



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

(For schools re-visited during the 2007-2008 school year)

School: **Lexington Christian Academy**
 Prepared By: **Reba Woodall**
 Date of Re-Visit: **November 8, 2007**
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Larry Boucher**

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: According to the data submitted by Lexington Christian Academy, it appears the school did not meet the standard for Test T-1 for the 2006-2007 school year.

- 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 Lexington Christian Academy, it appears the school did not meet the standard for Test T-2 for the 2006-2007 school year.

- 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 Lexington Christian Academy, it appears the school met the standard for Test T-3 for the 2006-2007 school year.

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

Comments: The return rate for the Student Interest Survey in 2004-2005 was 89% which is well above the KHSAA recommended 80%. There were a number of students interested in non-sanctioned sports. The addition of any sport gives more opportunities for student athletes whether the sport is sanctioned or not. If the school chooses to add any of these sports, they will be showing positive support for increasing athletic opportunities at Lexington Christian Academy.

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 information submitted by the school, Lexington Christian Academy appears to have met the standard for Test T-3. The standards for each of the three opportunities tests were discussed in the Gender Equity Committee Meeting.</p> <p>The school's Permanent Title IX file was in good order. The committee meeting minutes will be included in the Permanent Title IX file. The school had an athletic handbook, and a coach's handbook. School athletic policies are included in these handbooks. The first on site visit by the KHSAA occurred in 2003. Since that time the KHSAA has requested schools to produce a number of policies for Title IX equity and school documentation. The need for these written policies was discussed with the school Title IX Coordinator, the Athletic Director, and the Gender Equity Committee.</p>
Equipment and Supplies	X		<p>Review of the uniforms showed equivalence for the male and female team uniforms. The school has a written uniform purchase/replacement policy, but it is no longer being followed. The teams now order uniforms whenever they want them and have funds to purchase them. The Athletic department and the Gender Equity Committee need to review the old policy and restructure it so that it can be followed. This is an area that inequity can quickly appear.</p> <p>Equipment was in excellent condition and equitable.</p>
Scheduling of Games and Practice Time	X		<p>The school was in compliance for the 2006-2007 school year with 50% of girls basketball games played on prime dates. The basketball teams rotate weekly use between two gymnasiums. The softball and baseball teams rotate use of the indoor batting cages. There are two practice soccer fields as well as the new game field. The school has written schedules of all facilities and teams. A copy of this schedule should be kept in the Permanent Title IX file.</p>

Travel and Per Diem Allowances	X		<p>The school does not have a travel and per diem policy. At this time, the football team, and both boys and girls basketball teams use buses. They rent church buses. The other teams rely on parental transportation. The cost of the bus rental was prohibitive for the sports that did not have large gate revenues. This benefit was discussed in the Gender Equity Committee Meeting and with the Title IX Coordinator and Athletic Director. This benefit is another area that can become inequitable quickly. The Gender Equity Committee needs to prepare a policy that covers travel and per diem expenditures.</p>
Coaching	X		<p>The importance of having female coaches for female athletes was discussed as well as an equitable coaching salary schedule during the Gender Equity Committee Meeting. Having coaches with experience is a benefit which was also discussed.</p>
Locker Rooms, Practice and Competitive Facilities			<p>At the present time the school has 4 locker rooms. The two used for the basketball teams are very nice and equitable. Great lockers and restroom/shower facilities. The other two locker rooms were not in good repair. The one used by the football and baseball teams is large with numerous lockers. The restroom is outside of the locker room. There were no showers, or water fountain inside the locker room. The other locker room, used for softball and middle school football, was smaller with foot lockers only. There was a girls' restroom connected to the locker room. Two storage rooms which held football equipment were also connected to this locker room. Even though neither locker room is near completion, it is evident the boys' locker room will be superior if construction continues at the present level. Consideration for equal amenities for the female athletes should be addressed now before construction is completed.</p> <p>The outdoor facilities are excellent. The tennis courts, the softball field, the baseball field, the track, the soccer field, the practice soccer fields, the practice football field, and the practice softball/baseball field are in outstanding condition and well maintained.</p>

Locker Rooms, Practice and Competitive Facilities Cont'd			<p>They are equitable. At this time there are no restrooms at any of the fields. Either indoor school restrooms or port-a-pots are used. There are no water fountains available at any venue. Both softball and baseball have portable bleachers, and open score tables with roofs.</p> <p>Indoor facilities include two gymnasiums, one large for competitions, and a smaller one mainly for practices. The cafeteria can also be used for practices, and another area nearby has two indoor batting cages for use by the softball and baseball teams.</p> <p>The storage areas outside are pods for most teams, and the indoor storage is adequate. There was only one office for a coach and that was for football. Additional offices for coaches would be beneficial.</p> <p>The school had a master usage schedule that included all practices and competitions in all facilities.</p>
Medical and Training Facilities and Services	X		<p>There is a trainer on site daily for practices and competitions. The training room is well equipped. The weight room has numerous stations that can be used by both female and male athletes. There were few light weight bars, plates, and dumbbells. The weight room schedule was not posted.</p>
Publicity	X		<p>The Gender Equity Committee should revisit the school's award policy and include banner displays. The school has schedule cards for all sports, and programs for football, and boys and girls basketball. They have announcements for athletic events and at least three pep rallies a year that include all sports. The trophy cases are small and include the most recent trophies the teams have earned. With the success of the school's athletic programs additional trophy display areas are warranted.</p>
Support Services	X		<p>Lexington Christian Academy has one cheerleading squad that cheers for football home and district away games, boys and girls basketball home and district away games, volleyball district home games and some away games. The pep band, dance team, mascot, etc. should have a schedule that shows equivalent support for both boys and girls</p>

Support Services Cont'd			<p>teams.</p> <p>Each athlete at Lexington Christian must pay a once a year athletic fee which is \$150. This money goes to the athletic department for general funding, such as; salaries for the athletic director and trainer, field maintenance, and equipment maintenance. Each athlete must also pay a participation fee for each sport they wish to participate for. The fee amount varies for each sport. This money goes into the specific sport account. As does the gate receipts for the individual sports. The coaches' salaries as well as facility construction, equipment, travel, etc. comes out of the individual sports accounts.</p> <p>The coach makes a budget, including fundraising needs, then takes purchase requests to Athletic Finance Coordinator who checks budget and has Athletic Director sign off on it. Any fundraising activity must be approved by the Athletic Director, CFO, and Headmaster.</p> <p>Close monitoring of spending is necessary to insure equity.</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

Lexington Christian Academy's Corrective Action Plans are very comprehensive. They include all facility construction, purchasing of equipment/supplies, equitable practice times, equitable uniforms, equitable facilities, equitable use of trainer and cheerleaders, equitable access to weight room, need to monitor booster spending, need to increase participation for all students, and have 40% prime dates for girls basketball program. Items that have been continued should be addressed on the next plan as well as new items. Revisit observations show progress in identified actions. Corrective Action Plans show the schools' commitment to athletic equity.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None

7. KHSAA Recommended Action in relation to new deficiencies

The following are not considered deficiencies at this time, but they need to be addressed.

1. Please submit to the KHSAA, no later than **February 15, 2008**, a copy of an adopted policy regarding a uniform replacement review schedule for all teams that participate in athletics at your high school. A copy of this intended replacement and review process should be provided to all head coaches and must be placed in your school's Master Title IX File.
2. Submit to the KHSAA, no later than **February 15, 2008**, a copy of a documented weight room schedule for both male and female athletes at your high school. This schedule should be provided to all head coaches and must be posted in view in your weight room, and maintained for review within your school's Master Title IX File.
3. Submit to the KHSAA, no later than **February 15, 2008**, a copy of an established policy with regard to determining who and when an athlete or team will be honored with banners, awards or recognition and what the school's adopted standard accomplishments must be in order to receive such recognition. A copy of this policy should be provided to all head coaches and a copy must be kept in the school's Master Title IX File.
4. Submit to the KHSAA, no later than **February 15, 2008**, a copy of a school wide policy that addresses the school's equitable policy with regard to the travel and per diem allowances for both male and female sports. A copy of this policy should be distributed to all head coaches and a copy must be maintained in your school's Master Title IX File.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Paige Patterson-Grant

District Level Title IX Coordinator:

Name	Title	Telephone
Brenda Emery	Girls Tennis Coach	859-509-9706
Rick Lyon	LCA Board	502-682-0068
Carter Helton	Student Athlete	859-219-1238
Michael Lyon	Student Athlete	859-396-4984
Jason Seamands	Girls Basketball Coach	859-223-8822 ext. 5780
Jay Grant	Assistant Athletic Director	859-422-5753
Anna Martin	Student Athlete	859-433-0849
Keith Galloway	Baseball Coach	859-576-9630
Jordan Silvanik	Student Athlete	859-489-7720
Paige Patterson-Grant	Gender Equity Coordinator	859-881-1415
Brad Walls	Athletic Director	859-422-5766
Jenny McCarty	KHSAA Auditor	859-299-5472
Reba Woodall	KHSAA Auditor	859-299-5472

10. Comments

Since the first KHSAA school visit, Lexington Christian Academy has added a number of outdoor facilities. They are all in excellent condition. Outdoor restrooms and available water should be a priority when money is available, although present facilities are equitable. The indoor facilities are in good condition, and when the additional locker rooms are completed will be excellent. The school has enough acreage for expansion in the future.

It is apparent that school personnel, students, and community support Lexington Christian Academy's athletic endeavors. They seem willing and eager to help the school maintain and improve the athletic opportunities and benefits for all athletes. The school was prepared with documentation, access to facilities, and help from school personnel for the KHSAA on site Revisit. In practice the athletic department appears to be succeeding in managing an equitable athletic program. For continued long range success, documentation is needed as reflected in the requests for written policies.

A quorum was present for the Gender Equity Committee meeting.

Three Lexington Christian Coaches attended the Public Forum at 5 P.M. The meeting was adjourned at 5:30 P.M. At that time the audit team left the school.



LEXINGTON CHRISTIAN ACADEMY

Education with Eternity in View

February 8, 2008

Kentucky High School Athletic Association
2280 Executive Drive
Lexington, KY 40505

Mr. Boucher:

This letter is in response to the findings of the KHSAA Title IX Re-Visit Final Audit Report and Review of Lexington Christian Academy. While LCA was recognized as being in compliance, there were a few recommendations specified by the auditors at the re-visit on November 8, 2007.

Upon receipt of the report, members of the school gender equity committee and the athletic committee met in order to discuss future guidelines and implementation procedures regarding said recommendations. New policies were further discussed and agreed upon by both committees.

Enclosed are the policies and schedules created and reviewed in response to the audit report. Should you have any further questions or concerns please feel free to contact me directly.

For His Glory,



Brad Walls
Athletic Director

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8. KHSAA Recommended Action in relation to reoccurring deficiencies

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LCA ATHLETICS UNIFORM ROTATION

	HOME			AWAY		
	<u>ROTATION</u>	<u>LAST NEW</u>	<u>DUE IN</u>	<u>ROTATION</u>	<u>LAST NEW</u>	<u>DUE IN</u>
<u>FOOTBALL</u>	3 YEAR	2007	2010	3 YEAR	2007	2010
<u>BOYS SOCCER</u>	3 YEAR	2007	2010	3 YEAR	2007	2010
<u>GIRL'S SOCCER</u>	3 YEAR	2006	2009	3 YEAR	2006	2009
<u>VOLLEYBALL</u>	3 YEAR	2005	2008	3 YEAR	2005	2008
<u>GIRL'S BASKETBALL</u>	5 YEAR	2003	2008	5 YEAR	2003	2008
<u>BOY'S BASKETBALL</u>	5 YEAR	2007	2012	5 YEAR	2007	2012
<u>SOFTBALL</u>	3 YEAR	2006	2009	3 YEAR	2006	2009
<u>BASEBALL</u>	3 YEAR	2007	2010	3 YEAR	2006	2009
<u>TRACK AND FIELD/CROSS COUNTRY</u>	3 YEAR	2008/2007	2011/2010	3 YEAR	2008/2007	2011/2010
<u>CHEER AND DANCE</u>	3 YEAR	2007	2010	3 YEAR	2007	2010

YEAR BY YEAR

Boys and Girls Golf
Boys and Girls Tennis
Swimming/Diving

**All uniform purchases and rotations shall be approved by the Athletic Director at each sports preseason budget meeting.*

January 2008

Weight Room Schedule

Monday:

Softball: 3:30pm-4:30pm
Football: 3:30pm-4:30pm
Baseball: 4:30pm-5:15pm

Tuesday:

Boys Soccer: 7:15am-7:45am
Girls Softball: 3:45pm- 4:30pm
Girls Basketball: 3:45pm-4:10pm
Girls Soccer: 3:45pm-4:30pm
Volleyball: 3:45pm- 4:30pm
Baseball: 4:30pm- 5:15pm

Wednesday:

Football: 3:30pm-4:30pm
Softball: 3:30pm-4:30pm

Thursday:

Boys Soccer: 7:15am-7:45am
Softball: 3:45pm-4:30pm
Football: 3:30pm-4:30pm
Baseball: 4:30pm-5:15pm

Friday:

Girls Basketball: 3:45pm-4:10pm
Girls Soccer: 3:45pm-4:30pm
Volleyball: 3:45pm-4:30pm

Saturday:

By request through strength and conditioning coach...

Schedules are seasonal and subject to change. In season sports will take priority over other sports. Schedules will be adjusted based on fall, winter, and spring sports season. Schedules will be posted at the beginning of each sports season. (July 15, October 15, and Feb. 15)

Title IX Policies Reviewed...
January 2008

Recognition and Awards

Athletic teams will be honored with banners in the main gymnasium for KHSAA State Championships and State Runner-ups as well as All "A" State Championships and State Runner-ups. In addition, individual KHSAA State Champions/Runner-Ups and All "A" State Champions/Runner-Ups will be recognized with banners in the main gymnasium.

The trophy case will display trophies of in-season sports and, as space dictates, most recently earned KHSAA and All "A" sanctioned championship events.

Travel and Per Diem Allowances

To ensure equality, all means of travel and accommodations must be approved by the Athletic Director in advance at each sports preseason budget meeting. Per Diem allowances are not to exceed \$10 per meal per student-athlete for any team.