



Montgomery
COUNTY SCHOOLS

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April 20, 2016

Mr. Gary W. Lawson
Kentucky High School Athletic Association
2280 Executive Drive
Lexington, KY 40505

RE: KHSAA Title IX Re-Visit Final Audit Report

Dear Mr. Lawson:

This correspondence is sent to document action taken by the District in response to our Title IX Re-Visit Final Audit Report dated February 4, 2016. Please find responses below for deficiencies, areas of concern, and recommended action as identified in the report.

Equipment and Supplies

Required Action: *Amend uniform replacement plan to reflect accuracy in relation to those teams that have yearly uniform replacement. (Boys and girls tennis, bowling, bass fishing and boys and girls swimming)*

Action Taken:

The uniform replacement plan has been amended to allow for the teams that have a yearly replacement requirement due to needs of the programs. See attached uniform rotation plan.

Scheduling of Games and Practice Time

Required Action: *Post schedule at indoor hitting facility.*

Action Taken:

The schedule for the indoor hitting facility has been posted and will be kept accurate and up to date. All staff will be trained accordingly and the coaches' handbook will be updated to include this requirement.

Locker Room, Practice and Competitive Facilities

Required Action: *Submit completed T-35 form for the 2014-15 school year showing the actual expenditures for upgrades and improvements made at the baseball field that were completed during the 2013-14 school year.*

Action Taken:

A new T-35 form for the 2014-2015 report is included for review. We have checked and verified all numbers against existing records. This form depicts all information on file



Attachment #1
Publicity - Cheerleading

Lawson, Gary <glawson@khsaa.org>

RE: Montgomery Co. Title IX Cheerleading Update

1 message

Letcher, Kevin <kevin.letcher@montgomery.kyschools.us>
To: "Lawson, Gary" <glawson@khsaa.org>

Mon, Apr 25, 2016 at 11:53 AM

We allow cheerleaders to go to our RIVAL SCHOOL (George Rogers Clark) and cheer when we play at their place.

Kevin Letcher

Humanities Teacher

Athletic Director

Montgomery Co. High School



From: Lawson, Gary [mailto:glawson@khsaa.org]
Sent: Monday, April 25, 2016 11:52 AM
To: Letcher, Kevin
Subject: Re: Montgomery Co. Title IX Cheerleading Update

What does NEIGHBORING SCHOOL mean?
GWL

On Mon, Apr 25, 2016 at 11:37 AM, Letcher, Kevin <kevin.letcher@montgomery.kyschools.us> wrote:

Cheerleading

The Varsity Cheerleaders will cheer at every home Girls and Boys basketball game as well as every home football game. They also have the option to cheer at the away contests between our neighboring school for the sports listed above.

Kevin Letcher

Humanities Teacher

and errors have been corrected. Upgrades to the baseball field were made prior to the 2013-2014 school year.

Required Action: *Submit completed T-60 form for 2015-16 School Improvement Plan which includes plans to improve the amenities provided for softball dressing area which will bring about equivalence when compared to the dressing area provided for baseball.*

Action Taken:

A. T-60 form is being submitted for the 2015-16 School Improvement Plan which includes plans to improve amenities for softball dressing area, including:

1. Add similar wood paneling lockers or other appropriate upgrades to current softball locker room on or before March 1, 2017.
2. Obtain cost estimate for expansion/replacement of current girls softball onsite locker room facility by June 30, 2017.
3. Consider expansion/replacement based on cost estimate and needs of district by June 30, 2019.

Publicity

Required Action: *Written documentation detailing the assignments for each of the two cheerleading squads in relation to provision of support for varsity level school-sponsored teams.*

See Attachment #1

Action Taken:

~~Currently, all boys and girls home games were cheered for and one level rival team game was cheered. For the 2016-2017 school year, a plan has been put in place to ensure compliance that cheering the number for boys and girls games will be equal. However, the final exact plan for this will be contingent upon how the cheer squads are split up for the 2016-2017 school year based upon tryouts and selection.~~

Required Action: *Written expansion of the current regulations for publicity which addresses equitable provision of awards for student athletes and post-season banquets for school-sponsored athletic teams.*

Action Taken:

In order to ensure equality among sports and consistency throughout our programs, the following mandatory post season banquet and athletic awards guidelines will be implemented:

1. All post season banquets must be held at district facilities beginning Fall of 2016.
2. All athletic awards cannot exceed \$15.00 per award per athlete per sport beginning fall of 2016.
3. We will review procedure by June 30, 2017 to see if any changes need to be made.

Required Action: *Submit a completed T-35 form for the 2014-15 school year reflecting expenditures for 2013-14 showing accurate expenditures instead of budgeted amounts in the Awards column.*

Action Taken:

A new T-35 form for the 2014-2015 report is included for review. We have checked and verified all numbers against existing records. This form depicts all information on file and errors have been corrected.

Support Services

Recommended Action: Requirement of approval by the Deputy Superintendent of booster purchases exceeding \$500 become a part of all booster agreements and this requirement be made known to all head coaches.

Action Taken:

The booster agreement form will be changed during the summer 2016 policy and procedure update from KHSAA. All changes to policies and procedures will also be updated in the coaches handbook.

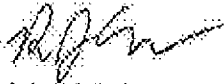
Required Action: Submit a completed T-35 form for the 2014-15 school year reflecting expenditures for the 2013-14 school year. All columns are to be completed with a special emphasis on accuracy of the Facilities column.

Action Taken:

A new T-35 form for the 2014-2015 report is included for review. We have checked and verified all numbers against existing records. This form depicts all information on file and errors have been corrected. Upgrades to the baseball field were made prior to the 2013-2014 school year.

Thank you for taking time to review our title IX compliance and providing us with valuable feedback to strengthen our programs. If additional information is needed, please contact me by email at richard.culross@montgomery.kyschools.us or by phone at 859-497-8760.

Sincerely,



Richard Culross, Ed.D.
Deputy Superintendent of Support Operations

Encl.

Cc: Matthew D. Thompson, Superintendent
File

Montgomery County High School
Athletic Department
Uniform Purchasing Rotation

2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2023/24
Football	G-Basketball	Softball	Baseball	Football	G-Basketball	Softball	Baseball
Volleyball		B-Basketball	Cross Country	Volleyball		B-Basketball	Cross Country
Track	G-Soccer			Track	G-Soccer		
B - Soccer		Cheerleaders	Wrestling	B-Soccer		Cheerleaders	Wrestling
Bowling	Bowling	Bowling	Bowling	Bowling	Bowling	Bowling	Bowling
Tennis	Tennis	Tennis	Tennis	Tennis	Tennis	Tennis	Tennis
Swim	Swim	Swim	Swim	Swim	Swim	Swim	Swim
Archery	Archery	Archery	Archery	Archery	Archery	Archery	Archery
Bass Fishing	Bass Fishing	Bass Fishing	Bass Fishing	Bass Fishing	Bass Fishing	Bass Fishing	Bass Fishing
Golf	Golf	Golf	Golf	Golf	Golf	Golf	Golf

MCHS Sport	Purchase Deadlines	Estimated Costs
Cross Country	April/May	\$1,500.00
Football	December/January	\$4,500.00
Golf	N/A	\$750.00
Volleyball	April/May	\$1,000.00
Girls Soccer	April/May	\$3,000.00
Boys Soccer	April/May	\$3,000.00
Boys Basketball	March/April	\$3,500.00
Girls Basketball	March/April	\$3,500.00
Swimming	N/A	\$750.00
Wrestling	March/April	\$1,000.00
Baseball	September/October	\$3,000.00
Softball	September/October	\$3,000.00
Tennis	N/A	\$750.00
Track	N/A	\$1,500.00
Cheerleaders	N/A	\$1,000.00
Archery	N/A	\$750.00
Bowling	N/A	\$750.00
Bass Fishing	N/A	\$750.00

Form 735
REV. 5/11

School Year 2013-2014 (Report 2014-2015)
Actual Expenditures - Program Comparison Chart 1
To Include Booster Club Funding

REVISED FORM FOR SUBMISSION
Based on KHSAA T-35 Form
Following Title IX Review

Sport	Equipment and Supplies		Travel & Per Diem		Awards		Coaches' Salaries		Facility Improvement		TOTALS
	school	boosters	school	boosters	school	boosters	school	coach #	school	boosters	
Archery	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,888.00	2	\$ -	\$ -	\$3,888.00
Baseball	\$ 3,970.80	\$ 25,940.47	\$ 1,668.00	\$ 19,246.33	\$ -	\$ 1,422.93	\$ 16,016.92	5	\$ 1,500.00	\$ -	\$69,765.45
Boys B Ball	\$ 2,375.86	\$ 13,750.20	\$ 7,243.58	\$ -	\$ -	\$ -	\$ 23,574.10	8	\$ 1,500.00	\$ -	\$48,543.74
Girls B ball	\$ 3,724.30	\$ 7,473.00	\$ 2,708.20	\$ -	\$ -	\$ -	\$ 18,584.60	6	\$ 1,500.00	\$ -	\$33,990.10
Girls Bowling	\$ -	\$ 2,500.00	\$ 808.50	\$ -	\$ -	\$ -	\$ 6,642.00	3	\$ -	\$ -	\$9,950.50
Boys Bowling	\$ -	\$ 2,500.00	\$ 802.50	\$ -	\$ -	\$ -	\$ 6,642.00	3	\$ -	\$ -	\$9,950.50
Boys CC	\$ 344.23	\$ 150.00	\$ 525.50	\$ -	\$ 107.00	\$ -	\$ 2,344.00	3	\$ 1,500.00	\$ -	\$4,930.73
Girls CC	\$ 344.23	\$ 150.00	\$ 585.50	\$ -	\$ 107.00	\$ -	\$ 2,244.00	3	\$ 1,500.00	\$ -	\$4,930.73
Sofball	\$ 3,404.24	\$ 3,577.00	\$ 568.00	\$ -	\$ 300.00	\$ -	\$ 13,862.00	6	\$ 2,368.00	\$ -	\$24,071.24
Football	\$ 5,459.55	\$ 12,835.00	\$ 2,430.00	\$ 3,000.00	\$ 270.00	\$ 1,500.00	\$ 43,941.41	7	\$ 1,500.00	\$ -	\$70,935.96
Girls Golf	\$ -	\$ 2,100.00	\$ 656.00	\$ -	\$ -	\$ -	\$ 2,888.00	1	\$ 1,500.00	\$ -	\$7,144.00
Boys Golf	\$ 598.00	\$ 2,100.00	\$ 1,216.00	\$ -	\$ -	\$ -	\$ 2,888.00	1	\$ 1,500.00	\$ -	\$8,302.00
Girls Soccer	\$ 1,028.83	\$ 13,200.00	\$ 2,091.00	\$ 1,000.00	\$ 600.00	\$ -	\$ 10,974.00	4	\$ 1,500.00	\$ -	\$30,385.83
Boys Soccer	\$ 4,379.13	\$ 6,622.76	\$ 1,463.00	\$ 1,000.00	\$ -	\$ 800.00	\$ 10,974.00	3	\$ 1,500.00	\$ -	\$27,006.89
Boys Swimming	\$ 135.00	\$ 500.00	\$ 636.00	\$ -	\$ -	\$ -	\$ 1,844.00	2	\$ 1,500.00	\$ -	\$4,615.00
Girls Swimming	\$ 135.00	\$ 500.00	\$ 636.00	\$ -	\$ -	\$ -	\$ 1,844.00	2	\$ 1,500.00	\$ -	\$4,615.00
Boys Tennis	\$ 84.00	\$ 450.00	\$ 525.00	\$ -	\$ -	\$ -	\$ 2,888.00	1	\$ 1,500.00	\$ -	\$5,447.00
Girls Tennis	\$ 380.00	\$ 450.00	\$ 436.00	\$ -	\$ -	\$ -	\$ 2,888.00	1	\$ 1,500.00	\$ -	\$5,654.00
Boys Track	\$ 202.88	\$ 361.13	\$ 613.63	\$ 361.13	\$ -	\$ -	\$ 2,944.00	4	\$ 1,500.00	\$ -	\$5,928.77
Girls Track	\$ 303.28	\$ 361.13	\$ 613.63	\$ 361.13	\$ -	\$ -	\$ 2,944.00	4	\$ 1,500.00	\$ -	\$5,988.77
Volleyball	\$ 823.71	\$ 3,149.00	\$ 1,631.00	\$ 272.25	\$ 135.00	\$ -	\$ 10,974.00	3	\$ 1,500.00	\$ -	\$18,484.96
Wrestling	\$ 521.14	\$ 3,930.65	\$ 2,930.00	\$ -	\$ 328.86	\$ -	\$ 10,974.00	3	\$ 1,500.00	\$ -	\$21,184.65
TOTALS	\$28,117.78	\$102,670.34	\$31,951.04	\$25,440.24	\$1,847.86	\$3,732.33	\$202,563.03	75.00	\$23,360.00	\$0.00	\$425,773.82

1. Total expenditures on T-35 and T-36 on the current annual report should reflect the total monies spent (rounded off to nearest dollar) for the previous school year.
2. Booster Club Funding Contributions must be included in the total above expenditures total. (note: it is illegal for coaches to be paid by booster clubs -reference KHSAA Bylaw 27)

REVISED 4/22/16