



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

**(For schools re-visited during the 2014-2015 school year)**

School: DuPont Manual High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: November 13, 2014  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-19) Yes  No
- Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes  No
- Benefits Summary Charts (Forms T-35 & T-36) Yes  No
- Checklist Overall Athletics Program (Form T-41) Yes  No
- Improvement Plan Summary Charts (Form T-60) 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: According to the submitted data and reports for the years 2011-2014, it appears that DuPont Manual High School does not meet the standard of Test 1 for the provision of athletic opportunities.

- 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: According to the submitted data and reports for the years 2011-2014, it appears that DuPont Manual High School does not meet the standard of Test 2 for the provision of athletic opportunities.

- 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: According to submitted data and reports for the years 2011-2014, it appears that DuPont Manual High School has met the standard of Test 3 for the provision of athletic opportunities.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?  
Yes  No

Comments: According to submitted reports, the most recent Student Interest Survey was administered during the 2013-2014 school year. Students in grades 9-11 were surveyed with a return rate of 81%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The most recent Student Interest Survey was conducted during the 2013-2014 school year. Students in grades 9-11 were surveyed with a return rate of 81%. Information on the most recent T-3 form supports the results from the Student Interest Survey with shown interest in archery and bass fishing. Interviews with administration indicated the addition of archery for the 2014-15 school year. Interviews with administration also indicated that due to insurance regulations as set forth by the Jefferson County Public School System, bass fishing could not be added as a sport activity. According to submitted documents, and with the addition of archery for boys and girls, there are currently thirteen (13) varsity sports for females and thirteen (13) varsity sports for males. A total of twenty-six (26) sport level opportunities are provided for males and for females.</p>
Equipment and Supplies	X		<p>There was written evidence of a four (4) year uniform review plan for replacement and/or purchase. Viewed uniforms appeared to be of high quality and equitable with regard to the quantity provided and showed parity for the like sports. Interviews with administration indicated that uniforms are purchased and retained, on a yearly basis, by the athletes of bowling, swimming, tennis, and golf. Coaches interviewed were well aware of the uniform plan. All other viewed equipment appeared to be of high quality and available for equitable access.</p>
Scheduling of Games and Practice Time	X		<p>There was viewed evidence of all sport schedules that showed comparability and equity with regard to the number of competitive event opportunities provided. There was written evidence of equitable scheduling for the shared facilities of the large and small gymnasium. There was also written evidence</p>

			for priority usage of scheduling for the Memorial Stadium, the George Sauer Athletic Complex, and the Rachel Baker Field Hockey Complex.
Travel and Per Diem Allowances	X		There was written evidence of a travel guideline that indicated the mode of transport to include school provided school activity bus, parent transport, and specifics with regard to administrative approval for van, airline, or charter bus use. Type of transport was also identified for those competitive events that fall within 125 miles of the school as compared to those events that are farther than the 125 mile limit. The per diem guideline provided the specifics for KHSAA post season events that included \$20.00 per athlete per day allowance to be used for housing and food. There was also a written guideline that requires prior approval from school administration for request of any additional funds regarding travel and per diem.
Coaching	X		There was viewed evidence of a school board approved salary schedule which showed overall equivalence in the base salary provided and comparable in the number of coaching positions provided for the like sports. It appears that any differences in salary are due to step pay increments based on years of experience in that position. The approximate athlete to coach ratio, with regard to accessibility, is 16:1 for males and 15:1 for females. According to indicated data, it appears that approximately four (4) out of thirteen (13) head coaches are located on-campus for both boys and girls teams. Students interviewed gave indication of access and available contact to those coaches located off-campus. Interviews with administration indicated verbal, informal type evaluations of coaches at the end of each season.  (see recommendation 7.a.)

Locker Rooms, Practice and Competitive Facilities	X		<p>There was written evidence of locker room assignment for all teams. All viewed locker rooms appeared to be equitable and with similar amenities. There was also written evidence of storage assignment for all teams except bowling, golf, and swimming. All viewed facilities were excellent and well maintained. On campus competitive facilities included those for softball, field hockey, boys/girls basketball, wrestling, volleyball, track, and archery. Off campus competitive facilities include Manual Stadium for boys/girls soccer, football, and lacrosse, Iroquois and Shawnee Park for golf, Central for swimming, Executive Strike and Spare for bowling, Stansbury and Central Park for tennis, Derby City for baseball, and Riverroad for cross country. The baseball team has secondary access to the Derby City Baseball facility through a lease agreement with Spading University. Practice fields for football and lacrosse are available on campus, as part of the George Sauer Athletic Complex. Soccer practices utilize a large, open, outfield area as part of the baseball practice field located at Manual Stadium. There is a school provided activity bus that provides transportation to the off-campus practice and game sites. There is a clothes washer and dryer, available to all coaches, located off the large gym in the main school building.</p>
---------------------------------------------------	---	--	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Medical and Training Facilities and Services	X		<p>There was evidence of one (1) weight room which is located on the bottom floor of the main school building. The weight room was well maintained, spacious, accessible, and provided appropriate equipment for female use. A schedule showing access and usage was in the Title IX file and posted at the site. Athletes interviewed indicated the use of the weight room by both boys and girls teams. An athletic trainer is provided through a contract with Kentucky One. The athletic trainer is at the school on a daily basis and at all home events. A schedule giving contact information, location and availability was posted at the athletic training room site. There was written evidence of emergency action plans for all facility sites.</p>
Publicity	X		<p>There was written evidence of an awards guideline that provided the specifics for letters, chevrons, class number, and academic achievements. It also included the provision for end-of-season banquets for each team and also criteria for the display of banners for individual and team accomplishments. There were also viewed publications of sports programs for the fall, winter, and spring seasons that provided publicity for all teams. Interviews with administration indicated one cheerleading squad, dance team, and band as support groups for football, boys and girls basketball. Interviews with administration indicated the process of administrative oversight to ensure overall, equitable support.</p>
Support Services	X		<p>Interviews with administration indicated that there are booster clubs, with outside accounts, for all teams. There was written evidence of signed booster agreements in the Title IX file. The booster agreements require that all fundraising projects and expenditures must have prior Principal/Administrative approval.</p>

			<p>An overall review of the expenditures shows that DuPont Manual High School has met the parameters, with regard to spending, both on a percentage and per athlete basis for the past three (3) years. There were designated offices for football, girls basketball, boys basketball, track/cross country, volleyball, and softball.</p> <p>(see recommendation 7.b.)</p>
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

5. Brief Summary/Analysis of the Improvement Plan (Form T-60)

- Addition of warning track for softball field
- New scoreboard for field hockey and softball
- Work to retain coaches and growth of lower levels for girls sports
- Sports printed programs for all teams
- Football team travel to Ohio for game
- Permanent fencing around field hockey field
- Additional shoes / socks for girls basketball

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall girls and boys athletic programs of DuPont Manual High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no deficiencies in the overall athletics program of DuPont Manual High School, the following recommendations should be addressed to ensure overall program equivalence:

- a. Upon receipt of this report, the Gender Equity Committee should consider the development of a Coach's Evaluation tool that would aid in the sustainment, growth and development of coaches.
- b. Upon receipt of this report, the Gender Equity Committee should consider the availability of office space and/or meeting space where off-campus coaches may be able to access phone, computer, and/or a place to meet with athletes.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Greg Kuhn, Assistant Principal 502-485-8241

District Level Title IX Coordinator:

Name	Title	Telephone
Jerry Mayes	Principal	502-485-8241
David Zuberer	Athletic Director	502-485-8241
Greg Kuhn	Assistant Principal	502-485-8241
Tim Smith	Tennis Coach – boys/girls	502-485-8241
Brittany Tolan	Field Hockey Coach	502-551-9858
Aricka Prentice	Student Athlete – girls bkb	502-762-7822
Ben Cooper	Student Athlete – golf/bb	502-485-8241
Angelia Thompson	Parent	502-777-1734
Barb Kok	KHSAA Auditor	859-299-5472
Kathy Johnston	KHSAA Auditor	859-494-2509 kjohnston@khsaa.org

10. Comments

School administration and staff were very well prepared for the visit. The permanent Title IX file was very well organized and complete.

Interviews with student-athletes and coaches were very positive. School administration and Committee members appear to be very committed to ensuring the overall equivalence with regard to the Opportunities and Benefits provided to the students of DuPont Manual High School.

The public forum, scheduled for 3:00 p.m., was held in the Athletic Director's office area. One individual attended the forum. After a brief discussion, the audit team left DuPont Manual High School at approximately 3:20 p.m.