



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2010-2011**

KHSAA
Form T65
Revised
3/2011

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

FROM: Julian Tackett, Commissioner
Darren Bilberry, Assistant Commissioner

DATE: May 20, 2011

School	Paul Laurence Dunbar	Reviewed by	Kathy Johnston
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The following is a status report regarding the required 2010 - 2011 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2011. 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	2010– 2011 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	According to the 2010-2011 data, the school appears to be meeting the standards established in: <input type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.	x	Other Recommendation and Comments: According to the data and responses submitted, it appears the school is meeting the standard of Test 3 for the provision of athletic opportunities. In the area of benefits, total athletic spending falls within the acceptable parameters both on a percentage and per athlete basis. Thank you for a good report !

KHSAA Emailer

select ademail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND member="T" and (ademail is not null and ademail <> "") order by school

select prinemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND member="T" and (prinemail is not null and prinemail <> "") order by school

select superemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND member="T" and (superemail is not null and superemail <> "") order by school

- Below is a simulation of how your email will appear.
- You can manually modify the list of addressees in the "To:" box by deleting undesired addressees or adding new ones, one per line.
- You can modify the email subject in the "Subject:" box.
- When you're ready to send your email press the "Send" button. Do not close your browser window while emails are being sent.

From:	"Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
To:	"Paul Laurence Dunbar" <andy.sirginnis@fayette.kyschools.us> "Paul Laurence Dunbar" <betsy.rains@fayette.kyschools.us> "Paul Laurence Dunbar" <stu.silberman@fayette.kyschools.us> kathy.johnston@bourbon.kyschools.us
Subject:	Paul Laurence Dunbar HS 2010-2011 Title IX Annual R
<input type="button" value="Send Email"/>	
<p>Enclosed please find a copy of Form T-65, the 2010-2011 KHSAA Title IX Annual Submission Status Report. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel.</p> <p>Also, KHSAA Audit Team Members may have requested the resubmission of some of the 2010-2011 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies of all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.</p> <p>Should you need any further information, please do not hesitate to contact the appropriate Title IX Auditor listed on the T-65 form or Darren Bilberry at anytime. Thank You.</p>	

- **attachment; filename="Paul Laurence Dunbar.doc"**
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Email Messages

(Page 21 of 31)

Date: Fri, 03 Jun 2011 11:54:30 -0400
From: DBILBERRY (Darren Bilberry, KHSAA)
To: composed_email@khsaa.org
Reply-to: dbilberry@khsaa.org
Subject: Paul Laurence Dunbar HS 2010-2011 Title IX Annual Report Status Report

Attachment: Paul Laurence Dunbar.doc

Enclosed please find a copy of Form T-65, the 2010-2011 KHSAA Title IX Annual Submission Status Report. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel.

Also, KHSAA Audit Team Members may have requested the resubmission of some of the 2010-2011 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies of all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.

Should you need any further information, please do not hesitate to contact the appropriate Title IX Auditor listed on the T-65 form or Darren Bilberry at anytime. Thank You.



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2010-2011 ANNUAL VERIFICATION OF TITLE IX PROCEDURES
 (To be submitted by April 15, 2011 along with other required forms)

KHSAA Form GE19
Rev. 10/10

APR 15 2011

The Paul Laurence Dunbar High School, Lexington, Kentucky
 (Name of High School) (City)

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 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:

I. 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.)
Tony Blackman			Associate Principal
Andy Sirginnis			Athletic Director
Emily Coleman			Assistant AD
Jenni Morgan			Girls Volleyball Coach
Justin Yeary			Boys Basketball Coach
Deana Smith			Guidance Counselor
Reece Stagnolia			Parent
Tonya Muhummad			Parent
Ashton Johnson			Female Athlete
Seth Haga			Male Athlete

II. Scheduled a minimum of three meetings during the 2010-2011 school year on the following dates:

Thursday, Feb. 10 th , 2011
Thursday, Jan. 20 th , 2011
Thursday, Nov. 11 th , 2010
Wednesday, Sept. 15 th , 2010
Wednesday, June 2 nd , 2010
Thursday, May 6 th , 2010

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

Name	Title	Address	Phone
Emily Coleman	Assistant AD	1600 Man O War Blvd.	859.381.3546

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

Name	Title	Address	Phone
Donald Adkins	District AD	701 East Main Street	859.381.4769

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.

Betsy Raino 3/28 20 11
 Principal's Signature Date

[Signature] School Board Chairpersons' Signature



**2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (Form T-1)**

KHSAA Form T1
Rev. 10/10

Participation Opportunities: Test One - Proportionality

		(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	1029	48.4%	290	41.9 %
Row 2	BOYS	1094	51.5%	401	58 %
Row 3	Totals	2123	100%	691	100%

Instructions:

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

- 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: Betsy Rains Date: 3/28/11

10-11 Paul Laurence Dunbar High School 1600 Man O'War Blvd, Lexington KY 40513 Generated on 02/10/2011 09:52:20 AM Page 1 of 1	Student Enrollment Summary Report Effective Date: 02/10/2011 Enrollment Types: P, S, N Total Race/Ethnicities: 6 of 7 Total Schools: 1 Race/Ethnicity Source: Federal Male/Female/Total: 1094/1029/2123
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Student Population by Race/Ethnicity and Grade Level (Male/Female/Total)

Paul Laurence Dunbar High School								
Race/Ethnicity	Grade 07	Grade 08	Grade 09	Grade 10	Grade 11	Grade 12	Grade 14	All Grades
1:Hispanic/Latino	-	-	57/47/104	40/32/72	18/21/39	7/21/28	-	122/121/243
2:American Indian or Alaska Native	-	-	-	0/1/1	-	-	-	0/1/1
3:Asian	0/1/1	2/1/3	29/14/43	22/14/36	11/18/29	20/17/37	-	84/65/149
4:Black or African American	-	-	52/47/99	36/54/90	34/42/76	31/35/66	-	153/178/331
5:Native Hawaiian or Other Pacific Islander	-	-	-	-	-	-	-	-
6:White	-	0/1/1	212/169/381	156/154/310	174/181/355	174/141/315	1/1/2	717/647/1364
7:Two or more races	-	-	6/8/14	2/4/6	6/3/9	4/2/6	-	18/17/35
Total	0/1/1	2/2/4	356/285/641	256/259/515	243/265/508	236/216/452	1/1/2	1094/1029/2123

Student Population Excluding White not of Hispanic Origin

<u>School</u>	<u>Total</u>	<u>Percentage</u>
Paul Laurence Dunbar High School	759	35.75%



2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-2)
PARTICIPATION OPPORTUNITIES: TEST TWO - PROGRAM
EXPANSION

KHSAA Form T2
 Rev. 10/10

		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 2006-2007 School Year	Current Number of Participants for the 2010-2011 school year who are playing on teams added since the 2006-2007 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2006-2007 School Year
GIRLS Row 1	varsity:	9	183	----	-----	
Row 2	j.v.:	5	88	0	-----	
Row 3	frosh:	2	19	2	19	
Row 4	total:	15	290	2	19	6.5%
BOYS Row 5	varsity:	10	250	----	-----	
Row 6	j.v.:	5	136	0	-----	
Row 7	frosh:	1	15	1	15	
Row 8	total:	15	401	1	15	3.7%

- 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.
- 6) **Note: If the percentage of current participants added in the last five years is 25% or greater for the underrepresented sex (most likely girls), 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: Betsy Harris Date: 3/28/11



2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-3)

KHSAA Form T3
Rev. 10/10

Participation Opportunities Test Three Full Accommodation

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

	GIRLS (Yes / No)		BOYS (Yes / No)
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable interscholastic team for a sport not currently offered? If yes, what sport?	NO		NO
2. For a sport not currently offered at the varsity level, is there sufficient interest based on your most recent Student Interest Survey to form a viable team for an interscholastic freshman team or junior varsity team?	NO		NO
3. For a sport currently offered at the interscholastic Junior Varsity or freshmen level, is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team?	NO		NO
4. If you answered YES to question (1), (2), or (3), 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?	N/A		N/A
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?	N/A		N/A

Remember, test three – full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

Plans to Address Interest:

Principal's Signature : Betsy Rains Date: 3/28/11



2010-2011
**ACCOMMODATION OF INTERESTS AND ABILITIES
 SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA :Form T4
 Rev.10/10

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	183	63.1 %
Row 2	j.v.:	5	88	30.3 %
Row 3	frosh:	2	19	6.5 %
Row 4	total:		290	100%
Boys				
Row 5	varsity:	10	250	62.3 %
Row 6	j.v.:	5	136	33.9%
Row 7	frosh:	1	15	3.7 %
Row 8	total:		401	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: Betsy Rain Date: 3/28/11



**2010-2011
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 -(FORM T-35)
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T-35
REV. 10/10

Sports	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	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster	School
G basketball	751	922	-----	2017	-----	1826	8685	3 / 3	-----	-----	-----	-----	1591
B basketball	7296	-----	231	-----	60	-----	10,975	3 / 3	-----	-----	-----	-----	-----
G softball	-----	4800	-----	1600	-----	2000	10,975	3 / 2	-----	-----	1200	-----	600
B baseball	275	20,883	-----	5907	-----	500	12,380	6 / 2	-----	-----	5715	-----	1750
G cross country	117	699	643	597	-----	606	4725	2 / 2	-----	-----	-----	-----	-----
B cross country	117	699	643	597	-----	606	4725	2 / 2	-----	-----	-----	-----	-----
G golf	873	-----	-----	-----	55	-----	1575	1 / 1	-----	-----	-----	-----	-----
B golf	873	-----	-----	-----	102	-----	2363	2 / 1	-----	-----	-----	-----	-----
G soccer	840	5500	-----	5563	430	1260	10,975	3 / 2	-----	-----	-----	-----	2100
B soccer	-----	1725	-----	9232	427	-----	12,550	4 / 2	-----	-----	405	-----	2764
G swimming	1807	708	-----	270	144	465	5500	2 / 1	-----	-----	-----	-----	-----
B swimming	1807	708	-----	270	144	465	5500	2 / 1	-----	-----	-----	-----	-----

1. Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011 of each school year, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.

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: Betsy Lewis

Date: 3/24/11



**2010-2011
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 - (Form T36)
TO INCLUDE BOOSTER CLUB FUNDING**

KISAA Form T36
REV. 10/10

Sports	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	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster	School	Booster
G track		1250		1500		400	5600	6 / 1						
B track		1250		1500		400	5600	6 / 1						
G tennis	100					150	3938	2 / 1		40				
B tennis	100					150	3938	2 / 1		40				
G volleyball	200	550		18,000	500	816	11,492	4/3					600	
B wrestling	1352				1533		5500	2 / 1						
G (list sport)														
B football	14,591	8183	3465	2100	337	2639	14050	9/2		13424			1000	
G (list sport)														
B (list sport)														

1. Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.

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	\$193,873	59.8 %
Girls	\$129,845	40.1 %
Total:	\$323,718	100%

Principal's Signature: Betsy Lewis Date: 3/24/11

**SUPPLEMENTAL SALARY SCHEDULE FOR HIGH SCHOOL ATHLETICS
2010 - 2011**

Approved: June 28, 2010

Effective: July 1, 2010

Job Titles	Band A	Band B	Band C	Band D
	100%	75%	50%	25%
Baseball (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Baseball (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Basketball - Boys (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Basketball - Boys (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Basketball - Girls (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Basketball - Girls (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Cheerleader Sponsor (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Cheerleader Sponsor (Asst.)	\$3,150	\$2,363	\$1,575	\$788
Cross-Country - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Football (Head)	\$9,350	\$7,013	\$4,675	\$2,338
Football (Asst.) *	\$4,700	\$3,525	\$2,350	\$1,175
Golf - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Boys Soccer (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Boys Soccer (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Girls Soccer (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Girls Soccer (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Softball (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Softball (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Swimming & Diving - (Head)	\$3,900	\$2,925	\$1,950	\$975
Swimming & Diving - (Asst)	\$1,600	\$1,200	\$800	\$400
Tennis- Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Track & Field - (Head)	\$4,700	\$3,525	\$2,350	\$1,175
Track & Field - (Asst) *	\$3,150	\$2,363	\$1,575	\$788
Volleyball (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Volleyball (Asst) *	\$3,150	\$2,363	\$1,575	\$788
Wrestling (Head)	\$3,900	\$2,925	\$1,950	\$975
Wrestling (Asst) *	\$1,600	\$1,200	\$800	\$400
Athletic Director	\$9,350	\$7,013	\$4,675	\$2,338
Intramural Director	\$3,150	\$2,363	\$1,575	\$788
High School Coach - Discretionary (used for sports or positions not listed above, i.e. dance)	\$800	\$600	\$400	\$200

* Refer to FCPS Athletic Guidelines for maximum number of assistant coaches permitted.

Current coaches hired before July 1, 2006 under the previous supplemental salary amounts with current extended days, will continue with their supplemental salary/extended days until resignation (of that specific duty and/or at that specific school), retirement or other leave. All coaches hired after July 1, 2006 will be paid on the current supplemental salary schedule.

FAYETTE COUNTY PUBLIC SCHOOLS

Listed are maximum numbers of coaches allowed per sport for the Fayette County Public Schools

FALL	WINTER	SPRING
<p>Football: Total 12</p> <p>Board Paid: Head Coach 4 Assistant</p> <p>School Paid: 7 Assistants</p>	<p>Basketball (Mens/Womens): Total 6 each</p> <p>Board Paid: Head Coach 1 Assistant</p> <p>School Paid: 4 Assistants</p>	<p>Baseball: Total 6</p> <p>Board Paid: Head Coach 1 Assistant</p> <p>School Paid: 4 Assistants</p>
<p>Volleyball: Total 5</p> <p>Board Paid Head Coach 1 Assistant</p> <p>School Paid 3 Assistants</p>	<p>Swimming (Mens/Womens): Total 3 each</p> <p>Board Paid: Head Coach 1 Assistant</p> <p>School Paid: 1 Assistant</p>	<p>Softball: Total 6</p> <p>Board Paid: Head Coach 1 Assistant</p> <p>School Paid: 4 Assistants</p>
<p>Soccer (Mens/Womens): Total 5 each</p> <p>Board Paid: Head Coach 1 Assistant</p> <p>School Paid: 3 Assistants</p>	<p>Wrestling: Total 3</p> <p>Board Paid: Head Coach 1 Assistant</p> <p>School Paid: 1 Assistant</p>	<p>Track (Mens/Womens): Total 3 each</p> <p>Board Paid: Head Coach 1 Assistant</p> <p>School Paid: 1 Assistant</p>
<p>Cross County (Mens/Womens): Total 3 each</p> <p>Board Paid: Head Coach</p> <p>School Paid: 2 Assistant</p>	<p>Athletic Department Total 3</p> <p>Board Paid: Athletic Director</p> <p>School Paid: 2 Assistant Athletic Directors</p>	<p>Tennis (Mens/Womens): Total 2 each</p> <p>Board Paid: Head Coach</p> <p>School Paid: 1 Assistant</p>
<p>Golf (Mens/Womens): Total 2 each</p> <p>Board Paid: Head Coach</p> <p>School Paid 1 Assistant</p>	<p>Cheerleading: Total 4</p> <p>Board Paid: Head Coach 1 Assistant</p> <p>School Paid: 2 Assistant</p>	

- After reviewing the job description, each head coach in consultation with athletic director, will recommend to the principal the salary for discretionary coaching positions.
- The head coach evaluates each assistant coach on an annual basis. (See Appendix L)
- Student Teachers: Individuals who are assigned to high schools by a college/university for the intended purpose of completing their student teaching are permitted to volunteer within the athletic program at the assigned school. This will allow these individuals, if they so choose, under the supervision of the head coach to gain leadership experience in an extra-curricular activity. These individuals will not be monetarily compensated. Upon completion of student teaching their involvement with assigned school will cease.

**PAUL LAURENCE DUNBAR HIGH SCHOOL
UNIFORM POLICY – PURCHASE TIME LINE**

BOYS

GIRLS

SCHOOL YEAR 2009-2010

Cross Country
Swimming/Diving
Track
Wrestling

Cross Country
Swimming/Diving

Track

SCHOOL YEAR 2010-2011

Tennis
Golf
Baseball

Tennis
Golf
Softball

SCHOOL YEAR 2011-2012

Football
Basketball
Soccer

Volleyball
Basketball
Soccer

***New uniforms may be purchased every 3 years. Includes home/away uniforms**

***Replacement of worn out uniforms may be done as needed.**

***All discarded uniforms and equipment are the property of Fayette County Board of Education and must be sent to the warehouse to be sold.**

12/16/09



2010-2011 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41)
Checklist - Overall Interscholastic Athletics Program

KHSAA Form T41
Rev. 10/10

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			N/A
Housing and Dining			N/A
Tutoring			N/A
Athletic Scholarships			N/A

If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60.

Principal's Signature: Betsy Rains Date: 3/28/11



**2010-2011 TITLE IX
CORRECTIVE ACTION PLAN
(FORM T-60)**

SCHOOL Paul Laurence Dunbar

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, 2011.

COLUMN 1 SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 PLAN FOR SUGGESTED CHANGE	COLUMN 3 START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Benefits – ongoing expenditures	Continue education among all coaches/boosters to ensure they understand their compliance to Title IX	Yearly coaches meeting held in July to discuss procedures for approval of expenditures and fundraising Gender Equity Committee meets monthly to approve proposals by coaches/teams

Principal's Signature: Betsy Lewis

Date: 3/28/11

Paul Laurence Dunbar High School

Gender Equity Committee Meeting

February 10th, 2011 Meeting

- I. Review previous meeting minutes
- II. Jesse Howell – Club Adrenaline Sponsor
- III. New proposals
- IV. Other concerns or questions
- V. Next meeting date
 - a. March 10th or 17th?

Paul Laurence Dunbar High School

Gender Equity Committee Meeting

January 20th Meeting Minutes

Members Present: Mr. Blackman, Mr. Sirginnis, Ms. Morgan, Ms. Coleman, Ms. Smith

Previous Proposals: Girls Softball Team proposed trip to Fort Walton Beach, FL during April 2-9, 2011 to participate in tournament. The trip's expenses would consist of: \$1000 travel, \$4800 lodging, \$1500 food totaling \$7300. 22 girls would benefit from trip, zero cost to the athlete, booster funded trip. **Committee approved trip.**

Girls Volleyball Team proposed trip to Nashville, TN during September 23rd & 24th, 2011 to participated in tournament. The trip's expenses would consist of: \$1000 lodging, \$600, \$350 tournament entry fee, totaling \$1950 for the trip. Athletes would be responsible for \$20-25 for 2 of their meals. **Committee approved trip.**

Girls Volleyball Team proposed trip to Louisville, KY for September 9th & 10th for a varsity tournament. The trip's expenses would consist of: \$1000 lodging, \$300 food, \$350 entry fee, totaling \$1650 for the trip. Zero cost to athlete, booster funded trip. **Committee approved trip.**

Girls Volleyball Team proposed purchase of new uniforms for Freshman/JV/Varsity teams. Team's last purchase of uniforms was 2008 (2004 for Freshman/JV), they are up for uniform purchase in 2011, in the 3 year rotation cycle. **Committee approved purchase.**

Other Concerns:

1. Club Adrenaline/Pep Club – invite Jesse Howell to next meeting to discuss possible school spirit activities to student body. Examples, Boys/Girls Basketball District Tournament coming up February 21st or Homecoming activities for next fall.

Paul Laurence Dunbar High School

Gender Equity Committee Meeting

January 20th, 2011 Meeting

- I. Review previous meeting minutes
- II. New proposals
- III. Other concerns or questions
- IV. Next meeting date
 - a. February 10th or 17th?

Paul Laurence Dunbar High School

Gender Equity Committee Meeting

November 11th, 2010 minutes

Members Present: Mr. Stagnolia, Ms. Muhammad, Mr. Sirginnis, Ms. Smith, Ms. Coleman, Ashton Salyers – student athlete

Previous Proposals: Boys/Girls Track Team proposed to travel to Louisville on a charter bus on May 28th for State Track meet. The cost of bus would be \$600 and no cost to student athlete, provided by booster club. 15 boys and 15 girls would benefit from charter bus. **Committee approved trip.**

Boys/Girls Track Team proposed trip to Knoxville, TN on April 20-21 for college visit and track meet. The cost of trip would consist of: charter bus \$1400, hotel \$900, total trip \$2300, provided by booster club, students would be responsible for their own meals. 40 boys and 40 girls would benefit from trip. **Committee approved trip.**

Baseball Team proposed trip to Destin, FL during Spring Break, April 4-8, to participate in local tournament. 50 baseball players would be participating in trip. The cost of trip would consist of: Lodging for 6 coaches at \$6000 and \$1700 for tournament entry fee. Boosters would be responsible for this cost. **Committee approved trip based on Softball team making a trip.**

Baseball Team proposed trip to Cincinnati, OH on April 15-16 to play in tournament. This is a varsity trip, 24 varsity players would be participating in tournament. The cost of trip would be \$300 for coaches lodging, players are staying with parents. **Committee is waiting on proposals from Softball team.**

Other concerns:

1. School Spirit – committee suggested pep rally at the beginning of school year to promote school spirit and teams schedules against local rival teams.
2. Homecoming Week – committee suggested homecoming be more advertised by having theme the week leading up to homecoming night. Each class could decorate a hallway for school spirit. Student council could lead homecoming.
3. Pep club – committee suggested a pep club to help with school spirit. Encourage students to participate in school activities.

Paul Laurence Dunbar High School

Gender Equity Committee Meeting

November 11th, 2010

AGENDA

- I. Review previous meeting minutes
- II. New proposals
- III. Other concerns or questions
- IV. Next Meeting date
 - a. Dec. 16th?

Paul Laurence Dunbar High School

Gender Equity Committee Meeting

September 15th Meeting Minutes

Members Present: Mr. Sirginnis, Ms. Coleman, Mr. Yeary, Mr. Stagnolia, Ms. Muhammad

Previous Proposal: Boys Basketball wanted to replace 4 uniform sets and 7 additional shorts to their current uniform collection. The replacement uniforms would make a full set of 16 full uniforms, previous items were stolen from storage area. The total would be \$750. **The committee approved purchase.**

Baseball team resubmitted pitching machine proposal for \$13,500. Committee looked at total expenses between male and female sports on Title IX report from 2009-2010. Males spent \$204,878.70 and females spent \$119,599.42. Committee did not feel there was a large discrepancy between the male and female team expense with additional 13,500 to the male sport team. **The committee approved purchase of baseball pitching machine.**

Other concerns:

1. More school spirit with student body. Encourage student Passes – sports teams should advertise activity passes per sport. In the past, Baseball sales t-shirt to students for \$10 for free admissions to all home events.

Paul Laurence Dunbar High School

Gender Equity Committee Meeting

September 15th, 2010

AGENDA

- I. Review previous meeting minutes
- II. New Proposals
- III. Other concerns or questions
- IV. Next meeting date
 - a. October ?

Paul Laurence Dunbar High School

Gender Equity Committee Meeting

June 2nd, 2010 Meeting Minutes

Members Present: Mr. Sirginnis, Ms. Coleman & Mr. Stagnolia

Previous Proposal: Volleyball proposed to replace Freshman uniform tops, examples were donated for committee to see – numbers were coming off or off jersey. Cost \$85 per uniform top, about 20 would be purchased. Committee approved purchase.

Baseball proposed to new pitching machine at \$13,500, current machine is broken, it's been fixed several times but continues to break. Committee suggested more information or quotes on prices with other vendors

Other Concerns:

1. Universal Lettering was approved – if student is marked varsity, they would earn varsity letter.
2. Athletic Department Banquet – committee suggested more research needs to be done. Look at other high schools in area and other states for ideas.
3. Activity Passes – committee suggested more research needs to be done. What schools promote student activity passes, how are funds distributed among all sports – even off campus sports - golf, swimming
4. New committee members were discussed: Need of parent of female sport, Boys Coach and female athlete representative

Paul Laurence Dunbar High School

Gender Equity Committee Meeting

June 2nd, 2010

AGENDA

- I. Review previous meeting minutes
- II. New Proposals
- III. Title IX Report
 - a. KHSAA evaluation
- IV. Other concerns or questions
 - a. Returning members & suggested replacement members
 - b. Athletic Department Awards Ceremonies
- V. Next meeting date
 - a. Thursday, July 8th or 14th at 3:45

Paul Laurence Dunbar High School

Gender Equity Committee Meeting

May 6th Minutes

Members Present: Mr. Blackman, Ms. Morgan, Mr. Sirginnis, Ms. Coleman, Mr. Stagnolia, Seth Haga

New Proposals: Volleyball traveling to Fort Wayne, IN & Sandusky, OH to participate in scrimmage then go to Cedar Point for team bonding. Booster will be providing hotel and food accommodations for trip. Total cost of trip is \$1,500. **COMMITTEE APPROVED TRIP.**

Other Concerns:

1. Lettering policy – Committee suggested PLD Athletic Department should follow KHSAA participation list to determine varsity lettering. If student athlete is marked varsity, he or she qualifies for varsity letter in that sport.
2. Athletic Department Banquet – Committee discussed having a banquet at the end of the school year to recognize all athletes from current school year (might encourage more school spirit among athletes and student body). This banquet would recognize athletes that received KHSAA achievements or All-City and etc.
3. Activity Passes – Committee suggested student activity passes that would allow them to attend all athletic events throughout school year (encourage more school spirit among student body and support for all sports). Activity passes could be marketed at Camp Dunbar for incoming Freshman. Committee should contact other high schools that promote activity passes for student body.

**Paul Laurence Dunbar High School
Gender Equity Committee Meeting
May 6th, 2010**

AGENDA

1. Review previous meeting minutes
2. New Proposals
3. Other concerns or questions
4. Next meeting date
 - a. Wednesday, June 2nd at 3:45 PM ? (Thursday, June 3rd is the last day of school)

Paul Laurence Dunbar High School

Gender Equity Committee

April 8th Minutes

Members present: Mr. Blackman, Ms. Smith, Ms. Morgan, Mr. Stagnolia, Ms. Coleman, Kristi McIntosh

Previous meeting: minutes were approved

Proposals:

1. Boys & Girls Cross Country Team traveling to Hoover, AL in October for two nights to compete in tournament, team is taking equal number of boys/girls to competition (15 & 15) – team will be getting charter bus, hotel and food for athletes - proposed cost is \$5000 – **Committee Approved Trip**

2. Cross Country Team traveling to Eugene, OR in September for two nights Pre- National Competition (athletes will have to qualify for this event) – Coach believes 3 female athletes will qualify for this event. Team is traveling by air, hotel and food, proposed cost is \$1800 – **Committee Approved Trip**

3. Girls Soccer Team traveling to Knoxville, TN in September for two nights for a University tour and local tournament, team is taking 38-40 girls to tournament, team will be traveling by tour bus, hotel and food – proposed cost is \$6300 – **Committee Approved Trip**

***Committee was concerned that forms should be more clear on cost per athlete, does the athlete have to pay anything toward the trip or does the booster pay ALL cost when traveling?

2009-2010 Title IX Report : Committee reviewed report that was sent to KHSAA for yearly audit. The report showed fewer number female athletes compared to male 37.6% to 62.4 %, however, PLD offers all varsity sports (9) recognized by the KHSAA, just one less than males (football). Male sports spent a total \$204,878.70 while female

sports spent \$119,599.42, therefore, \$440.59 is spent per male and \$427.14 per female athlete – difference of \$13.45.

Other concerns:

1. Ms. Coleman asked if everyone if they would be willing to return to serve on committee next school year – some were needing to step down – Stephanie Kehlr – swim/dive coach, Tyra Rowe – parent, Kristi McIntosh – graduating senior athlete
2. Committee suggested to review PLD's awards policy, Varsity Lettering and academic awards – there seems to be a different standard among each sport. Committee suggested a more uniform policy followed by all athletic teams and coaches.
3. Committee suggested a possible Athletic Academic Banquet at the end of the school year – more recognition among their peers
4. Committee suggested more school spirit events so athletes get more recognition among their peers.