

Kentucky High School Athletic Association

To: Superintendent, Principal, and Athletic Director

From: Louis Stout, Commissioner 
Brigid L. DeVries, Executive Assistant Commissioner 

Date: June 19, 2001

Subject: Review of 2000-2001 Title IX Forms

Enclosed please find a copy of a review of the 2000-2001 Title IX Forms, submitted by your school. A copy of this information must be included in your permanent Title IX file at your school. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel. Please review this information so the forms can be completed accurately in the future.

Also, KHSAA Audit Staff may have requested a re-submission of some of the 2000-2001 Title IX forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable.

Remember your permanent Title IX file at the school must be kept current with information pertaining to your athletics program. Copies of all KHSAA required documents should be part of this file and are subject to Open Records requests.

Should you need any further information, please do not hesitate to call anytime.

Memo

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

From: Louis Stout, Commissioner
Brigid L. Devries, Executive Assistant Commissioner

Date: ~~May~~ ^{June 7}, 2001

RE: 2001 Title IX Forms Submission

School P.L. Dunbar HS Reviewed By Danny C. Reeves 859-2884664

The following is a status report regarding the required 2000 - 2001 Title IX submission of forms due in to the KHSAA office by April 15, 2001. Appropriate audit personnel have reviewed these forms and the following is a summary of this review.

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

- GE 19 (Annual Verification)
- T-1 (Summary Program Chart 1)
- T-2 (Summary Program Chart 2)
- T-3 (Summary Program Chart 3)
- T-4 (Summary Program Chart 4)
- T-41 (Checklist - Overall Interscholastic Program)
- T-60 (Corrective Action Plan)
- T-63 (Interscholastic Survey Results)

II. Status

- A. 2000 - 2001 Forms are satisfactory and no further information or action is necessary at this time.
- B. Errors have been noted with respect to the following forms and corrected copies are being returned to you for placement in your Title IX file to ensure proper submission in the future.

- C. The following forms were omitted and must be submitted by school representatives.

- D. Other Recommendation and Comments:

Prior audit noted deficiencies in: softball field, coaching, strategy and a number of other areas which have been addressed or are listed as items of correction in the school's Corrective Action Plan, while the school is to be commended for its improvements, a follow-up evaluation should be scheduled during the 2000-2002 school year.



APR 17 2001

**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES
(To be submitted by April 15, 2001 along with other required forms)**

The Paul Laurence Dunbar High School, Lexington, 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 Title 20, U.S.C. Titles 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, and to the best of my knowledge have completed the following tasks. (All boxes must be checked)

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

Name	Address	Phone	Title
See Attachment (1)			

Scheduled a minimum of three meetings during the 2000-2001 school year on the following dates:

<u>September 6, 2001</u>	<u>See Attachment (2) For Approval</u>
<u>March 16, 2001</u>	<u>Committee Meetings</u>
<u>May 14, 2001</u>	

Designated the following person as the Title IX coordinator for the school:

<u>Michael J. Barren</u>	<u>Assistant Athletic Director</u>	<u>Paul Laurence Dunbar</u>	<u>(859) 381-3546</u>
Name	Title	Address	Phone

School personnel is 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.

(School Authorized Signature)	Position (Principal, Designated Rep)
(Superintendent Signature)	(School Board Chairperson)

March 30, 2001 (Date)

Attachment 1 A

**Paul Laurence Dunbar High School
Gender Equity Committee**

Mike Barren
905 Quarter Horse Court
Lexington, KY 40503
224-4954

Barbara Gateskill, Associate Principal
C/o Paul Laurence Dunbar High School
1600 Man O'War Blvd.
Lexington, KY 40513
271-0313

Steve Bedingfield, Teacher and Swim coach
1360 Glenview Drive
Lexington, KY 40514
223-2752

Todd Bretz, Boys Soccer Coach
2925 Neal Drive
Lexington, KY 40503
278-5659

Jud Brown, Girls Basketball Coach
1304 Copper Creek Drive
Lexington, KY 40514
224-4707

Tava Clay, Head Counselor
1831 Barksdale Drive
Lexington, KY 40511
293-1700

James Deleo
4302 Stoneyhurst Place
Lexington, KY 40514
223-1261 or 277-3335

Bruce Hanson, teacher and baseball and golf coach
4060 Palmetto Drive
Lexington, KY 40513

Jessica Hanson, student
4060 Palmetto Drive
Lexington, KY 40513

Attachment 1-B

**Paul Laurence Dunbar High School
Title IX**

Attachment 1A

The Approval Committee (began January 1, 2001) oversees purchasing and expenditures for our sports programs to insure compliance.

**Paul Laurence Dunbar High School
Approval Committee**

Mike Barren
905 Quarter Horse Court
Lexington, KY 40503
224-4954

Bruce Hanson, teacher and parent
4060 Palmetto Drive
Lexington, KY 40513

Debra Rooke, Girls Sport booster
3333 Gondola Drive
Lexington, KY 40513
223-1012

Rhonda Krumm, parent, PTSA
2287 Harrods Pointe Trace
Lexington, 40514
223-1757

Barbara Ellis, Boys Sport booster
2288 Shannawood Drive
Lexington, KY 40513
224-2190

**Paul Laurence Dunbar
IX Committee Meetings
For Approval of Expenditures**

**Coach & Booster Club – Submit Anticipated
Expenditures on the Following Dates:**

**Wednesday, January 24, 2000
Wednesday, February 28, 2000
Wednesday, March 29, 2000
Wednesday, April 26, 2000
Wednesday, May 30, 2000
Wednesday, June 27, 2000
Wednesday, July 25, 2000**

**Dates the IX Committee Will Meet to Evaluate the
Anticipated Expenditures for Approval:**

**Wednesday, February 7, 2000
Wednesday, March 7, 2000
Wednesday, April 4, 2000
Wednesday, May 2, 2000
Wednesday, June 6, 2000
Wednesday, July 4, 2000
Wednesday, August 1, 2000**

Attachment 2A

1. Paul Laurence Dunbar purchased a storage building for softball.
2. Construction of additional storage and office space for softball has been scheduled for completion during the summer of 2001.
3. There is a designated area in the gym locker rooms for female sports only that not shared with P.E.
4. Lights, a concession stand, a scoring building and public restrooms are planned for the future. PLD will be requesting funds to complete these facilities from the Fayette County School Board.

Attachment 3A

The Paul Laurence Dunbar Site Based Decision Making Council has adopted the following policy regarding PLD Athletics:

Travel and per diem allowance:

Meals: \$5.00 is the most that the school or booster can provide for each meal per student.

Lodging: \$15.00 per student at 4 people to a room or maximum of \$60.00 a night for rooms.

Buses: All athletes travel on school buses except for extended trips.

Attachment 4A

The Paul Laurence Dunbar Site Based Decision Making Council has adopted the following policy regarding PLD Athletics:

Awards:

A) Awards governed herein and received by a student-athlete while representing a member school include awards received by a student-athlete while enrolled during the academic year as a regular student or awards received by a student-athlete while representing the school at any other time.

B) Awards received by a student-athlete participating in an event while not representing the school, shall conform to the regulations of the recognized amateur athletic organizations associated with the event. If no such limit exists for the amateur organization, the limit shall be \$300. At no time shall the student-athlete be permitted to receive cash for this type of participation.

C) Awards presented by a member school conference, or approved agency must be uniform for all team members receiving the award.

D) Awards Policies

These standards are minimal for distributing monogram awards to high school athletic participants. Coaches may have additional requirements.

1. Monograms are to be presented on the basis of varsity participation only.
2. Monograms shall be presented when the student has participated in one-third (1/3) of the total schedule of the sport.
3. A senior who has been a member of any athletic team for three (3) years shall automatically receive a monogram.
4. Monograms shall be presented as soon as possible after the completion of each varsity season.
5. A high school participant will receive an 8" monogram upon fulfilling the requirements for an athletic award for the first time and a service bar thereafter.
6. Injuries that occur while the athlete is participating in a school sport shall not necessarily exclude him or her from receiving a monogram. (Cases involving injury or other unusual circumstances should be decided on its individual merits by the coach and principal.)
7. If additional awards are given, the school should have a clearly defined criteria which is fair and just for the student athletes, and the awards should have little or no monetary value and be in compliance with KHSAA policy.

Non-Permission Awards

Following KHSAA and NCAA Regulation, no student can receive cash awards for athletic participation and no individual can receive merchandise, gift certificate, and/or money orders for participation. But the school can receive money in the name of the student/athlete to be used by the whole school.

Letter jackets, letter sweaters, and award blankets can not be given to every member of a team if it is paid for by the school including Booster Organizations. The Coach or Booster Club can get a group/team rate at a certain distributor so that each individual- can get a reduced rate.

Permissible Awards

- Service Letter (Standards set by coaches)
- Service Bar (Standards set by coaches)
- Certificate (Academic accomplishment)
- Individual Awards (MVP, defensive awards, etc)
- City, County, State Awards (All city, all county, all state)
- Tournament Awards (T-shirts, hats, etc)
- The only exceptions to this rule are the senior awards. Seniors can be given awards by the school. (Game jersey, senior plaque, etc)

Attachment 5A

The Paul Laurence Dunbar Site Based Decision Making Council has adopted the following policy regarding PLD Athletics:

All teams will receive new uniforms on a rotating basis as determined by the Approval Committee.

Attachment 6A

Paul Laurence Dunbar Cheerleading 2000-2001

There will be one cheerleading squad at PLD that will cheer for the following Athletic Events;

Girl's Soccer
Football
Girl's volleyball
Girl's Basketball
Boy's Basketball

The squad will be composed of 35-40 girls. Twenty girls will be chosen to compete as the Large Varsity Squad at National Competition and a second team may compete depending on the number and the talent level.

The girls may be divided into groups to cheer the Athletic events so that individual girls are not out an excessive number of nights.

There will be one Head Coach and two Assistant Coaches that are responsible for covering practices and games.

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

Participation Opportunities Test One

Program	Enrollment (1)	Percentage of Total Enrollment (3)	Number of Interscholastic Participants (double and triple count) (4)	Percent of Total Participation (5)
GIRLS	942	48.25	308	43.75
BOYS	1010	51.75	396	56.25
Totals (2)	1952	100%	704	100%

Instructions:

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

- 1) Determine the total number of girls enrolled.
Determine the total number of boys enrolled.
- 2) Add the total number of girls and boys enrolled to determine total enrollment.
- 3) Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- 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 competition, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls. 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 or cheerleaders). 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 they participate in. If applicable, please asterisk the above notation as to how many 8th grade students & below are included.
- 5) Calculate the percentage of female participation (Column 1) based on information from (Column 4).

Calculate the percentage of male participation (Column 1) based on information from (Column 4).

Note: While being within three percent is not a formal compliance standard; if the percent listed in Column 5 is within 3% of Column 3, then it provides a good target within which compliance is likely.

Signature: _____ Date: 30 MARCH 01

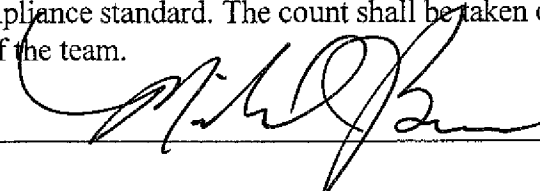
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

Participation Opportunities Test Two

Program	Number of Teams Currently Offered (1)	Number of Teams Added in Last Five Years (2)	Number of Participants Added in Last Five Years (3)	Percent of Total Participation By Sex (4)
GIRLS	varsity: 9			
	j.v.: 4			
	frosh: 2			
	other:			
	total: 15	0	0	0
BOYS	varsity: 10			
	j.v.: 4			
	frosh: 2			
	other:			
	total: 16	0	0	0

- 1) Calculate the number of interscholastic teams offered for girls at each competitive level (for example, varsity, junior varsity, and freshman levels).
- 2) Calculate the number of interscholastic teams that have been added in the last five years at each competitive level.
- 3) Determine the total number of participants that are currently on the teams that were added in the last five years.
- 4) Calculate the percentage of participants that have been added in the last five years. For example, if girls' varsity soccer (22 participants), junior varsity soccer (18 participants), junior varsity golf (8 participants), and freshman softball (15 participants) have been added in the last five years, then 63 participation opportunities have been added for girls. If the total number of female participants in the program is 300 (taken from Form T-1, Column 4), then 21% of the current opportunities (63 of 300) have been added in the last five years. Note: The total number of male/female participants should be the same as Column 4 on Summary Program Chart 1 on Form T-1.

Note: If the percentage of current female participants added in the last five years is 25% or greater, 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. The count shall be taken on the first day of competition for students that are officially members of the team.

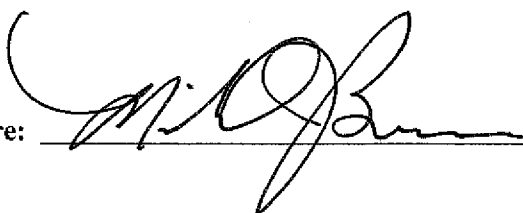
Signature:  Date: 30 MARCH 01

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 3

Participation Opportunities Test Three

If girls are underrepresented in the interscholastic athletics program, answer the following questions for girls only. If boys are underrepresented in the interscholastic athletics program, answer the following questions for boys only.	GIRLS		BOYS
1. Is there an intramural team offered in a sport not now available in the interscholastic athletics program? (YES or NO)	Flag Football		
2. For a sport <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams? (YES or NO)	No		
3. For a sport currently offered, is there enough interest to form a viable team for a junior varsity, freshman, or other interscholastic level that is not currently offered? (YES or NO)	No		
4. If you answered yes to question one, two, or three, are there enough other high schools in your school's normal competitive region offering the sport and competitive level of sport to constitute enough competition for a reasonable competitive schedule? (YES or NO)	No		

Signature:  Date: 30 MARCH '01

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4**

Levels of Competition Test One

Team Levels	GIRLS	BOYS
Total Number of Athletics Participants in All Levels	308	396
1. Number of Varsity Teams Offered	9	10
2. Number of Participants on all Varsity Teams	225	245
3. Percentage of Total Varsity Participants By Sex	73%	61.8%
4. Number of Junior Varsity Teams Offered	4	4
5. Number of Participants on all Junior Varsity Teams	63	109
6. Percentage of Total Junior Varsity Participants By Sex	20%	25.7%
7. Number of Freshman Teams Offered	2	2
8. Numbers of Participants on all Freshman Teams	20	42
9. Percentage of Total Freshman Participants By Sex	6.4%	9.9%

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 4, 7)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 5, 8)
- 3) Calculate the percentage of female and male participants at each level. (3, 6, 9)
 Example: Take the total number of female participants from the Summary Program Chart 1 (Form T-1) and divide it into the number of total participants for each varsity, junior varsity and freshman level. Perform the same calculation for male participants. For example, if there are a total of 300 female participants, and 180 girls are on varsity teams, 80 girls on junior varsity teams, and 40 girls on freshman teams, then 60% of girls' participation opportunities are at the varsity level (180 divided by 300), 27% are at the junior varsity level (80 divided by 300), and 13% are at the freshman level (40 divided by 300). If there are a total of 400 male participants, and 250 participate at the varsity level, 100 boys participate on junior varsity teams, and 50 boys participate on freshman teams, then 63% of boys participate at the varsity level (250 divided by 400), 25% compete at the junior varsity level (100 divided by 400), and 13% compete at the freshman level (50 divided by 400).

Signature: _____

Date: 30 MARCH 01

2000-2001 KHSAA TITLE IX ATHLETICS AUDIT

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM (Compliance)
Equipment and Supplies			X
Scheduling of Games and Practice Time		X	
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities		X	
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships**			X
Tutoring**			X
Housing and Dining Facilities and Services**			X
Recruitment of Student Athletes**			X

** Athletic scholarships, tutoring specifically for athletes, housing and dining facilities and services, and recruitment of student athletes are usually not relevant at the high school level.

Signature: _____

Date: 30 MARCH 01

School Year: 2000-2001

Signature: 
Date: 3/30/01

TITLE IX
CORRECTIVE ACTION PLAN

To utilize this form indicate the intended area which needs corrective action and the suggested change time table for implementation. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2001.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
A. Equipment and supplies	A. none	B. approval committee in place See attachment 1A
B. Locker rooms, practice, faculty	B. Better use of existing storage/improve office/locker room facilities for female sports. (Board funded)	B. 2002 See attachment 2A.
C. Travel/Daily Allowance	C. All athletes travel in school buses.	C. See attachment 3A.
D. Scheduling/games and practices	D. County-wide scheduling to provide "primetime" games for all.	D. 2001
E. Coaching	E. None	E. None
F. Access to tutoring	F. None	F. None
G. Med/Training Fac./Services	G. None	G. None
H. Publicity	H. None	H. None
I. Recruitment	I. None	I. None
J. Support Services	J. Cheerleading - Create equally talented squads.	J. Spring 2001 See attachment 6A.
K. Awards	K. Standardization of athletic awards	K. completed Fall 2000 See attachment 4A.
L. Uniforms	L. Standardization of athletic uniforms	L. Completed Spring 2001 See attachment 5A

INTERSCHOLASTIC ATHLETICS SURVEY
Summary Of Student Responses

Instructions:

1. Summarize the Student Athletics Interest Surveys 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 the Summary Form (T-63) and mail the Summary Form only to the KHSAA by April 15, 2001. Do not mail the original.

Date: March 1, 2001
Completed By: Michael Barren

Fall Sports (List Total Number of Participation Responses)

50 Football
30 Girls' Volleyball
7 Boys' Volleyball
8 Boys' Cross-Country
13 Girls' Cross-Country
12 Girls' Field Hockey
13 Boys' Golf
4 Girls' Golf
27 Boys' Soccer
24 Girls' Soccer

Winter Sport (List Total Number of Responses)

44 Boys' Basketball
21 Girls' Basketball
3 Boys' Swimming & Diving
18 Girls' Swimming & Diving
14 Boys' Wrestling
12 Girls' Gymnastics
23 Boys' Indoor Track
147 Girls' Indoor Track

Spring Sport (List Total Number of Responses)

17 Boys' Track
32 Girls' Track
15 Girls' Tennis
15 Boys' Tennis
9 Girls' Slow Pitch Softball
19 Girls' Fast Pitch Softball
31 Boys' Baseball

Other Sports (From Survey Question 10)

Name of Sport	Number of Students Interested In Participating
<u>See Attached List</u>	

Number of Students who participate in Intramural Sports. (From Survey Question 5)

Sport	Number
<u>Girls Flag Football</u>	79
Basketball	192

List Intramural Sports students are interested in adding: (From Survey Question 6)

Sport	Number
<u>See Attached List</u>	

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

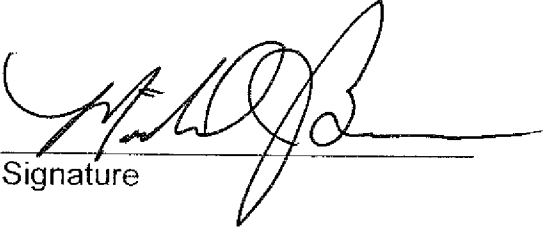
Sport	Number
Soccer	31
<u>Basketball</u>	19
Baseball	10
Softball	5
<u>Horseback Riding</u>	9
Dance Team	8
Bowling	7
Swimming	9
Football	6

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

Response	Number
<u>45</u> I prefer other activities such as band, chorus, etc.	
<u>72</u> I don't have time	
<u>15</u> The practice schedules and game times are inconvenient	
<u>22</u> The sport I like isn't offered	
<u>9</u> It's too expensive	
<u>15</u> I prefer to participate in club or intramural sports	
<u>50</u> Working	
<u>34</u> Other	
<u>Religion / Family / Don't like tryouts</u>	

Student Suggestions to encourage participation

- No Homework
- No Drug Testing
- No Title IX
-
-
-


Signature

30 MARCH '01
Date

Question #6 and #10

Lacrosse	14
Rollerblading	3
Rugby	29
Judo	1
Frisbee	13
Karate	3
Boxing	3
Ping Pong	10
Paintball	4
Bowling	11

Rowing	3
Kickball	3
Racquetball	5
Archery	3
Ice Hockey	5
Fencing	2
Girls Football	3
Tennis	2
BMX	1
Checkers	

Backgammon	1
Skee-ball	1
Croquet	1
Billiards	6
Foosball	2
Sumo Wrestling	1
Frisbee Golf	3
Badminton	1
Gymnastics	1