

**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2008-2009**

KHSAA
Form T65
Revised 4/09

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

FROM: Brigid L. DeVries, Commissioner
Darren Bilberry, Assistant Commissioner

DATE: 5-4-2009

School	Lexington Christian Academy	Reviewed by	Reba Woodall
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The following is a status report regarding the required 2008 - 2009 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2009. Appropriate KHSAA Audit Team personnel have reviewed these forms and the following is a summary of this review.

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

x	GE 19 (Annual Verification)	x	T-35 (Budget Expenses)
x	T-1 (Summary Program Chart 1)	x	T-36 (Budget Expenses)
x	T-2 (Summary Program Chart 2)	x	T-41 (Checklist – Overall Interscholastic Program)
x	T-3 (Summary Program Chart 3)	x	T-60 (Corrective Action Plan)
x	T-4 (Summary Program Chart 4)	na	T-63 (Interscholastic Survey Results)

II. Status

A.	X	2008 – 2009 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:
C.		The following forms were omitted and must be submitted by school representatives:
D.	X	<p>According to the 2008-2009 data, the school appears to be meeting the standards established in:</p> <p><input type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment)</p> <p><input type="checkbox"/> Test 2 (History and continuing practice of program expansion)</p> <p><input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)</p>
E.	X	<p>Other Recommendation and Comments:</p> <ol style="list-style-type: none"> 1. T-35 and T-36 show no travel expenses for softball, boys golf, boys and girls soccer, or boys and girls tennis. A written explanation should accompany next year's Annual Report if this happens again. 2. Thank you for your report.



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2008-2009 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

KHSAA Form GE19
F:Forms/GE19
Rev.12/08

(To be submitted by April 15, 2009 along with other required forms)

APR 15 2009

The Lexington Christian Academy 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 20 U.S.C. Sections 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, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks.

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

Name	Address	Phone	Title
(Supt., Principal, Student, Parent, Coach, Etc.)			
(See Attachment)			

Scheduled a minimum of three meetings during the 2008-2009 school year on the following dates:

2/9/09, 3/18/09, 4/3/09, 4/9/09, 4/14/09

Designated the following person(s) as the Title IX coordinator for the school:

Name	Title	Address	Phone
Paige Patterson-Grant	GEC Coordinator	520 Cave Spring Drive Nicholasville, KY 40356	859-881-1415

Designated the following person(s) as the Title IX coordinator for the district:

Name	Title	Address	Phone
N/A			

School personnel are 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.

Keith Haas
Principal's Signature

April 9 2009
Date

[Signature]
Superintendent Signature

[Signature]
School Board Chairpersons' Signature

(Send original copy to KHSAA / Maintain duplicate in Title IX school folder)

LCA Title IX

Gender Equity Committee Members 2008 -2009

Name	Role(s)	Email - address	Home Phone	Work Phone	2/9/08 Attend	3/18/09 Attend	4/3/09 Attend	4/9/09 Attend	4/14/09 Attend
Paige Patterson-Grant	Parent, Athletic Comm	paigegrant@yahoo.com 520 Cave Spring Drive Nicholasville, KY 40356	881-1415 552-4284 (cell)	552-4284 (cell)	X	X	X	X	X
Brad Walls	Athletic Director	bwalls@lexingtonchristian.org 3525 McNair Way Lexington, KY 40513	224-8333	422-5766	X	X	X	X	X
Jay Grant	Asst A. D.	jgrant@lexingtonchristian.org 101 Red Oak Way Nicholasville, KY 40356	749-9239	422-5753	X	X	X	X	
Vickie Barjuca	Athletes Financial Coordinator	vbarjuca@lexingtonchristian.org				X	X	X	X
Rick Lyon	Parent, Chair of LCA Athletic Committee	lukgator@mimarietfarm.com 1338 Redd Rd Lexington, KY 40510	253-9647		X	X			
Michelle Smith	Females Coach	lccrocks@yahoo.com 925 Gerardi Rd Lexington, KY 40515	699-3360		X	X			
Ryan Winders	Males/Females Coach		270-348-1600		X	X			
Caitlin Panter	Student Athlete – Senior	4313 Crescent Springs Ct Lexington, KY 40515	264-0642						X
Abby Dundon	Student Athlete – Junior	3017 Charleston Gardens Blvd Lexington, KY 40515	523-0848						X
Joe Duncan	Student Athlete – Sophomore	3685 Winding Wood Lane Lexington, KY 40515	245-1648						X
Will Downs	Student Athlete – Freshman	924 Montavesta Circle Lexington, KY 40502	335-9210						X



2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-1

Participation Opportunities Test One

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	231	49%	179	37%
Row 2	BOYS	243	51%	302	63%
Row 3	Totals	474	100%	481	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 34 girls & 14 boys

- Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by Row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- Ask coaches to confirm the names of those individuals who are on the team as of the first **date of regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). 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, cheerleaders, dance teams, or pom squads**). 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 on which they participate. If applicable, please asterisk in the above notation as to how many 8th grade students & below are included in the totals.
 Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard; if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: Keith Hall Date: April 9, 2009

2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-2

KHSAA
 Form T2
 Rev. 12/08

Participation Opportunities Test Two

		Column 1	Column 2	Column 3	Column 4	Column 5
Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added Since the beginning of the 2004-2005 School Year	Number of participants for the 2008-09 school year who are playing on teams added since the 2004-05 school year	Percent of Total Participation By Sex Added Since the beginning of the 2004-2005 School Year
GIRLS	Row 1	varsity:	9	118	0	0
	Row 2	j.v.:	5	50	1	17
	Row 3	frosh:	2	11	1	11
	Row 4	total:	16	179	2	28
BOYS	Row 5	varsity:	9	188	0	0
	Row 6	j.v.:	5	74	1	0
	Row 7	frosh:	3	40	1	17
	Row 8	total:	17	302	2	17

- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. **Note:** The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are **currently** on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.

Note: If the percentage of current 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.

Principal's Signature: *Keith Hill* Date: *April 9, 2009*

2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-3

KHSAA
 Form T3
 Rev. 12/08


Participation Opportunities Test Three

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. For a sport <u>not</u> currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an <u>intramural team</u> .	No		No
2 For a sport <u>not</u> currently offered, is there sufficient interest, based on the responses to your most recent Student Interest Survey, to form a viable <u>interscholastic team</u> for a sport not currently offered. If yes, what sport?	No		No
3. For a sport currently offered at the junior varsity or freshman level is there sufficient interest, based on your most recent Student Interest Survey, to form a <u>varsity team</u> not currently offered?	No		No
4. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable team for a <u>junior varsity or freshman team</u> that is not currently offered?	No		No
5. If you answered YES to question (1), (2), (3), or (4), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	---		---

Plans to Address Interest:

Lexington Christian Academy's current focus is to increase participation in the current offering of teams.

Principal's Signature :  Date: April 9, 2009



**2008-2009
ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-4**

KHSAA
Form T4
F:Forms/T4
Rev.12/08

Levels of Competition Test One

		Column 1	Column 2	Column 3
Girls	Team Levels	Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
Row 1	varsity:	9	118	66%
Row 2	j.v.:	5	50	28%
Row 3	frosh:	2	11	6%
Row 4	total:		179	100%
Boys				
Row 5	varsity:	9	188	62%
Row 6	j.v.:	5	74	25%
Row 7	frosh:	3	40	13%
Row 8	total:		302	100%

- 1) Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- 2) For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- 3) For Column 3, calculate the percentage of female and male participants at each level.
 For girls' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1
 - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
 - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
 -
 For boys' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
 - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
 - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature: Keith D. Hall Date: April 9, 2009

**2008-2009
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)	facilities improvements		publications (if sport-specific)		
	School	Booster	School	Booster	School	Booster		School	Booster	School	Booster	
G basketball	891	0	5,992	0	711	220	13,583	4/2	944	0	1,500	0
B basketball	6,086	0	3,253	0	1,293	0	13,700	3/3	943	0	2,580	0
G softball	609	318	0	0	60	0	8,417	2/2	2,580	0	0	0
B baseball	1,818	6,485	0	638	0	2,281	12,608	6/3	3,100	0	0	0
G cross country	739	1,939	162	0	168	0	2,313	1/1	0	0	0	0
B cross country	739	1,939	162	0	168	0	2,313	1/1	0	0	0	0
G golf	1,766	0	97	0	60	0	4,500	1/1	0	0	0	0
B golf	3,466	0	0	0	387	0	3,500	2/1	0	0	0	0
G soccer	1,522	0	0	0	816	0	14,083	3/1	1,779	0	0	0
B soccer	6,748	0	0	0	1,111	325	11,270	4/2	1,955	0	0	0
G swimming	98	0	282	0	263	0	2,000	2/1	0	0	0	0
B swimming	98	0	282	0	263	0	2,000	2/1	0	0	0	0
Total expenditures on 1-25 and 1-26 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (provided off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.												

2. Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs - Reference KHSAA Bylaw 27)

Principal's Signature: *[Signature]*

Date: *April 9, 2009*

**2008-2009
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	# of Coaches for all levels / # of Teams for all levels	School	Booster	School	Booster
G track	7,137	0	0	57	60	545	5,313	3/1	0	0	0	0
B track	7,137	0	0	57	60	545	5,313	3/1	0	0	0	0
G tennis	2,099	0	0	0	610	0	7,300	2/2	0	0	0	0
B tennis	994	0	00	0	380	0	6,430	2/2	0	0	0	0
G volleyball	788	522	339	0	532	0	7,000	2/2	0	0	0	0
B wrestling												
G (list sport)												
B football	39,832	361	4,664	2,527	4,596	0	22,500	7/3	6,731	0	0	0
G (list sport)												
B (list sport)												

1. Total expenditures on T-35 and T-36 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.

2. Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender: (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem).

Gender	Expenditures	Percentage
Boys	\$194,680	66%
Girls	\$99,868	34%
Total:	\$294,548	100%

Handwritten notes: Boys \$645,000, Girls \$558,000, Total \$1,203,000. $645,000 / 87 = 7,413$

Principal's Signature: *Kath Dell* Date: April 9, 2009

2008-2009 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA
Form T41
Rev. 12/08

Checklist - Overall Interscholastic Athletics Program

DIRECTIONS:

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to Neither Program. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			
Accommodation of Interest and Abilities			X
BENEFITS			
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			N/A
Tutoring			N/A
Any meals provided for home			N/A

If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).

Principal's Signature: Keith Hall Date: April 9, 2009

SCHOOL NAME

Lexington Christian Academy

2008-2009

TITLE IX

CORRECTIVE ACTION PLAN

KHSAA

Form T-60

Rev. 12/08

DIRECTIONS:

1. For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
2. It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
3. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2009.

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION / IMPROVEMENT	SUGGESTED CHANGE / ACTIVITIES	SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
1. Accommodation of Interests and Abilities	Add JV girls soccer program.	<p>Add JV girls soccer program in 2004-2005 school year.</p> <ul style="list-style-type: none"> • 4/13/05 – Girls' JV Soccer was offered in 2004-2005, but not enough girls signed up, so team not formed; it will be offered again in 2005-2006. • 10/24/05 – Girls' JV Soccer was again offered in 2005-2006, but there was not enough interest to field a team. It will again be offered next year. • 3/8/07 - Girls' JV Soccer was again offered in 2006-2007, but there was not enough interest to field a team. It will again be offered next year. Additional interest is foreseen since Jr High participation was high. • 4/10/08 - Girls' JV Soccer was again offered in 2007-2008, but there was not enough interest to field a team. It will again be offered next year. Continue to monitor. • 4/3/09 - Girls' JV Soccer was again offered in 2008-2009, but there was not enough interest to field a team. A new coach has sparked additional interest for a team to be fielded next year. Continue to monitor.
	Add JV girls tennis program.	Add JV girls tennis program in 2006-2007 school year.

<ul style="list-style-type: none"> • 3/8/07 – Increases interest in spring 2007 allowed for JV tennis team. New tennis courts on LCA campus allowed for practice and game times to be scheduled. • 4/10/08 - Girls' JV Tennis was again offered in 2007-2008, and the participation doubled. It will again be offered next year. CLOSED • 4/3/09 – Large group of JV Tennis players fielded this year. CLOSED 		
<p>Ensure interest continues in 2007-2008 school year for girls golf.</p> <ul style="list-style-type: none"> • 3/8/07 – Interest and skill level of current girls golf team is declining. It will be offered next year and coach is actively seeking interested girls, including Jr High, to continue program. • 4/10/08 – Varsity golf program continues. CLOSED 	<p>Continue girls golf program.</p>	
<p>Discuss with Athletic Director and Athletic Committee.</p> <ul style="list-style-type: none"> • 2/17/05 – GEC Student members' recommendation. • 4/1/05 – Address during May 2005 Athletic Committee meeting. • 10/24/05 – Teams/Coaches are looking into providing more intramurals at the middle school. • 3/28/06 – Students on GEC agree this is helping increase interest in the sports. • 3/8/07 – Jr High volleyball program began this school year. Jr High soccer program continued. • 4/10/08 – Middle school programs were again offered. CLOSED 	<p>Expand additional sports into middle school.</p>	

2. Scheduling of Games and Practice Times

Schedule girls basketball games for Friday &/or Saturday nights

- Increase number of weekend girls basketball games.
- 3/8/07 – Girls basketball coach is working on schedule that has 40% of the girls games held on Friday or Saturday evenings.
 - 2/5/08 – KHSAA onsite audit team noted that 50% of the girl's basketball games were played on prime dates in 2006-2007. CLOSED
 - 4/3/09 – 4 of 7 girls home games were prime time. CLOSED

Schedule baseball and softball games that allow for overnight trips, if program participants agree to travel.

- Review baseball and softball game schedules to ensure game sites meet needs of teams.
- 3/8/07 – Boys baseball team scheduled Spring Break trip to participate in Florida tournament. Parents paid for trip. Girls softball team was offered opportunity to schedule Spring Break trip, but elected to not participate due to costs and time commitment. Both teams will be offered similar opportunities again next year.
 - 4/3/09 – Boys baseball team trip scheduled for weekend double headers in Alabama instead of week long trip. Girls softball team overnight trip scheduled. Continue to monitor.

<p>3. Game and Practice Uniforms</p> <p>Game and practice uniforms should be equitably distributed among teams and be of similar quality.</p>	<p>Ensure practice uniforms are purchased in similar manner (boys' basketball players bought own practice uniforms, while girls' basketball uniforms were provided, per coaches' surveys). Ensure girls' soccer team is provided with similar practice uniforms as boys' soccer team.</p>	<p>Review practice uniform purchasing policy and availability with Athletic Department.</p> <ul style="list-style-type: none"> • 4/13/05 – Review with Athletic Director prior to 2005-2006 budget approval. • 10/24/05 – Rotation schedule ok. • 3/27/06 – New athletic fee structure designed for teams to purchase new uniforms each year, if new ones are needed. Girl's soccer team will receive new uniforms for 2006-2007 season. • 3/8/07 – Athletic Office continues to monitor uniform purchases amongst teams. Additional fund raisers are offered to teams to cover expenses, as needed. • 11/8/07 – KHSAA onsite audit team requested an updated uniform rotation schedule be established and provided to all head coaches and placed in school's Master Title IX File. • 2/5/08 – discussed updated uniform rotation schedule at GEC meeting; mailed to KHSAA, as requested; copy placed in the school file; available to coaches. CLOSED
<p>4. Coaches</p>	<p>Ensure programs are adequately staffed with assistant coaches.</p> <p>Ensure coaches' salaries are fair and equitable, and allow for a scaled schedule based on experience, etc.</p>	<p>Add 1 assistant coach to the softball staff.</p> <ul style="list-style-type: none"> • 3/8/07 – Athletic Office is seeking additional assistant coach for girls softball team. • 4/3/09 – Currently have 1 head coach, 1 paid assistant and 1 volunteer coach. This is increase of 1 paid position over prior years. <p>Athletic Director will determine how best to implement a coaching salary scale for upcoming school years.</p> <ul style="list-style-type: none"> • 11/8/07 – KHSAA onsite audit team stated a coaching salary scale is equitable and preferred. • 4/10/08 – discussed at GEC meeting; Athletic Director to establish coaching salary scale, if warranted. • 4/3/09 – Experience and longevity at the school to be considered as part of salary scales.

<p>5. Facilities</p> <p>Locker rooms should be available to all teams, as needed.</p>	<p>Ensure that when locker rooms are built at the LCA High School campus that boys and girls facilities are similar in accommodations.</p>	<p>As funds become available, facilities will be built which includes locker rooms. The long-term plan is to have locker rooms within 5 years.</p> <ul style="list-style-type: none"> • 4/13/05 – Validate use of locker rooms for both boys' and girls' soccer programs (neither have locker rooms, based on coach's survey feedback) • 10/24/05 – Soccer teams use classrooms as interim. • 3/8/07 – Soccer programs share an external building near soccer fields for equipment. • 4/10/08 – Continue to monitor facility improvements as funds become available. Lower level locker rooms should be updated equitably for both girl and boy team usage. • 4/3/09 – Continue to monitor facility improvements as funds become available. Lower level locker rooms should be updated equitably for both girl and boy team usage, if any improvements occur.
<p>Coaches survey comments considered.</p>	<p>Additional locker rooms requested.</p> <p>Auxiliary gym completed.</p> <p>Lights for baseball field requested.</p>	<ul style="list-style-type: none"> • 4/1/05 – Continue to need additional locker room and storage facilities for teams not using gym; to be provided as funding becomes available. • 3/28/06 – Provide when funding is available. • 3/8/07 – Same status. • 4/10/08 – Same status. • 4/3/09 – Same status. • 4/13/05 – Upgrade to floor to be made available for 2005-2006 school year. • 3/28/06 – Provide when funding is available. • 3/8/07 – Same status. • 4/10/08 – Same status. • 4/3/09 – Same status. • 4/1/05 – Funding still needed to provide lighting. • 3/28/06 – Provide when funding is available. • 3/8/07 – Baseball & softball boosters raised funds to light both fields. They were installed and available for use this

<p>Weight Room should be available to all athletic teams, on a schedule.</p>	<p>Weight room schedule needs to be posted and adhered to so that sufficient access is available to in-season sports.</p>	<p>school year. In addition, the soccer field used by both boys & girls will be getting tight this school year.</p> <ul style="list-style-type: none"> • 4/10/08 – Lights in use for both girls softball and boys baseball. CLOSED • 4/3/09 – Baseball has greater burden of debt to repay due to limited softball parent involvement.
<p>Weight Room should be available to all athletic teams, on a schedule.</p>	<p>Weight room schedule needs to be posted and adhered to so that sufficient access is available to in-season sports.</p>	<p>Post schedule of weight room and ensure Athletic Department enforces schedule.</p> <ul style="list-style-type: none"> • 11/8/07 – KHSAA onsite audit team requested the weight room schedule be posted in the weight room and provided to all head coaches and placed in school's Master Title IX File. • 2/5/08 – discussed weight room schedule at GEC meeting; mailed to KHSAA, as requested; copy placed in the school file; available to coaches; posted in weight room. CLOSED

6. Budget

Budgets including booster club funding should be distributed equitably among all teams, as the sport needs.

Monitor the expenditures for similar sports so that over spending does not lead to inequities.

- Athletic Director's office to monitor team expenditures throughout each academic school year.
- 10/24/05 – Reviewed expenses across all sports. Finance Dept code system in place to assist with athletic budget reviews.
 - 3/27/06 – New athletic fee structure to be used in 2006-2007. It will be monitored closely throughout school year by the Athletic Director's office, the Athletic Committee, and the GEC.
 - 4/12/06 – Additional explanation requested from 2004-2005 submission:
Baseball & Softball field maintenance & equipment expenditures (\$5,100 for mower and seeding on all fields) were coded only to baseball and should have been split between baseball & softball equally. Finance Dept coding has been updated. Athletic Director's office is managing expenses that benefit more than one team so that it is reflected in the T35 & T36 forms.
CLOSED
 - 4/12/06 – Additional explanation requested from 2004-2005 submission:
Overall percentage of total expenditures is 34% vs 66%. Football facilities improvements of \$23,600 were completed, including track around field for Girls & Boys Track Team usage. Removing this amount from the total expenses since several teams benefit would show that average amounts spent per male and female athlete are close: \$378 vs \$335 (\$81,000/216 vs \$53,000/158).
 - 3/8/07 – Athletic Office review of financials indicates budget structure is effective.
 - 11/8/07 – KHSAA onsite audit team reviewed funding and suggested continued monitoring of the booster spending.
 - 4/10/08 – Athletic spending continues to be closely monitored by the Athletic Dept.

	<p>Miscellaneous football equipment and supplies expenditures from 2006 were included in the fall billing statement for the 2007 fiscal year.</p>	<p>4/3/09 - Overall percentage of total expenditures is 34% vs 66%. Show that average amounts spent per male and female athlete are close: \$378 vs \$335 (\$81,000/216 vs \$53,000/158).</p>
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<p>7. Publicity / Support Services</p> <p>Award policy should be reviewed regularly and include all types of awards presented to athletic teams and participants.</p> <p>Support Services should be equitable for girls and boys teams, including use of pep band, dance team, and mascot.</p>	<p>Ensure banner displays are included in the awards policy.</p> <p>The softball team elected not to have a formal banquet in 2008 – school awards were still provided and distributed</p> <p>Establish a schedule for the different support programs, including cheerleading squads, pep band, dance team, and mascot.</p>	<p>Update awards policy to include banner displays.</p> <ul style="list-style-type: none"> 11/8/07 – KHSAA onsite audit team requested the award policy be updated to include the display of banners. They also recommended the policy state who and when an athlete or team will be honored with banners, awards, and other recognition. A copy of the policy should be provided to all head coaches and placed in school's Master Title IX File. 2/5/08 – discussed award policy at GEC meeting; mailed to KHSAA, as requested; copy placed in the school file; available to coaches. CLOSED 4/3/09 – Hall of Fame policy revamped. <p>Establish a schedule for the different support services for girls and boys basketball, volleyball, football, etc.</p> <ul style="list-style-type: none"> 11/8/07 – KHSAA onsite audit team recommended having a schedule for the cheerleading squad, pep band, dance team, and mascot. 4/10/08 – discussed at GEC meeting; will create a policy stating how support services will be available equitably for girls and boys teams. 4/3/09 – Continue to monitor.
<p>8. Travel and Per Diem Allowances</p> <p>Travel & Per Diem Allowances policy should be established.</p>	<p>Ensure all teams know and follow a travel and per diem allowance policy.</p>	<p>Athletic Department will establish a travel and per diem allowance policy.</p> <ul style="list-style-type: none"> 11/8/07 – KHSAA onsite audit team requested this policy be written. A copy of the policy should be provided to all head coaches and placed in school's Master Title IX File. 2/5/08 – discussed policy at GEC meeting; mailed to KHSAA, as requested; copy placed in the school file; available to coaches. CLOSED

CLOSED FROM PREVIOUS YEARS (1999 – 2006)

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION / IMPROVEMENT	SUGGESTED CHANGE / ACTIVITIES	TIME TABLE FOR CORRECTIVE ACTION / COMPLETION
<p>1. Accommodation of Interests and Abilities</p> <p>Since the female participation rates are lower than the male participation rates, we must increase the sports offered to females and encourage additional female participation in all of the athletics offered.</p>	<p>Allow 7th & 8th graders to practice with JV & V teams and be managers for the JV & V, even if they do not participate in games.</p>	<p>Discuss with Athletic Director and Athletic Committee.</p> <ul style="list-style-type: none"> • 2/17/05 – GEC Student members' recommendation. • 4/1/05 – Address during May 2005 Athletic Committee meeting. • 10/24/05 – Volleyball Team did this. Only non-contact sports can do this, per KHSAA rules. CLOSED

<p>7. Scheduling of Games and Practice Times</p> <p>Provide more 'prime time' opportunities for girls sports to perform/play.</p> <p>Ensure adequate practice times and gym availability is equal between girls' and boys' basketball teams.</p> <p>Weight room was not always available to girls' basketball teams and to boys' and girls' soccer teams due to use by football team.</p>	<p>Schedule games for basketball and soccer contests that allow for more 'prime time' opportunities for girls' sports, for example, Friday or Saturday games. These should not always be the first game of the evening either, but should follow the boys' varsity or girls' junior varsity.</p> <p>Develop policy for Athletic Handbook stating gym availability and usage priority.</p> <p>Weight room schedule needs to be posted and adhered to so that sufficient access is available to in-season sports.</p>	<p>Continue work with Region 11 programs.</p> <ul style="list-style-type: none"> 4/1/05 – Double headers are scheduled for basketball games (girls & boys). CLOSED. <p>Establish policy for 2005-2006 Athletic Handbook.</p> <ul style="list-style-type: none"> 4/13/05 – Athletic Director agreed with need for priority statement. GEC Coordinator to present draft version during May 2005 Athletic Committee meeting. 10/24/05 – Language included in Athletic Handbook. However, Athletic Director has discretion to re-arrange schedules when needed to accommodate overall school needs. CLOSED <p>Establish schedule of weight room and ensure Athletic Department enforces schedule.</p> <ul style="list-style-type: none"> 4/13/05 – Coaches' surveys stated weight room schedule not adhered to. Review with Athletic Department and Football staff. 3/28/06 - Students on GEC stated weight room availability is satisfactory. CLOSED
<p>8. Game and Practice Uniforms</p> <p>Game and practice uniforms should be equitably distributed among teams and be of similar quality.</p>	<p>Review rotation schedule.</p>	<p>Reviewed rotation schedule and ensured budget accounts for new uniforms.</p> <ul style="list-style-type: none"> 3/23/05 – Rotation schedule in place and accounted for in budget. Example is new football uniforms budgeted for 2005-2006. CLOSED

9. Facilities

Locker rooms should be available to all teams, as needed.

Ensure improvements made to locker rooms are available to both boys' and girls' teams.

Locker room improvements.

- 3/23/05 – Showers added to locker rooms available to both boys' and girls' teams; shared with officials but visiting teams not allowed to use (due to prior damage caused by visiting teams).
- 4/1/05 – Showers not in football locker room area yet, for use by baseball team, too. Softball team uses separate locker room.
- 4/13/05 – Determine shower availability for girls' basketball teams.
- 10/24/05 – Not an issue. CLOSED
- 4/1/05 – Tennis courts in process of being built on site, for use by both girls' and boys' teams; due to be complete for 2005-2006 season.
- 3/28/06 – Tennis courts available in April 2006. CLOSED

Tennis courts to be built on LCA property, for use by both girls and boys teams.

Tennis courts to be built, based on funds available.

Trainer schedule should include availability for practices of all sports requesting trainer.

Trainer was available for practices of boys' basketball, boys baseball, girls softball, and boys' and girls' soccer. Additional teams (girls' basketball, football, and volleyball) request trainer for practices. (based on coaches' surveys)

Update trainer's schedule to include availability at practices.

- 4/13/05 – Review schedule with Athletic Department for recommended changes to be incorporated into 2005-2006 school year.
- 10/24/05 – Trainer was available for practices and games for volleyball and football. CLOSED

<p>10. Budget</p> <p>Budgets including booster club funding should be distributed equitably among all teams, as the sport needs.</p>	<p>Monitor the expenditures for similar sports so that over spending does not lead to inequities.</p>	<ul style="list-style-type: none"> 3/23/05 – Balanced budget prepared by Athletic Office and approved by school's board. CLOSED
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<p>11. Publicity / Support Services</p> <p>Student Pep Club started. (not identified as a problem; improvement made across all of athletics, not gender specific).</p> <p>Cheerleading squads should be of similar quality/level for both boys' and girls' basketball games.</p>	<p>Ensure Student Pep Club sponsors and supports both boys' and girls' teams.</p> <p>Ensure student section is identified for both boys' and girls' games, if one is needed.</p> <p>Ensure varsity cheerleading squad cheers for girls' varsity basketball equal to cheering for boys' varsity basketball.</p>	<p>Student Pep Club activities reviewed.</p> <ul style="list-style-type: none"> 3/23/05 – Attendance high from Student Pep Club members at many boys' and girls' basketball games. CLOSED <p>Develop student section for Student Pep Club.</p> <ul style="list-style-type: none"> 2/17/05 – GEC students stated a student section is desired for Student Pep Club for both boys' and girls' games. 4/1/05 – Address during May 2005 Athletic Committee meeting. 10/24/05 – Student section not an issue. CLOSED <p>Develop cheerleading schedule for varsity cheerleading squad.</p> <ul style="list-style-type: none"> 4/13/05 – Coaches surveys stated varsity cheerleading squad did not cheer for girls' varsity basketball. Review with Athletic Department to determine cheerleading schedule. 10/24/05 – One squad only for 2005-2006; cheered at both boys & girls games. CLOSED
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Keith J. [Signature]

Date: *April 9, 2009*

Principal's Signature: