

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

(For schools re-visited during the 2005-2006 school year)

School: **Fulton County High School**
Reviewed By: **Martha Mullins**
Date of Re-Visit: **October 26, 2005**
Telephone Number of Reviewer: **(859) 299-5472**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Participation Opportunities Summary Chart (Form T-70) Yes No
- Benefits Summary Charts (Forms T-71 & T-72) Yes No
- Benefits Publicity (Form T-73) Yes No
- Corrective Action Plan Summary Charts (Form T-74) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

| | | |
|----------|---|--|
| X | A | Substantial Proportionality |
| X | B | History and Continuing Practice Of Programs Expansion |
| | 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:

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:

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:

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

Comments:

An interest in soccer has been registered in the past and should be monitored by school personnel on an ongoing basis.

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

| Benefit to Students | Satisfactory | Deficient | Comments |
|---|--------------|-----------|---|
| Accommodation of Interests and Abilities | X | | As noted above, school personnel will monitor the interest expressed in girls' soccer. |
| Equipment and Supplies | X | | Better storage space for volleyball should be pursued. |
| Scheduling of Games and Practice Time | X | | The HOME basketball prime date games scheduled for girls are within ten percent of those scheduled for boys. |
| Travel and Per Diem Allowances | X | | A policy for snacks and meal service for all teams is needed. Submit to the KHSAA, no later than March 1, 2006 a copy of an adopted school wide policy that addresses equitable travel and per diem allowances for both male and female sports. A copy of this policy must be distributed to all head coaches and a copy must be maintained in your school's Master Title IX File. |
| Coaching | X | | In interviews with coaches and athletes, the turnover in coaches and its affect on program development and control over inventory were cited. |
| Locker Rooms, Practice and Competitive Facilities | | X | There continues to be an imbalance in the number of athletes who have exclusive use of locker room space. All girls' teams share space; one large boys' team has its own locker room. A review of the use of existing locker rooms should be held. |
| Medical and Training Facilities and Services | X | | More equipment for the girls' weight room is needed. Some existing equipment was in disrepair. Submit to the KHSAA, no later than March 1, 2006 a copy of a documented weight room usage schedule for both male and female athletes at your high school. This schedule must be provided to all head coaches, must be posted in view in your weight room, and maintained in your school's Master Title IX File. |
| Publicity | X | | More attention needs to be paid to promotion |

| | | | |
|---|------------|----------|--|
| | | | of attendance at girls' games in all sports. |
| Support Services | | X | The school's permanent Title IX file was incomplete. There appeared to be few if any meetings of the Gender Equity Review Committee since the original on-site visit. Policies and procedures for program operation appeared to be limited. Your school is directed to meet with the Gender Equity Review Committee in October, January and April of school years 2006-07 and 2007-08. A copy of the meeting minutes must be submitted to the KHSAA within one week of the meeting. A listing of all Committee members must be noted within the minutes as well as those who were in attendance at each meeting. Your Gender Equity Committee should contain, among other appropriate members, two students and two parents. A quorum of Committee members must be present at each meeting. |
| Athletic Scholarships | N/A | | |
| Tutoring | N/A | | |
| Housing and Dining Facilities and Services | X | | (See Travel and Per Diem Allowances above.) |
| Recruitment of Student Athletes | N/A | | |

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

The Corrective Action Plan was incomplete and documentation very limited. Emphasis has been placed on provision of more opportunities for girls to participate and on facility improvements. Outdoor facilities have been improved; however, locker room space still needs attention. Administrative oversight of the athletics program has been inadequate, but already new personnel have made improvements.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**
Lack of oversight of the athletics program within the school, primarily through the scarcity of policy and documentation to ensure compliance with gender equity requirements.

7. **KHSAA Recommended Action in relation to new deficiencies**
None

8. **KHSAA Recommended Action in relation to reoccurring deficiencies (Locker Rooms, Practice and Competitive Facilities)**
School personnel are directed to review the use of locker rooms by all teams and with the assistance of the Gender Equity Review Committee to recommend improvements and assignments for all teams. Results are to be submitted to the KHSAA by **March 1, 2006**.

(Support Services)

School personnel will complete the permanent Title IX file with at least the items listed below. Missing information is available from the KHSAA office

- A. Annual Title IX reports submitted by the school for 1999-2000 and 2000-2001.
- B. Title IX Final Audit Report on the original on-site visit.
- C. Copies of correspondence related to submission of data requested on the above report.

A statement from the school principal verifying the missing information has been added to the file and that the file is up to date is to be submitted to the KHSAA by **March 1, 2006**.

Submit to the KHSAA, no later than **March 1, 2006** a copy of an adopted policy regarding a uniform replacement schedule for all teams that participate in athletics at your high school. A copy of this intended replacement and review process must be provided to all head coaches and must be placed in your school's Master Title IX File.

Submit to the KHSAA, no later than **March 1, 2006** a copy of a documented weight room usage schedule for both male and female athletes at your high school. This schedule must be provided to all head coaches, must be posted in view in your weight room, and maintained in your school's Master Title IX File.

Submit to the KHSAA, no later than **March 1, 2006** a copy of your school's established written policies regarding the necessary credentials and accomplishments for an athlete or team to be honored with banners, awards or recognition within your school. A copy of this policy must be provided to all head coaches and a copy must be kept in the school's Master Title IX File.

**8 KHSAA Recommended Action in relation to reoccurring deficiencies
(continued)**

Submit to the KHSAA, no later than **March 1, 2006** a copy of an adopted school wide policy that addresses equitable travel and per diem allowances for both male and female sports. A copy of this policy must be distributed to all head coaches and a copy must be maintained in your school's Master Title IX File.

Your school is directed to meet with the Gender Equity Review Committee in October, January and April of **school years 2006-07 and 2007-08**. A copy of the meeting minutes must be submitted to the KHSAA within one week of the meeting. A listing of all Committee members must be noted within the minutes as well as those who were in attendance at each meeting. Your Gender Equity Committee should contain, among other appropriate members, two students and two parents. A quorum of Committee members must be present at each meeting.

Submit to the KHSAA no later than **March 1, 2006** a copy of a written agreement between your high school and related booster organizations stating that your high school's administration will oversee all expenditures, whatever the source, which provides benefits of any nature to your high school's athletes and athletic teams. A generic draft of a booster club agreement is offered for your review on the KHSAA website ("Links, Reports and Information").

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Gary Meredith

District Level Title IX Coordinator: Susan M. Taylor

| Name | Title | Telephone |
|------------------|-------------------------|---------------------|
| Beth W. Rice | Parent | 270-236-3923, x4400 |
| Susan M. Taylor | Title IX Coordinator | 270-236-3923, x5003 |
| Kayla Anderson | Student | 270-236-2216 |
| Charles Holliday | Superintendent | 270-236-3923, x5001 |
| Antoine Gaston | Student | 270-236-2406 |
| Rick Garland | Golf Coach | 270-236-3923, x3010 |
| Stephen Long | Girls' Basketball Coach | 270-236-3904, x3212 |
| Doug Goodman | Board of Education | 270-236-3451 |
| Gary Meredith | Principal | 270-236-3904, x3300 |
| Martha Mullins | KHSAA Audit Team | 859-269-3394 |
| Fran Edwards | KHSAA Audit Team | 859-299-5473 |

10. Comments

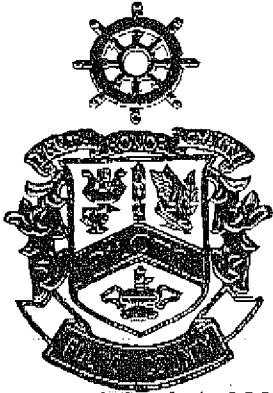
Changes have been made since the initial on-site visit. Some improvements in facilities have been accomplished. Coaches and athletes interviewed were pleased with recent changes and were optimistic about further improvements being made as funds are available. Already more administrative oversight of the athletics program was evident and appeared to be well received. The athletics program has the support of the superintendent and the Board of Education.

The public meeting did not materialize.

The KHSAA maintains a complete Title IX Master File on your school. Our Master File contains all correspondence, reports, etc. relating to your historical efforts to reach Title IX compliance. If you wish, we will be glad to assist you in updating your school's own required on-site Master Title IX File. Should you wish that assistance, please contact me (LBoucher@khsaa.org), or my assistant Fay Isaacs (Fisaacs@khsaa.org), with that request.

The charge is 10 cents per page copied. Depending on the size of your file we maintain at the KHSAA, the total cost would not generally exceed more than \$50.00

Fulton County High School



2740 MOSCOW AVENUE
HICKMAN, KENTUCKY 42050
1-270-236-3904
FAX 1-270-236-9004

GARY MEREDITH
PRINCIPAL

March 1, 2006

Brigid L. DeVries, Commissioner
Kentucky High School Athletic Association
2280 Executive Drive
Lexington, Ky 40505

Dear Ms. DeVries:

This correspondence is to address the deficiencies found in the 2005-2006 Title IX Re-Visit. The documents requested in the Re-Visit Final Audit Report are attached.

If you have additional questions or need additional information please do not hesitate to contact me.

Sincerely,

A handwritten signature in cursive script that reads "Gary Meredith".

Gary Meredith
Principal

Enclosures

Fulton County High School
Title IX Committee Meeting

January 26, 2006

Members Present:

Susan Taylor, District coordinator; Gary Meredith, School Coordinator; Stephen Long, Coach; Beth Rice, Parent; Kayla Anderson and Antoine Gaston, Students

The committee named Beth Rice as recorder by consent.

The committee discussed last year's T-3 report. The interest survey will be conducted in the spring.

The committee reviewed the KHSAA Title IX Re-Visit Final Audit Report.

A lengthy discussion was held regarding the locker room deficiency. The committee made a recommend the softball team be assigned to use the football locker room during their season.

Mr. Meredith reported copies of all Title IX records have not been located at the school. The records room at the central office will be checked to determine if the files are complete. The committee recommended paying the necessary cost to get a complete set of reports and correspondence regarding Title IX from KHSAA.

The committee voted to meet again in February to follow up on the above items to ensure compliance.

Following discussion the committee made the following policy recommendations

Uniform Replacement Schedule

| | | |
|--------|---------------|-----------------------------|
| Year 1 | Fall Sports | Football & Volleyball |
| Year 2 | Winter Sports | Girls and Boys Basketball |
| Year 3 | Spring Sports | Softball and Baseball |
| Year 4 | Minor Sports | Track, Cross country, Golf, |

Rotation will begin with the 2006-2007 school year as year 1.

Weight Room Usage:

| | | |
|-------|---------------|---------------|
| A Day | Girls, 3-4 PM | Boys, 4-5 PM |
| B Day | Boys, 3-4 PM | Girls, 4-5 PM |

Alternating schedule will continue on non-instructional days.

The schedule will be provided to each coach and posted in all training facilities.

Team and Individual Recognition

A banner will be hung for all post-season winners and runners-up. All trophies will be displayed. Individuals receiving all-state honors will be recognized. Each sports team both male and female will receive an equal allocation for the purpose of team and individual recognition including any banquets, plaques, etc.

Travel and per diem allowances

The school will provide transportation to and from all sports competition. Meals are not provided but by provided for overnight trips and post-season play.

The committee recommended a meeting be held between the booster club president and the School Title IX coordinator to discuss signing a support agreement. Each committee member received a copy of a suggested agreement.

The committee received information regarding the new KHSAA Girls' Basketball "Prime Date/Prime Time" policy.

Respectively submitted,
Beth W. Rice
January 30, 2006

On February 6, 2002, the Fulton County High School Site Based Decision Meeting Council approved the Title IX Gender Equity Committee Recommendations with the following change.

Team and Individual Recognition


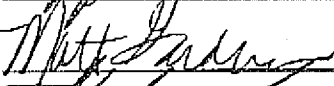

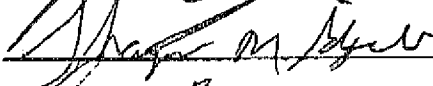
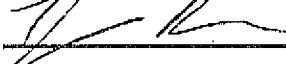
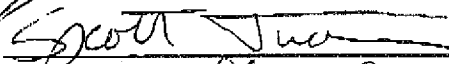
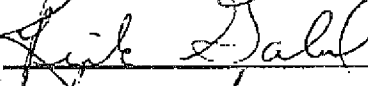
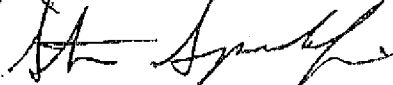
A banner will be hung for all post-season winners and runners-up. All trophies will be displayed. Individuals receiving all-state honors will be recognized. Each sports team both male and female will receive an equal per athletic allocation for the purpose of team and individual recognition including any banquets, plaques, etc.

Following council adoption of the above policies a copy has been provided to each coach and copies placed in the Master Title IX file.

Submitted reports, audit reports, and correspondence for school years 1999-2000 and 2000-2001 have been requested from the Kentucky High School Athletic Association and will be added to the file when received.

On February 28, 2006, I have received a copy of the attached policies regarding
Uniform Replacement
Weight Room Usage
Team and Individual Recognition
Travel and Per Diem Allowance

I agree to inform all assistant coaches.

 Football
 Volleyball
 Girls Basketball
 Boys Basketball
 Softball
 Baseball
 Golf
 Track

Weight Room Usage: Schedule

| | | |
|-------|---------------|---------------|
| A Day | Girls, 3-4 PM | Boys, 4-5 PM |
| B Day | Boys, 3-4 PM | Girls, 4-5 PM |

*Schedule posted 2/28/2006
on ball weight room doors by
Brad W. Rice*

ATHLETIC BOOSTER CLUB AGREEMENT

This Agreement is entered into by and between the Fulton County Board of Education (hereafter referred to as "Board") and an entity known as Fulton County Athletic Booster Club (hereafter referred to as the "Booster Club"). Through this Agreement, the parties intend to set forth the Terms and Conditions under which the Booster Club may operate and associate with students, teachers, coaches and school administrators at Fulton County High School.

TERMS AND CONDITIONS

1. The Booster Club acknowledges that the Board is responsible for the promotion of education and the general health and welfare of all students attending the Fulton County Public Schools. In addition, the Booster Club acknowledges that the Board has control and management of all school funds and all public school property in its district and may use its funds and property to promote public education (KRS 160.290).
2. The Booster Club acknowledges that its activities may affect compliance with Title IX of the Educational Amendments of 1972 (Title 20, U.S.C. 1682-1687, et seq.) by that, as a condition of membership in the Kentucky High School Athletic Association, representatives of Fulton County High School and the Board must verify that the school complies with Title IX. 702 KAR 7:065, Section 2 (13). Accordingly, the Booster Club agrees to provide all information requested by Fulton County High School, the Board, or the Kentucky High School Athletic Association for purposes of determining Title IX compliance. The Booster Club further agrees to refrain from engaging in any activity which, in the opinion of the principal or athletic director of Fulton County High School or the Superintendent of the Fulton County Public Schools, adversely affect the school's or the Board's ability to comply with Title IX.
3. The Booster Club shall, on or before October 15, 2005 and August 15, 2006, designate a representative for purposes of communicating with and providing true and accurate information to the Board and Fulton County High School.
4. Upon request of the principal or athletic director of Fulton County High School, or upon request of the Superintendent of the Fulton County Public Schools, the Booster Club shall make available a full and complete list of its members.
5. In addition to complying with the requirements of Title 702 of the Kentucky Administrative Regulations, Chapter 3:130 (internal accounting) and all other relevant statutes and regulations, the Booster Club shall, upon the request of the principal or athletic director of Fulton County High School, or upon the request of the Superintendent of the Fulton County Public Schools, provide a full and complete accounting of all moneys raised, as well as a full and complete

accounting of all moneys expended. In addition, if requested to do so, the Booster Club shall also provide audited financial records concerning its activities.

- 6. On or before December 15, 2005 and September 30, 2006, the Booster Club shall advise the principal and athletic director of Fulton County High School of all fund raising activities planned for the upcoming year. To the extent the Booster Club seeks to engage in additional fund raising activities, it shall give at least 15 days notice of the intended activity.
- 7. The principal and athletic director of Fulton County High School and the Superintendent of the Fulton County Public Schools expressly reserve the right to reject any fund raising activities for any reason. The Booster Club agrees that it shall not engage in any fund raising activity which has not been approved or which has been rejected by the principal or athletic director of Fulton County High School or the Superintendent of the Fulton County Public Schools.
- 8. By executing this document through its designated representative, all members, officers and representatives of the Booster Club agree to abide by the terms and conditions set forth below as well as those additional terms and conditions which may be required by the Board. The designated representative of the Booster Club represents and agrees that he/she will provide a copy of this Agreement to all members of the Booster Club.

.....

I hereby acknowledge that I am a representative of the Fulton County Athletic Booster Club and that I am authorized to act on its behalf. I further agree that this Booster Club and its members shall abide by the Terms and Conditions set forth above. I further agree to immediately report to the principal and athletic director of Fulton County High School and to the Superintendent of the Fulton County Public Schools any violation or breach of this agreement.

Fulton County Athletic Booster Club
Name of Booster Club

By: Nancy Husfeldt

Title: Treasurer FCAB

COMMONWEALTH OF KENTUCKY
COUNTY OF FULTON.

Subscribed and sworn to before me on this the 1 day of March 2006, by
Nancy Husfeldt

Angela Watson
NOTARY PUBLIC

My commission expires: 10-10-08

