

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

(For schools re-visited during the 2008-2009 school year)

School: **Scott County High School**
 Prepared By: **Gary W. Lawson**
 Date of Re-Visit: **January 15, 2009**
 Telephone Number of Reviewer: **(502) 875-3817**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Participation Opportunities Summary Chart (Form T-70) Yes No
- Benefits Summary Charts (Forms T-71 & T-72) Yes No
- Benefits Publicity (Form T-73) Yes No
- Corrective Action Plan Summary Charts (Form T-74) 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
X	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 data and calculations submitted by the school, it has not met the standard established in Test 1 for provision of athletic opportunities during any of the past three school years.

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: According to data and calculations submitted by the school, it has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years.

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: According to information and responses submitted by the school, it has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments: According to data submitted by the school, it received an 80% return rate on its most recent student athletic interest survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
<p>Accommodation of Interests and Abilities</p>	<p>X</p>		<p>The responses and information submitted by the school indicate that the standard established in Test 3 for the provision of athletic opportunities has been met during each of the past three school years, and it is currently meeting that standard. The responses on the T-3 form appear to be supported by data on the most recent student survey. The school currently offers all KHSAA sanctioned sports for girls at the varsity level. There are currently a total of 21 teams offered for girls participation and the same number for boys. KHSAA representatives reviewed the school's Title IX file. The file was found to contain the school's most recent self-study, all of the school's annual reports to KHSAA, a board approved salary schedule for coaches, and a written record of one complaint relating to gender equity, but the school's response was not a part of the file. (See KHSAA Recommended Action.) Also included were game programs for football and boys and girls basketball, written booster club bylaws and agreements, written usage schedules for all shared athletic facilities, written team practice schedules, guidelines regarding awards and recognition of athletic accomplishments, a partial listing of locker and athletic storage space assigned each team (see KHSAA Recommended Action), written minutes for all Gender Equity Review Committee meetings for the past five years, records of all student athletic interest surveys, a written uniform review/replacement plan, and written guidelines relating to provision of travel and per diem. <u>School officials were commended for the development and maintenance of a very comprehensive Title IX file.</u></p>

Equipment and Supplies	X	<p>The January 30, 2009 audit report requested that a uniform review/replacement plan be developed and implemented. The recent visit showed that a replacement plan has been developed based on a four-year rotation. Both the quality and quantity of uniforms, equipment, and supplies appeared to be comparable for both boys and girls. According to the re-visit form and the school's 2007-08 annual report, it was spending approximately \$456 per female athlete and approximately \$527 per male athlete for the provision of equipment and supplies. Specific areas which should be monitored in this category are football and boys and girls basketball.</p>
Scheduling of Games and Practice Time	X	<p>According to information provided on the re-visit form, the number of competitive events scheduled for "like" sports appear equitable. Reports indicate that shared practice facilities are scheduled equitably. According to the girls basketball post season 2007-08 schedule posted on the KHSAA website, they played 67% (6/9) of their home games on prime dates and also adhered to the current recommendation for prime time play. The school's 2008-09 girls basketball schedule posted on the KHSAA website shows that 50% (4/8) of their home games will be played on prime dates, and they continue to meet the standard for prime time play.</p>
Travel and Per Diem Allowances	X	<p>The January 30, 2006 audit report requested that written guidelines be developed for provision of travel and per diem that showed equivalence. The recent visit showed that these guidelines had been developed and were part of the Title IX file. The school's re-visit form and its 2007-08 annual report indicate they are spending approximately \$192 per female athlete and approximately \$253 per male athlete for travel and per diem. Specific areas to be monitored in this area should include but not be limited to boys and girls basketball.</p>

Coaching	X	<p>According to the school's 2007-08 annual report, the number of coaches provided for "like sports appears to show equivalence. Coaches' salaries, as reported on the school's annual report as well as that on the school district's extra service pay schedule, appear comparable. According to the school's re-visit form 55% (5/9) of the girls head coaches are on campus employees as compared to 77% (7/9) of the boys coaches being on campus employees.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>Both the competitive and playing facilities as well as the locker rooms and competitive facilities have been rated as excellent by previous school reports. Upgrades to the softball field in 2003-04 have brought that facility very close to parity with other existing outdoor facilities. Parents attending the public meeting voiced concern that the sprinkler system and the electric scoreboard at the softball field were in need of maintenance. (See KHSAA Recommended Action.) The baseball team has an outdoor batting cage and the softball field currently does not. School officials contend that they are in the process of providing this amenity for softball. (See KHSAA Recommended Action.) Both the baseball and softball fields are on property located in a municipal park adjacent to the school. The public restrooms at the park are in closer proximity to the baseball field than the softball field. Port-a-potties are made available in close proximity to the softball field. There is a record of a written complaint relating to the provision of an equitable practice facility for girls soccer. School officials responded by providing the girls a practice facility at the turf field and the Georgetown Middle School field. Currently, girls soccer appears to have a slight advantage in relation to provision of practice and game facilities and total expenditures for benefits. Documentation of the response to the written complaint should be placed in the Title IX file. (See KHSAA Recommended Action.) The track, tennis, swimming, and basketball facilities appear to show parity for boys and girls teams. The school's Title IX coordinator appears to be very conscious of equivalence</p>

Locker Rooms, Practice and Competitive Facilities (Cont'd)		<p>when scheduling shared athletic facilities. The boys basketball locker room (exclusively) and the girls basketball/volleyball locker room are alike in size and provisions. The overlap of shared time in relation to designated seasons is minimal.</p>
Medical and Training Facilities and Services	<p style="text-align: center;">X</p>	<p>Two areas are currently available to athletes for weight training. The newly constructed Bill Wilson Athletic Complex houses a weight training room on the second level. It contains equipment that is suitable for usage by female athletes. This facility is available to all athletic teams except boys and girls basketball. There is an equitable usage schedule for this facility in the school's Title IX file. School officials were informed that this schedule should be <u>posted at the facility</u>. The girls and boys basketball teams have weight training equipment in the gymnasium. The girls basketball coach suggests that a little more female friendly equipment could be used in the girls training area. <u>This request should be addressed by the Gender Equity Review Committee.</u> The Georgetown Community Hospital provides an athletic trainer after 3:30 pm each day in the training room adjacent to the gym.</p>
Publicity	<p style="text-align: center;">X</p>	<p>According to the school's re-visit form, it sponsors one cheerleading squad which cheers at all football games and boys and girls basketball games. The squad splits into a red group and a white group for boys and girls basketball and alternate which team they cheer for. Media guides are generated for football, boys basketball, and girls basketball. According to the re-visit form and the 2007-08 annual report, the school was spending approximately \$82 per female athlete and \$86 per male athlete for promotions, publicity and awards. The school's Title IX file contains a series of detailed guidelines regarding provision of awards and various forms of recognition related to athletic accomplishments. These guidelines seem to be equivalent in this area.</p>

Support Services		X	<p>This category is currently being rendered deficient because spending for athletic benefits have been outside acceptable parameters over a long period of time (all school years since 2003-04) rather than the review of benefits received during the recent visit. At the present time, all teams except boys and girls cross country and boys and girls golf have booster clubs with accounts off the school campus. There is no administrative oversight of booster expenditures prior to purchase. According to data submitted by the school, during the 2006-07 school year, 69% of total athletic spending was for male athletes who made up 56% of the participants while 31% of the spending was on females athletes who represented 44% of the participants. That means that approximately \$902 was spent per male athlete compared to approximately \$495 per female athlete resulting in a difference of \$407 per athlete. During the 2007-08 school year, 68% of total spending was for male athletes who made up 59% of the participants while 32% was spent for female athletes who made up 41% of the participants or approximately \$1,206 per male compared to approximately \$838 per female resulting in a difference of \$368 per athlete. School officials have been alerted to the need for monitoring in this area in order to align expenditures with the intent and spirit of Title IX as documented in the January 30, 2006 audit report as well as the T-65 forms in 2005, 2006, 2007, and 2008. For these reasons, it would appear that the school has become deficient and needs to take positive corrective actions in this category. (See KHSAA Recommended Action.)</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The school's Corrective Action plans for the past three years call for the following:

- development of a uniform replacement plan;
- development of guidelines relating to travel and per diem;
- development of a weight room usage schedule;
- development and implementation of a written booster club agreement;
- development of guidelines regarding athletic awards and recognition;
- establishment of an Athletic Hall of Fame;
- increasing publicity for girls basketball; and
- monitoring spending for equity in relation to "like" sports.

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

The one deficiency designated by the recent school visit is inequitable spending for the provision of athletic benefits.

Although not currently deficient, the following items are areas of concern that should be addressed in order to avoid future deficiencies.

- Expanding the Title IX file to include responses to any written complaints relating to Title IX.
- Expanding the Title IX file to include a written listing of all locker room space and athletic storage space. (Current listing is not complete.)
- Insuring that all amenities at the softball field are in good working order.
- Implementation of the current plan to provide an outdoor batting cage at the girls softball field.

7. KHSAA Recommended Action in relation to new deficiencies

(SUPPORT SERVICES) On or before April 30, 2009 the school is to submit to KHSAA an analysis of athletic expenditures which includes, but is not limited to, the following:

- A comparison of spending on male and female athletes on a percentage and per athlete basis omitting spending on football and omitting participant numbers from football.
- Using the T-35 and T-36 forms from the school's April 15, 2009 annual report, designate the three benefit areas that are most disproportionate in relation to expenditures.
- Develop a written plan for oversight of total athletic spending which would bring the school closer to equivalence in this area. This plan should place particular emphasis on monitoring of benefits areas and teams where spending is most disproportionate. The plan should include, but not be limited to, the person(s) responsible for this oversight and the step by step procedure for approval of expenditures.

Although not currently designated as deficient, the following categories should be addressed in order to maintain equivalence of benefits.

(ACCOMMODATION OF INTEREST AND ABILITIES)

On or before April 30, 2009, the school is to submit to KHSAA a written response to the written complaint in the school's Title IX file relating to equitable provision of a girls soccer practice field. A copy of this response should also be placed in the Title IX file.

On or before April 30, 2009, the school is to submit to KHSAA an expanded list of all equipment storage and locker room facilities provided at the school. This revised list should also be placed in the Title IX file.

(LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES)

On or before April 30, 2009, the school is to submit to KHSAA a picture of the new outdoor batting cage provided at the girls softball field.

On or before April 30, 2009, the school is to submit to KHSAA a written statement enumerating the steps that have been taken to insure that the sprinkler system and the electric scoreboard are in proper working condition at the softball field. This statement is to be signed by the school Title IX coordinator, athletic director, and a school administrator (principal or assistant principal).

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the November 13, 2000 or the January 30, 2006 audit reports, therefore, no re-occurring deficiencies exist at this time.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Rhonda Schornick, 1036 Cardinal Pride, Georgetown, KY 40324 (502) 863-7202

District Level Title IX Coordinator: Rhonda Schornick, 1036 Cardinal Pride, Georgetown, KY 40324 (502) 863-7202

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Robert Cornett	Parent	(502) 868-5300
Phyllis Young	School Board Member	(502) 868-5286
Tara Helton	Asst. Girls Basketball Coach	(502) 863-5340
Glen Wilson	Coach	(859) 523-6417
Cory Cronin	Student/Athlete	(502) 316-0330
Jessi Tevis	Student/Athlete	(502) 316-4774
Rhonda Schornick	Title IX Coordinator	(502) 863-7202
Joe Covington	Assistant Principal	(859) 333-6100
Jim McKee	Athletic Director	(859) 983-3489
Lee Carter	Coach	(502) 316-1058
George Stainback	Parent	(859) 806-3758
Reba Woodall	KHSAA	(859) 299-5472

10. Comments

Two people from the community attended the Public Comments session. The meeting was adjourned at 5:50 pm.

April 14, 2008

Mr. Robert Cornett
Attorney at Law
112 N. Court Street
Georgetown, Ky 40324

Re: Title IX Complaint

Dear Mr. Cornett:

Thank you for sharing your concerns with the Scott County School System. We appreciate you giving the school system the opportunity to look into your complaint regarding fair and equitable use of the Bill Wilson Athletic Complex and surrounding fields.

Dr. Dallas Blankenship, who was the superintendent at the time of your complaint, shared your concerns with the Athletic Department administrators and the School Board.

After looking into the matters it has been decided that the following will occur.

1. A new Athletic Director will be added to the Athletic Department at SCHS to schedule the fair and equitable use of the Bill Wilson Athletic Complex and the surrounding fields for all athletic teams of Scott County Schools.
2. This new Athletic Director will also be the Coordinator of Title IX for Scott County Schools

Please be aware that the scheduling of the Bill Wilson Athletic Complex cannot take place until the complex is completed and the school system has occupancy of the building. Scheduling of the track and turf field will occur once the turf field is completed and the use is granted.

Thank you for your time,



Asst. Principal in charge of Athletics

SCOTT COUNTY HIGH SCHOOL EQUIPMENT STORAGE LOCATION

Baseball:	Baseball field storage for all big equipment 9 th Grade storage for uniforms, ball, small equipment
Softball:	Softball field storage for all equipment during season 9 th Grade storage for uniforms & small equipment after season
Boys Basketball:	Boys locker room in gym
Girls Basketball:	Girls locker room in gym
Cross Country:	9 th Grade storage
Cheerleading:	9 th Grade storage for small equipment (uniforms, poms, etc) Georgetown Middle School for mats
Football:	9 th Grade storage, old locker room, B.W.A.C.
Boys Golf:	9 th Grade storage
Girls Golf:	9 th Grade storage
Girls Soccer:	B.W.A.C. & 9 th Grade storage
Boys Soccer:	9 th Grade storage & Georgetown Middle School storage office (where games are played)
B & G Swim:	9 th Grade Storage Parks 7 Rec. Pavilion – big equipment for meets
Boys Tennis:	9 th Grade storage
Girls Tennis:	9 th Grade storage
B & G Track:	Red Trailer on track for all pits B.W.A.C. for hurdles & other big equipment 9 th Grade storage for uniforms, batons, timing system, small equipment
Volleyball:	Girls Volleyball locker room (to be finished Fall 2009)

LOCKER ROOM FACILITIES

Boys & Girls Basketball have locker rooms in the gym.

Football has the old locker room outside the gym.

Volleyball will have a refurbished locker room in the gym.

Baseball & Softball use the locker rooms in the 9th Grade gym.

All other sports use PE locker rooms in the gym.

Field Improvements 2009

Before the 2009 season began approximately \$6000 Dollars of infield improvements were completed. Twelve (12) Dump truck Loads of clay were donated and volunteer workers spread, leveled, and packed. Thirty (30) ton of Infield top dressing (Marmix) and Three (3) ton of field conditioner (Mule Mix) were paid for by the fiscal court. Volunteer workers spread, leveled and completed the installation. **Status:** Project Complete

Batting Cages:

Construction of a batting cage at the softball field targeted completion for the 2010 season. Galvanized metal pole frame with a class I sand floor. Estimated cost for the construction \$1,100. Softball plans to begin this project as soon as the field is turned over to us in October. This project has already been approved by Parks and Rec.

Travel:

Softball will be looking at tournaments to play in for the 2010 Spring Break time frame. Currently a Murfreesboro weekend trip is taken. Softball is looking at possible extending this weekend trip and pick up games with other teams in Tennessee or proceed to Alabama to schedule games against local High Schools. The intent is to pick up games for the Varsity and JV; if possible games for the Freshman Team will be scheduled. Road blocks to this plan will be funding, and locating the teams to play. This type of trip must also incorporate a team social event or time for Parent/Player site seeing or vacation day since it will be over the spring break period. More detail will not be available till extensive research and planning can be done after the current season.

Fencing and Bull Pens:

Softball is planning to also continue field improvements for the 2010 season. Fence repairs and Bull Pen completions will be targeted to begin as soon as the field is turned over to our control in October. The Fencing repairs consist of **1)** adding a gate to the left field area to repair the spliced section of fencing, **2)** moving the 10 ft gate in the right field area to the right field corner.

The bull pen completion project (already approved by Parks and Rec) will be low cost and mostly sweat equity. Labor provided by Parent volunteers. The surface for the Bull pens will be Class I sand. Haul bill will be only cost involved with this. Some concrete will be needed to reset fence post.

Field Sprinkler System:

Softball is currently evaluating what and how much of this system is already installed. Currently no one involved in the original construction of the field has been able to provide any data or documentation. A person with installation experience has identified that piping exist in the outfield. An isolation valve has been found in a vault. At this time no sprinkler heads (nozzles) have been located. Softballs current plan is to open the isolation valve and see what happens. This will need to be done when there are no games, or practices scheduled. Time constraints of the season and the fact that four (4) teams utilize this field (Varsity, JV, Freshman, Middle school) have left this project dormant. We are still in the data collection portion of this project. Softball has begun to look at sprinkler packages to include the sprinkler heads (nozzles) and system controller. We have spoken with a contractor with installation experience and will be utilized for installation instruction as we move forward. Obstacles for this system will include: Location for the zone controller and electrical wiring installation. No Electrical circuits were run to the first base dugout area. (This is where the isolation valve has been located therefore should be the main supply branch)

Electronic Scoreboard

The scoreboard has been repaired. All bulbs were replaced and a resistor circuit board was replaced to get the non-working section working again.

Scott County High School
Response to January 15, 2009 Title IX Audit

Comparison of spending (see attached Athletic Expenditures)

With football: Male spending is \$1,351 Female spending is \$991

Difference of \$360 in favor of male athletes

Without football: Male spending is \$1,324 Female spending is \$991

Difference of \$333 in favor of male athletes

Difference with and without football is \$27

Football is not creating the disparity of spending between male and female athletes.

Benefit areas that are most disproportionate in relation to expenditures

SCHS has designated two areas that are most disproportionate:

1. Travel in baseball and softball
2. The boys and girls basketball programs: Please note we have not listed a third area because we are including all areas of the basketball programs

Plan for oversight of the disproportionate areas

1. Softball will be extending their spring break trip to a full week.
2. Baseball will be presenting a plan to reduce their expenditures for their spring break trip or reduce the number of athletes that go on the trip each year.
3. All basketball gate receipts (boy's and girls) will be collected and split 60/40 male/female for the 2009-10 school year. The gate receipts will be split 50/50 every year thereafter.
4. Both the male and female basketball coaches will establish comparable budgets with the help of the Athletic Department Budget Managers.
5. Submission of PO Request approval before buying – PO Requests for items outside of budget will be dealt with by Athletic Department Budget Managers on individual matters.
6. Quarterly reports of budgets will be reviewed.
7. Athletic Administration will share reports, concerns, questions, etc with Principal

The person(s) responsible for the plan will be the Athletic Department Administration.

Response to written complaint of Title IX Issue by Girl's Soccer practice field

**See attached letter

Expanded list of equipment storage and locker room facilities

**See attached explanation

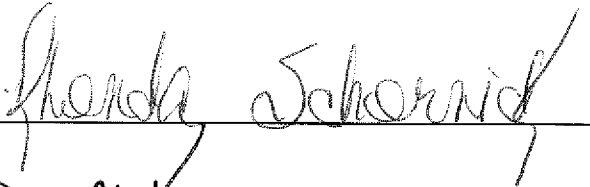
Girls Softball Outdoor Batting Cage

**There is not a picture of the batting cage attached. However, there is an explanation of what is being done to complete the batting cage and where the school is in the process.

Girls Softball Sprinkler System & Electronic Scoreboard

**See attached plan for corrections

SCHS Title IX Coordinator



SCHS Athletic Director



SCHS Principal



SCHS 2007-08
Athletic Expenditures

With B.W.A.C. included:

Total expenditures: \$1,786,913.70
Total female expenditures: \$825,505.09 this is 46% of expenditures
Total male expenditures: \$961,408.61 this is 54% of expenditures

Amount spent per female: $\$825,505.09 \div 280 = \$2,948$
Amount spent per male: $\$961,408.61 \div 387 = \$2,484$
Difference of \$464 in favor of females

Without football included:

Total expenditures: \$1,489,349.00
Total female expenditures: \$825,505.09 this is 55% of expenditures
Total male expenditures: \$663,843.86 this is 45% of expenditures

Amount spent per female: $\$825,505.09 \div 280 = \$2,948$
Amount spent per male: $\$663,843.86 \div 253 = \$2,624$
Difference of \$324 in favor of females

Without B.W.A.C. included:

Total expenditures: \$800,343.92
Total female expenditures: \$277,410.29 this is 35% of expenditures
Total male expenditures: \$522,933.63 this is 65% of expenditures

Amount spent per female: $\$277,410.29 \div 280 = \991
Amount spent per male: $\$522,933.29 \div 387 = \$1,351$
Difference of \$360 in favor of males

Without football included:

Total expenditures: \$612,398.17
Total female expenditures: \$277,410.29 this is 45% of expenditures
Total male expenditures: \$334,987.88 this is 55% of expenditures

Amount spent per female: $\$277,410.29 \div 280 = \991
Amount spent per male: $\$334,987.88 \div 253 = \$1,324$
Difference of \$333 in favor of males

Agreement between Scott County High School and existing booster clubs that support teams at SCHS.

Projected budgets and fundraisers shall be submitted to the Athletic Office by April 10 of each year and then submitted to the Director of Finance for Scott County Schools.

No fundraisers shall take place that are not submitted in the original budget without first receiving permission from the Athletic Director.

Scott County High School Athletic Department Policy regarding:

1. Individual athletes with jersey retirement.
2. Any team that competes in the state championship game shall have their team photo enlarged, framed and placed on display in the high school gymnasium.

We talked in length about this policy and all members of the committee feel:

1. It is much needed.
2. It should involve a more lengthy process than the time frame submitted and thus we are requested until July 1 to come up with the framework of the policy. A committee of multiply people will be formed and the committee will meet to discuss, review, etc.. Once a draft has been established we will then submit that draft to the entire coaching staff for review.

Needed Policies for KHSAA Audit Team/Due April 14th in Draft Form

Uniform Replacement Policy

Each team at Scott County High School will receive a new uniform at least every four years. This uniform can come in the form of a replacement uniform or a new style. Individual coaches and boosters may purchase uniforms on a more regular basis. School colors are red, white and blue. Uniforms may reflect black as a secondary color.

Travel and Per Diem Policy

All teams will travel on Scott County School Buses provided by the Scott County Board of Education. No travel shall take place in individual cars but travel in charter buses is acceptable. Charter bus travel must be approved thru the Director of Athletics office and shall not be limited to only male sports.

Individual pre-game and post-game meals may be provided by boosters to teams. Female teams must have the same meals available to them that male teams do. Cost per meal shall not exceed \$10 per person unless first approved by the Director of Athletics.

Weight Room Usage Schedule

The weight room located in the high school gym shall be shared by the volleyball and basketball teams. The head coaches of the respective teams shall coordinate the use of this weight room. A member of the girls basketball coaching staff shall keep a calendar that shall be posted in the weight room and then monthly copies of the calendar shall be placed in the permanent Title 9 file.

The weight room located in the football field house shall be available to all teams. The usage of the weight room shall be scheduled by the Head Football Coach and a calendar of use shall be documented and placed in the permanent Title 9 File.

KHSAA Title 9 Audit Committee

I appreciate your visit to our school. In terms of your requests they are included in this packet. We made the decision to wait before we put the policies on the SBDM agenda and adopt them until you guys have a chance to read them and respond. If there are no problems then great or if there are things that need redone we want to redo them.

Please contact me related to the policies after you have reviewed them.

Thanks

Coach McKee

Handwritten signature of Coach McKee, appearing as 'CM'.