



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

(For schools re-visited during the 2008-2009 school year)

School: **Glasgow High School**
Prepared By: **Jenny McCarty**
Date of Re-Visit: **January 7, 2009**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry, Asst. Commissioner**

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
	B	History and Continuing Practice Of Programs Expansion
X	C	Fuil 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 data submitted by the school, it appears that the school has met this standard for the Substantial Proportionality Test (T-1) for the prior three school years.

- 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 data submitted by the school, it appears that the school has not met the standard of History and Continuing Practice Test (T-2) for the prior three school years. It should be noted that the school added three additional teams during this three year period.

- 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 the data submitted by the school, it appears that the school has met the standard of History and Continuing Practice (T-2) for the previous three school years.

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

Comments: Students were surveyed in grades 8-11 with an 82% rate of return.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to the data submitted by the school, it appears the school has consistently met the standard for Test 1 and Test 3 during the school years 2005-2008. It does appear, however, that it has not consistently met the standard for Test 2 from 2005-2008.</p> <p>Auditors pointed out that while reviewing the prior three years' data it appeared that female participation had been decreasing even though it appeared that the school was still meeting test one.</p>
Equipment and Supplies	X		<p>The school recently developed a uniform rotation policy for the school. In this plan each team would receive athletic department funds to provide uniforms for their respective team based on a five year rotation. The current policy would allow coaches or boosters to purchase uniforms in any other year that funds were available that did not come from athletic department funds. Auditors explained to school officials that this practice would not ensure that there would be an equivalence of uniform benefits. (See KHSAA Recommendation)</p> <p>All uniforms viewed appeared to be in the mid-tier range and were of equivalent quality. Auditors suggested that the volleyball team have more than one uniform due to the number of competitive events they play in comparison with other sports.</p>
Scheduling of Games and Practice Time	X		<p>The use of the athletic facilities appears to be scheduled equitably. The school played 40 % of girls' basketball games in prime time last year. Their current schedule reflects that they will play 44% of home games in prime time this year. Practice schedules were located in the Master Title IX file and posted for many facilities.</p>

Travel and Per Diem Allowances	X		The school has board and school policies that encompass travel guidelines. All students are transported to athletic contests by district school busses outside of the county boundaries. These transportation costs are paid for by board of education funds. Overnight travel must have school and board approval. The school guidelines allow coaches or boosters to provide meals; however, there is not a per-diem amount in the school guidelines (See KHSAA Recommendation)
Coaching	X		Pay is comparable for both male and female sports. A salary schedule was found in the Title IX file. Four boys sports coaches are not employed on campus and two girls sport coaches are not employed on campus for this school year. There are numerous female coaches on staff and the school appears to have a good ratio of coaches per numbers of athletic teams.
Locker Rooms, Practice and Competitive Facilities		X	The gymnasium is used by both girls' and boy's basketball teams. The gymnasium is seldom used by the volleyball team and only when the weather is cooler. The volleyball team plays and practices at an elementary school for the majority of the season because of the lack of air-conditioning in the high school gym. The gymnasium has five locker rooms that are used by students and student athletes. The girls' basketball team has a locker room which is sometimes shared by the volleyball team when they play at the school. The boys' basketball team has an advantage in their locker room facility due to the following: the boys' basketball locker room is used exclusively by the boys' basketball program, the locker-room has recently been renovated and is aesthetically more pleasing, the boy's basketball coaches' office is not shared and is secure; however, the girls' basketball coaches office is shared by officials who need to dress for basketball games, the boys' basketball locker-room has slightly more lockers and at least one more bathroom than the girls' the washer and dryer are located in the boys' basketball locker-room, and there is more storage in the boys' locker-room. (See KHSAA Recommendation) There are three other

Locker Rooms,
Practice and
Competitive
Facilities Cont'd

locker-rooms on campus that are used by athletic teams. One locker-room is shared by boys' baseball, boys' soccer, boys' cross country, and freshman football. A second locker-room is used by the boys' varsity football team and boys' track and field and boys' football. A third locker room is used by girls' softball, girl's soccer, and girls' track teams. All these locker-rooms viewed appeared to be of equal quality. There was no designation for boys and girls' tennis teams. Auditors suggested that those teams also have a locker-room designation. Located on campus is the football stadium, track, football practice field, indoor practice facility, and cross country course. Located off campus are the boys and girls' soccer fields, the boys' baseball field, the girls' softball field, and the boys' and girls tennis courts. Both boys and girls teams use the tennis courts, and soccer fields. All of these off campus facilities are owned by the city of Glasgow and the school is allowed to use the facilities. The school does not pay to use these city owned facilities; however, the school is responsible for maintenance of the softball, baseball and soccer fields. There is a disparity in the girls' softball field and the baseball field. These disparities include: concrete block dugouts, a large covered seating area, wind screen surrounding a portion of the field, bathrooms located directly at the field, more storage space, a better scoreboard, one more hitting cage, and a roof covering the hitting cages. (See KHSAA Recommendation)

It appeared that the baseball and softball disparity had existed for some time; however this had never been an item for corrective action by the school. Auditors recommended that the Gender Equity Committee tour each of the facilities and locker-room so that they could do their own self evaluation.

<p>Medical and Training Facilities and Services</p>		<p>The weight room décor did not include female friendly pictures, posters, etc. The auditors noticed the absence of light weight bars for female use. There were very few hand weights less than 10 pounds for use. The weight room can be accessed by the various boys' locker-rooms which have doors to the facility. The weight room can also be accessed by a girls' locker-room; however, there was weight equipment in front of this door and the door could not be opened. Auditors did note that there was an outside door by which all athletes could access the locker-room. There was a weight room schedule posted. (See KHSAA Recommendation)</p> <p>The school does not have an athletic trainer at this time. The school does have a contract with a local physical therapist to treat athletic injuries. All students have access to the physical therapist when needed. Fall sports athletes were offered a free physical this school year. Auditors suggested that if this service is provided next year, it should be provided for all athletes and the consideration should be given to scheduling the male and female athletes at separate times due to concern expressed by student athletes interviewed. The Gender Equity Review Committee should include a statement of how health and training services are provided for student athletes in the Master Title IX file.</p>
<p>Publicity</p>	<p>X</p>	<p>Glasgow High School has numerous types of publicity for the student athletes. The school uses schedule cards and media guides for all sports. They have a banner and letter award policy in place. Auditors expressed concern on the T-65 Status Report sent to the school from the 2007-2008 report that award expenditures were not being reported for all sports. The current award policy does not require each sport to have a banquet or give individual awards. The current policy could possibly cause some disparity in awards given to student athletes. Auditors also learned that the school may not have been reporting all award expenditures and auditors explained</p>

Publicity Cont'd.			specifically what should be reported in the award category to the school athletic director. (See KHSAA Recommendation)
Support Services	X		The school is currently in the process of requiring all booster organizations to keep their funds in a school account. All purchases will then be made through the purchase order process and approved by school officials. This change should insure that all athletic funds are distributed in an equitable manner. All other groups that cheer or perform at athletic contests at the school do so equitably.
Athletic Scholarships	N/A		
Tutoring	X		All students have access to extended school services for tutoring purposes.
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

- The school has met its goal of prime-time-date requirement for its girls' basketball program.
- The school added a girls' volleyball team.
- The volleyball team games and practices were moved to a new elementary gymnasium for air-conditioning purposes.
- In conjunction with the city, Glasgow High School added a soccer complex for both boys and girls.
- The school developed a uniform rotation plan.

6. Observed Deficiencies in Overall Girls' and Boys' Athletics Programs
- The school is rendered deficient in the area of locker-room and competitive facilities due to the disparity in the girls' softball and boys' baseball fields.
7. KHSAA Recommended Action in relation to new deficiencies

- Submit to the KHSAA by the end of the 2008-2009 school year (June 1) a plan to address the inequities in the softball and baseball fields. - June 1, 09 - received *JK*

Although not currently designated as deficiencies, the following are "areas on concern" that should be addressed by the school in order to provide consistently equitable benefits.

- Submit to the KHSAA a revised uniform rotation policy by **May 1, 2009**. This new policy should reflect that teams may not purchase uniforms unless it is their time in the rotation. *(Received May 26) OK - JK*
- Submit to the KHSAA, no later than by **June 1, 2009**, a plan for the purchase of new weight training equipment which will be appropriate for use by female athletes. *JK*
- Submit to the KHSAA, no later than **June 1, 2009** a revised travel policy that includes a per-diem amount for meal. *(Received May 26 2009) OK JK*
- Submit to the KHSAA no later than **June 1, 2009** a plan to address the inequities in the boys and girls' basketball locker-rooms. - June 1, 09 - received
- Submit to the KHSAA no later than **June 1, 2009** a revised awards policy that will ensure that all athletes have equitable recognition. This revised policy should include all manner of awards and recognition.

8. KHSAA Recommended Action in relation to reoccurring deficiencies
N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Lora Garrett

District Level Title IX Coordinator: Kathy Goff

Name	Title	Telephone
Sam Royce	Athletic Director	270-631-8801
Mike Harris	Girls Golf Coach	270-631-8801
Steven Murphy	Head Softball Coach	270-651-2256
Billy Lindsey	FB Coach	270-651-8801
Kathy Goff	Superintendent	270-651-6757
Lora Garrettt	Girls Tennis and Swimming Coach	270-651-9452
Spencer Bradley	Student	270-670-8989
Kelly Bell	Principal	270-651-8801
Kina Emberton	Parent, Coach	270-659-0432
LaDonna Rogers	Vice Chair BOE, Parent	270-590-6589
Jenny McCarty	KHSAA Auditor	502-223-6965
Reba Woodhall	KHSAA Auditor	

10. Comments

The school Title IX Master File was well organized all materials were readily available. It was evident that the school was addressing concerns from the prior school year status report sent to the school. It was obvious that Glasgow High School has tremendous support from the community and district and school administration. Student athletes expressed tremendous pride in the school athletic program.

There was no one who attended the public hearing held at 5:00p.m.



Kentucky High School Athletic Association
2280 Executive Drive ° Lexington, KY 40505 www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

May 20, 2009

Kathy Goff, Superintendent
Glasgow High School
1601 Columbia Avenue
Glasgow, KY 42141

Dear Ms. Goff:

The KHSAA has received your response to concerns addressed in the Glasgow High School Title IX revisit audit for three of the benefit areas. It is evident that the school has begun to address the concerns from the revisit report. This letter is in response to the solutions that have been proposed by your school.

The first area of concern addressed was the disparity which exists between the softball and baseball facilities. It appears that there have been two solutions discussed, however, it was not clear which solution the school would select. Your school response indicated that the board had committed \$5,000 a year for the planning of a facility on the Glasgow High School campus. Does this mean that this is the route your school will pursue? Certainly it would seem that there would have to be a design plan and estimated cost of a new facility before a decision could be made. Will this be done with the money allotted? Obviously any construction or renovating of existing facilities is an expensive endeavor and a timeline for completion should include budgetary considerations.

You have adequately addressed the concerns with your weight room and training facility. The aesthetic upgrades, purchase of new equipment, and new entrance plan will make this facility gender neutral.

Your solution to the men's and women's locker rooms raises some concerns. Your revisit report indicated that the boys' basketball locker room had recently been renovated and was aesthetically more pleasing. Are there plans to upgrade the girls' basketball locker-room as well? Is there a plan to address the storage shortage, sharing of offices with officials, etc? Your response indicated that the coaching office furniture was to be moved into the office adjacent to the dressing area of the girls' basketball locker room. Could you further explain how this will remedy the locker room situation.

If you need assistance please do not hesitate to contact the KHSAA. Your prompt attention to these concerns is appreciated.

Yours truly,

Jenny McCarty
Title IX Auditor

MAY 26 2009

Uniform Rotation Revised:

09-10 Boys and Girls Soccer, Volleyball, Swimming

10-11 Football, Boys and Girls Cross Country, Boys and Girls Golf, Boys and Girls Golf

11-12 Baseball, Softball

12-13 Boys and Girls Basketball, Boys and Girls Tennis

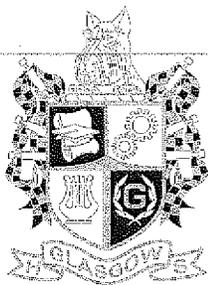
This rotation insures that all sports will get one set of new uniforms every four years. No uniforms are to be purchased outside of this rotation plan.

Travel Policy:

Travel per diem for travel and post season competitions when applicable \$30 per day for all three meals. Up to \$150 accommodations allowance per room per day.

Submitted to KHSAA, Title IX Auditors – May 22, 2009

Olson



GLASGOW INDEPENDENT SCHOOLS

Kathy E. Goff, Superintendent

P.O. Box 1239

Phone: 270-651-6757

Glasgow, Kentucky 42142-1239

Fax: 270-651-9791

E-mail: Kathy.Goff@glasgow.kyschools.us

June 1, 2009

Dear Ms. McCarty:

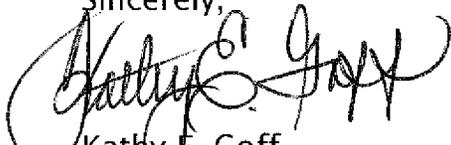
This letter is to respond to the concerns sent to me following the Title IX Audit at Glasgow High School. Currently, our athletic director, Sam Royse, has retired. Principal Kelly Bell is in the process of interviewing and hiring someone to replace Mr. Royse. Principal Bell is also in the process of hiring a new softball coach. Our former coach left his current position to take an administrative position.

The district has committed to set aside \$5000 each year to begin the planning and cost estimate for a new softball facility on the campus of Glasgow High School. This money combined with booster club money and other fundraisers and donations will be the funding source for this facility. Prior to this year, there had been no funds provided by our district to build a softball facility. Once a new softball coach is hired, we will begin the planning process with them on this facility.

The women's locker room will be renovated this fall. Officials will be assigned to another location and the coach's office furniture will be moved to a private area. Once our new athletic director has been hired, Mrs. Bell and I will work with him/her to begin these renovations and corrections to the locker rooms and storage areas.

Please let me know if you have additional questions or concerns.

Sincerely,



Kathy E. Goff
Superintendent

MAY - 4 2008

After our re-visit in January 2009 I was asked to address three areas of concern. These areas are: baseball/softball facilities, weight room facilities, and the men's and women's locker room facilities.

In the following paragraphs I will address the said problems, with possible solutions to each. Please keep in mind that any of these solutions will cost thousands of dollars to complete. The Glasgow Independent Board of Education has been made aware of these concerns and they take them seriously. Having said that, the KHSAA certainly is aware of money issues across the commonwealth and will exercise patience with our district in these matters.

1) To make baseball and softball more compliant with regards to facilities there are two possibilities to discuss. The first being the most exciting possibility because it would involve a brand new facility on the GHS campus. The grounds are available yet would require much excavation. On completion of this project, softball along with football and basketball would be the only teams competing on campus. This fact alone would give softball a big advantage over the baseball team. No figure has been discussed as to what the project would cost, but it would also be the most expensive. The second option would be to work with our city to tear down the existing dugouts and press box structure and reconstruct them both. The dugouts would have to be reconstructed from concrete block with storage being part of the structure. This in itself would be quite costly. It would be another example of pouring big money into a facility that we do not even own and have virtually no control over. The Board of Education has committed \$5,000 per year as part of the planning for a new softball facility on the GHS campus.

has been done in other districts

2) In the matter of the weight room being termed "female unfriendly", it has been talked about simply painting, relighting, purchasing new bars and machines, and closing off some doors that go right into the football dressing area. The weightroom would only be able to be entered from the outside entrance as a result of this.

3) On the matter of the men's and women's locker rooms, it was recommended that we add another commode to the women's area. It was also recommended that the coaching office furniture occupied by our head coach to be moved into the office adjacent to the dressing area of the girl's locker room.

These are suggestions that have been presented to district administrators. As stated earlier, our board takes these matters seriously and a prompt and workable solution to these items should be forthcoming.

Respectfully submitted,
Sam Royse

Kelly Bell
Tracy Gapp, Superintendent

GLASGOW HIGH SCHOOL TITLE IX CORRECTIONS WITH TIMELINE

Hire more female personnel in coaching positions. (Effective immediately)

Equipment and facilities; we are making a specific and concerted effort to upgrade facilities for both boys and girls, with a strong emphasis on equality for both. (Effective immediately)

Big screen TV in girls' basketball locker-room. (June 2009)

Girls / middle school weight room. (May 2009)

Poled middle school student body to see if there was enough interest in starting volleyball. Not enough interest.

Started a middle school co-ed soccer team.

In process of renovating the track. All funds have been raised. Just waiting for the state to approve the plan.

We have committed to build a softball field, on campus, after we finish the track. This will take place in the next two years. The board is setting aside money yearly. Donations have already been committed for this project too. The projected field size will enable us to have state tournaments.

From; Howard Stuart
1350 Tobacco Road
Glasgow, Ky. 42141

March 20, 2009

To; Mr. Darren Bilberry
Assistant Commissioner
2280 Executive Drive
Lexington, Ky. 40505

Re; Title IX, Athletics Complaint

Dear Mr. Bilberry,

I am filing a complaint against Glasgow High School in Glasgow, Ky. for ongoing Title IX misreporting, and discriminatory practices within their athletic department. I am not sure if all these actions are ruled by Title IX, I know most are, but I'm not sure how much sport to sport imbalance is covered. I will leave that to you to decide, as you are the expert for our state. I am enclosing some past Title IX reports filed by GHS, as well as the actual expenditures for the corresponding years to demonstrate a repeated use of supplying fraudulent figures to KHSAA in order to comply on paper. I will concentrate primarily on the GHS Track and Field program, as I spent the past four years as a Voluntary Coach, and have firsthand experience in the false reports, as well as the fact that I have spent hundreds upon hundreds of my personal funds (as well as other parents of female athletes) because we were always told there was no money for track from the school. I became aware of the actual budget last year as one of our girl's parents was on the Site-Based Board of the school.

- 1) Per submitted T36 forms (enclosed) the Actual Expenditures for track during 2004-2005 was \$900 for boys and \$900 for girls for a total of \$1800. According to the track account \$2,091.44 was spent on boys and girls combined. The major expense was a \$1,254.21 purchase in Sept. '04 that included \$912 dollars for 24 pre game pullovers, as well as other items (case of tape and pre wrap) that never went to track athletes. I can only assume these items went to some other sport, most likely baseball, basketball, or football. The school did purchase six pullovers for \$235 in April '05 which were given to track athletes, but the majority of funds attributed to track went elsewhere. Of receipts supplied from GHS through an open records request, I found \$26.82 actually spent on girl's items, \$502.77 on boy's items, and the \$235 on pre game pullovers that could have been shared with boys and girls. These actual track expenditures total \$764.59, with an additional \$146.44 for Coach Howell's fine for not attending a KHSAA clinic, and travel to a later clinic. These expenses fall \$1,180.41 short of reported "actual expenses" as reported.
- 2) Per submitted T36, Actual Expenditures for track for 2005-2006 was \$1,100 for boys and \$1,100 for girls for a total of \$2,200. The track account from GHS shows two expenses for a total of \$114.95 for this season. \$75 was the entry fee for the regional track meet, \$79.90 was charged to track for 2 cases of athletic tape that the enclosed receipt states football and cheerleading. It only went to football. My son participated 3 years in cheerleading and 4 years in track, and was constantly denied athletic tape for either sport by AD Sam Royce. This leaves \$2,125 of

fraudulent difference between the school expense records, and what GHS reported on Title IX forms.

- 3) Per submitted T36 forms the actual expenditures for 2006-2007 was \$1,100 for boys track and \$1,100 for girls track. The track account shows \$766.34 actually spent on boys and girls combined. This went to uniforms and starting blocks, fairly evenly spent on boys and girls. However, it represents 1/3 of the reported track expenditures to Title IX by falling \$1,433.66 shy of the amount reported on the T36.
- 4) Per submitted T36 forms, the actual expenditures for 2007-2008 were \$800 for track at GHS. Once again, they report perfect balance with \$400 for boys and \$400 for girls. The GHS track account shows \$406 combined spent on track for boys and girls. This was mostly entry fees to meets as the school did expand its track schedule. (My efforts finally got some results). Although this is still about ½ of what was reported on the T36 as what was spent on track, as it is \$394 less than reported. This also left a \$1,721.83 surplus in the track budget for 2007-2008. Besides these four years of fraudulent compliance with Title IX as to actual expenditures done routinely and repetitively, this brings me to another discrimination complaint towards the girls program by AD Sam Royce. In 2005, GHS had one boy qualify for the state meet. The coach was reimbursed \$327.05 for hotel (Hilton Suites) and food for the trip. In 2008, with \$1,721.83 remaining in the track account, we had one boy, and eight girls qualify for state. Per Sam Royce's orders (we were told during a lunch conversation with girls coach David Nance after the competition) no money was to be spent for the track team. The parents of the girls and the lone boy supplied all transportation, hotel, and meals to compete in state. We had one state champion and one 5th place in my son. My daughter and three teammates placed 6th in the 4x100m relay, and one of those girls placed 7th in the 200m for our best showing in years at state. Unfortunately, this was accomplished without any help from the school.
- 5) I've enclosed the coach's pay per the school's submittal, I asked for days and hours worked, but they do not track hours or days per their records (enclosed). The reason I asked for days worked was David Nance was paid \$1,825 to coach girls track in '07-'08. They routinely begin practice one week before the first meet, and Coach Nance throughout track season had football weightlifting on Wed. and Fridays the entire time, so the time spent on girls track was typically a practice on Monday, meet on Tuesday, no practice on Wednesday because of football, meet Thursday, and no practice Friday because of football. This does not seem to comply with the Title IX requirements for equal access and coaching for females to me, does it to you? Also, the T36 for 2007-2008 details \$4,800 spent on track coaches salaries, while the school records show \$3,614 for the same period. It would be interesting to see if Coach Nance got a check for football weightlifting during track season for his two days a week with the football program, or if track was once again used to fund other sports.
- 6) In the four years contained here, the numbers of girls participating in track were approximately three times the number of boys participating in track, yet GHS reports equal amounts on each team every year on the T36, while their actual budgets show much less being spent, especially on the girls. A quick glance at other sports show twice as much on boys baseball as girls softball, but after comparing the actual school expenses on track compared to what has been reported

on the Title IX accounts, there is no telling how much more false information is being provided by GHS concerning their expenditures.

- 7) Part of the three prong test includes equal benefits for the various programs. The girls track program was never given weight room access, and was only allowed track participation 60% of the time during their season, with no off season practice. My son, as a track athlete was denied wrist tape and weight room access by AD Sam Royce, although when he planned to play football he was given all the tape he needed and was allowed to lift in the school weight room at will. Sam allowed grown men to use the weight room, while kicking out the high school state champion while he was attending GHS and participating for the school.
- 8) I notice the working budget comparison items on the KHSAA Title IX webpage state that Expenditure items in **ALL SPORTS** are the same for both boys and girls, and **Trophies are the same for boys' and girls' sports**. When our track girls placed in the state meet in 2008, and my son won the state in 2008, they were awarded \$30 windbreakers by the school. My daughter's name was misspelled, and my son's windbreaker had a misspelling of his event. In the fall of 2008, the GHS girls' golf team won the state as a team, with no individual placing higher than 14th. The five girls were given diamond rings that cost around \$3,800 for winning state, quite a discrepancy between the track awards. Maybe because a GHS administrator, and Vice principal's daughters were on the team instead of the not so fortunate mix of black and white girls on the track team. The Vice principal took a \$1000 sports donation that was given to the school for all sports, and asked the booster club for \$2500 more to pay for these rings, of which I believe they reluctantly, gave him \$1500 after questioning how he felt justified in taking the \$1000 general sports donation for his team. I am not aware of how the rest of the ring money has been raised, but GHS has a good record of moving expenses where it suits them, versus what is considered proper. Don't get me wrong, the girls' golf team is a group of fine and deserving girls for their accomplishment, and they are all great kids too. However, the disparity in sports awards does not seem to comply with the equal trophy rule.
- 9) Every year, the baseball team gets a week in Florida over spring break that is funded by the school/booster club. Yes, \$5,000 annually in addition to the generous budget supplied to baseball by the AD/ baseball coach Sam Royce. This is for a team that loses the first game in the district tournament. At the present time, one of their coaches (He resigned after her dad Maced him at a practice, just a few days before he was arrested) is awaiting a criminal trial for misconduct with a minor, due to a relationship he began last year with her on this school funded trip. I reported to the GHS principal last February that baseball players had offered my 12 year old daughter beer on the beach the year before, but she chose to ignore this complaint and allow this continued type of behavior. These facts might not pertain to Title IX, but every year the school spends almost twice as much money on this one trip annually as they spent on four years of boys and girls track, with lackluster baseball results, while track had 3 state championships, one second, one fifth (all my son) and a sixth place and seventh place from the girls team. There is no equity in the programs, only by what sports matter to the AD.
- 10) I was told yesterday by a member of the booster club the new girls' track coach was pleading for money to buy her 32 girls uniforms as the AD, Sam Royce told her there was no money for track. She said she he wouldn't even buy her a stop watch. I don't know if he's already spent the

\$1,721.83 that was left after last season due to a lack of school participation in funding this sport, especially for girls, you might check this year's account and see. I do know Sam Royce tells the coach every year there is no money for track, and forces the parents to pay for what the school should, yet claim they do on Title IX forms, however it is up to the KHSAA to take over school funding to see the money does go where it is supposed to go. I paid entry fees to Mason Dixon Games four years, KHSAA Middle School State Championships, Nike Nationals, and a number of other meets, as well as funding the transportation, hotels, and meals for high school meets without any school support as I was told there was no money for track.

- 11) I don't have the expense to the school, but they built an indoor sport facility a few years ago that "on Paper" is for all sports. This facility, in practice is used almost solely by baseball, with some usage by football, but all other sports are denied use by Sam Royce. School board members have questioned other activities about being able to utilize this facility when they request funds to pay to practice off site for themselves, but joke about the exclusive baseball use. Meantime, the track has large cracks, hurdles are broken, throwing and jumping areas worn out, yet other sports get expensive buildings, and football and baseball fields are well maintained.
- 12) I encourage you to review these complaints, look over the vast discrepancy in the actual expenditures reported by GHS compared to the funds charged to their activity accounts. I hope you take the time to audit the rest of their program expenses, as the amount of false figures reported on track is probably the tip of the iceberg. Please contact me and let me know if you plan to take any action on this complaint, or if I need to forward it to any other agencies for action to help correct this ongoing practice of deceit, discrimination, and falsification on Federal Title IX forms.

Sincerely,

A handwritten signature in cursive script that reads "Howard Stuart".

Howard Stuart

**2004-2005
BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

Teams	equipment and supplies	travel	awards	coaches' salaries (to include supplemental and extended employment)	facilities improvements	publications (if sport-specific)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G track	900	-0-	0	2312.50	-0-	-0-
B track	900			2312.50		
G tennis	3880		100	1254		
B tennis	1700		100	1754		
G volleyball	N/A					
B volleyball	N/A					
G wrestling	N/A					
B (list sport)	12,600		\$1,000	22,203		
G (list sport)						
B (list sport)						

- Total expenditures on T-35 and T-36 on the 2004-2005 year report due by April 15, 2005, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2003-2004 ending June 30, 2004.
- Booster Club Funding/Contributions must be included in the expenditures total.
- Indicate percentage of total expenditures for each gender: Total Expenditures \$158,620 % for boys 58.4 % for girls 41.6

Principal's Signature: _____

Date: 4/13/05

Glasgow High School
Account Register for 7/01/2004- 6/30/2005

Date	ID	Transaction	Payment	Cleared	Deposit	Balance
7/01/2004		Beginning Balance			\$900.56	\$900.56
7/19/2004	15	(TRN):Budget 04-05 To Beg. Bal		Y	② \$1,200.00	\$2,100.56
✓ 9/24/2004	22917	(CHK):KENTUCKY HIGH SCHOOL ATHLI	\$125.00	Y		\$1,975.56
✓ 10/13/2004	22976	(CHK):H & W SPORT SHOP - (INV):2080	\$1,254.21	Y		\$721.35
✓ 1/03/2005	23246	(CHK):H & W SPORT SHOP - (INV):2335	\$30.00	Y		\$691.35
✓ 2/08/2005	23411	(CHK):HOWELL, RICHARD - (INV):Travel	\$21.44	Y		\$669.91
✓ 2/24/2005	23520	(CHK):THE PRINT SHOP - (INV):047032	\$18.74	Y		\$651.17
✓ 5/06/2005	23718	(CHK):Miklavcic, Frank - (INV):Entry Fee-(\$80.00	Y		\$571.17
✓ 6/21/2005	23868	(CHK):CORRELL, LARRY - (INV):Reimb S	\$327.05	Y		\$244.12
6/21/2005	23869	(CHK):H & W SPORT SHOP - (INV):2282	\$235.00			\$9.12

→ one boy to state, in '08 with 8 girls + 1 Boy school spent \$0 on state, leaving over \$1700 in budget

I've enclosed this receipt, \$92.85 total of this amount went to track items (\$16.95 for girls). The discs broke during the season. I have supplied all shot & discs for four years to this program as the other kids would use what I bought for my son, and I was told "there was no money for track"



H & W SPORT SHOP

115 South Central Avenue
Campbellsville, KY 42718
270-465-7771 or 270-465-4295
Fax 270-465-6985
Ronnie Hord, Owner 270-465-2042

PLEASE PRINT NUMBER WITH REMITTANCE

INVOICE NO.		INVOICE DATE	TERMS
7038		9-8-04	
ORDER NO.	DATE SHIPPED		SHIPPED VIA
NO. PGS	WT.	FOB	

NET 30 DAYS 1 1/2 PERCENT PER MONTH ON PAST DUE ACCOUNTS. 18 PERCENT PER ANNUM.

TO: GLASGOW H.S. TRACK
RICHARD HOWELL

SHIPPED TO: MIDDLE SCHOOL
105 SCOTLAND DR
GLASGOW, KY 40141

Balance

\$900.56
\$2,100.56
\$1,975.56
\$721.35
\$691.35
\$669.91
\$651.17
\$571.17
\$244.12
\$9.12

QUANTITY	UNIT	DESCRIPTION	UNIT PRICE	TOTAL PRICE	
24		PRE-GAME PULLOVERS	38. ⁰⁰	\$912. ⁰⁰	
1		PRE-GAME BAG		\$35. ⁰⁰	
1		Replacement Spikes		\$9. ⁹⁵	
1	pk/100	TAR CRAMER/BESIC		\$16. ⁰⁰	
1	2 lb.	TAPE		\$41. ⁹⁵	
1	CS	PRE-WRAP		\$29. ⁹⁵	
1	CS	GERMICIDE SPRAY		\$12. ⁹⁵	
1	CAN	BAND-AIDS	2. ⁰⁰	\$4. ⁰⁰	
1	Box 100	GOLD BATONS		\$21. ⁹⁵	
2		SHOT PUT		\$14. ⁹⁵	
1	SP12	SHOT PUT		\$51. ⁹⁵	
1	SP8	SHOT PUT		\$66. ⁰⁰	
1	WD16	WOOD DISCUS		\$27. ⁵⁶	
1	PR	SHOES (New BALANCE)	UPS		
Coach had a nice pair of New Balance this year				TOTAL	\$1254. ²¹
Richard L. Howell					

**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount needed)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G track	1100	-	0	0			2312		0	0	0	0
B track	1100	-					2412		0	0		
G tennis	400	-					1754		0	0		
B tennis	250	-					1754		0	0		
G volleyball	2900	-					3000		0	0		
B wrestling	-	-							0	0		
G (list sport)	-	-							0	0		
B football	10,100	3000			550	280	2100		0	0		
G (list sport)									0	0		
B (list sport)									0	0		

1. Total expenditures on T-35 and T-36 on the 2005-2006 year report due by April 15, 2006, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2004-2005 ending June 30, 2005.

2. Booster Club Funding/Contributions must be included in the expenditures total. Indicate percentage of total expenditures for each gender:

Gender	Expenditures	Percentage
Boys	\$117,000	57%
Girls	\$86,000	42%
Total:	\$203,000	100%

Signature: _____ Date: 4/10/06

Glasgow High School
Account Register for 7/01/2005- 6/30/2006

Not Calculated

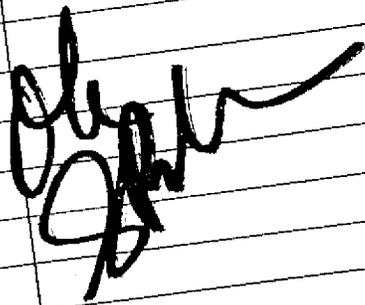
Date	ID Transaction	Payment Cleared	Deposit	Balance
Account: ATH-15 - Boys And Girls Track				
7/01/2005	Beginning Balance		\$9.12	\$9.12
7/15/2005	14 (TRN):Budget 05/06	Y	\$1,000.00 ^(P)	\$1,009.12
2/21/2006	24543 (CHK):FRANKLIN SPORTING GOODS - (\$39.95 Y		\$969.17
5/22/2006	24856 (CHK):KY Country Day - (INV):Reg. For 20	\$75.00		\$894.17

Enclosed Receipt shows tape for football & cheer - However cheer was never given tape.

The T 36 shows \$1100 for girls and \$1100 for Boys this year - not \$75 that was actually spent on track

FRANKLIN SPORTING GOODS

118 N. Main St.
FRANKLIN, KENTUCKY 42134
(270) 586-8023 / Fax (270) 586-7936

CUSTOMER'S ORDER NO.		PHONE		DATE February 8, 2016			
NAME JACOB W. HENNING							
ADDRESS 118 N. Main St. Franklin, KY 42134							
SOLD BY		CASH	C.O.D.	CHARGE	ON ACCT.	MDSE RETD.	PAID OUT
QTY.	DESCRIPTION	PRICE	AMOUNT				
2	1/2" 15' ATHLETIC TAPE	39.95	79.90				
							
						FACTORY & MERCHANDISE	
RECEIVED BY						TAX	
TAX EXEMPT						TOTAL	79.90

All claims and returned goods
MUST be accompanied by this bill.

Thank You

**2006-2007
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)		facilities improvements		publications (if sport-specific)	
	School	Booster	School	Booster	School	Booster	School	# of Coaches	School	Booster	School	Booster
G track	1,100-						2,312	2				
B track	1,100-						2,312	2				
G tennis	400						1,754	2				
B tennis	350						1,754	2				
G volleyball	2,100	1,000					3,000	2				
B wrestling												
G (list sport)												
B football	10,000	1,000-			1,000-		2,906	5	1,000-			
G (list sport)												
B (list sport)												

- Total expenditures on T-35 and T-36 on the 2006-2007 year report due by April 15, 2007, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2005-2006 ending June 30, 2006.
- Booster Club Funding/Contributions must be included in the above expenditures totals.
Indicate percentage of total expenditures for each gender: (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem).

Gender	Expenditures	Percentage
Boys	\$ 112,900	56%
Girls	\$ 81,200	44%
Total:	\$ 286,100	100%

Signature: [Signature] Date: 4-12-07
 Good Sports, Inc., Title IX and Gender Equity Specialists. All rights reserved.

Glasgow High School
Account Register for 7/01/2006- 6/30/2007

Date	ID	Transaction	Payment Cleared	Deposit	Balance
Account: ATH-15 - Boys And Girls Track Sponsor: D. Nance					
7/01/2006		Beginning Balance		\$894.17	\$894.17
7/31/2006	14	(TRN):Budget 06-07	Y	\$1,000.00	\$1,894.17
4/18/2007	25807	(CHK):FRANKLIN SPORTING GOODS - (\$766.34 Y		\$1,127.83

All legitimate track items
 this year, but not the
 \$ 2200 Ms. Bell claimed
 to of spent on track

**2007-2008
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G track	400						2400					
B track	400						2400					
G tennis	800						1800					
B tennis	400						1800					
G volleyball	1100	2800			200		800					
B wrestling												
G (list sport)												
B football	11700	400			900	1900	22,000					
G (list sport)												
B (list sport)												

- Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.
- Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender. (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem).

Gender	Expenditures	Percentage
Boys	\$106,000	38%
Girls	\$70,180	42%
Total:	\$176,180	100%

Principal's Signature: *John Bell* Date: 4-7-08

Glasgow High School
Account Register for 7/01/2007 - 6/30/2008

Not Calculated

Date	ID Transaction	Payment	Cleared	Deposit	Balance
Account: ATH-15 - Boys And Girls Track Sponsor: D. Nance					
7/01/2007	Beginning Balance			\$1,127.83	\$1,127.83
7/30/2007	14 (TRN):Budget 07-08		Y	\$1,000.00	\$2,127.83
3/25/2008	26772 (CHK):TWO ED'S - (INV):3065 Screen Pri	\$66.00	Y		\$2,061.83
4/17/2008	26838 (CHK):GREENWOOD HIGH SCHOOL - (II	\$100.00	Y		\$1,961.83
4/30/2008	26893 (CHK):GREENWOOD HIGH SCHOOL - (II	\$120.00	Y		\$1,841.83
5/06/2008	26924 (CHK):VOID (5/06/2008) - GREENWOOD	\$120.00			\$1,721.83
5/06/2008	26924 (CHK):VOID (5/06/2008) - GREENWOOD	\$-120.00			\$1,841.83
5/06/2008	26927 (CHK):GREENWOOD HIGH SCHOOL - (II	\$120.00	Y		\$1,721.83

Note the account balance, with 8 girls and 1 boy making KHSAA State, Sam Royse ordered the track coach not to spend any money on the track team. Coach Nance told this to several parents as we all paid for our own lunch when everyone was done. The parents had to supply the hotel, meals, and transportation for the team.

Also T 36 show \$ 800 spent not the \$ 406 spent



GLASGOW INDEPENDENT SCHOOLS

Kathy E. Goff, Superintendent
P. O. Box 1239

Phone: 270-651-6757

Glasgow, Kentucky 42142-1239

Fax: 270-651-9791

E-mail: Kathy.Goff@glasgow.kyschools.us

January 27, 2009

According to payroll records track coaches were:

2007-08	Boys' track	David Bailey	Salary \$1789
	Girls' track	David Nance	Salary \$1825
2006-07	Boys' track	David Bailey	Salary \$1754
	Girls' track	David Nance	Salary \$1789
2005-06	Boys' track	Billy Lindsey	Salary \$1754
	Girls' track	David Nance	Salary \$1754
	Assistant	Larry Correll	Salary \$1117
2004-05	Boys' track	Richard Howell	Salary \$1754
	Girls' track	Richard Howell	Salary \$1754
	Assistant	Larry Correll	Salary \$1117

We do not track hours or days.

Sue G. Furlong

*Coach Nance
spent 3 days a
week with track
2 days a week
with football
no practice on
those 2 days
for girls
T-36 shows
\$4800 for track
coaches x 2
each not 1 each*