Kentucky High School Athletic Association

MEMORANDUM

To:

Principal, Superintendent, Athletic Director

From:

Louis Stout, Commissioner

Brigid L. DeVries, Executive Assistant Commissioner

Date:

February 21, 2002

Subject: KHSAA Title IX Final Audit Report

2001-2002 School Year

Enclosed please find a copy of your school's Title IX KHSAA Audit Report for the 2001-2002 school year. Please pay particular attention, as you review the report, to the fact that the reviewer may have requested, by a certain date, additional information to properly assess your athletics program.

At this time you are probably aware of the required Title IX Forms to be submitted by April 15, 2002. They include the following: GE19, T1, T2, T3, T4, T35 & T36, T41, T60, T63. Most Importantly the 2001 Corrective Action Plan (T-60) needs to be updated on an annual basis.

Should you have specific questions regarding the content of your 2001-2002 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2001-2002 school year)

School: McLean High School
Reviewed By: Martha Mullins
Date Of Visit: February 12, 2002

Telephone Number of Reviewer: (859) 269-3394

1.	Completed	Required	Forms
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GE-19 Yes ⊠ No □

Survey Student Interest Form Yes ☒ No ☐

Summary Forms T-1 Thru T-41 Yes ☐ No 🗵

Team charts from the golf coaches were not submitted.

Corrective Action Plan (Form T-60) Yes ☑ No ☐

2. Opportunities Component of Title IX Compliance

Area of Compliance: (Check One Or More)

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

If Substantial Proportionality is chosen; does it appear that the school has performed the alculation correctly?	
] Yes □ No	
If No, include in comments section and analysis of what is incorrect in the calculation.)	
Comment:	
The method of calculation was reviewed with the Gender Equity Review Committee.	
.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that are school has performed the calculation correctly?	<u> </u>
JYes ⊠ No	
Comment:	
The method of calculation was reviewed with the Gender Equity Review Committee.	
If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear nat the school provides opportunities in areas of students' interest?	-
I Yes ⊠ No	
Comment:	
The student survey indicated substantial interest in volleyball and some interest in soccer.	
Has the school properly surveyed its student body to accurately assess the interests ad abilities of its students?	
Yes 🗆 No	
	7
Comment:	
The school was advised to include eighth graders in future surveys.	. [

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

			of the Interscholastic Program
Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	*	X	The school did not pass any of the three tests for compliance. The Corrective Action Plan (Form T-60) in 1999-2000 listed the need to improve girls' participation. Form T-60 in 2000-2001 indicated the school would possibly add either volleyball or soccer in 2001-2002. Neither sport was added.
Equipment and Supplies		X	School personnel did not provide samples of uniforms for cross-country, golf, or tennis to review. It was not made clear how many practice
			uniforms were provided by the school and how many uniforms were provided by the athletes. There was no visible equipment to review for golf or tennis. Actual figures for the purchase of awards were not
			provided.
Scheduling of Games and Practice Time		X	Four prime-time games for girls' basketball were scheduled in 2000-2001. Only three were scheduled for 2001-2002, indicating the school was not making progress.
Travel and Per Diem Allowances	X		Actual figures were not provided for transportation costs. It was reported that all trips are made in school buses. Athletes pay for their own meals, unless teams qualify for tournaments and then meals are covered by school funds.
Coaching	X		Even though there is significant overlapping of coaching positions, the ratio of coaches to student athletes was not skewed. It is recommended that school personnel evaluate the overlapping of head coaching positions in football, and boys' and girls' track. Also, the workload of the athletics director should be evaluated. The school is to be commended for providing female coaches for girls' teams. These role models encourage participation. In order to update knowledge of the sport, it was suggested that professional development opportunities be provided for those willing to serve as coaches

Locker Rooms, Practice and Competitive Facilities	X		In the last few years the school has added a softball field, a new gym floor, and upgraded some of the locker rooms. Storage space was equivalent for both genders.
Medical and Training Facilities and Services	X		It was recommended that the weight room be made more attractive to both genders. Posters and motivational material could help to encourage use by more girls' teams.
Publicity		X	The school has one cheerleading squad, which performed at all football games and at HOME games for boys' and girls' basketball. The pep band performed on the same schedule.
Support Services		X	Data reported on Forms T-35 and T-36 (Budgets) was incomplete. Office space for coaches was basically equivalent, however more coaches of boys' teams had private rest rooms and showering facilities than those for girls' teams. Accessibility to coaches was equivalent for both male and female student-athletes.
Athletic Scholarships**	X		
Tutoring**	X		
Housing and Dining Facilities and Services **	X		
Recruitment of Student Athletes**			NA

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

Providing more opportunities for female students was the focus of both the 1999- 2000 and the 2000-2001 Corrective Action Plans. School personnel reported that they had not been successful overall in increasing female participation. The potential addition of a volleyball or soccer team was listed on the 2001-2002 Corrective Action Plan. Neither sport was added.

(Prime Time Contest/Girls' Basketball) Included in the 2001-2002 Annual Report due April 15, 2002, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2002-2003 season. To the extent that a fewer percentage of girls' games are played during prime times (when compared with the percentage of boys' games scheduled for prime times), the school shall advise the KHSAA of the action it intends to take to immediately correct the difference.

(Publicity) Included in the 2001-2002 Annual Report due April 15, 2002, school personnel are requested to provide information, on Corrective Action Plan Form T-60, on how it plans to provide spirit support to other girls' sports team(s) in addition to basketball home games.

(Support Services: Budgets) By April 1, 2002, school personnel will resubmit Forms T-35 and T-36 to the KHSAA office, assuring that funds from all sources are included in expenditures.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator:

Thomas Allinder

District Level Title IX Coordinator:

Earl Melloy

Name	Title	Telephone
Gary Lawson	KHSAA Audit Team Member	502-875-3817
Martha Mullins	KHSAA Audit Team Member	859-269-3394
Thomas Allinder	Principal	270-273-5275
Tommy Burrough	Assistant Principal	270-273-5278
Paula Ayer	Parent	270-273-3259
Leigh Settle	Teacher; Cheerleader Coach	270-273-3672
Jerome Smart	Athletics Director	270-926-6159
Earl Melloy	Superintendent of Schools	270-273-5257

10. Comments

Clarifications and corrections of data were made at the meeting with the Gender Equity Review Committee. School personnel were advised to make the changes and file both the corrected copies and the team charts from the golf coaches in the permanent Title IX Compliance file at the school. It was recommended that student athlete representation be added to the Gender Equity Review Committee. It was recommended also that the Committee become more involved with the planning for the encouragement of more female participation in sports at the school. The community meeting scheduled at 6:00 pm did not materialize.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Of primary concern was the fact that four of the six teams comprising the girls' sports program (66%) were for the same sport offered in the boys' program, most often coached by the same coach. It was estimated that those four teams served approximately sixteen participants, or seventeen percent of female participants in 1999-2000. In comparison, those four teams in the boys' program served fifty percent of the male participants. It could be assumed that the girls were not as interested in those sports as the boys. The lack of budgetary information made thorough analysis of benefits difficult.

7. Facility Recommendations or Concerns

It is recommended that school personnel consider replacing the dirt floor of the softball dugouts with concrete, which would correspond to the flooring in the baseball dugouts.

	KHSAA Recommended Action
•	☐ Notify Office Of Civil Rights and Request Federal Investigation of Possible
	Violations
	☐ Notify Equity Division and KBE of Potential Title IX Violations
	☐ Suspension From the Association
	☐ Prohibition From Post Season Play
	☐ Probation For
	☐ Fine In The Amount of
	□ None At This Time
	School shall submit the following additional information:

(Accommodation of Interests and Abilities) On Form T-60, Corrective Action Plan, in the 2001-2002 Annual Report, school personnel will submit to the KHSAA office varied plans for encouraging more participation in girls sports. The results of the Interscholastic Athletics Survey are to be considered in the planning.

(Equipment and Supplies) By April 1, 2002, school personnel will resubmit Forms T-8, T-9, and T-10 to the KHSAA office. Notations regarding uniforms provided by the school as well as those that were purchased by the students not included in the school's inventory are to be included. As an attachment, the school is asked to list what uniforms and equipment the school did provide for cross-country, golf, tennis and track.

March 18, 2002

Dear Auditors:

As presented in the Audit, our Board decided to provide \$5000 per year toward Athletics. The money was for the use of uniforms and equipment replacement. This began for the 98-99 school year. Here is the order for the money.

98-99: Track=1000

Tennis=1000

Cheerleaders=100 Cross Country=1000 Academic Team=500

Golf=500

2000-2001: Football=5000

2001-2002: Girls

Basketball=2500

99-2000: Baseball=2500

Softball=2500

Boys

Basketball=2500

Every year out student athletes pay \$20 to play. Golf and Tennis take this money and buy shirts and shorts for the athletes to compete in

EQUIPMENT AND SUPPLIES - SUMPLIES - SUMPLIES

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G JV soccer	<u>A</u>				-								
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G V tennis	6												s. €
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G JV tennis	NA												0
B JV tennis	NA		در ایداده										
G V (list sport)	A.A.			P. 86 # 17 /2									
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B JV wrestling	NA		nob de la Mesan (is the sylven									
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Signature:

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For the 1999-2000 school year we offered Girls Golf. We had 5 girls sign up for the team. One of the girls had surgery so we canceled the season.

EQUIPMENT AND SUPPLIES - TEAM CHART

TEAM

Girls Golf

Number of Game Uniform Items Provided to Participants	shorts or pants: $B = O$, shirts or jerseys: $S = S$ jackets: sweat shirts/pants: $S = S$ pairs of shoes:
Number of Practice Uniform Items Provided to Participants (only if different from game uniforms)	shorts or pants: O shirts or jerseys: O jackets: O sweat shirts pants: O pairs of shoes: O
Quality of Game Uniforms (excellent, good, fair, poor)	2. Govd.
Quality of Practice Uniforms (excellent, good, fair, poor)	NIA
Sport-specific equipment provided (bats, gloves, balls, sticks, bags, etc.)	NIA
Sport-specific quality (excellent, good, fair, peer)	N/A
Number of student managers	()
Are student managers volunteers? (YES or NO)	
Equipment storage arrangements (excellent, good, fair, poor)	Good

Signature:	Hen	Si Sund	 Date:	3/17/02	

SCHEDULING OF GAMES AND PRACTICE TIMES - TEAM CHART

TEAM	GNAS 1. GOLT
-	

Number of regular season games	1.0
Maximum number of regular season games permitted for your sport	D
Number of scrimmages	0
Number of post-season tournament games	
ls the time of day for games satisfactory? YES or NO	Aues
If your team could schedule games at another time of day, would you choose to do that? YES or NO	NO
Is the day of the week for games satisfactory? YES or NO	yes yes
If your team could compete on a different day of the week, would you choose to do that? YES or NO	MD
How many weeks of practice do you have before your first regular season game?	6
Is the time of day for practices satisfactors? YES or NO	Landing Landing
Is the length of practices satisfactory? YES or NO	1.05
Is the number of practices satisfactory? YES or NO	488
Concerns:	100

Signature:	. /	Jun	<u>:5-</u>	Sing_	Date:	1 . / //	· ·
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TEAM

	charter bus: van: rental car:	NA
	van: rental car:	
	rental car:	
#	nerronal	<u></u>
Arrival time before	personal car:	
Paines = the transfer of the	less than I hour:	11A
	one to two hours:	7
	two to three hours:	7.
f	three to four hours:	
Leave immediately after garr	ies?	ACT
Type of meals during fravel -	ast food:	WA Com to
ъ	ouffet restaurant:	
g	ood quality restaurant:	
Amount of money for meals		1/4)
Number of athletes on travel	squad	12K
Number of overnight stays for	r regular season games	0
Number of overnight stays for		(.)
	edium quality hotels:	0'
· ·	od quality hotels:	Q.
lov	w budget hotels:	0
lumber of athletes per room		0

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COACHING

TEAM

6415 (Golf

BENEFITS	
Are you paid by the school or others (for example, by the boosters or head coach) for coaching? YES or NO	yes
How many years have you coached at your current school?	-
How many years have you coached (include all education levels,	-13-
Do you work full time at the school where you coach? YES or NO	14.8
Do you ever miss practices because of your job? YES or NO	1200
Do you ever miss games because of your job? YES or NO	NO
What is the best finish of any teams you have coached?	Det + 1
Have you ever been named conference coach of the year? YES or NO	District Running
Have you ever been named regional coach of the year? YES or NO	11/10
Have you ever been named state coach of the year?	1/2
Have you ever been named national coach of the year? YES or NO	No

Signature:	Den	2 / Sul	7	Data	3/12/07	-
	0			Date,	\mathcal{L}	

	ZACILII Y
Name or location of facility	Cyprus Hills
List all teams that use the facility	Golfe Lean pin
Is facility off-campus? YES or NO. If yes,	Golfe delan fine
how far?	yes. Golf Course.
If the facility is a co	7 miles:
If the facility is off-campus, explain why the facility is used	Golf Course is Not on Campus
	Campus
Is seating capacity sufficient for number of speciators expected? YES or NO	yes
permit games and/or practices at night? YES or NO	VINO 1. M. M.
Quality of playing surface, i.e., floor, field, mats) (excellent, good, fair, poor)	- Cool
Electronic scoreboard YES or NO	No
Press box or press tables Yes or NO	No
Concession facilities YES or NO	Myes.
Restroom facilities for spectators (ES or NO	John Sand
ES or NO	YOS.
ccess to locker room (excellent, good, fair,	
verall quality (include consideration of aying surface, lighting, features) (excellent, od, fair, poor)	Grond
ecial features	

MEDICAL AND TRAINING FACILITIES AND SERVICES - TEAM CHART

TEAM

BENEFITS	YES	NO
Are the athletes on your team required to have a physical examination before they can compete?	1485	
Do the athletes (or parents/guardians) pay for the physical exam?	1105	
Is a medical doctor assigned routinely to attend your home games?	1900	ND
Is a medical doctor assigned routinely to attend your away games?	,	1/6
Is a medical doctor assigned routinely to attend your practices?		1/0
Is a certified trainer assigned routinely to attend your home games?		In
Is a certified trainer assigned routinely to attend your away games?		1/0
Is a certified trainer assigned routinely to attend your practices?		11)
Is a student trainer assigned routinely to attend your home games?		10
Is a student trainer assigned routinely to attend your away games?	<u>'</u>	110
Is a student trainer assigned routinely to attend your practices?		NI
Do members of your team use the weight room?		110
If members of your team use the weight room, is the schedule for use satisfactory?		<i>y</i> . 0 0
Do members of your team use the training room for taping or ucaninent of injuries?		NO
If members of your team use the training room, is the schedule for use satisfactory?	yes	
Concerns:	/	***************************************

Signature:	 Jelin	2 1.9	Date: _	3/17/07	
	V .		• `	•	

TEAM

Girls Golf

DENDETERE		<u> </u>
BENEFITS	YES	NO
Is your team provided with a brochure or "media guide," either just for your team or as part of seasonal or annual guide?	/	1.0
Are game programs provided for your team?		1
Are schedule cards or pocket schedules provided for your team (including whether your team's schedule is included in a seasonal schedule card?		
Do cheerleaders perform at your home games?		1/
if the cheerleaders do not perform at your home games, would you like them to?		
Do cheerleaders from your school perform at your away games?		The state of the s
If the cheerleaders do not perform at your away games, would you like them to?		V
Does the pep band perform at your home games?	:	
If the pep band does not perform at your home games, would you like them to?		
Does a pep band from your school perform at your away games?		
If the pep band does not perform at your away games, would you like them to?		
Do support groups other than the cheerleaders or pep band ever perform at your home games (e.g., masses, think or thank team, etc.)?		
If support groups other than the cheerleaders or pep band do not perform at your home games, would you like them to?		
Do support groups other than the cheerleaders or pep band ever perform at your away games (for example, mascot, drill team, dance team, etc.)?		
f support groups other than the cheerleaders or pep band do not perform at your away games, would you like them to?		

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Jun E Sund

Date: 1/47/02

SUPPORT SERVICES

TEAM

Courts Golf

		•
BENEFITS	YES	NO
Do you have an individual, private office provided to you for your coaching duties?		
Do you have a shared office provided to you for your coaching duties?		
Do you need office space specifically for your coaching duties?		
Do you have satisfactory access to the office marchines you need for your coaching duties, such as computer, printer, photocopier?		
Is there an administrative staff member (such as the athletic director) available if needed for your team?		
Is there a secretary or other staff member available to assist you with clerical work for your team?		1
Do you use the services of the clerical staff member often?	. ,	
Do you need clerical assistance for your team?		

Signature:	E Sul	Date: 3/17/02
(/ ' "		

EQUIPMENT AND SUPPLIES - TEAM CHART

TEAM

Boys Golf

	Number of Game Uniform Items Provided to Participants	shorts or pants: 6 shirts or jerseys: 8 jackets: 6 sweat shirts/pants: 6 pairs of shoes: 6
	Number of Practice Uniform Items Provided	shorts or pants: 6
	to Participants (only if different from game uniforms)	jackets: sweat shirts/pants: 6 pairs of shoes:
	Quality of Game Uniforms (excellent, good, fair, poor)	2. Excellantion
	Quality of Practice Uniforms (excellent, good, fair, poor)	WIA
	Sport-specific equipment provided (bats, gloves, balls, sticks, bags, etc.)	1. School Bought Box Gulf Bals.
, ,	Sport-specific quality (excellent, good, fair, poor)	Lood
!}	Number of student managers	0
,	Are student managers volunteers? (YES or NO)	
8	Equipment storage urangements (excellent, good, fair, poor)	FAIR couches Offere

Signature:	Jem & Ing.	Date:3/07/02

SCHEDULING OF GAMES AND PRACTICE TIMES - TEAM CHART

TEAM

- Progs Gold

Number of regular season games	16
Maximum number of regular season games permitted for your sport	20
Number of scrimmages	0
Number of post-season tournament games	
Is the time of day for games satisfactory? YES or NO	-4.25
If your team could schedule games at another time of day, would you choose to do that? YES or NO	No.
Is the day of the week for games satisfactory? YES or NO	4.25
If your team could compete on a different day of the week, would you choose to do that? YES or NO	No.
How many weeks of practice do you have before your first regular season game?	6
Is the time of day for practices satisfactory?	Africa de la companya della companya della companya de la companya de la companya della companya
Is the length of practices satisfactory? YES or NO	415
Is the number of practices satisfactory? YES or NO	Yes
Concerns:	
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Signature: Jen & Ind Date: 3/10/02

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TRAVEL AND PER DIEM BENEFITS - TEAM CHART

TEAM

Boy	<u> </u>	Col	11
. , , -			

Number of trips to awa	ry school bus:	16
	charter bus:	6
	van:	0
	rental car:	0
	personal car:	10
Arrival time before games -	less than I hour:	16
	one to two hours:	0
	two to three hours:	0
	three to four hours:	D
Leave immediately after	games?	Yes
Type of meals during travel -	fast food:	Mal Q' Charles
	buffet restaurant:	0
	good quality restaurant:	0
Amount of money for me	als.	
Mandon of whices on wa	vei squad	8
Number of overnight stays	s for regular season games	0
Number of overnight stays	e for post-season games	0
Type of housing during ravel -	medium quality hotels:	Ó
	good quality hotels:	0
	low budget hotels:	()
lumber of athletes per roo	m	

Signature:	Jen 12)	Sind -	Date:	3/0/02	

COACHING

TEAM

Brogs Golf

ĺ	BENEFITS	
	Are you paid by the school or others (for example, by the boosters or head coach) for coaching? YES or NO	425
	How many years have you coached at your current school?	15
	How many years have you coached (include all education levels, professional and amateur coaching experience)?	7
	Do you work full time at the school where you coach? YES or NO	yes
	Do you ever miss practices because of your job? YES or NO	No
	Do you ever miss games because of your job? YES or NO	No
	What is the best finish of any teams you have coached?	District Provide
	Have you ever been named conference coach of the year? YES or NO	District Rum (g)
	Have you ever been named regional coach of the year? YES or NO	No
	Have you ever been named state coach of the year? YES or NO	160
Į.	Have you ever been named national coach of the year? YES or NO	No

Signature:	Heron & Suit	Date: 3/17/02
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	- 175 Gol
Name or location of facility	Colf Course Royal &
List all teams that use the facility	Golf Course Roya/8
Is facility off-campus? YES or NO. If yes, how far?	yes
If the facility is off-campus, explain why the facility is used	he don't have a Golf Course on Campus
Is seating capacity sufficient for number of spectators expected? YES or NO	WA
If facility is outdoors, are there lights that permit games and/or practices at night? YES or NO	No
Quality of playing surface, i.e., floor, field, mats) (excellent, good, fair, poor)	Excellent
Electronic scoreboard YES or NO	NO
Press box or press tables Yes or NO	No
Concession facilities YES or NO	10
Restroom facilities for spectators (ES or NO	The state of the s
equipment storage adjacent ES or NO	Yes.
occess to locker room (excellent, good, fair,	No
verall quality (include consideration of aying surface, lighting, features) (excellent, od, fair, poor)	Good
ecial features	

Signature:	Jen E_	du d	Date: 3/17/02
			

MEDICAL AND TRAINING FACILITIES AND SERVICES - TEAM CHART

Buys Codetny

TEAM

Concerns:

	•	
BENEFITS	YES	NO
Are the athletes on your team required to have a physical examination before they can compete?	TV	
Do the athletes (or parents/guardians) pay for the physical exam?	V	
Is a medical doctor assigned routinely to attend your home games?		1
Is a medical doctor assigned routinely to attend your away games?		V
Is a medical doctor assigned routinely to attend your practices?		
Is a certified trainer assigned routinely to attend your home games?		
Is a certified trainer assigned routinely to attend your away games?	•	
Is a certified trainer assigned routinely to attend your practices?		
Is a student trainer assigned routinely to attend your home games?		
Is a student trainer assigned routinely to attend your away games?		- V
Is a student trainer assigned routinely to attend your practices?		1
Do members of your team use the weight room?		. 1
If members of your team use the weight room, is the schedule for use satisfactory?		
No members of your team use the training room for taping or reatment of injuries?		
f members of your team use the training room, is the schedule for	1/	

Signature: _	Jen	E Sind	Date:	3/17/02	
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TEAM

Bogs Golf

		<u> </u>
BENEFITŞ	YES	NO
Is your team provided with a brochure or "media guid just for your team or as part of seasonal or annual guid	le," either de?	
Are game programs provided for your team?		17
Are schedule cards or pocket schedules provided for you (including whether your team's schedule is included in seasonal schedule card?	our team	
Do cheerleaders perform at your home games?		
If the cheerleaders do not perform at your home games you like them to?	, would	
Do cheerleaders from your school perform at your away games?	у	And Assessed
If the cheerleaders do not perform at your away games, you like them to?	would	
Does the pep band perform at your home games?		
If the pep band does not perform at your home games, you like them to?	would	
Does a pep band from your school perform at your away games?	y	1/
If the pep band does not perform at your away games, we you like them to?	ould	
Do support groups other than the cheerleaders or pep har ever perform at your home games (e.g., mascot, drill or cleam, etc.)?	dance	
If support groups other than the cheerleaders or pep band not perform at your home games, would you like them to	do ?	
Do support groups other than the cheerleaders or pep band ever perform at your away games (for example, mascot, deteam, dance team, etc.)?	d Irill	
If support groups other than the cheerleaders or pep band not perform at your away games, would you like them to?	do ,	

	^ *	e ¹	-
Signature:	- Jen & Smd - Date:	7/17/02	
		~	

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SUPPORT SERVICES

TEAM

Bujs Guls

BENEFITS	YES	NO .
Do you have an individual, private office provided to you for your coaching duties?	W/	
Do you have a shared office provided to you for your coaching duties?		Direction of the second
Do you need office space specifically for your coaching duties?	· partir	
Do you have satisfactory access to the office machines you need for your coaching duties, such as computer, printer, photocopier?	1	والمراد المعارض المراد
Is there an administrative staff member (such as the athletic director) available if needed for your team?	V	
Is there a secretary or other staff member available to assist you with clerical work for your team?		1/
Do you use the services of the clerical staff member often?		
Do you need clerical assistance for your team?		

	/		_	1			7	/
Signature:		Ilm	٤ _	120	· T	3	177/	27
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