



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
2008-2009 SCHOOL YEAR**

KHSAA
Form T50
Rev. 08/08
Page 1 of 2

The

P.L. Dunbar
High School

Lexington
City

, Kentucky

certifies to the KHSAA that the following is an accurate and true representation of the facts surrounding compliance with 20 V.S.C. Sections 1681-1688, it. Seq. (also known as Title IX).

The following persons are to be identified:

School District Title IX Coordinator:

Name	Don Adkins
Professional Title	Fayette Co. District AD
Phone Number	(859) 381. 4769
Address	701 East Main Street

School Title IX Coordinator:

Name	Emily Coleman
Professional Title	Assist. AD
Phone Number	(859) 381. 3546
Address	1600 Man O War Blvd

The following signatures verify the authenticity of the documents included:

	SIGNATURE	DATE
Principal		4/7/09
School Title IX Coordinator		3/27/09
Superintendent		
District Title IX Coordinator		4/10/09
School Board Chairperson		



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
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School Name: P. L. Dunbar High School Lexington, Ky

Gender Equity Review Committee Members:

MEMBER NAME	TITLE	SIGNATURE	DATE	(✓)*
Emily Coleman	Assist. AD	<i>Emily Coleman</i>	3/27	✓
Lee Jonas	Intramural Director	<i>Lee Jonas</i>	3/27	✓
Dianne Smith	Guidance Counselor	<i>Dianne Smith</i>	3/27	✓
Jenni Morgan	^{VB} Teacher/coach	<i>Jennifer Morgan</i>	3/27	✓
Tyra Rowe	Parent			
Suanne Jacobs	Boys/Girls Tennis ^{Coach}			
Kristi McEntosh	Student			
Steven Willis	Student			

- Please check (✓) if Committee member has reviewed this final submission.

**Gender Equity Committee
Title IX
Thursday, November 20th, 2008**

Agenda

- I. Athletic Department Audit
- II. Uniform Rotation
- III. Team travel
- IV. Team Awards
- V. Wellness Center/Weight Room Guidelines
- VI. Committee Approvals on team travel
- VII. Comments

Gender Equity Committee
Thursday, November 20th, 2008
Minutes

- I. Committee Members were informed that KHSAA will be coming out to Dunbar on Thursday, December 11th to audit our athletic programs and facilities. Each member was advised to be present between 4:00-5:00 for questions.
- II. The uniform rotation policy was reviewed. Committee agreed to allow programs to purchase both home and away uniforms when it was appropriate for that sport to purchase uniforms. This allowed programs to purchase uniforms every 3 years.
- III. Teams are still encouraged to apply for team travel if team is staying overnight or renting a travel/tour bus for trip. Committee will review number trips by female sports compared to males sports. Also, committee will review teams applying to give all teams equal opportunity to travel.
- IV. Awards – see attachment
- V. Wellness Center/Weight room guidelines were reviewed by committee to allow those in season sports teams first priority to schedule. Then one male and one female team will be able to schedule prime times, such as after school.
- VI. Review teams traveling – both boys & girls track to Knoxville, girls track to Bowling Green, KY, softball to Florida and baseball to Florida
- VII. Comments

PAUL LAURENCE DUNBAR HIGH SCHOOL UNIFORM POLICY – PURCHASE TIME LINE

BOYS

SCHOOL YEAR 2007-2008

Tennis
Golf
Baseball
Wrestling

GIRLS

Tennis
Golf
Softball

SCHOOL YEAR 2008-2009

Football
Basketball
Soccer

Volleyball
Basketball
Soccer

SCHOOL YEAR 2009-2010

Cross Country
Swimming/Diving
Track

Cross Country
Swimming/Diving
Track

***New uniforms may be purchased every 3 years. Includes home/away uniforms & warm-ups.**

***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.**

7/6/07

The Paul Laurence Dunbar Site Based Decision Making Council has adopted the following policy regarding PLD Athletics:

Awards:

A) Awards governed herein and received by a student-athlete while representing a member school include awards received by a student-athlete while enrolled during the academic year as a regular student or awards received by a student-athlete while representing the school at any other time.

B) Awards received by a student-athlete participating in an event while not representing the school, shall conform to the regulations of the recognized amateur athletic organizations associated with the event. If no such limit exists for the amateur organization, the limit shall be \$300. At no time shall the student-athlete be permitted to receive cash for this type of participation.

C) Awards presented by a member school conference, or approved agency must be uniform for all team members receiving the award.

D) Awards Policies

These standards are minimal for distributing monogram awards to high school athletic participants. Coaches may have additional requirements.

1. Monograms are to be presented on the basis of varsity participation only.
2. Monograms shall be presented when the student has participated in one-third (1/3) of the total schedule of the sport.
3. A senior who has been a member of any athletic team for three (3) years shall automatically receive a monogram.
4. Monograms shall be presented as soon as possible after the completion of each varsity season.
5. A high school participant will receive an 8" monogram upon fulfilling the requirements for an athletic award for the first time and a service bar thereafter.
6. Injuries that occur while the athlete is participating in a school sport shall not necessarily exclude him or her from receiving a monogram. (Cases involving injury or other unusual circumstances should be decided on its individual merits by the coach and principal.)
7. If additional awards are given, the school should have a clearly defined criteria which is fair and just for the student athletes, and the awards should have little or no monetary value and be in compliance with KHSAA policy.

Non-Permission Awards

Following KHSAA and NCAA Regulation, no student can receive cash awards for athletic participation and no individual can receive merchandise, gift certificate, and/or money orders for participation. But the school can receive money in the name of the student/athlete to be used by the whole school.

Letter jackets, letter sweaters, and award blankets can not be given to every member of a team if it is paid for by the school including Booster Organizations. The Coach or Booster Club can get a group/team rate at a certain distributor so that each individual- can get a reduced rate.

Permissible Awards

- Service Letter (Standards set by coaches)
- Service Bar (Standards set by coaches)
- Certificate (Academic accomplishment)
- Individual Awards (MVP, defensive awards, etc)
- City, County, State Awards (All city, all county, all state)
- Tournament Awards (T-shirts, hats, etc)
- The only exceptions to this rule are the senior awards. Seniors can be given awards by the school. (Game jersey, senior plaque, etc)

DUNBAR WELLNESS CENTER GUIDELINES

The Dunbar Wellness Center is facility to provide a variety of active leisure time and activities for all students, faculty and staff. The Athletic Director and Gender Equity Committee has set up a rotation calendar for faculty, staff and coaches to follow to allow equal access among all teachers, students and athletic teams. If teachers, staff or coaches are interested in workout opportunity, they are encouraged to see the Athletic office to obtain time line for facility access.

However, coaches and athletic teams should follow these guidelines:

- Teams in season have first priority for scheduling facility for team usage.
- Male/Female team will alternate prime times/days throughout week – after school prime time
- Teams in pre-season has second priority
- Each team will have 75 minutes access for training – allow more teams opportunity
- After first training session, facility is open to any other teams

Gender Equity Committee Meeting

December 11th, 2009

Members Present: Emily Coleman, Deanna Smith, Jenni Morgan, Lee Jonas, Suanne Jacobs, Tyra Rowe, Kristi McIntosh, Steven Willis, Jenny McCarty and Gary Lawson

Title IX Committee: committee was introduced

Reviewed 1999 Audit:

Participation: male/female participation did not meet standard in last 3 years, should be 3% in range; 48-42, 48-40, 48-42

Survey: 8th graders should be included in survey from feeder schools

Benefits: improved equipment from 1999 deficiency, girls basketball advantage, baseball advantage over softball, like sports are equal

Uniform review plan: 3 year rotation

Practice times: prime time games/practices equal, schedule of games boys/girls basketball was equal

Travel: 1999 deficient, review travel male/female sports and travel per diem per athlete

Meals: update meal prices per athlete with current economy

Coaching: 1999 not deficient – more coaches were coaching male sports than female sports, do a comparison of the two with the number of athletes

Locker room: deficient in 1999, baseball dressing room close to field, softball dressing room is shared with other female sports/athletes, hitting room must be shared at baseball field – should be available to softball team – needs to be in writing/ coach comment on why team is not using facility

Medical Training: equal

Weight Room: equal

Publicity: equal

Support Services: 2006-2007 within limits, 2007-2008 not within limits – fees – students paying fees not acceptable

Gender Equity Committee Meeting

Title IX

3/24/09

Agenda

I. Review of Re-Visit Audit Report

II. Awards & Travel per diem allowance

III. Team approvals/ Travel/ Purchases

IV. Returning committee members

V. Next Meeting date

Gender Equity Committee Meeting Minutes

March 24th, 2009

Members Present: Anthony Orr, Emily Coleman, Deanna Smith, Jenni Morgan & Lec Jonas

Review of Re-Visit Audit Report: the committee was given a copy of the audit report from December; committee members were concerned about some of the suggested deficiencies in the report. Girls basketball team has to walk across gym to use restroom from their locker room is deficiency? Fayette County has policies about booster club agreements – deficiency?

Proposal: Mr. Orr proposed that male/female sport teams to more double headers. Possible double headers could be done in boys/girls soccer, boys/girls basketball and baseball/ softball. Committee will continue to discuss topic to try form policy to implement 2010, some teams have already established their 2009 schedules and contracts.

Awards & Travel per Diem allowance: Committee revised the award for athletic teams to implement within their programs. Award policy divided into two categories: general awards from outside organizations and team awards. These categories were made more general/ specific for coaches to follow. See attached policy.

The travel per diem allowance was updated. This policy allows teams to spend a per diem per athlete. See attached policy.

Team approvals/Travel/Purchases: Committee reviewed teams proposed travel for next fall: volleyball traveling – Florida Disney tournament/4 nights \$15,000, Indiana Camp/3 nights \$5000, Greenwood Tournament/1 night \$600. Girls soccer – Nashville tournament/ 1 night \$4000, equipment bags \$2000, new white uniform \$3500. Boys soccer – Illinois tournament/ 1 night \$2600. Cross Country – boys/girls team North Carolina tournament 2 nights \$6200. Wrestling – purchasing of singlets \$2300. Football – replacement of white pants \$7600

All travel and purchases were approved.

Title IX Study of Travel & Coaching Benefits

Boys Teams	Bus – Charter or School – please state	Number of competitive events – allowed by KHSAA	Total number of participants	Number of coaches
Football	4 charters & 10 buses	13	85	12
Soccer	2 charters & 1 bus	18	50	4
Golf	0	16	14	1
Cross Country	1 charter	13	44	3
Swim/Dive	1 charter 3 buses	9	32	3
Wrestling	0	17	23	2
Basketball	0	22	26	3
Track	2 charter	19	44	5
Baseball	0	36	44	6
Tennis	0	20	16	2
Girls Teams				
Volleyball	0	20	33	3
Soccer	1 charter	17	39	3
Golf	0	16	5	1
Cross Country	1 charter	17	39	3
Swim/Dive	1 charter 3 buses	9	29	3
Basketball	0	33	21	4
Track	2 charter	19	48	5
Softball	0	36	23	3
Tennis	0	20	15	2

Totals

Males	10 charters 14 buses	183 competitive events	378 participants	40 coaches
Females	5 charter 3 buses	187 competitive events	252 participants	27 coaches

9.4 *per school*

9.3

****As of today, female athletics do not have a compatible sport to match up with Football. Therefore, we subtract Football from each category, males & females are fairly compatible in each category. See table below.**

Males Without Football	6 charters 4 buses	170 competitive events	293 participants	28 coaches
Females	5 charter 3 buses	187 competitive events	252 participants	27 coaches

****According to Fayette County policy, each sport is given the opportunity to hire the set number of coaches per sport. – see attachment.**

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 Country (Mens/Womens): Total 3 each</p> <p>Board Paid: Head Coach</p> <p>School Paid: 2 Assistants</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>		

- 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.

**SUPPLEMENTAL SALARY SCHEDULE FOR HIGH SCHOOL ATHLETICS
2008 - 2009**

Approved: May 21, 2008

Effective: July 1, 2008

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
<u>Cross-Country - Boys & Girls (1 position)</u>	\$3,150	\$2,363	\$1,575	\$788
Cross-Country - Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Cross-Country - Boys (Asst.)*	\$1,600	\$1,200	\$800	\$400
Cross-Country - Girls (Asst.)*	\$1,600	\$1,200	\$800	\$400
Football (Head)	\$9,350	\$7,013	\$4,675	\$2,338
Football (Asst.) *	\$4,700	\$3,525	\$2,350	\$1,175
<u>Golf - Boys & Girls (1 position)</u>	\$3,150	\$2,363	\$1,575	\$788
Golf - Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Golf - Boys (Asst.) *	\$1,600	\$1,200	\$800	\$400
Golf - Girls (Asst.)*	\$1,600	\$1,200	\$800	\$400
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
Swimming & Diving - Boys (Asst.) *	\$1,600	\$1,200	\$800	\$400
Swimming & Diving - Girls (Asst.)*	\$1,600	\$1,200	\$800	\$400
<u>Tennis- Boys & Girls (1 position)</u>	\$3,150	\$2,363	\$1,575	\$788
Tennis - Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Tennis - Boys (Asst.)*	\$1,600	\$1,200	\$800	\$400
Tennis - Girls (Asst.)*	\$1,600	\$1,200	\$800	\$400
Track & Field - (Head)	\$4,700	\$3,525	\$2,350	\$1,175
Track & Field - Girls (Head)	\$4,700	\$3,525	\$2,350	\$1,175
Track & Field - (Asst) *	\$3,150	\$2,363	\$1,575	\$788
Track & Field - Girls (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
Athletic Director (Asst.)*	\$4,700	\$3,525	\$2,350	\$1,175
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, retirement or other leave. All coaches hired after July 1, 2006 will be paid on the current supplemental salary schedule.

The Paul Laurence Dunbar Gender Equity Committee has adopted the following policy regarding PLD Athletics:

Awards:

- a) Awards governed herein and received by a student-athlete while representing a member school include awards received by a student-athlete while enrolled during the academic year as a regular student or awards received by a student-athlete while representing the school at any other time.
- b) Awards received by a student-athlete participating in an event while not representing the school, shall conform to the regulations of the recognized amateur athletic organizations, the limit shall be \$300. At no time shall the student-athlete be permitted to receive cash for this type of participation.
- c) Awards presented by a member school conference, or approved agency must be uniform for all team members receiving the award.

Award Policies:

These standards are minimal for distributing monogram awards to high school athletic participants. Coaches may have additional requirements.

1. Monograms are to be presented on the basis of varsity participation only.
2. Monograms shall be presented when the student has participated at the varsity level of the sport.
 - Injuries that occur while the athlete is participating in a school sport shall not necessarily exclude him or her from receiving a monogram. Cases involving injury or other unusual circumstances should be decided on its individual merits by the coach and principal.
3. A senior who has been a member of any athletic team for three years shall automatically receive a monogram.
4. Monograms shall be presented as soon as possible after the completion of each varsity season.
5. A high school participant will receive an 8" monogram upon fulfilling the requirements for an athletic award for the first time and a service bar thereafter.

6. If additional awards are given, the school should have a clearly defined criteria which is fair and just for the student athletes, and individual awards should not exceed \$50 each.

Permissible Awards:

- Service Letter (see standards above)
- Service Bar (see standards above)
- Certificate (Academic accomplishment –KHSAA All-State Or Honorable Mention)
- City, County, State Awards (All City, All County, All State)
- Tournament Awards (Standards set by coaches)
- The only exceptions to this rule are the senior awards. Senior can be given awards by the school. (Game jersey, senior plaque, etc.)

3/24/09

The Paul Laurence Dunbar Gender Equity Committee has adopted the following policy regarding PLD Athletics:

Travel and Per Deim Allowance:

Meals: \$40 per deim per student athlete.

adm[?]

Lodging: Maximum of \$150 a night for a room (its advised to put 3 to 4 athletes per room)

Transportation: School Buses and commercial vehicles are allowed for extended trips.

3/24/09