



**KHSAA TITLE IX RE-VISIT
FINAL AUDIT REPORT**

(For schools re-visited during the 2012-2013 school year)

School: East Ridge High School
 Prepared By: Gordon Bocock
 Date of Re-Visit: January 16, 2013
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

Verification of Forms (Form GE-19) Yes No

Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes No

Benefits Summary Charts (Forms T-35 & T-36) Yes No

Checklist Overall Athletics Program (Form T-41) Yes No

Improvement Plan Summary Charts (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
	C	Full and Effective Accommodation of Interest and Abilities

- A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: According to the data in the recent Annual Reports, East Ridge High School is not in compliance with the Substantial Proportionality Test. The school last passed this test in 2009-2010 and the Annual Reports the last three years have been lacking complete and/or inaccurate data making it doubtful that Test 1 is an area of compliance.

- B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: With the data presented in the past three Annual Reports East Ridge High School is not in compliance with the History and Continuing Practice of Program Expansions Test. The 2011-2012 T-2 form was filled out incorrectly making it impossible to list the school as being compliance in this area.

- C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: After reviewing the past two Student Interest Surveys and looking at the current sporting opportunities at East Ridge High School it appears that that this is an area that is in compliance.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments: The school has been very slow in responding to Student Interest Surveys in the past. At the time of this audit no evidence was presented that showed any effort that East Ridge High School has attempted to see if the interest reflected in girl's golf and girl's soccer was real and genuine. The most recent survey shows interest in the new sports the KHSAA is offering but again no evidence that the school has made any efforts to see if this interest in real and genuine.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	<p>This category is currently deficient because the data submitted indicates that the school is not currently meeting the standard established in any of the three tests for provision of athletic opportunities.</p> <p>(See KHSAA recommended action)</p>
Equipment and Supplies	X		<p>At the time of the first Audit in 2003 this was an area that was deemed satisfactory but the school was recommended to develop a Uniform Rotation Plan.</p> <p>The second Audit took place in 2010 and this area was Satisfactory. A Uniform Rotation Plan had been put in place.</p> <p>The Gender Equity Review Committee needs to keep an eye on spending especially in this area as over the past three years there is a very large difference in the spending in regards to boys compared to girls.</p>
Scheduling of Games and Practice Time	X		<p>This was an area that was Satisfactory in both of the first two audits. Practice schedules in like sports are in place and the sharing of facilities does not appear to be an issue.</p>
Travel and Per Diem Allowances	X		<p>Satisfactory in both of the previous audits but the school was asked to develop a travel and per-diem policy. A travel and per-diem policy has been developed but it needs to be reviewed by the Gender Equity Committee as the reporting of travel expenses over the past three years is not accurate. The Gender Equity Review Committee needs to put an Improvement Plan in place to ensure proper reporting of all Travel expenses as well as upgrading and re-evaluating the current Travel and Per Diem Policy. They are listed as Satisfactory but they are very much border line in this area.</p>
Coaching	X		<p>The first two Audits revealed that the school was satisfactory in this area. The documentation appears to indicate that the male athletes have an advantage in both compensation and accessibility of coaching. This is another area that is borderline and needs to be closely monitored by the Gender Equity Review Committee especially in the coaching salary disparity that is starting to take</p>

			place.
Locker Rooms, Practice and Competitive Facilities	X		<p>In the 2003 Audit this was an area that was satisfactory but it was pointed out that all the various teams need to be assigned a dressing room. There was disparity in male and female locker room assignments. In 2010 the school still had not followed the recommendation of the Audit Team and there was still disparity in locker room assignments. At the 2013 Audit all the various teams at East Ridge High School have dressing rooms assigned.</p> <p>The practice and competitive facilities are very good and maintained well.</p>

Medical and Training Facilities and Services	X		<p>At the time of the first two audits the school was satisfactory in this area. In 2003 the weight room was a male domain and there was no schedule that allowed females equal access. The 2010 Audit revealed that the weight room was still not female friendly.</p> <p>The most recent visit showed that the females now have equal access. The Gender Equity Review Committee should continue to monitor provisions of this benefit.</p>
Publicity	X		<p>At the time of the first two visits the school was satisfactory in this area. The school was asked to develop an Awards and Banner Policy and that has been done. The Gender Equity Review Committee should re-evaluate the Awards and Banner Policy each year to make sure it is the best policy for the student athletes at East Ridge. The Gender Equity Review Committee should monitor the reporting of expenditures within this category in relation to accuracy.</p>
Support Services		X	<p>This is an area of concern as the overall spending for boys and girls is border line at best. There appears to be issues with the accuracy of reported expenditures on the T-35 and T-36 forms. Only once during the past four years has the overall spending been within acceptable parameters for the provisions of parity.</p> <ul style="list-style-type: none"> • 08-09 shows \$125.00 more per male athlete. • 09-10 shows \$143.00 more per male athlete. • 10-11 shows \$81.00 more per male athlete • 11-12 shows \$128.00 more per male athlete. <p>The Gender Equity Review Committee needs to put together an Improvement Plan which would bring parity to this area.</p>
Athletic Scholarships	X		Does not apply to the students at East Ridge High School
Tutoring	X		Does not apply to the students at East Ridge High School
Housing and	X		Does not apply to the students at East Ridge

Dining Facilities and Services			High School
Recruitment of Student Athletes	X		Does not apply to the students at East Ridge High School

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

East Ridge High School has had some significant turnover in the Athletic Director position during the past four years. This turnover has resulted in very poor and inaccurate Annual Reports. After meeting with and discussing various and assorted issues the Audit Team feels that the school is working to equity in all of it's sports programs.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs:

The most immediate need is to bring provide evidence that the school is meeting the standard of at least one of the three opportunities test. It appears that the inaccurate reporting of data has affected results within this category. Immediate Improvement Plans must be put in place by the East Ridge Administration and the Gender Equity Review Committee to ensure that the school will be meeting the standard of one of the three tests by the time of the next Annual Report.

7. KHSAA Recommended Action in relation to new deficiencies

The April 30, 2013 Improvement Plan should include steps to bring athletic spending within acceptable parameters for the provision of parity.

The April 30, 2013, T-3 form in the Annual Title IX report should describe the steps taken to address the indicated interests shown by female athletes on the most recent Student Athletic Interests survey.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There are none.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Randy D. McCoy, East Ridge High School
 19471 Lick Mountain Road
 Lick Creek, Kentucky 41501
 606-794-1993

District Level Title IX Coordinator: Angie Casey
 Pike County Board of Education
 Pikeville, Kentucky 41501
 606-433-9200

Name	Title	Telephone
Bradley Allen	Football/Track	606-271-0714
Kevin Justice	Principal	606-213-6619
Randy McCoy	Athletic Director	606-794-1993
Denise Campbell	Girls Basketball	606-794-1705
Whitney Compton	Cross Country Coach	276-608-1765
Jill Morgan	Softball Coach	606-639-6749
Johnny Miller	Student Athlete	606-213-6038
Teena Rowe	Student Athlete	606-434-9133
Krista Bell	Parent/Counselor	606-754-4392
Ancie Casey	District Title IX	606-754-4392
Sharon Tippet	KHSAA Audit Team	859-299-5472
Gordon Bocock	KHSAA Audit Team	859-299-5472

10. Comments:

The KHSAA Audit Team would like to thank Mr. Justice and Mr. McCoy for their efforts to make this a successful Title IX Audit. It is obvious that they want what is best for the student athletes at East Ridge High School. Some areas were pointed out that the Gender Equity Review Committee needs to address and fine tune to help make things even better at the school in regard to Title IX issues. The two areas that are deficient need to be addressed immediately with an Improvement Plan to bring both areas back to a satisfactory area. The Gender Equity Committee needs to look at and re-evaluate all the schools gender equity related policies and guidelines.

No one showed up at the Public Forum and the Audit Team left the school at 3:15.