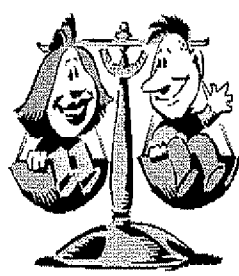


OR



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2009-2010 school year)

School: **Lee County High School**
Prepared By: **Martha Mullins**
Date of Re-Visit: **November 6, 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
	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: The last survey given in 2007 was administered to the eighth grade only. School personnel were notified regarding the need to survey at least grades nine through eleven.

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

Comments: See above.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The school has met the standard for compliance with Test 1.
Equipment and Supplies	X		<p>All uniforms were not made available for review.</p> <p>The Board of Education provides funds for competitive uniforms. An allocation is given to each sport for this purpose, and for other purchases that are made at the discretion of the coach.</p> <p>Not all competitive uniforms were of comparable quality. Softball and volleyball uniforms need upgrading.</p> <p>There is a rotation plan for the replacement of uniforms for all teams.</p> <p>Practice uniforms are provided for two male teams and one female team. It had been noted on the original visit report that the matter of providing another girls' team with practice uniforms should be considered.</p>
Scheduling of Games and Practice Time	X		<p>According to the re-visit forms submitted, in 2009-2010, baseball is scheduled for more regular season varsity contests than softball. Coaches explained the difference was due to softball scheduling more elimination tournaments, which makes an accurate count of games impossible. Discrepancies listed in scheduling of other sports were found to be circumstantial, or the schedules were incomplete. It was recommended that the Gender Equity Review Committee review all sport schedules prior to final approval by administrative personnel.</p> <p>The school has met the KHSAA requirement for home games in girls' basketball for the 2009-2010 school year.</p> <p>No inequities were found in scheduling of practice or game times.</p>
Travel and Per Diem Allowances	X		Procedures are in place to ensure gender equity in regards to this benefit. However, policy should be written to coincide with program practices.
Coaching	X		<p>Due to scattered teaching stations of coaches during the school day, it was unclear whether male athletes have an advantage over female athletes in regards to accessibility. However, formal contact between coach and student-athlete can be arranged through phone contact. A conference room is available for private consultation.</p> <p>Coaching turnover appears to be more prevalent among girls' teams. Experienced coaches for these teams were a problem cited on the original visit audit report. There has been improvement in this area. However, the overlap of the girls'</p>

Coaching Cont'd.		<p>basketball and boys'/girls' cross-country head coaching positions is not countered by a similar situation in boys' sports. The ratio of coaches to athletes, according to data available prior to the visit, was gender neutral. However, during the visit it was reported that additional coaching assistance had been pursued. This information prevented an accurate determination of the ratio on site.</p> <p>A salary schedule was available for review. Stipends appeared to be gender neutral. Extended days (3) are given baseball and softball head coaches because of the extended season in those sports.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>Since the original visit, the school has redesigned the baseball field as a softball field. A baseball field has been constructed at the new elementary school. The fence at the softball field was not moved during the remodeling. A snow fence is placed on the field during the season to provide regulation dimensions.</p> <p>Teams have equitable locker room space. Boys' and girls' basketball teams have sole use of their respective dressing areas. Other teams use the physical education locker rooms in the gymnasium for dressing</p> <p>Storage space is limited for all teams.</p>
Medical and Training Facilities and Services	X	<p>Weight training equipment is available to all teams in a weight room.</p> <p>Use of the weight room is scheduled among coaches. Use and monitoring should be codified by policy. A schedule of use should be posted.</p> <p>Attention should be given to providing a more aesthetic environment in the weight room with arrangements and depictions suitable for both male and female users.</p>
Publicity	X	<p>A joint schedule magnet is provided for boys' and girls' basketball.</p> <p>The school has one cheerleading squad that is assigned an equal number of boys' and girls' basketball games.</p> <p>A pep band plays at an equal number of home basketball games for boys and girls and for tournament games</p> <p>Individual awards are distributed to all student-athletes annually at a ceremony sponsored by the local Kiwanis Club. Type and categories of awards were reported to be gender neutral.</p> <p>School personnel reported that there are no booster clubs for athletic teams.</p>
Support Services		<p>Procedures appeared to be in place for the monitoring of expenditures by administrative personnel. In addition to the</p>

Support Services Cont'd.			<p>allocation of funds provided by the Board of Education (BOE), each sport has an activity account at the school for fundraising deposits. The BOE allocates funds also to the principal's office to be used at his discretion for athletics.</p> <p>Based on the figures submitted and the percentage of participation by girls and boys in athletics, there appeared to be no bias in the total amount of money spent for female and male athletes over the past five years. However, since assurance that participation data was accurate in years past, determination was not absolute. Further instruction on calculation was given.</p> <p>It is suggested that office space be rearranged in the gymnasium to provide space for the girls' basketball coach and the volleyball coach whose teams practice and compete in that facility. Currently, the boys' basketball coach and the baseball coach occupy the only two offices available.</p>
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	X		Special note should be made in the athletics handbook under preparation regarding the school's policy on providing pre-game or post-game meal services on campus.
Recruitment of Student Athletes	N/A		

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

No plans were recorded in the past five Years. Those cited on earlier forms in prior years were directed at improvements needed to reconcile past deficiencies from the original on-site visit in 2001. Those actions were completed.

6. Observed Deficiencies in Overall Girls' and Boys' Athletics Programs:

Primary concerns involved how calculations of data were made on the number of participants in the program, and for the administration of the student interest survey. The absence or scattered documentation of practices in the operation of the athletics program also impeded a clear examination of the school's overall status regarding gender equity.

7. KHSAA Recommended Action in Relation to New Deficiencies:

A. As an attachment to the annual Title IX report, due April 15, 2010, school personnel will submit a cohesive, comprehensive set of policies guiding the operation of the athletics program. The focus of the policies should be to provide explicit means for monitoring gender equity. Minimum topics to be covered:

1. The awards and recognition system for individual athletes and teams, to include (where applicable) lettering/annual awards, team awards; senior awards; awards ceremonies; banners; team photographs; placement of trophies; relocation of outdated or obsolete trophies/plaques, etc.; retirement of jerseys; Hall of Fame designation; and/or other forms of athletics commendations given by the school.

OK - Band omitted

2. The selection and assignment of cheerleaders ; assignment of pep band OK

3. The provision of outlets for promotion of attendance at HOME contests, i.e., copies of schedules; school public address announcements: newspaper, radio, and internet notices, etc.

4. Travel: transportation; per diem; overnight trips (to include extended trips) OK

5. Meal service on campus OK

6. **Provision of equipment and supplies: basic items to be provided all teams; special items for certain teams (due to safety requirements, etc.) if indicated; path to approval for additional items to ensure oversight of parity** OK

7. Generation and approval of practice and competition schedules OK

8. Employment and ^{OK} ~~retention of coaches~~ ^{Resubmitted} to include priorities given positions; evaluation process

9. Use of athletic facilities; priorities OK

10. Generation and approval of budgets; accountability OK

B. **As an attachment to the annual Title IX report, due April 15, 2010,** school personnel will submit the results of an analysis of coaching positions in girls' sports in terms of:

1. the overlapping of head coaching positions: girls' basketball, girls' and boys'
2. cross-country
3. office space
4. auxiliary personnel: team managers, contest officials
5. clerical assistance
6. salary supplements

OK

C. **As an attachment to the annual Title IX report, due April 15, 2010,** school personnel will submit the calculated ratio of coaches to athletes for each gender for the 2009-2010 school year.

OK

Include on the report's Corrective Action Plan (Form T-60) the steps that will be taken to correct any results revealing unfair practices.

OK

8. KHSAA Recommended Action in Relation to Reoccurring issues

It is highly recommended that appropriate school personnel attend a KHSAA Title IX Workshop in the 2009-2010 school year.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Wayne Cornett

District Level Title IX Coordinator: Glenna Cummins

Name	Title	Telephone
Curtis Davis	Member, Board of Education	606-464-8194
Jason Jewell	Baseball Coach	606-464-9995
Danny T. Wright	Boys' Basketball Coach	606-464-9540
Glenn Kincaid	Director of Pupil Personnel	606-464-5000
Matt Watterson	Girls' Basketball Coach; Boys'/Girls' XC Coach	606-464-5005
Glenna Cummins	District Athletics Director`	606-464-5000
William Owens	Chairman, Board of Education	606-464-8395
Chelsea Adams	Student-Athlete	859-779-3445
Kyle Cook	Student-Athlete	606-560-0745
Wayne Cornett	Athletic Director	606-464-0089
David Land	Principal	606-464-5005
Vivian Smith	Parent	606-464-8427
Mitch Cornelius	Parent	606-464-2201
Darlene Jewell	Softball Coach	606-560-0433
James Evans, Jr.	Superintendent	606-464-5000
Gary Lawson	KHSAA Auditor	502-875-3817
Martha Mullins	KHSAA Auditor	859-299-5472

10. Comments:

School personnel were accommodating and were prepared for the on-site visit for the most part.

The permanent Title IX file was organized but incomplete. It was recommended to school personnel that the formal minutes of Gender Equity Review Committee meetings record summaries of actions or decisions rather than only filing meeting agendas.

School personnel are in the process of generating an athletics handbook. It will include specific operational policies and contain policies that are already in place from other sources. Upon review of the policies with the Title IX District Coordinator, further suggestions were made for amending some policies and for providing greater clarity for others.

Progress since the original visit include the addition of volleyball, new facilities for softball and baseball, compliance with the KHSAA requirement for girls' basketball HOME games, parity in the assignment of cheerleaders to basketball games, and an updating of the girls' basketball locker room. More experienced coaches for girls' sports have been employed as an improvement to the athletics program. It was recommended to school personnel that serious consideration be given to moving the fence on the softball field to coincide with the actual dimensions for a field.

The vitality of leadership and the dedication of school personnel to the provision of an equitable athletics program for girls and boys were evident. The Gender Equity Review Committee had good representation from students and the community as well as teaching faculty, coaches and other school administrators. The Superintendent of Schools and Board of Education representatives attended the Committee meeting.

The public meeting did not materialize.



**KHSAA
Title IX Audit Visit
Sign In Sheet**

School: Lee County

Date of Visit: 11-6-09

High School Title IX Coordinator: Wayne Cornett 496 Grand Ave 464-0089
 Name Address Phone

District Level Title IX Coordinator: Glenna Cummins P.O. Box 668 Beattyville, KY
 Name Address Phone 4130
606-464-5000

Personnel in Attendance at Audit Meeting

PLEASE PRINT

Name	Title	Phone Number
<u>Matthew Miller</u>	<u>KHSAA Auditor</u>	<u>(859) 299-5472</u>
<u>GARY W. LAWSON</u>	<u>K.H.S.A.A.</u>	<u>(502) 875-3817</u>
<u>Curtis E. Davis</u>	<u>Board member</u>	<u>606-464-8194</u>
<u>Jason L. Jewell</u>	<u>Baseball Coach</u>	<u>606-464-9985</u>
<u>Darryl J. Wright</u>	<u>Basketball Coach</u>	<u>606-464-9540</u>
<u>Glenn Kincaid</u>	<u>Director of Pupil Personnel</u>	<u>606-464-5000</u>
<u>Matt Watterson</u>	<u>Girls Basketball Coach</u>	<u>464-5005</u>
<u>Glenna Cummins</u>	<u>District AD</u>	<u>464-5000</u>
<u>William Owens</u>	<u>Chairman School Bd.</u>	<u>464-8395</u>
<u>Chelsea Adams</u>	<u>Student member</u>	<u>859 779 3445</u>
<u>Kyle Cook</u>	<u>Student Member</u>	<u>606 860 0745</u>
<u>Wayne Cornett</u>	<u>HS AD</u>	<u>464-0089</u>
<u>David Land</u>	<u>Principal</u>	<u>606 464 5005</u>
<u>Jivian Smith</u>	<u>Parent</u>	<u>606-464-2427</u>
<u>Mitch Cornelius</u>	<u>PARENT</u>	<u>606-464-2201</u>
<u>Darlene Jewell</u>	<u>Softball Coach</u>	<u>606-560-0433</u>
<u>James Evans, Jr</u>	<u>Superintendent</u>	<u>606-464-5000 ext 130</u>

Re-Visit Recommendations

- A. A cohesive, comprehensive set of policies guiding the operation of athletics program is attached.
- B. Analysis of coaching position in girls sports in terms of:
- Overlapping of head coaching positions – Coaching turnover among girls' team was noted as an issue in previous years. There has been an improvement in this area over the last few years, but still present an issue in some sports. Girls basketball has maintained the same head coach for the past five (5) years and softball has had the same coach for the past three (3) years. Cross country, tennis and golf has one (1) coach for both girls and boys teams. Volleyball appears to be the most inconsistent sport in retaining coaches. The assistant volleyball coach has been the same, but he is not an employee of the district and according to district policy cannot be head coach. The 2009-2010 head volleyball coach was a former volleyball player in college but decided to leave the district at Christmas to pursue a different career, so again Lee County will need to recruit a volleyball coach. The position will be posted and applicants will be screened by the superintendent and hired by the SBDM before school starts in August. Efforts will be made to hire a coach that is knowledgeable and committed to the sport.
 - Cross Country – At this time the cross country coach is the Girls Basketball coach. He has coached this sport for several years. He ran cross country in high school and is very interested and supportive of the sport and recruits both girls and boys. At this time he plans to continue to coach the sport next year.
 - Office space – The administration reviewed office space for coaches to determine if all coaches had office space available to them. Boys basketball, baseball and girls basketball had office space but softball did not. Space was made available for the softball coach to have an office. Tennis and golf do not have offices but coaches do have access to telephones, files, and storage if needed.
 - Auxiliary personnel (team managers, contest officials) – At this time team members from the JV team are team managers for the Varsity teams. No one is hired to be team managers for any sport. The school athletic director makes sure contest officials are available for all sports when needed.
 - Clerical assistance – The clerical staff in the high school office is available to assist all coaches with paperwork, bookkeeping, and other duties if needed. All money and bookkeeping is accounted through the office. No coach has a personal secretary.
 - Salary supplements – Coaches salaries are based on the type of sport, length of the season, number of competitions, time needed to prepare for the game, and the work needed to prepare (field, court etc...). Salaries are the same for both boys and girls teams.
- C. Calculated ratio of coaches to athletes for each gender for the 2009-2010
- Girls – 105/10 Coaches
 - Boys - 113/8 Coaches

Lee County Athletic Handbook

Spring 2010

The purpose of this handbook is to provide students athletes and their parents with a resource that will familiarize them with the athletic rules, policies, and procedures of Lee County. Keep in mind that participation in athletics is a privilege and not a right. Participation on a team requires dedication, hard work and commitment on the part of the students. Student athletes set forth standards that are representative of leadership, responsibility and excellence.

Upon making a decision to participate, student athletics and their parents must be prepared to make commitments and to accept and abide by the policies and procedures detailed in this handbook, Lee County High School rules and codes for all students and those of the Kentucky High School Athletic Association.

If you have any questions, please contact the Lee County Board and/or the Lee County High School will any questions or concerns at any time.

KHSAA Eligibility Requirements

In order to be eligible for competition, the Kentucky High School Athletic Association requires the following for all student athletes:

- Each student athlete must have a KHSAA Athletic Participation/Physical Examination Form/Consent and Release Form completed and turn into the school athletic director prior to participation in athletic activities.
- Parental consent for participation in athletic activities
- Each student athlete must have passing grades NOTE – Lee County High School has additional requirements (see academic policy below)
- KHASS Bylaws and procedures are available for viewing and printing at: www.khsaa.org/forms/ge04.pdf.

Academic Policy

All student athletics must maintain a 76% grade point average. The 76% must be earned before trying out or participating in any athletic activity. The 76% will be calculated by dividing the total number of classes being taken into the sum of the percentage for each class being taken. The 76% is an average of all five classes and does not reflect just one grade or course, but the student's overall academic performance during the current grading period.

The coach or sponsor will check grades on a weekly basis. If a student is found to be deficient, he or she will be temporarily suspended for one (1) week from participating in competition, although participating in practice may continue. The coach/sponsor of each appropriate activity will inform the student in writing of the deficiency. The athletic director or appropriate designee will contact parents by written letter when a suspension form and activity is necessary and inform them of what is needed to correct the problem. No special or bonus work shall be given to a student to help him/her attain the 76%.

Attendance Policy

Students with four (4) unexcused absences or four (4) unexcused tardies to school in a semester will be suspended from all athletic activities for two (2) weeks. Coaches and sponsors will be responsible for checking and enforcing the policy with periodic checks being done by administration to ensure accuracy. If a student obtains another unexcused absence or unexcused tardy, he/she will be suspended for an additional four (4) weeks and if six (6) unexcused absences and/or tardies are accumulated the students will be suspended for the rest of the semester. Unexcused absences/tardies are accumulated by semester and will start at zero at the beginning of the school year and at the beginning of second semester.

Students who do not report to school during the day will not be allowed to participate in athletic activities that afternoon or evening unless a doctor's statement is presented to the coach, athletic, and/or principal prior to the event.

Random Drug Testing

The Lee County Board of Education has implemented a random drug testing policy for any student participating in extracurricular activities, including athletics. Copies of the policy and procedures will be available to parents and student prior to the implementation of the policy. Parents and students must have signed form on file that indicates that have read and agree to abide by the policy.

Expectations of Lee County Coaches

- Exemplify high standards of character at all times
- Recognize the inherent individual worth of each athlete
- Provide appropriate supervision of athletes
- Strive to develop leadership and initiative in athletes
- Provide a safe environment for practice and participation
- Teach and abide by the rules of the game
- Respect the integrity and judgement of game officials
- Encourage and promote respect for the entire athletic program, and build and maintain relationship with fellow coaches at Lee County.

Employment of Coaches/Sponsors

All coaches/sponsors must be approved by the Superintendent of Lee County Schools and hired by the SBDM of each school. All coaches/sponsors must sign a Code of Conduct agreement and meet with the Superintendent prior to hiring by SBDM. Salaries for coaches/sponsors are according to the Lee County Schools extracurricular salary schedule which is approved by the Lee County Board of Education each year. Hiring for extracurricular activities are done on an yearly basis.

Code of Conduct for Athletes

- Conduct yourself in a respectful manner at all times
- Treat officials and opponents with respect and dignity
- Accept decisions that are made by coaches, officials and school personnel
- Exhibit good sportsmanship
- Show courtesy to visiting teams and officials
- Understand and accept the rules of the sport and abide by the standards of eligibility
- Maintain all athletic equipment
- Use appropriate language at all times, profanity will not be tolerated.

Uniforms

The Lee County School District will provide athletic uniforms for each team. New uniforms are on a five (5) year rotation. Torn/lost uniforms will be the responsibility of the team member to pay for replacement. All uniforms are to be collected and inventoried at the end of each season. All purchases for uniforms/shoes must be purchased according to district guidelines. A copy of the PO must be available before purchases can be made unless prior approval from the finance department at the Lee County Board of Education. Coaches/sponsors may be responsible for any purchases without a PO number of prior approval.

Uniform Rotation:

- 2009-2010 – Baseball
Track
Softball – Pants Only
Archery – Shirts Only
- 2010-2011 – Cheerleading
- 2011-2012 – Girls Basketball
Volleyball
Tennis
- 2012-2013 – Softball
Baseball – Pants Only
- 2013-2014 – Boys Basketball
Cross Country
Golf

Scheduling

Competition Schedules

Scheduling of all athletic events will be the responsibility of each head coach, in consultation with the school athletic director and principal. KHSAA policies for “limitations of seasons” and Prime Time” opportunities shall be the guide used by each coach when scheduling events. All schedules will be presented to the Gender Review Committee for review and approval.

Schedule for boys and girls events will be posted on the school web page, listed in the weekly paper, and copies prevented to the public at games. The athletic director will ensure equity between sports and gender.

Practice Schedules

Use of practice facilities will be scheduled by the school athletic director. Use of gym will be on a rotation basis to assure all teams have equal access to the gym for practice. Priority will be given to teams whose competition is in season Practice schedule be completed by the athletic director and presented to the Gender Review Committee for review.

Cheerleaders/Pep Band Assignment

Lee County Cheerleaders and Lee County Pep Band are support organization for the athletic programs at Lee County. Each sponsor and/or band director will submit a schedule of games they will cheer/play to the athletic director prior to the beginning of the season. The principal and athletic director will ensure equity of participation at male and female events. The cheerleaders/pep band will follow the guidelines for game assignment as stated below:

- Cheerleaders/pep band are expected to cheer/play at all home games not played on holidays.
- Cheerleaders/pep band are expected to participate as a game in all athletic pep rallies (girls and boys).
- Schedule changes must be submitted to the athletic director for approval.

Equipment

It is the responsibility of the athlete to secure all school issued school equipment items during the course of the season and to return all items to the coach at the end of the season. The principal, school athletic director and coach/sponsor will meet to discuss equipment needs prior to the beginning of the season. The principal and athletic director will ensure that each sport is provided the necessary equipment for each sport and that all sports/teams are provided equal opportunities to purchase equipment.

- All purchases must follow purchasing guidelines
- No purchases shall be made without a PO and proper signatures
- It is the coach's responsibility to make sure purchases are within budget
- Equipment must be inventoried at the end of each season
- Special equipment need (large items) will be considered on a propriety as needed basis by the principal and athletic director.

Travel

Athletes must travel to contest in school provided transportation. With prior permission form the school principal a student my return from a contest with a parent.

- All overnight trips must be approved by the SBDM and the Lee County Board of Education.
- Trips other than the scheduled must be approved through the principal, Lee County Board of Education and trip request submitted to the District Transportation Director.
- Meals will be provided by the District to all teams before away games. The coach shall notify the Food Service Director prior to the game to discuss dates, times, and food options.

- Approval is contingent upon several variables – where, when, cost, source of funding and purpose
- Travel will be provided by the District for teams that qualify for post season play.
- Per diem allowances for athletic participants during post-season play shall not exceed \$28/day.

Fundraising

- All teams will be limited to two (2) fundraising activities per year.
- All fundraising activities must be approved by the SBDM and the Lee County Board of Education.
- Each team will have a school activity account where all team fundraising proceeds will be deposited.
- All purchases from the team activity account must be approved by the principal.

Budget

Each sport/team will receive an allocation from the Lee County Board of Education for supplies/equipment. All purchase requests must be submitted to the district athletic director for approval. The district AD will approve/reject the purchase and submit to the Superintendent for approval. Allocations are based on the type of sport, equipment needs of the sport, and is allocated equally between girls and boys teams. The Lee County Board of Education approves the allocations annually.

Athletic Awards/Banquet

At the end of the year a Athletic Awards program is sponsored by the Kiwanis Club. This program recognizes all individuals that have participated in a athletic event during the school year. All sports/teams are recognized for their accomplishments and individual recognition is given to athletics that have performed well in their sport. Any additional awards and the amount spent must be approved by the principal prior to the event to ensure each sport is give equal recognition.

Booster Clubs

Booster Clubs are a valuable source of financial support for school activities. All fundraising and/or financial donations must be maintained through the school activity fund at the school. The following guidelines must be followed:

- The names of the club officers shall be submitted to the school principal.
- An annual financial report shall be submitted to the principal by June 30.
- The school principal, athletic director, superintendent and/or district financial department may review the booster club financial records at any time.
- The principal, athletic director, and/or superintendent may refuse to accept certain funds if it is determined that such an action would be a Title IX discrepancy.

- The Superintendent and/or principal may dissolve the association of a booster club with the district and/or encourage the reorganization of any booster club that does not conduct itself in a manner that has a positive reflection upon the school.

Date: Thu, 13 May 2010 15:45:30 -0400
From: TITLE9 (Title 9 Audit)
To: glenna.cummins@lee.kyschools.us
cc: david.land@lee.kyschools.us,wayne.cornett@lee.kyschools.us
Reply-to: title9@khsaa.org
Subject: Athletics Policies Submission

I have reviewed the athletics policies submitted with the school's annual Title IX report and found them to be in good order. I commend all those who participated in the development and refinement of these guidelines designed to support the provision and monitoring of equity for all student-athletes attending Lee County High School.

One item that was not addressed in the handbook was the process for selection of cheerleaders. Also, I did not see a policy on the provision of publicity/promotion to encourage attendance at HOME contests. Lastly, it would be helpful, I believe, to have some policy on the evaluation of coaches as a means of documenting a "good faith" attempt to measure coaching performance as is done with teaching performance in school districts. Placing such a policy in a handbook generated for athletes and parents would not be appropriate necessarily for that group, but the policy could be a part of the system's personnel files and made available to coaches.

Again, I respect the work that went into this handbook. It was thorough and well-conceived. No further action is necessary regarding the Title IX Re-Visit Report.

Please advise if I can be of further assistance.

Best wishes,

Martha Mullins
Title IX Auditor