athletic program, i. e. travel and per diem, uniform purchase/replacement, awards.
- Booster Club agreements
- Examples of facility usage schedules for the gymnasium, fields, and weight rooms
- Examples of team game and practice schedules.

November 16, 2007

NOV 26 2007

Kentucky High School Athletic Association
2280 Executive Drive
Lexington, Kentucky 40505

Brigid Devries
Commissioner Title IX

Dear Mrs. Devries,

The majority of us try to instill in our children a sense of morality. As good parents, we ~~try to teach that integrity is an important part of being a respectable person. We entrust our~~ children for most of their waking hours to a group of individuals that we hope will assist us in producing well educated, socially adept and responsible young adults. We expect those folks to honor their obligation to our children, to set a positive example.

In the past year, our girls have suffered through much adversity, as they lost two of their fellow classmates, friends, team members due to tragic accidents. With obvious disregard to the timing or effect on our children, Coach Kim Swift was removed as the Lady Cougar Basketball and Softball Coach within days of this tragedy. Admirably, displaying great character and personal strength, our children stepped forward to defend themselves and their coach by asking the superintendent to reconsider his decision at the school board meeting. Mr. Melloy listened as students, parents and concerned citizens expressed their dissatisfaction but refused to hear what they were saying. It became evident through his response that the welfare and opinions of the majority most affected by his decision are of little importance to our superintendent of schools.

It would be unrealistic to assume that politics has played no part in the decision that was made. None of us are so naïve that we are not aware of how the game is played. However, when did it become acceptable for politics to replace integrity and good sense. And when did popularity become more important than qualification, dedication and hard work? Quite frankly, it is an embarrassment to our community. Our superintendent has succeeded in destroying a program that the coach, parents, and children have worked diligently and lovingly to build. Sadly, the ones who are suffering the most as a result of this are the kids. These girls have been let down by the system. Even though Mr. Melloy feels he had good cause for the removal of our former coach, his handling the situation has detoured any quality coach within the state of applying for these positions. Even though the principal of the high school is responsible for hiring of coaches, Mr. Melloy must approve these people.

We have a boys basketball coach with over 20 years experience and the newly hired girls varsity basketball coach has 2 years of freshmen coaching experience. The newly hired softball coach for the girls has never coached any sport but t-ball. I know of several coaches who applied for this position but weren't even considered. How can these decisions be fair to the girls? The

newly hired freshmen girls basketball coach is at this time the middle school boys basketball coach. He doesn't practice with the girls and will miss several games because of the conflict. Does this sound fair?

Which example of leadership would you like for your children to follow? Just because an individual is given a position of leadership, does that make him a leader? Is leadership accompanied by responsibility? If so, responsibility to whom? An appointed or elected leader is merely the spokesperson for those who allow him that position. Remember that this man is responsible to you and that makes you responsible for his actions. This is OUR county. Our love, loyalty, hard work and tax dollars keep it alive. Hatred and self-serving manipulation should not be allowed to define what kind of community we live and raise our children in.

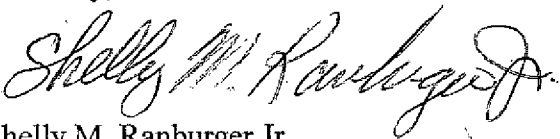
Accountability defined means "a reckoning". It is time the majority holds those that WE placed in positions of leadership, accountable.

If there is not some serious Title IX violations in our system, someone needs to explain what Title IX means to all the parents of the female athletes at McLean County High School. What steps do we as parents take to get equal supervision for our girls?

As an elected official myself, I know what it means to make decisions that are not so popular, but I always try to base my decisions on what's best for the entire community.

Your response to this letter would be greatly appreciated.

Sincerely,



Shelly M. Ranburger Jr.
213 West Broadway Street
Livermore, Kentucky 42352
Livermore City Councilman
Concerned Citizen