

Paris High School Corrective Action Plan
School Year 2013-2014

In response to the KHSAA Title IX Annual Report Submission Status Report that we got for 2012 to 2013 we have come up with the following Corrective Action Plan to better help us monitor and implement improvement in the areas of benefits and total athletic spending that does meet the acceptable parameters both on a percentage and per athlete basis. As stated in the Status Report there is a disparity between our female to male athletic spending and as a committee it is our responsibility to correct any disparities as much as possible.

Two of the programs that we have been monitoring and concerned about the last two years at Paris High School have been the spending in the boys basketball program and two years ago the football program. We feel like we have corrected this problem and now have in place some controls that will close the gap between female and male spending. We did not put the corrections on the T- 60 KHSAA due to it being a personnel matter as some changes were made in the process. Here are some steps that will be taken by our boys' coaches to ensure they reduce spending in their programs.

Step 1: Change in personnel

After the 2011-2012 season we felt a change was needed in our football program. Numbers were down and spending was up. We had monitored the football program for four years and ample time and advice were given to make any necessary changes in his program that he needed to make. We finally replaced our Head Football Coach leaving us with a large deficit to make up. Last year, 2012-2013, spending was up again in our boys' basketball program. Again we had monitored and discussed this with him for the last four years. We felt we had to make a change and we did. These changes are not always easy, but to Paris High Schools' credit it did what it had to do. We monitor all programs at Paris High School. We are a small Class A school and we have to raise most of our funds. It is important to the committee that all programs, female and male keep costs down. We are responsible for ensuring gender equity and opportunities in all areas. In doing so we mentor and model to all our coaches what is expected of them in running their athletic programs.

Step 2: Boys basketball now has 2 accounts, High School and Middle School

The boys' basketball account now has money from the Middle School basketball program in one account and money spent and brought in from High School in the High School account. In the past all receipts and expenditures of the Middle School program fell under the High School account. This is a decision made by the Head Coach. The Head Girls basketball coach desired to leave all money in one account. Ultimately, the Head Boys basketball coach is responsible for both accounts.

Step 3: Train bus drivers to drive the boys' teams. Train assistants and a parent to drive

to save in bus drivers costs.

Step 4: Shorten the number of games played. This is to be monitored by the Athletic Director.

Step 5: Budget is to be given to the Athletic Director, Principal before any new spending takes place. This is something that was already in place. Each coach submits a budget to A.D.

Step 6: Follow uniform policy. This is a policy that all teams and coaches at PHS must adhere to.

Step 7: Players are responsible for buying their shoes. If funds are available the coach will purchase tea shoes. Any expenses that parents can pay for will only help in reducing team costs.


Step 8: Each coach could charge a stipend for practice uniforms, bags, any travel suits, tops shorts, shoes that would help pay for any extra items. Some of this is not necessary but if the parents buy this equipment the players get to keep it.

Step 9: Each coach should plan fundraising based on the amount of funds that they need to run their program. Fundraising should take place in the off season. All accounts are to be even at the end of the school year or have in place to be even by June 30.

Step 10: Probably the most important aspect of going through our audit was the time spent with Kathy Johnston from the KHSAA office. This gave Athletic Director Cary Barr the needed time to spend with her and talk about expenditures, donations and accountability within both programs. Time spent with her gave us a better understanding of accountability and how to record this more efficiently on our annual report. Ms. Johnston gave examples and situations at our school where we were not counting off on our report enough donated time and services that were being performed at our school in our female and male programs that we could and should add to the report. Mr. Barr in working with Ms. Johnston developed a better understanding of what we can do to show on our report that will help balance the equity between the spending that takes place at Paris High School in both our male and female athletic programs. We feel in the coming years the gap between male and female spending will decrease due to a better understanding of what is acceptable and not acceptable to count on our report.

Travel/Per Diem Policy
Paris High School

Revised Policy:



Each Head Coach is responsible for travel cost expense of their travel. The Paris Board of Education pays for each team, male/female traveling a distance of 100 miles or less free of charge. Every mile over 100 the bus travels, the Head Coach's account will be charged \$1.00 per mile over 100. Each team is accountable for paying their bus driver the hourly wage as billed to their account from the school. All coaches male/female are encouraged to schedule within a 100 mile radius of Paris High School so as to keep the cost of gas and bus drivers' expense to a minimum. Each Head Coach is encouraged to limit the amount of away games that they play. The Athletic Director and Principal shall monitor travel budgets to ensure that travel spending is equal and kept to a minimum. If a male team travels out of state to participate in a tournament or camp, the female team should be provided the same opportunity in cost and travel.

Travel expenses for meals and lodging will be provided for the members of athletic teams that stay overnight for athletic contests and tournaments. Any expenses for meals for members of athletic teams that compete in district, region and state tournament contests that do not require overnight stay will be provided at the discretion of the Head Coach with the approval from the Athletic Director. Title IX regulations will be followed with respect to gender (i.e.-if the boys' baseball team has a paid meal, then the girls' softball team will be afforded the same opportunity).

Any PHS athletic team male/female needing to stay over night at a hotel/motel should select a reputable place for their team to stay. Cost per room should not exceed \$100.00 per night with 4 players maximum staying in a room with two queen sized beds. Some examples of a reputable hotel/motel would be Holiday Inn, Best Western or Hampton Inn. Number of rooms should depend on number of players on the team. For example, a team of 20 players would need only 5 rooms with 4 players in a room. Rooms for coaches provided as well.

Cost allowance provided for food will not exceed \$7.00 per meal per player or coach. It is suggested that our athletic teams stay at a hotel/motel that provides a complimentary breakfast in order to help with costs.

PHS Athletic Trainer/Schedule



Revised policy:

The Paris Board of Education will employ the services of a full time trainer to be used and made available to all its athletic programs during season and when out of season. The PHS Athletic Trainer will spend 15 hours or more a week at the Paris High School athletic facilities and will be made accessible for both male and female athletes and for all athletic teams. The PHS Athletic Trainer will cover all home athletic contests for both male and female teams. The PHS Athletic Trainer will cover as many boys and girls practices as possible and will make sure all needed supplies are available should an injury occur.

The PHS Athletic Trainer will post a daily schedule at the PHS Fieldhouse starting July 1 to November 1. From there all athletes, coaches and parents can check on a daily basis as to the accessibility of the trainer. From November 1 to March 1 the PHS Athletic Trainer will post a daily schedule in the High School gymnasium for accessibility of all players, male and female, teams, coaches and parents. From March 1 to June 1 the PHS Athletic Trainer will post a daily schedule at the PHS Fieldhouse for all athletes, players, male and female, coaches, parents, to check on a daily basis.

The PHS Athletic Trainer will be located in the training room area inside the Fieldhouse from 3:30 to 4:30 daily from July 1 to November 1 and from 3:30 to 4:30 in the training room area in the Fieldhouse from March 1 to July 1. From 3:30 to 4:30 from November 1 to March 1 the PHS Athletic Trainer will be located in the training area inside the High School gymnasium.

After 4:30 each afternoon the PHS Athletic Trainer will circulate between team practices and will service all teams in season. The Athletic Director will be responsible for obtaining a copy of the daily Athletic Trainer schedule and will post it in his office and in the High School office to show accessibility to all athletes on a daily basis.

The PHS Athletic Trainer will report directly to the Athletic Director and to the Head coaches to ensure correct times for practice and home games. All PHS Head coaches will have direct accessibility to the PHS Athletic Trainer. The Athletic Director is responsible for all athletic insurance forms and will check with the Athletic Trainer when any injuries occur. Both female and male athletic teams will share equally the time spent by the Athletic Trainer with their team and players.



PHS Letter/Awards Policy

Revised Policy:

At the conclusion of each PHS athletic team's season, it is recommended that each head coach hold an annual banquet to recognize their athletes. The head coach will work with the Athletic Director in organizing the banquet. It is recommended that a pot luck buffet be provided by the parents or booster group in order to save in the costs of putting on the banquet. During the spring athletic season a pot luck picnic is suggested where it may be held outside. It is also recommended that teams combine and host a banquet/picnic together. For example, during basketball season the girls and boys basketball teams along with the cheerleaders could hold their annual banquet together.

The head coach will determine what letter or bar award each player will receive. Any player participating on a Varsity team and completing the full season is eligible to receive a letter or bar in that sport. All letter awards will be presented at annual banquets and any award ceremony. Each first year athlete will receive one orange and black Block "P" letter and an orange and black bar in that sport. An award bar only will be given for each subsequent year of participation the athlete participates in another sport. Individual trophies and plaques for each sport will be determined by the head coach in consultation with the Athletic Director. It is recommended that no more than \$300.00 be spent on awards and trophies for honoring the players in each sport. Title IX regulations will be followed (i.e. – if boys basketball team gives six individual trophies, then the girls basketball team will be afforded the same opportunity).

Team trophies both female/male won at district, regional and state competitions will be the property of the school and be displayed in the PHS High School trophy case. Each head coach will get at least two bids from sport shops on trophies/awards and present to the Athletic Director before purchasing trophies. A school purchase order will be obtained before any awards are ordered. The head coach will let the Athletic Director know the amount of the purchase order and for what and from what company the purchase will be made. The PHS Athletic Director will contact the Business office to obtain the purchase order and to order all awards.