

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

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

School: **George Rogers Clark**
Prepared By: **Martha Mullins**
Date of Re-Visit: **December 9, 2008**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Participation Opportunities Summary Chart (Form T-70) Yes No
- Benefits Summary Charts (Forms T-71 & T-72) Yes No
- Benefits Publicity (Form T-73) Yes No
- Corrective Action Plan Summary Charts (Form T-74) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

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

A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?

Yes No

Comments:

B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?

Yes No

Comments:

C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?

Yes No

Comments:

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

Yes No

Comments: Past difficulties reported on the original on-site visit have been corrected. Computer technology is used to administer the survey; one hundred percent return thereby is ensured.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Fifteen teams for boys and fifteen teams for girls are fielded at the school, representing all sports sanctioned by the KHSAA except wrestling.
Equipment and Supplies	X		A uniform purchase rotation plan was not found in the Title IX permanent file. Uniforms on display were of similar quality. The recommendation from the original on-site visit report to analyze equipment expenditures was not followed. That recommendation still stands. The school provides basic competitive uniforms for all teams; however, booster clubs buy shoes for the football and basketball teams. Based on requests from coaches, boosters purchase other athletic apparel.
Scheduling of Games and Practice Time	X		The school has met the KHSAA requirement for scheduling girls' HOME basketball games for 2008-2009. Policy on the scheduling of contests for all sports was not found in the permanent Title IX file.
Travel and Per Diem Allowances	X		Transportation by bus or furnished car is required by the Board of Education. Overnight trips require approval by school authorities. Per diem amounts are set forth in policy. Lodging policy has not been addressed.
Coaching	X		Improvement has been made in the hiring and payment of assistant coaches in girls' basketball since the original on-site visit. There is still overlap in the assignment of head coaches in girls' sports. The head basketball coach also is assigned the head coach position in boys' tennis and in girls' tennis. Both tennis teams have a large number of participants. An assistant coach serves both teams. No salary schedule was found in the permanent Title IX file. The District Coordinator for Title IX confirmed the existence of one, and that salaries were equitable.

Locker Rooms, Practice and Competitive Facilities	X		<p>The softball and baseball facilities that were to be constructed since the original on-site visit have been completed. A volleyball locker room was added when the school added volleyball in 2003.</p> <p>No written designation of locker room or dressing space or storage areas was found in the permanent Title IX file. However, in practice, assignments for most teams have been made.</p>
Medical and Training Facilities and Services	X		<p>There are two weight rooms available on campus for athletic teams. One is located next to the football locker room. The other one is in the girls' basketball locker room, is used by that team, and is available to the volleyball team, according to the coach. Both male and female athletes use the one near the football locker room. It was recommended to athletic administration that the co-ed weight room be provided motivational furnishings available for such spaces in order to provide a more attractive facility for co-ed use. No schedule of use was posted at either place nor found in the permanent Title IX file.</p> <p>An athletic trainer is provided by the school and is available for all athletes each day during practice times and for all HOME competitions.</p>
Publicity	X		<p>There is one cheerleading squad that cheers for all HOME and most district AWAY games in football and boys' and girls' basketball. A rotation of members of the squad for basketball games is in place, however the criteria by which members are selected in the rotation is not documented.</p> <p>Sound policy statements related to an awards and recognition system were found in the permanent Title IX file, except for the subject of banquets or other recognition ceremonies.</p> <p>Schedule cards for team sports were on display. There were none for cross-country, golf, swimming, tennis, or track. A football program, printed annually by the cheerleaders for sale as a fund-raiser for their squad, also was on display.</p>

Support Services	X		<p>There appeared to be no inequities in the provision of office space and clerical support.</p> <p>There was no visible evidence of the provision of auxiliary personnel or services for the conduct of practices or contests or other management operations in the permanent Title IX file.</p> <p>The financial data reported on Form T-71 and T-72 appeared to be figures from the previous Title IX annual report, which were actual 2006-2007 numbers. Since the 2007-2008 fiscal year ended June 30, 2008, a recording of actual figures for 2007-2008 had been requested in order to render a more accurate analysis of total expenditures.</p> <p>Policy on purchasing equipment and services was not found in the permanent Title IX file. However, from discussions with administrators it appeared oversight involving internal accounts is in place.</p> <p>Booster expectations were delineated in a correspondence from school authorities that outlined regulations and procedures. There were no required signatures of booster officials confirming agreement, however, and it did not appear it was issued annually.</p> <p>Booster clubs are required to submit a list of projects or purchases at the beginning of the school year for approval by the principal. The principal must approve deviations from that listing prior to execution. Booster club funds are held in external accounts.</p>
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	X		
Recruitment of Student Athletes	N/A		

5. **Brief Summary/Analysis of the Corrective Action Plan (Form T-74)**

In addition to adding volleyball as an additional sport for girls, the main emphasis was on the improvement of facilities.

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

The major deficiencies were the lack of documentation of existing practices in the athletic program, and the absence of back files in the school's permanent Title IX file.

7. **KHSAA Recommended Action in relation to new deficiencies.**

By February 1, 2009, school personnel will resubmit the following forms associated with the re-visit process:

- A. Form T-71 and T-72, with precise, accurate data from the 2007-2008 school/fiscal Year
- B. Form T-73, with criteria used by the cheerleading coach/sponsor to establish the rotation plan for cheering at boys' and girls' basketball games.
- C. Form T-74, collating the information that was submitted on this form with the information that was submitted on Form T-60 for the school years 2004-2005 through 2007-2008. **Particular attention should be given to recording in which school year the action was completed.**

By April 15, 2009, as an attachment to the annual Title IX report, school personnel will verify that copies of the following documents have been placed in the school's permanent Title IX file:

- A. the original Title IX self-evaluation completed in 1999-2000
- B. the annual Title IX reports for 2000-2001 and 2001-2002, along with the subsequent submission status report back from the KHSAA for each school year, to include any resubmissions requested
- C. Form T-65, submission status report, for the 2006-2007 Title IX report
- D. Any resubmissions requested for the 2002-2003, 2004-2005, and 2005-2006 annual Title IX reports

By October 1, 2009, school personnel will submit a copy of policies developed for operation of the athletic program as discussed with athletic administration. At a minimum,

they should address the following benefits:

- A. Equipment and supplies, to include athletic apparel. **Attach a uniform purchase rotation plan.**
- B. Scheduling and approval of contests
- C. Travel, to include approval of out-of- state and overnight trips

- D. Coaches salaries and extended days of employment. **Attach a 2009-2010 salary schedule.**
- E. Locker rooms and storage areas. **Attach a listing or diagram of assignments.**
- F. Medical and athletic training services
- G. Publicity and promotion of attendance at all sport competitions
- H. Provision of banquets or other recognition ceremonies
- I. Support services:
 - 1). purchasing approval and procedures for internal accounts
 - 2) booster club agreements, to include purchasing approval and procedures
 - 3) office space or conference area provided coaches, as appropriate, for consultation with student-athletes during the school day
 - 4) auxiliary personnel provided at contests to assist coaches in the conduct of competition
 - 5) provision of upkeep and maintenance service for equipment and facilities

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: **Jessica Dye**

District Level Title IX Coordinator: **Paul Christy**

Name	Title	Telephone
Jessica Dye	School Title IX Coordinator	859-351-2237
Jackie McCloud	Athletic Director	859-808-2001
Chase Kindred	Student	859-749-5979
Morgan Woosley	Student	859-595-7042
Debbie Fatkin	Chair, Board of Education	859-745-4889
Paul Christy	District Athletic Coordinator	859-744-4545
Bobbie Graham	Head Coach, Boys' Basketball	859-745-9968
Elizabeth Barrett	Parent	859-744-6111
Gary Lawson	KHSAA Auditor	502-875-3817
Martha Mullins	KHSAA Auditor	859-299-5472

10. Comments

The school's administration and athletic staff were available throughout the re-visit to answer questions and provide additional information. The permanent Title IX file was organized, but incomplete. Some policies were developed following the original on-site visit and were reflected in the positive, equitable philosophy that seemed to prevail at the school in terms of its athletic program. All interviews substantiated this perception.

The Gender Equity Review Committee had broad representation and appeared to be active and involved in providing helpful insight and assistance to athletic administration.

The public meeting scheduled did not materialize.



KHSAA
Title IX Audit Visit
Sign In Sheet

School: GEORGE ROGERS CLARK

Date of Visit: DECEMBER 9, 2008

High School Title IX Coordinator: Jessica Dye 620 Boone Ave. (859) 351-2237
 Name Address Phone
 Winchester, Ky 40391 859-744-4545

District Level Title IX Coordinator: PAUL CHRISTY 1608 W. LEX AVE WINCHESTER KY 40391
 Name Address Phone

Personnel in Attendance at Audit Meeting

PLEASE PRINT

Name	Title	Phone Number
Jessica Dye	School Title IX Coord.	(859) 351-2237
Judson Clark	Athletic Director	859-808-2001
Chase Kimbrial	Student	859-749-5979
Morgan Woosley	Student	859-595-7042
Debbie Fathin	BOE chair	859-745-9889
Paul Christy	District Title IX Coordinator	859-744-4545
Mathie Mullin	KHSAA Auditor	(859) 299-5472
Rabbi E. Sakar	Comm. Member	859-745-9968
Elizabeth Barrett	teacher	(859) 744-6111
GARY W. LAWSON	K.H.S.A.A.	(502) 875-3817

Date: Wed, 25 Feb 2009 12:54:56 -0500
From: TITLE9 (Title 9 Audit)
To: jackie.mccloud@clark.kyschools.us
Reply-to: title9@khsaa.org
Subject: Re-visit Submissions, Title IX-Martha Mullins

Mr. McClous, thank you for timely submission of information requested by February 1, 2009. Data received have been reviewed and appear satisfactory. No further action is necessary regarding this submission.

Best wishes,
Martha Mullins
Title IX Auditor



George Rogers Clark High School

620 Boone Ave.

Winchester, KY 40391



Ms. Mullins,

The following forms are being resubmitted upon request with the accurate information/data requested.

Form T-71

Form T-72

Form T-73

Form T-74

I appreciate the help and direction you have given to us through this re-visitation process. It is the goal of the Athletic Administration at Clark County to reach full compliance in every facet of Title IX and Gender Equity.

Thank you,

Jessca Dye

School Title IX Coordinator



School George Rogers Clark

Handwritten: G = 254 (9292) B = 345 (5890) #107H G = 1613 B = 465

KHSAA TITLE IX RE-VISIT BENEFITS - SUMMARY CHART 1 2008-2009 SCHOOL YEAR

BENEFITS

	SCHEDULING				COACHING		SUPPORT SERVICES			
	COLUMN 1 NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS	COLUMN 2 NUMBER OF HOME "PRIME DATE" CONTESTS (either Friday, Saturday or Sunday)	COLUMN 3 EXPENDITURE S FOR ALL COACHES' SALARIES*	COLUMN 4 IS THE HEAD COACH EMPLOYED FULL-TIME ON-CAMPUS? (Y/N)	COLUMN 5 EXPENDITURES FOR EQUIPMENT AND SUPPLIES*	COLUMN 6 EXPENDITURES FOR ANNUAL DUES AND FEES, CLINICS, CAMPS, WORKSHOPS, SEMINARS, COACHES ASSOC., ETC.*	COLUMN 7 EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC.)	COLUMN 8 EXPENDITURES FOR TRAVEL & PER DIEM*		
TOTALS	2007-2008	2008-2009	2007-2008	2008-2009	2007-2008	2007-2008	2007-2008	2007-2008		
G basketball	27	25	7	4	\$18,000	Yes	\$18,834	\$255	\$1,150	\$5,378
B basketball	27	26	8	6	\$18,000	Yes	\$20,724	\$295	\$1,550	\$4,980
G softball	36	36			\$5,700	No	\$31,810	\$45	\$300	\$2,940
B baseball	36	35			\$5,700	No	\$24,383	\$30	\$475	\$3,840
G cross country	13	13			\$900	No	\$1,700	\$12.50	\$300	\$712
B cross country	13	13			\$900	No	\$1,700	\$12.50	\$300	\$712
G golf	14	13			\$900	Yes	\$816	\$25	\$0	\$200
B golf	15	14			\$900	Yes	\$4025	\$25	\$300	\$700
G soccer	16	17			\$7,300	No	\$25,789	\$75	\$1,350	\$3,132
B soccer	18	15			\$7,300	Yes	\$32,612	\$75	\$1,850	\$2,316

Handwritten: G = 155, 598 B = 229, 300 584, 998

Handwritten: 104,900 B = 65,050 G = 39,850

Handwritten: 213, 230 G = 93,008 B = 120, 222

Handwritten: ASSOC., ETC.*

Handwritten: AWARDS, BANQUETS, ETC.)

Handwritten: G = 17,675 B = 19,302 32, 976

* - Round off Expenditures to the nearest dollar

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 8 & 9

Handwritten: G = 477 B = 727 1,204 G = 490 B = 6325 10,915



**KHSAA TITLE IX RE-VISIT
BENEFITS - SUMMARY CHART 2
2008-2009 SCHOOL YEAR**

KHSAA
Form 1772
Rev. 08/08

School Georges Rogers Clark

	SCHEDULING				COACHING		SUPPORT SERVICES			
	COLUMN 1 NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS	COLUMN 2 NUMBER OF HOME "PRIME DATE" CONTESTS (either Friday, Saturday or Sunday)	COLUMN 3 EXPENDITURES FOR ALL COACHES' SALARIES*	COLUMN 4 IS THE HEAD COACH EMPLOYED FULL-TIME ON-CAMPUS? (Y/N)	COLUMN 5 EXPENDITURES FOR EQUIPMENT AND SUPPLIES*	COLUMN 6 EXPENDITURES FOR ANNUAL DUES AND FEES, CLINICS, CAMPS, WORKSHOPS, SEMINARS, COACHES ASSOC., ETC.*	COLUMN 7 EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC.)	COLUMN 8 EXPENDITURES FOR TRAVEL & PER DIEM*		
	2007-2008	2008-2009	2007-2008	2008-2009	2007-2008	2007-2008	2007-2008	2007-2008		
G swimming	4	9	\$450	Yes	\$1,500	\$12.50	\$150	\$1,627		
B swimming	4	9	\$450	Yes	\$500	\$12.50	\$150	\$1,627		
G track	19		\$900	No	\$1,750	\$12.50	\$150	\$1,322		
B track	19		\$900	No	\$1,750	\$12.50	\$150	\$1,322		
G tennis	13		\$900	Yes	\$400	\$12.50	\$100	\$470		
B tennis	13		\$900	Yes	\$400	\$12.50	\$100	\$470		
G volleyball	23	20	\$4,800	Yes	\$10,409	\$25	\$1,090	\$1,892		
B wrestling										
G (list sport)										
B football	10	10	\$30,000	Yes	\$34,128	\$250	\$1,450	\$3,336		

* - Round off Expenditures to the nearest dollar

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 8 & 9



**KHSAA TITLE IX RE-VISIT
CORRECTIVE ACTION - SUMMARY CHART
Gy2008-2009 SCHOOL YEAR**

KHSAA
Form 774
Rev. 08/08

School Garrett Highlands

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION	COLUMN 3 DATE CORRECTIVE ACTION WAS COMPLETED
2002-2003	Opportunities for Women	Added Women's Volleyball Team	Fall 2003
	Gym	New PA System	Fall 2003
	Gym Floor	Stripped and Sealed Gym Floor	Continuing
2003-2004	Booster Club Finances	Booster Spending Kept on File	Fall 2004
	Gym Floor	Added Permanent Volleyball Lines	Summer 2004
	Softball/Baseball Field	Added Brick Dust to Infield	March 2005
	Soccer Field	Bermuda Grass to Field	Fall 2004
	Gym Floor	Stripped and Sealed Gym Floor	Continuing
	Football Field	Reseeded Football Field	March 2004

Principal's Signature _____

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGE 14



**KHSAA TITLE IX RE-VISIT
CORRECTIVE ACTION - SUMMARY CHART
2008-2009 SCHOOL YEAR**

KHSAA
Form 174
Rev. 08/08

School Galena Rebers Clark

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION	COLUMN 3 DATE CORRECTIVE ACTION WAS COMPLETED
2004-2005	Baseball Field	New Fixtures in Men's/Women's Restrooms	Summer 2005
	Softball Field	Remodeled Concession Stand	Summer 2005
	Gym	New Bleachers in End Zone	October 2005
	Softball Field	Replaced Gravel Rock in Parking Lot	June 2005
	Gym Floor	Stripped and Sealed	Continuing
2005-2006	Banners-All Sports	Sponsored Banners to Hang in Gym	Fall 2006
	Lawn Mower	BOE Purchased Mower for Outdoor Sports	Summer 2006
	Gym Floor	Stripped and Sealed	Continuing
	Football Field House	Added Gutter	Summer 2006
	Baseball Field	Enlarged Press Box	June 2006

Principal's Signature _____

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGE 14



**KHSAA TITLE IX RE-VISIT
CORRECTIVE ACTION – SUMMARY CHART
2008-2009 SCHOOL YEAR**

KHSAA
Form 174
Rev. 08/08

School George Rogers Clark

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION	COLUMN 3 DATE CORRECTIVE ACTION WAS COMPLETED
2006-2007	Softball	Purchased Softball Trailer	Summer 2007
	Girls Basketball	Purchased Weight Machines	Summer 2007
	Volleyball	Built Volleyball Locker Room	July 2007
	Volleyball	Uniform Purchase	August 2007
2007-2008	Gym Floor	Stripped and Sealed	Continuous
	Boys/Girls Soccer Field	Completion of Locker Rooms/Concessions	August 2008
	Soccer	New Uniforms	August 2008
	Softball Field	New Wind Screen	May 2008

Principal's Signature _____



**KHSAA TITLE IX RE-VISIT
BENEFITS – PUBLICITY
2008-2009 SCHOOL YEAR**

KHSAA
Form T73
Rev. 08/08

School George Rogers Clark

SUPPORT GROUPS

DIRECTIONS – Please respond to the following questions or statements regarding your cheerleading squad(s) and other support groups. Add pages if more space is needed to answer any of the questions/statements. Please type or write legibly in ink.

1. How many cheerleading squad(s) will your school have for the 2008-2009 school year? ***There will be 1 squad for the 2008-2009 school year.***
2. What is (are) the name(s) of each squad? For example, the following are typical names: generals, or black and gold, or boys' varsity and girls' varsity, or varsity and junior varsity. ***The name of the squad is that Varsity Cheerleading Squad.***
3. Describe, in detail, the selection process for each named squad. ***There are two try-outs in April for all interested individuals in cheering for the next school year. The first try-out involves the coaches evaluating the cheerleaders, and is worth 40% of the total score. The second try-out involves KAPOs judges, and is worth 60% of the total score. Attached are score sheets and additional information on the selection process for all cheerleaders.***
4. How is each cheerleading squad assigned to home and away athletic contests? Include football as well as boys' and girls' basketball (and any other sport) at the varsity and junior varsity levels. Include any rotation plans or alternating game assignments that your squads follow. ***The squad cheers all home football, girls basketball, and boys basketball games. Rival football games will also be cheered by the squad. All away district basketball games will also be cheered by the squad. All cheerleaders will cheer football games. All cheerleaders cheer all home boys and girls basketball games. There is no rotation plan scheduled.***
5. Name any squad(s) that takes part in competitive cheerleading events. ***The one squad that GRC has is the same squad that participates in all competitions.***
6. Do you have any other school support groups such as pep band, dance teams or mascots that perform at athletic contests (Y/N)? If yes, name them and describe how they are assigned. ***We have a mascot and a pep band. The mascot was selected through a try-out offered to any student at GRC High School. The mascot works with the cheerleaders at all games they cheer. The pep band plays at all home football games. The pep band also plays at all home district basketball games.***

Date: Tue, 20 Oct 2009 16:56:05 -0400
From: TITLE9 (Title 9 Audit)
To: jessica.dyte@clark.kyschools.us
Reply-to: title9@khsaa.org
Subject: Athletic Guidelines-Martha Mullins

Jessica, thank you for submitting the athletic program guidelines for George Rogers Clark High School. Certainly you and school personnel there have spent time developing means to better ensure gender equity and greater transparency to assist all concerned.

A few remarks which I hope will be helpful:

1. Under AWARDS, both Team and Championship sections, would booster clubs provide the awards? If a team, does not have a booster club, or can't afford championship rings, for example, and gender is an issue, how would that be resolved?
2. Under STORAGE/LOCKER ROOM ASSIGNMENTS, the fact that three boys' sports and only two girls' sports have sole use of their locker rooms is an area that needs further explanation. Here is a way of working through it:
 - a. Calculate the number of boys' (total of participation lists) using those three rooms, and do the same for the two girls' sports.
 - b. Then, add the two totals together to find the total number of athletes involved.
 - c. Calculate the percentage of that total number of participant who are boys and the total who are girls.
 - d. Compare that percentage with the percentage of participants in the WHOLE athletic program. If that percentage is within a three to five percent range, I think that would be an appropriate explanation. If the school were to undergo a Title IX investigation by the Office of Civil Rights the explanation would have to be based probably on square footage comparisons as well as a comparison of the amenities provided. For KHSAA purposes, I believe this explanation would be sufficient. I think I see the rationale for assigning the swim teams to locker rooms as you have. Here's an idea to pursue. If no pool is available on campus and therefore dressing does not take place on campus, perhaps the provision for personal gear and equipment storage (if any) could be found outside of a locker room, i.e. lockers placed in a storage area. This action would leave volleyball as the sole occupant of a locker room and be the third sport for girls in that category. I can't remember with certainty what the configurations are for the various locker rooms. If the volleyball locker room, however, is really just a part of the basketball /tennis/golf larger locker room, and the comparable boys' locker room across the way is divided, there really is an issue that needs to be addressed.

I would be happy to review this correspondence with you.
Nice work!

Martha Mullins
Title IX Auditor

2008.09 4590 - 242 S/A3
 GCR/8pm
 GCLF - for input + G.BB +
 G-TN

GXC - simulate input

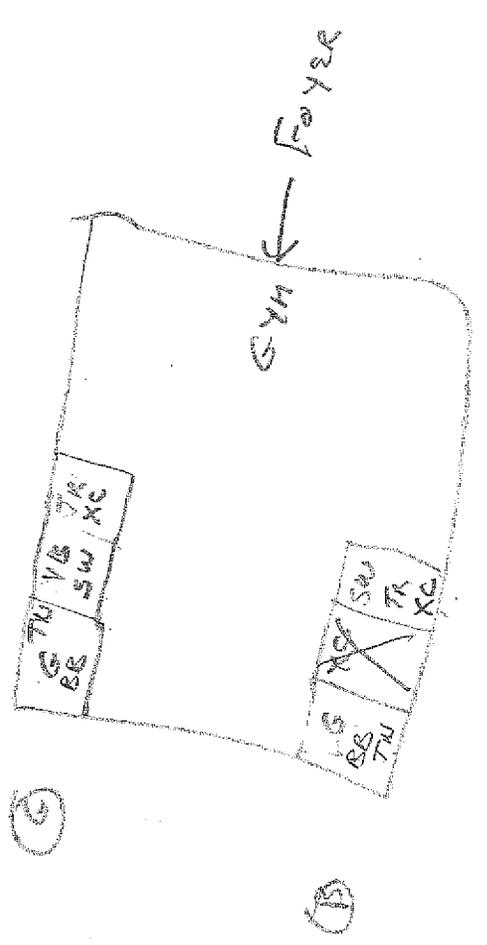
VB - separate + G.SW +
 G-TR

2008.08 5520 - 293 S/A3
 BLR/8pm
 BCLF - for input + BBB + BTN

BXC - simulate input + BSW + B-TR

~~Substrate~~
 Sub-arrange

(B) SOC (FB) B+B
 (A) SOC S.B



October 19, 2009

Martha Mullins
Title IX Auditor, KHSAA
2280 Executive Dr.
Lexington, KY 40505

Dear Mrs. Mullins,

Included in this envelope are the updated Athletic Policies established for GRC Athletics. Please review these policies, and if there is any information you still need from us regarding our Title IX Audit from 2008-2009, we will provide it to you in a timely manner.

Sincerely,

Jessica Dye
GRC Title IX Coordinator

**George Rogers Clark
Coach, Student,
and Parent
Athletic
Guidelines**

Introduction

- I. To Parents- Participation in high school athletics will provide your son/daughter an abundance of opportunities and experiences to allow your athlete to grow and develop into a mature young adult. Athletic participation in high school is a part of the total educational experience, meeting the student-athlete's needs for personal expression, mental alertness, as well as physical development.
- II. To Students- Representing George Rogers Clark Athletics comes with specific responsibilities expected of every student-athlete. Hard work, dedication, and the desire to win are part of the high ethical standards held for every athlete at GRC. Other responsibilities expected include:
 - A. A personal development and strengthening of character. Participation in athletics and all other extra-curricular activities, as well as achieving academic success are an essential part of proper preparation for life after high school.
 - B. Maintaining the reputation of your school. The reputation and integrity of George Rogers Clark High School is dependent on the contribution of every student-athlete to perform his/her best in every facet of his/her life. A leadership role is assumed upon participation on any athletic team; and students, teachers, and the community judges the conduct of every athlete on and off the field. It is crucial that all student-athletes promote GRC in a positive way by exemplifying these ideals throughout high school.
 - C. Setting a good example. Earning the respect of your peers and family through hard work and dedication everyday is just as important as the self-respect earned through performing to the best of your ability at all times. Always remember that younger students are watching and looking up to you. It is your responsibility to set a good example for them that they can follow into high school.
- III. Philosophy of Athletics- Athletic programs at George Rogers Clark High School provide a variety of experiences that aid in the positive development of behaviors and attitudes as a preparation for life after high school. All athletic programs will exist in accordance with Board of Education policies, rules, and regulations. Our athletic programs take great pride in winning, however, a philosophy of "winning at any cost" is discouraged. Good sportsmanship on and off the field, cooperation and collaboration with others, improvement, success, and enjoyment in athletics, as well as positive lifetime behaviors are all expected results from high school participation in athletics.

Participation Expectations

IV. Participation Requirements- KHSAA by-law 2

- A. Physical Examination- a physical exam by a doctor is required every year for every athlete wishing to participate on any athletic team. Each physical is good for one full year, and covers all sports in which the athlete wishes to participate. A copy of each athlete's physical will be retained by the head coach for all games and practices.
- B. Included as a part of the physical examination form is an emergency medical release every parent is required to sign, and parental consent and risk of participation form. The emergency medical release gives permission by the parent for an athlete to be treated when a parent is unavailable for consent. Parental consent and risk of participation reviews the rules and regulations as it relates to athletics, and parent signature is also required for participation.

V. Eligibility Requirements- KHSAA by-law 5

- A. Minimum Academic Requirements- On the first day of school, a student-athlete must be at his/her proper grade level, enrolled in the previous grading period, and be on schedule to graduate. If any of the above mentioned requirements are not met, the student will be ineligible for the entire school year.
- B. Weekly Academic Requirements- Every Monday, every student-athlete's grades shall be checked during the season in which they are participating. A student must be passing at least 4/6 classes or 5/7 classes of instruction to be eligible on a weekly basis. If a student does not meet that requirement, he/she shall be ineligible until grades are checked again the following Monday. No exceptions.

General Athletic Department Policies

VI. Sport Participation

- A. Multiple Sports- An athlete may participate in more than one sport per season.
- B. Quitting a Sport- An athlete who quits a sport during its season is not permitted to participate in another sport until that season is over.

VII. Facility Use (Gymnasium, Training Room, Field)

- A. In-Season Sports- Sports in season have priority over the use of any facility listed above. Multiple sports of the same season will share the facility as well as equal prime time practice times (immediately after school).
 - 1. The athletic director and coaches will collaborate in scheduling equal prime times for practice and games during seasons in which multiple sports share a facility.
- B. Out-of-Season Sports- Next season sports will have secondary priority over the use of the facilities listed above. These sports will only have use of the facility if there is adequate availability and not overlapping with the in-season sport.
- C. Locker Rooms/Storage Space- every team shall have use of their own locker room and storage space in the facility in which they participate. Please see attached handout for locker room/storage assignments.
 - 1. Regulations-
 - a. Rough-housing, throwing objects, and hazing others is prohibited
 - b. All showers must be turned off; all restrooms flushed
 - c. No one allowed in the locker room but players and coaches
 - d. Spiked/cleated shoes are not permitted anywhere in the school building. They also need to be removed in extreme muddy weather
 - e. Lights turned off upon leaving the locker room
 - f. All trash picked up when leaving locker room
- D. Weight Room Use Regulations
 - 1. Sport in season has first priority of use
 - 2. Next season sport has next priority of use
 - 3. Sport teams may overlap use if numbers and supervision allow
 - 4. At least one coach of every team utilizing the weight room must be in attendance
 - 5. Facility use must be scheduled with athletic director to ensure equal time and usage
- E. Conference Area/Office Space- As needed by any Head or Assistant Coach of any sport, space is available to utilize in the school during the day for conferences, etc. with student athletes and coaches. Office space is available in both boy's and girl's locker rooms (far locker rooms on left and right upon main entrance into gym). A conference room is available in the Counseling Office, throughout the day.

- F. Training Facility/Services- Athletic Training facilities are located in the field house next to the football field, and next to the gym in the building. Both facilities are utilized at different times throughout the school year. Services provided by the Athletic Trainer are identified in *Athletic Training Procedures*, and are determined through collaboration of the Athletic Trainer and Athletic Director.
- G. Facility Maintenance- Any athletic facility, or equipment necessary to maintain such a facility, that is in need of maintenance must submit a work order to the Assistant Superintendent (Head of Building and Grounds). After the order is submitted, the district maintenance department will provide such services to fulfill the work order.

VIII. Scheduling/Promotion of Contests-

- A. Scheduling- All athletic contests scheduled by a Head, JV, or Freshman coach will submit a schedule for approval to the Athletic Director upon the completion of the schedule. At that time, the Athletic Director will discuss with the coach any changes, etc. with the schedule. The Athletic Director will type and send out contracts to all opponents for every home contest in which a contract is required.
- B. Promotion- All sports schedules will be submitted to the local Sports Editor of the Winchester Sun (local paper) for publicity in the community. A copy of all sports schedules will also be in the main office of the high school, so that announcements of all athletic activities and the results of those activities will be made for every student to hear and recognize.

IX. Personnel- For every home competition in which a team sport is participating, the following personnel will be available for assistance/supervision throughout the contest: Athletic Director, Assistant Athletic Director, at least one other School Administrator, and adequate security. For individual sports, such personnel will be available as needed by the coach.

X. Purchases

- A. Uniforms- Varsity uniforms will be purchased through school funds every four years. At that time, old Varsity uniforms will become JV uniforms, and old JV uniforms will become Freshman uniforms. Coaches must receive approval by the building Principal and Athletic Director before purchases can be made.
- B. Equipment/Supplies- Equipment and supplies for each team will be purchased by the school per necessity for each team. Coaches must receive approval by the Principal and athletic Director before purchases can be made.

- C. Apparel- Additional apparel for any athlete (to be maintained/owned by the athlete) participating on an athletic team will be provided by the sport's Booster Organization. Additional apparel may include but is not limited to t-shirts, warm-ups, sweats, hats, shoes, or gloves. All additional apparel purchased for the athlete must be submitted to the Principal and Athletic Director for approval (in writing).

XI. Transportation

- A. In-State Trips- Any athletic trip to be taken within the state of Kentucky and within a one day period shall use transportation provided by Clark County Board of Education or transportation approved by the high school Principal.
- B. Out-of-State Trips- Athletic trips to be taken out of the state of Kentucky require approval by the GRC SBDM Council as well as the Clark County Board of Education prior to the date of the trip. Transportation is available provided by the Clark County Board of Education, however, upon approval by the Principal, alternate transportation may be chosen.
- C. Overnight Trips- Athletic trips that will last more than one day and require athletes to stay overnight require approval by the GRC SBDM Council as well as the Clark County Board of Education. Transportation will be provided by the Clark County Board of Education, and alternate transportation for teams may be utilized upon approval by the Principal.
- D. Parent Transportation- Any parent wishing to transport their child home after an athletic event in which his/her child is participating outside the county must receive written approval from the Principal.

XII. Meal Service

- A. Pre- Game Meals- Meals before games will be provided by a sport's booster club upon the coach's discretion, or for any home or away game in which the wait time for a post-game meal is more than 3 hours, and students will not have an opportunity to get their own meal before the game.
- B. Post-Game Meals- Meals will be provided by that sport's booster club for athletes after a competition if the travel time after the game exceeds 1 hour. Coaches have the discretion to provide an after game meal if travel is within one county away from Clark Co. (ie. a county that borders Clark Co.)
- C. Overnight Trips- During a trip where a team will be staying overnight, breakfast, lunch, and dinner will be provided by that sport's booster club for every day/night the team stays.
- D. Allowances per diem for all sports (after any game or overnight trip)-
Breakfast: \$5.00; Lunch: \$8.00; Dinner: \$12.00.

XIII. Banquets-every sport will (after the conclusion of their respective season) provide a banquet to recognize those athletes that participated in that sport and fulfilled the requirements of that sport for the duration of the season. Recognition for athletes is specified in the "Awards" section of the guidelines.

XIV. Awards

A. Individual Awards- Sport specific letters, bars, and certificates will be awarded to all athletes/managers/statisticians/trainers fulfilling the requirements set for awards.

1. Letters- Varsity letters will be presented to athletes satisfying participation requirements, all team obligations, and receiving the coach's recommendation. A full season starts when the first day of season practice begins and goes through post season play.
2. Bars- Any athlete earning a varsity letter will also earn a bar for the same sport of play. Athletes with succeeding seasons in that sport will earn a bar every year as well (after the initial letter and bar).
3. Participation Certificate- Any athlete not qualifying for a varsity letter/bar in their sport (JV and Freshman) will receive a certificate of participation, or something equitable to that award.
4. Academic Certificates- Individuals (9-12 grade) earning a GPA of 3.25-3.74 will receive KHSAA Honorable Mention Academic All- State. Individuals earning a GPA of 3.75 and above will receive KHSAA First Team Academic All- State.

B. Team Awards- Awards will be determined and given by the coaches of each sport. Categories for team awards can be based on, but are not limited to, game statistics, outstanding achievements, and team success.

C. Championship Awards- Additional awards will be received by any team earning a championship award on the state level recognized by the KHSAA as a sanctioned state event.

D. Trophies, Banners, and Pictures- team trophies and banners will be displayed in the front foyer of the school and the gym respectively.

1. Team Trophies- KHSAA state awarded trophies will remain in the trophy case for display at all times. Other recognized trophies for each sport will be displayed in and removed from the trophy case on a 4-year cycle.
2. Banners- banners representing each team will be on display in the gym at all times. District championship, regional participation, and state tournament participation will be recognized on each team's banner.

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- 3. Team Pictures- Any team earning a KHSAA state award during their season will be awarded with a team picture to be displayed in the foyer (or adjacent) wall.**

Storage/Locker Room Assignments

Boys Golf- boys locker room in gym (far left locker room upon entrance of gym from foyer)

Boys Cross Country- boys locker room in gym (immediate left locker room upon entrance of gym from foyer)

Boys Soccer- locker room on the left side of the facility

Boys Football- locker room in field house by football field

Boys Swimming- boys locker room in gym (immediate left locker room upon entrance of gym from foyer)

Boys Basketball- boys locker room in gym (far left locker room upon entrance of gym from foyer)

Boys Baseball- locker room at the field

Boys Tennis- boys locker room in gym (far left locker room upon entrance of gym from foyer)

Boys Track- boys locker room in gym (immediate left locker room upon entrance of gym from foyer)

Girls Golf- girls locker room in gym (far right locker room upon entrance of gym from foyer)

Girls Cross Country- girls locker room in gym (immediate right locker room upon entrance of gym from foyer)

Girls Soccer- locker room on the right of the facility

Girls Volleyball- locker room immediately past the locker room assigned for girls golf, basketball, and tennis

Girls Swimming- locker room immediately past the locker room assigned for girls golf, basketball, and tennis

Girls Basketball- girls locker room in gym (far right locker room upon entrance of gym from foyer)

Girls Softball- locker room at the field

Girls Tennis- girls locker room in gym (far right locker room upon entrance of gym from foyer)

Girls Track- girls locker room in gym (immediate right locker room upon entrance of gym from foyer)

