



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

(For schools re-visited during the 2006-2007 school year)

School: **Lloyd Memorial High School**
 Prepared By: **Gary W. Lawson**
 Date of Re-Visit: **February 23, 2007**
 Telephone Number of Reviewer: **(502) 875-3817**
 Reviewed By: **Larry G. 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
X	B	History and Continuing Practice Of Programs Expansion
	C	Full and Effective Accommodation of Interest and Abilities

- A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: According to data submitted by the school, it has met the standard established in Test #1 for provision of athletic opportunities during only one of the past three school years (2003-04).

- 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 data submitted by the school, it has met the standard established in Test #2 for provision of athletic opportunities during two of the past three school years (2004-05 and 2005-06).

- 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 responses provided by the school, it has met the standard established in Test #3 for provision of athletic opportunities during only one of the past three school years (2004-05). School officials stated they have not actively pursued the indicated interest in girls' golf.

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

Comments: According to interviews with school officials as well as students, it appeared that the student body was properly surveyed. School documentation shows that an 82% return rate was achieved on the most recent survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
<p>Accommodation of Interests and Abilities</p>	<p>X</p>		<p>By virtue of the fact that the school has added a girls soccer program at the freshman, junior varsity, and varsity levels, it appears to have met the standard established in Test #2 for provision of athletic opportunities during the last two school years (2004-05 and 2005-06). KHSAA officials discussed the pursuance of the indicated interest in girls golf. Proper follow up to this interest would help the school meet the standard established in Test #3. KHSAA officials reviewed the school's Title IX file. The file was found to contain all the of the school's annual reports to KHSAA, a board approved salary schedule for coaches, sample schedules for all currently sponsored athletic teams, a booster club constitution, facilities usage schedules for all shared athletic facilities, team practice schedules, written guidelines for awards and recognition of athletic accomplishments, written designation of locker space and equipment and storage space assigned each team, written guidelines for a one-year review of team uniforms relating to possible replacement, and written guidelines for equitable provision of travel related benefits. <u>No written minutes for Gender Equity Review Committee meetings were found for the past two school years.</u> (See KHSAA Recommended Action.) KHSAA officials discussed the role of the Gender Equity Review Committee as a functioning part of the athletic program with the athletic director as well as the total membership of the committee. School officials were commended for the maintenance of a rather comprehensive Title IX file.</p>

Equipment and Supplies	X		The January 16, 2003 school report requested that a uniform review, rotation, and/or replacement plan be developed. The most recent re-visit showed that the school had developed guidelines for a one-year review of certain teams' uniforms. It was suggested by KHSAA officials that guidelines be expanded into a more long term plan in order to provide equity. The uniforms provided for review by KHSAA officials during this visit appeared to show parity. According to the school's 2005-06 annual report submitted to KHSAA, it was spending approximately \$25 per female athlete compared to \$28 per male athlete for the provision of equipment and supplies.
Scheduling of Games and Practice Time	X		At the time of the January 16, 2003 visit, the school was meeting the standard designated by KHSAA for the provision of prime time playing opportunities for girls basketball. A review of the school's 2005-06 girls basketball schedule indicates that 45.5% (5/11) of their girls home basketball games were played on prime dates. A review of the school's 2006-07 girls basketball schedule indicates that 45.5% (5/11) were again being played on prime dates and all five prime date games were played during the "prime time" slot.
Travel and Per Diem Allowances	X		The January 16, 2003 Title IX report requested that the school develop written guidelines related to equitable provision of benefits in the area of travel and per diem. The school currently has written guidelines in the Title IX file relating to this area. The mode of transportation provided by the school is addressed as well as a maximum per diem rate of \$7 per athlete to be provided by boosters. According to the school's 2005-06 annual report to KHSAA, it was spending approximately \$34 per female athlete compared to approximately \$31 per male athlete for travel and per diem related benefits.

Coaching	X		As was the case at the time of the January 16, 2003 visit, there appeared to be a disparity in the number of total coaches (4) provided baseball compared to the number (2) provided for the softball. A letter from the school dated June 3, 2005 (refer to KHSAA Title IX file) attempts to justify this situation based on numbers of participants and the fact that most junior varsity baseball games are played at a different location than varsity games. This letter was accepted by KHSAA in 2005. It was recommended during the most recent school visit that administrators and the Gender Equity Review Committee continue to closely monitor this situation. According to the school's re-visit form, 86% (6/7) of both the boys and girls head coaches are on-campus employees.
Locker Rooms, Practice and Competitive Facilities	X		All shared athletic facilities appeared to be rotated equitably. The provision of locker room space appeared equitable. Although storage space for athletic equipment was limited for all teams, it appeared to show parity.
Medical and Training Facilities and Services	X		According to the January 16, 2003 school report, the school's weight room appeared to be used mainly by male athletes. The most recent school visit showed that an equitable usage schedule had been developed for the facility, but that schedule was <u>not</u> posted at the facility itself. <u>KHSAA requested school officials to post the usage schedule at the facility.</u> The equipment in the weight room itself does appear to be geared more toward usage by males. (See KHSAA Recommended Action.) The school does provide a trainer for athletes through a contract with Nova-Care. The trainer covers all home athletic events and travels to away games with varsity football.

Publicity	X		According to the school's re-visit form and interviews during the most recent visit, it currently has three cheerleading squads—Blue, Gold, and freshman. The Blue and Gold squads cheer at all home and away varsity football games and alternate cheering at home junior varsity football games. The Blue and Gold squads alternate cheering at boys and girls varsity and junior varsity basketball games at home only. Both squads also cheer at all post season tournament games for boys and girls if the host school can accommodate them. The freshman squad cheers at all home freshman football games and freshman boys and girls home basketball games. The school's pep band plays for an equal number of boys and girls varsity basketball games each year.
Support Services	X		The school currently has one active athletic booster club. The club provides meal money for each team. This money is limited to a maximum of \$7 per athlete per meal. It also contributes to provision of awards for athletic achievements. The maximum is \$65 per player. The club also is allowed to provide a maximum of \$5 per athlete toward provision of a post-season banquet. According to the school's 2005-06 annual submittal to KHSAA, it was spending approximately 62% of its total athletic funds on males who made up 57% of the participants and 38% of its total athletic funds going for females who made up 43% of the participants. The figures indicate that the school is spending approximately \$317 per male athlete compared to \$263 per female athlete for total support. Both of these comparisons currently appear to be within acceptable parameters.
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)**

The school's Corrective Action Plans for the past three years call for the following:

- **Establishment of a girls soccer program at the freshman, junior varsity, and varsity levels**
- **Development of an equitable weight room usage schedule**
- **Expansion of the membership of the Gender Equity Review Committee**
- **Development of a plan for displaying team recognition/awards**
- **Expansion of team sports participation opportunities based on results of the athletic survey**

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**

Although the complete areas of Accommodation of Interests and Abilities and Medical and Training Facilities and Services are not rendered deficient by this visit, there are concerns with certain parts of these areas that need to be addressed at the school.

- **Change is necessary in relation to the Gender Equity Review Committee since it appears to have been primarily a non-functioning entity for at least the past year.**
- **Although a schedule for usage has been developed, the school's weight room still needs to be made more inviting for female usage.**

7. KHSAA Recommended Action in relation to new deficiencies

In relation to the “areas of concern” listed, the following actions are to be taken by the school.

(ACCOMMODATION OF INTERESTS AND ABILITIES) On or before April 10, 2007, the school is to submit to KHSAA written minutes for at least one Gender Equity Review Committee meeting. (Minutes from the Feb. 23, 2007 meeting held during the school re-visit will not count toward this requirement.) These minutes are to be signed by the school’s Title IX coordinator and principal. KHSAA is to be sent written minutes for at least three meetings during the 2007-08 school year.

(MEDICAL AND TRAINING FACILITIES AND SERVICES) On or before April 10, 2007, the school is to send KHSAA a written plan for making its weight room more user friendly for it female athletes (i.e. smaller weights, more universal machines, posted pictures of female athletes, posted usage schedule, etc.) This letter is to be signed by the athletic director as well as the school principal.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the original school report of January 16, 2003.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

**High School Title IX Coordinator: Chad Molley, 450 Bartlett Ave., Erlanger, KY 41018
(859) 727-5908**

**District Level Title IX Coordinator: Chad Molley, 450 Bartlett Ave., Erlanger, KY 41018
(859) 727-5908**

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Ryan Wilson	Asst. Boys Basketball Coach	(859) 727-1555
Mark W. Jolly	Asst. Girls Basketball/S-ball	(859)393-3754
Mark Lenhof	Head Softball Coach	(859)727-6976
Darrell Cammack	Head Volleyball Coach	(859)727-9001
Andy Bard	Student/Athlete	(859)342-5431
Kaitlin Smith	Student/Athlete	(859)727-0153
Dr. Fran Edwards	KHSAA	(859)299-5472
Chad Molley	Athletic Director	(859)727-5908

10. Comments

Two people from the community attended the public comments session. Both said they were representing another person and really had no questions of their own. They did indicate some concern regarding the methods used to publicize the public comments session. The meeting was adjourned at 4:35 p.m.