

KHSAA TITLE IX RE-VISIT
FINAL AUDIT REPORT

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

School: **Lafayette High School**
 Prepared By: **Martha Mullins**
 Date of Re-Visit: **February 3, 2009**
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By:

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)

	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: Participation rates for girls have been declining in the past three years; the rate for boys has been climbing.

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: No teams have been added in the last five years.

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: The school offers a variety of both team and individual sports to both genders.

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

Comments:

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Standards for compliance with Test 3 have been met for the 2008-2009 school year.
Equipment and Supplies	X		<p>Uniforms were judged to be of similar quality. No uniform purchase plan was found in the school's permanent Title IX file. In practice, a pattern seemed to be in place, but without assurance that new uniforms would be provided on a cyclical basis for all teams.</p> <p>Fayette County Public Schools (FCPS) athletic guidelines require that a copy of an annual inventory of athletic equipment and supplies be submitted to the school principal.</p>
Scheduling of Games and Practice Time	X		<p>The school has met the KHSAA requirement for number of prime-time games scheduled for girls' basketball for the 2008-2009 school year. FCPS mandates that the principal of the school approve all scheduling.</p> <p>Practice time for use of multipurpose facilities was charted, held in the school's permanent Title IX file and appeared equitable.</p>
Travel and Per Diem Allowances		X	<p>The FCPS has guidelines for travel, which cover transportation mode and approval procedures for trips. Per diem is not addressed, and guidelines for the school's athletic program were not found in the school's permanent Title IX file.</p> <p>Also missing was a policy related to assuring significant travel opportunities would be accessible to both male and female student-athletes.</p>
Coaching	X		<p>The ratio of number of coaches to athletes favored male athletes.</p> <p>The average salary for coaches of male sports was calculated at \$789 above that for coaches of female athletes.</p>

Locker Rooms, Practice and Competitive Facilities	X		<p>Plans have been approved for renovation of the football stadium, which would relieve the need for more locker room space... (Construction is scheduled to begin Spring, 2009.) Currently, the softball team does not have locker room space adjacent to its field as has the baseball team. Also, the volleyball team shares a locker room with the girls' basketball team. There is less overlap of locker room space of teams within the boys' programs.</p> <p>Indoor competitive/practice facilities reviewed served both boys and girls equitably.</p>
Medical and Training Facilities and Services	X		<p>The school has a weight room for athletes and a cardio-vascular wellness area available to teams. A schedule of use of the weight room was posted.</p> <p>There appeared to be a minimum of appropriate weight-training bars for use by girls' teams.</p> <p>Some athletic training service is made available for all teams.</p>
Publicity		X	<p>Incorrect data were reported on Form T-73 regarding cheerleader selection.</p> <p>Media guides were generated for several sports, many of which were sold as a fundraising project.</p> <p>Results of competitions are announced routinely over the school's public address system and reported in the school's newspaper.</p> <p>Definitive policy on awards and recognitions for individuals and teams was not found in the school's permanent Title IX file.</p>
Support Services		X	<p>Policies supplementing the athletic program guidelines developed by the FCPS were not found in the school's permanent Title IX file. Apparently, strategic policies have not been developed to coordinate the provision of benefits to sports teams as a part of a centrally operated athletic program that would ensure gender equity.</p> <p>Financial data provided on Forms T-71 and T-72, Benefits-Summary Charts 1 and 2, were not current.</p> <p>Time did not permit review of the provision of</p>

Support Services Cont'd.			student managers and other auxiliary personnel to teams and coaches, nor the service to and maintenance of facilities. There did not appear to be a systematic provision of office amenities to assist in coaching, i.e. computers, audio-visual aids.
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services		X	No policy was found to address pre-game or post-game meals, snacks, or other meal service provided by coaches, boosters, or the school.
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-74)

Focus has been on increasing participation in girls' sports, improving financial resources provided girls' teams, and renovating space to make locker room space more effective for female participant.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The lack of written policy ensuring institutional control over provision of benefits, and an incomplete permanent Title IX file were the major findings

*1999-2000 original self-evaluation not found,
request for copy of master file submitted 5/24/10*

7. KHSAA Recommended Action in relation to new deficiencies

OK A. No signed booster club agreements were found in the school's permanent Title IX file. Therefore, school personnel will submit a signed form from each booster club, by **March 15, 2009.**

OK B. The financial data on Forms T-71 and T-72, and the information on Form T-73 were not current. Therefore, school personnel will resubmit all three forms with corrections, by **March 15, 2009.**

C. A dressing area for softball should be an item placed on Form T-60, Corrective Action Plan, in the school's 2008-2009 annual Title IX report, due **April 15, 2009.**

8. KHSAA Recommended Action in relation to reoccurring deficiencies

A. Deficiencies listed in the report on the original on-site visit February 1, 2001, included the lack of institutional control over funding of athletic programs. School personnel provide oversight, but policies directed at better assurance of gender equity in the provision of total benefits to all participants have not been generated. Therefore, by **September 1, 2009**, school personnel will submit written policies to the KHSAA office regarding the following benefits:

1. Awards and recognitions, to include lettering, special individual awards, placement of banners and enlarged photographs, banquets or other recognition ceremonies, trophy placements and retirement plan, etc.
2. Provision of equipment and supplies, to include a uniform-purchase rotation plan, guidelines for provision of other athletic apparel, etc.
3. Per Diem, to include within-district as well as other travel
4. Special trips, other than qualifying tournaments
5. Priority criteria for submission of new or remodeling facilities projects
6. Meal service, to include pre-and post-game service, snacks, etc., regardless of funding source.
7. Provision of support personnel, to include team managers, auxiliary officials for competitions, facilities management (indoor and outdoor), etc.
8. Scheduling of athletic facilities, to include camps, clinics, fundraising projects, or outside groups.

Development of the above policies should be placed as an Item for Correction on Form T- 60, Corrective Action Plan, in the annual Title IX report, due April 15, 2009.

B. According to the report from the original on-site visit, data were requested from the school regarding scholarship awards by booster club(s). The information was not found in the master file at the KHSAA or in the school's permanent Title IX file during the re-visit. Therefore, school personnel will submit a brief report or statement providing the data, by **April 15, 2009.**

Dismissed
4/15/09

No-reminded
OK
4/15/09

OK

OK
No-reminded
4/15/09

C. Based on discussions held during the re-visit regarding quality of coaching, school personnel will submit the findings from a study of the number of coaches for male sports versus those for female sports over the past three years and the average salary differential between the two groups, by April 15, 2009. If the data show there has been a disadvantage to girls' teams based on salary differential regarding this benefit, place the action planned for correction on Form T-60 of the 2008-2009 annual Title IX report. OK

D. It is recommended that a review of the coaching aids provided coaches be placed on the school's 2008-2009 Corrective Action Plan (Form T-60) in order to determine if a disadvantage exists to coaches of girls' teams. OK

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Michael Wlosinski

District Level Title IX Coordinator: Don Adkins

Name	Title	Telephone
Vicki Ritchie	Principal	859-381-3474
Michael Wlosinski	Athletic Director	859-381-3474
Lester Diaz	Ass't. Athletic Director; Teacher/Coach	859-381-3474
Beth Ross	Parent	859-351-9763
Chris Langston	Teacher/Baseball/Volleyball Coach	859-381-3474
Carl Hayden	Teacher/Ass't. Football Coach	859-381-3474
Don Adkins	District Athletic Director	859-381-4769
Jenny McCarty	KHSAA Auditor	502-223-6965
Martha Mullins	KHSAA Auditor	859-299-5472

10. Comments

In spite of harsh weather and a shortened school day, the re-visit was completed as scheduled. School personnel were prepared for the meetings. Uniforms and the school's permanent Title IX file were on display as requested.

The interview with student-athletes indicated a positive atmosphere surrounding participation in the athletics program. Worth noting was the perception that the fundraising process amounted to a type of fee system for participation in athletics.

There appeared to be a cooperative spirit among members of the Gender Equity Review Committee, who participated actively in the meeting. Questions arose regarding definition of a KHSAA "sanctioned" sport and its relationship to Test 3 and to "head count" for Test 1. No clear answers were forthcoming. Clarification will be sought from the KHSAA by auditors and reported back to the athletic director and principal.

The public meeting did not materialize.

APR 15 2009

To: K HSAA

From: Michael Wlosinski
Athletic Director
Lafayette

Re: Title IX Re-Visit Information

To whom it may concern,

Enclosed are completed forms T71 and T72 as requested. Our Gender Equity committee will be reviewing this information and addressing any discrepancies or issues found. The committee will also be meeting to formulate proactive policies on expenditures within each category for all athletic teams.

Please know we have also completed the study on the number of coaches for male sports versus the number of female sports over the past three years and the average salary of each. The data had shown that the girls' teams actually were paid a higher average than the boys. We will, however, continue to look at our overall number of coaches with each team and, like stated previously, formulate proactive policies on the number of coaches for each team.

Thank you and please let us know if anything further is needed.



Michael Wlosinski
Athletic Director
Lafayette



**KHSAA TITLE IX RE-VISIT
BENEFITS – PUBLICITY
2008-2009 SCHOOL YEAR**

KHSAA
Form T73
Rev. 08/08
f:/Forms/T73.doc

OK

School Lafayette

SUPPORT GROUPS

DIRECTIONS – Please respond to the following questions or statements regarding your cheerleading squad(s) and other support groups. Add pages if more space is needed to answer any of the questions/statements. Please type or write legibly in ink.

1. How many cheerleading squad(s) will your school have for the 2008-2009 school year?
For the 08-09 school year we had one squad. Next year (09-10) we hope to have 2 squads.
2. What is (are) the name(s) of each squad? For example, the following are typical names: generals, or black and gold, or boys' varsity and girls' varsity, or varsity and junior varsity. Varsity, but if we have two squads it will be Varsity and Junior Varsity
3. Describe, in detail, the selection process for each named squad.
Each cheerleader must attend two tryout clinics, as well as tryouts. At tryouts they must perform two jumps, three tumbling passes, the fight song, and one sideline. They are also evaluated on their stunting abilities. Before trying out they must sign the rules, get two teacher recommendations, have the required GPA, and a sports physical.
4. How is each cheerleading squad assigned to home and away athletic contests? Include football as well as boys' and girls' basketball (and any other sport) at the varsity and junior varsity levels. Include any rotation plans or alternating game assignments that your squads follow.
For the 08-09 season we only had one squad and they cheered all games. If we are able to have two squads, both Varsity and Junior Varsity cheerleaders will split assigned games equally among Football, Boys Varsity Basketball, Girls Varsity Basketball, Boys Junior Varsity Basketball, And Girls Junior Varsity Basketball. Both Boys and Girls sports will have both Varsity and JV cheerleaders equally assigned to each.
5. Name any squad(s) that takes part in competitive cheerleading events.
Varsity team only.
6. Do you have any other school support groups such as pep band, dance teams or mascots that perform at athletic contests (Y/N)? If yes, name them and describe how they are assigned.
The dance team and mascot take part in Assembly's. The dance team competes wherever there coach decides. They are not connected in any way to the cheerleaders.

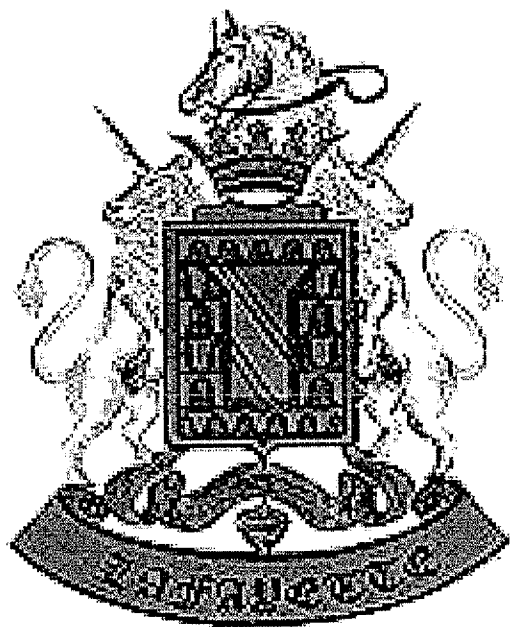
Please note that the Dance Team is a not recognized as a support group for the school. They are a performance-oriented, non-athletic extracurricular club. If they do request to perform during halftime at basketball games, they are mandated to perform at both Boys and Girls games equally throughout the season.

OK

May 15, 2009

No booster club at Lafayette High School currently provides scholarships or stipends to any athletes for any reasons. We recognize that this scenario if not handled appropriately can be a title nine issue. We have no information here on campus or at the district office regarding the title nine reports filed on November 17 2000. In the title nine final audit on February 1 2001 it was stated the Booster groups were providing scholarships. We have no information on file, and recognize that this may be a potential issue. However since this time and currently no booster club at Lafayette High School provides scholarships or stipends to any athletes for any reason.

Thank you



Lester Diaz

Dean of Students

Assistant A.D.

Assistant Football Coach

Lafayette High School

401 Reed Lane

859 381 3474

Date: Mon, 14 Apr 2008 16:24:28 -0400
From: LBOUCHER (Larry Boucher)
To: mary.browningwright@fayette.kyschools.us
cc: donald.adkins@fayette.kyschools.us,LBOUCHER,
mike.mckenzie@fayette.kyschools.us
Reply-to: lboucher@khsaa.org
Subject: fw: bcc: Lafayette School Visit
Re-Sent-By: LBOUCHER (Larry Boucher)

FYI

-----Original Message-----

Date: Mon, 14 Apr 2008 16:03:55 -0400
From: LBOUCHER (Larry Boucher)
To: DBILBERRY
Reply-to: lboucher@khsaa.org
Subject: bcc: Lafayette School Visit

MEMO TO FILE:

On Friday, April 11, 2008, KHSAA Assistant Commissioner Darren Bilberry, Don Adkins (Director of Athletics for Fayette County Public Schools), Mary Wright (Chief Operating Officer for Fayette County Public Schools) and I met at Lafayette High School. We met at the request of Mrs. Wright and Mr. Adkins. Lafayette Principal Mike McKenzie was with us on part of the tour.

Their purpose in seeking the meeting dealt with a desire to tour some of Lafayette's athletic facilities and determine if any possible Title IX facilities imbalances might exist, particularly between the boys and girls basketball facility benefits.

In doing so, we determined that, while not major, there is a visible advantage to the boys side of the program. While both basketball coaching gender's office is shared with other coaches/teachers, the boys basketball coach's office is larger. They both contain several of the same amenities (chalk/white boards, telephones, desks, computers, TV, video equipment, etc.), but for meetings with coaching staff members or team members there would be a greater benefit for the boys side of the program. The boys basketball locker room is accessorized with nicer amenities than the girls basketball locker room. The boys locker room flooring is parquet with a nicer/richer more up-to-date environment look than the girls locker room. The boys locker room has individual lockers with stools for each player. The girls locker room is old tile with part of the floor uncovered concrete. Most of the lockers are half-lockers and a three stall shower takes up a good portion of the girls locker room. Seating in the girls locker room is on a wooden bench. Physical Education and Football locker rooms are also incorporated into the existing facility. A weight room is located near the football locker room and we were advised that it is accessible to both genders although we did not see a posted use schedule.

We offered several suggestions that may help avoid major expense while more equalizing benefits to both genders:

- 1). Rotate the boys and girls coaching and dressing room facility use between genders each two years or four years.
- 2). Knock out a wall next to the girls basketball coaching staff office and enlarge it by taking up some of the existing PE locker room. Six to eight feet will result in a comparable coaching staff office space.
- 3). Take out the three shower stalls in the girls dressing room to enlarge that area. Provide individual sitting stools for girls basketball players and take out the wooden benches. Use the PE locker room next to the girls coach's office as a shower facility for girls basketball.
- 4). Move the visiting girls teams to the other side of the gym. They could use either the

football locker room or the PE locker room as a visiting team. Access to that facility could be partially secured by installing portable or fixed accordion type fences in the shower stalls entrance and therefore eliminate total access to that entire gym side through the existing "U" shaped shower stall. Making this transition to the other side of the gym for the visiting team would free up the need for the home and visiting girls teams to shower in the same shower next to the girls coaches office.

5). Some use could be made of an existing room off of the concession stand area. Currently, it is filled with stored athletic equipment from various sports. However, if room could be found to move the equipment, it would free up a nice office space for one or two coaches.

Mr. Bilberry and I left with an understanding among the four of us of the options we had discussed. We agreed that this might be somewhat more economical in the way of solutions to possible space issues than building additional rooms or wings. Mr. Adkins was going to discuss them with Principal McKenzie in more detail. As I recall, Mr. Adkins, Mrs. Wright and Mr. McKenzie would then review possible approaches to improvements.

We expressed the KHSAA's appreciation for the initiatives Fayette County Public Schools had shown in requesting such a review of their facilities in order to determine if Title IX and gender equity issues should be a short-range focus for Lafayette High School.

Larry Boucher

KHSAA Assistant Commissioner

Martha Mullins

From: "Larry Boucher" <loucher@khsaa.org>
To: "Martha Mullins" <martha.mullins@insightbb.com>
Cc: <coachbo@newwavecomm.net>; "Darren Bilberry" <dbilberry@khsaa.org>; <esporty@aol.com>;
 "Fay Isaacs" <fisaacs@khsaa.org>; <gkboomers@hotmail.com>;
 <martha.mullins@insightbb.com>; <rewood.1@netzero.com>
Sent: Tuesday, April 15, 2008 1:44 PM
Subject: re: bcc: Lafayette School Visit

We felt like the PE locker room that we were addressing was considerably big enough to handle the small adjustment for the equity concerns in basketball. The adjustment would also free up some nicer shower accommodations for the girl's basketball team. It would also isolate almost one whole side of the gym for the girls basketball home team during the season. On the other side of the gym it would necessitate frequent use of the football locker room for visiting girl's basketball teams. Hope we are not off based. Interested in your thoughts.

On Tuesday, April 15, 2008 11:54 AM, Martha Mullins wrote:

Larry, some thoughts:

Since Title IX covers PE as well as athletics, the school should be careful in considering intruding on PE locker room space for one gender and not the other. Also, not providing exclusive shower space for one and not the other gender could be troublesome. The approach of piece-mealing for one gender regarding locker room facilities and not the other in general is worrisome. Of course, if a rotation is involved, bias would be eliminated, I would think. Martha

----- Original Message -----

From: Larry Boucher
To: mary.browningwright@fayette.kyschools.us
Cc: donald.adkins@fayette.kyschools.us ; Larry Boucher ; mike.mckenzie@fayette.kyschools.us
Sent: Monday, April 14, 2008 4:24 PM
Subject: fw: bcc: Lafayette School Visit

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KHSAA Assistant Commissioner