



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

(For schools re-visited during the 2005-2006 school year)

School: **North Oldham High School**  
Reviewed By: **Reba Woodall**  
Date of Re-Visit: **November 15, 2005**  
Telephone Number of Reviewer: **(859) 299-5472**

**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
<b>X</b>	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 information provided by school personnel, North Oldham High School appears to meet the standards established for Test #1 in 2003-2004. In the 2004-2005 school year, North Oldham High School does not appear to meet the standards established for Test #1.

- 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 information provided by school personnel, North Oldham High School does not appear to meet the standards for Test #2 in either the 2003-2004 or 2004-2005 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 information provided by school personnel, North Oldham High School appears to meet the standards established for Test #3 in 2003-2004 and 2004-2005.

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

**Comments:**

The student interest survey for 2003-2004 shows a return rate of 95%.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>	<b>X</b>		<p>According to the information supplied by school personnel, North Oldham High School has met the standards established in Test #3 for the provision of Athletic Participation Opportunities. The school offers, for girls, all nine sports that are sanctioned by the KHSAA. The school has nine Varsity level teams, five Junior Varsity level teams, and two Freshman teams. The school also offers a lacrosse team and field hockey team. At the time of the on-site visit, Nov. 15, 2005, the school had already had two Gender Equity Review Committee Meetings. The school's permanent Title IX file was well-organized but missing two years of Gender Equity Review Committee Meeting minutes. The minutes from this year's meetings were included in the file. The necessity of complete files was discussed with the current Title IX Coordinator.</p>
<b>Equipment and Supplies</b>	<b>X</b>		<p>Review of uniforms during the on-site visit showed equivalence for girls' and boys' teams. The school does not have a written uniform replacement policy. The need for this policy was discussed with the Gender Equity Review Committee. The Committee will develop a policy and include a copy in the school's permanent Title IX file. According to Form T-36 for 2004-2005, school personnel are spending approximately \$439.36 per female athlete, and \$576.46 per male athlete. The Gender Equity Review Committee and school officials were encouraged to closely monitor these expenditures. The school can have each coach fill out an equipment inventory which will show specific teams that may need equipment or supplies. The KHSAA will supply the school with sample inventory sheets.</p>

<b>Scheduling of Games and Practice Time</b>	<b>X</b>	<p>Prime date scheduling was discussed with school personnel. The school appears to be compliant for the 2005-2006 school year. The schedule shows the girls' basketball team has 44% of their games on prime dates, while the boys' team has 33%. North Oldham High School has limited indoor facilities. The school does have a written usage schedule included in the permanent Title IX file. It appears that the facilities, indoor and outdoor, used by both male and female athletes are shared equitably.</p>
<b>Travel and Per Diem Allowances</b>	<b>X</b>	<p>At this time, all athletic teams take school buses to all competitions. After discussion with school personnel, it appears the school system is considering alternative transportation for competitions held within the county. The Gender Equity Review Committee should monitor all money spent on meals for all teams.</p>
<b>Coaching</b>	<b>X</b>	<p>A review of coaching salaries shows equity. Also the number of coaches off-campus indicates equity at this time. There are five female coaches for girls' teams. School personnel should make every effort to employ female coaches for female teams when a vacancy occurs.</p>

<p><b>Locker Rooms, Practice and Competitive Facilities</b></p>	<p><b>X</b></p>	<p>North Oldham High School has very limited locker room space. There is one locker room for girls' physical education classes as well as all the girls' athletic teams. The locker room has only two commodes available for use. The locker room is divided into three areas which makes it almost impossible for team meetings. The locker room cannot be decorated for school spirit, pride, or accomplishments. The locker room situation is the same for the boys. The only gymnasium is very small with seating capacity of 715. There are no offices designated for coaches. The two offices in the gymnasium are designated physical education offices. The only storage in the gymnasium is for the physical education equipment. There is an auxiliary building that is the weight room, training room, and team storage. The wrestling team and cheerleaders use this area for practice, which limits the use of the building for weight training. It does allow some flexibility in the practice schedule for the main gymnasium. The indoor storage area in the auxiliary building is small. It is above the rooms at one end of the auxiliary building, accessible only by means of a stepladder. It is an open area with no way to lock it. All teams use this area to store uniforms and equipment. The outdoor areas include softball and baseball fields, football and soccer game field, soccer and football practice area, and another field for field hockey and other sports practices. The other sports practice and have competitions off-campus. The softball and baseball fields have scoreboards, concrete block dugouts, outfield fencing with padding. Movable bleachers are used during the season. Neither field has lights, press box, concession stand, or permanent rest rooms. There is limited storage in the end of the dugouts for both fields. There is some storage at the competitive football/soccer field. The outdoor and indoor facilities appear to be equitable for Title IX.</p>
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<p><b>Medical and Training Facilities and Services</b></p>	<p><b>X</b></p>	<p>A medical trainer is available at school from 3 p.m. each day until the last practice/game is completed. The training room is located in the auxiliary building. The weight room is also in this building. It is well-equipped for male athletes, but not female athletes. The need for equipment designed for females was discussed with the Gender Equity Review Committee. Members are presently trying to obtain funding for new weight room equipment. <b>Submit to the KHSAA, no later than March 1, 2006 a copy of a documented weight room usage schedule for both male and female athletes at your high school. This schedule must be provided to all head coaches, must be posted in view in your weight room, and maintained in your school's Master Title IX File.</b></p>
<p><b>Publicity</b></p>	<p><b>X</b></p>	<p>Comparable schedule cards are printed for male and female teams in the fall, winter, and spring sports seasons. School personnel use the TV bulletin board, afternoon announcements, and outdoor marquee to publicize athletic events and honors. There is one cheerleading squad and it supports both male and female teams equally. The dance team and pep band supports teams equally. The school hangs banners in the gymnasium for individual and team regional/state winners. The Gender Equity Review Committee should have written policies for cheerleading selections, and award displays in the school and on school grounds. <b>Submit to the KHSAA, no later than March 1, 2006 a copy of your school's established written policies regarding the necessary credentials and accomplishments for an athlete or team to be honored with banners, awards or recognition within your school. A copy of this policy must be provided to all head coaches and a copy must be kept in the school's Master Title IX File.</b></p>

Support Services	X		There is one athletic booster club for all teams and their money is kept in a school account. The Principal and Athletic Director monitor booster club spending. The importance of administration oversight of booster club expenditures was stressed during the on-site visit. The school should have a written booster club agreement and a copy should be in the school's permanent Title IX file. <b>Submit to the KHSAA no later than March 1, 2006 a copy of a written agreement between your high school and related booster organizations stating that your high school's administration will oversee all expenditures, whatever the source, which provides benefits of any nature to your high school's athletes and athletic teams. A generic draft of a booster club agreement is offered for our review on the KHSAA website ("Links, Reports and Information")</b> It was stressed to school personnel that booster club spending had to be included on Forms T-35 and T-36 for the annual audit report.
Athletic Scholarships	N/A		
Tutoring	X		The school offers tutoring to all students.
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)**

While the issues listed on the Re-Visit Form T-74 for 2004-2005 and Form T-60 on the 2004-2005 annual audit form have been addressed, some of the items on Form T-74 for 2003-2004 have not been completed. There were two items listed that would need board approval and money. These actions, press box and concession stands for softball and baseball, and additional storage building for all sports need to be continued on the school's Corrective Action Plans until completed. Until that time, updates showing progress toward completion should be included yearly on Form T-60. The Corrective Action Plans were discussed at length during the Gender Equity Review Committee meeting. The Gender Equity Review Committee members should be involved in all phases of future Corrective Action Plans.

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

There were no major deficiencies in the athletic programs pertaining to Title IX compliance at North Oldham High School. There is a need for more female designed weight equipment in the weight room.

7. **KHSAA Recommended Action in relation to new deficiencies**

Submit to the KHSAA, no later than **March 1, 2006** a copy of a documented weight room usage schedule for both male and female athletes at your high school. This schedule must be provided to all head coaches, must be posted in view in your weight room, and maintained in your school's Master Title IX File.

Submit to the KHSAA, no later than **March 1, 2006** a copy of your school's established written policies regarding the necessary credentials and accomplishments for an athlete or team to be honored with banners, awards or recognition within your school. A copy of this policy must be provided to all head coaches and a copy must be kept in the school's Master Title IX File.

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8. **KHSAA Recommended Action in relation to reoccurring deficiencies**

None



## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

**High School Title IX Coordinator:** Tom Clemons

**District Level Title IX Coordinator:**

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Tom Clemons	Athletic Director	502-228-0158
Nancy Martin	PE Teacher/Girls' Basketball Coach	502-228-6427
Joyce Fletcher	Parent/ Board of Ed Member	502-228-2636
Elizabeth A. Tatman	6 <sup>th</sup> grade Teacher/ Field Hockey	502-228-9998
Meredith LaMaster	Student Athlete Rep.	502-228-8017
Janet Mattern	Parent	502-228-3380
Braden Gross	Student Athlete Rep.	502-228-2340
Craig Wallace	Teacher/ Girls' Golf/ Boys' Tennis	502-228-0158
Allen Jackson	KHSAA Title IX Team	859-299-5472
Reba Woodall	KHSAA Title IX Team	859-299-5472

## 10. Comments

It is apparent that the North Oldham High School administration, coaching staff, parents, and students support the interscholastic athletic program. Using a middle school building for senior high students is very difficult and at times impossible for some programs to reach maximum performance without substantial changes. Hopefully the school system will recognize these problems and address them as quickly as finances allows. Some of the problems noticed at the on-site visit were: need for more female weigh equipment in the weight room, need for a larger gymnasium or second gymnasium, need for at least two female and two male locker rooms, need for lockable storage space for each team, need for office space for coaches, and the need for increased seating capacity for spectators in the competition gymnasium. The amount of acreage for outdoor facilities is very good. The plans for a new stadium and track will definitely improve the practice and competition facilities for outdoor sports.

North Oldham High School offers all sanctioned KHSAA sports for female students. With cooperation of all coaches and school personnel, the female athletic program is equitable with the male athletic program.



# NORTH OLDHAM HIGH SCHOOL

1815 South Highway 1793, Goshen, Kentucky 40026 • 502 228-0158 • Fax 502 228-0159

All papers  
OK  
RW

February

Larry Boucher  
KHSAA  
2280 Executive Drive  
Lexington, Ky 40505

Mr. Boucher,

Attached you will find the three documents that the Title IX Audit Committee requested from North Oldham High School after their visit on November 15<sup>th</sup>. These items have been inserted into the Title IX binder with all other Title IX documents that is located in my office. We appreciate very much the committee coming to North Oldham and helping us stay in compliance in reference to Title IX. We will continue to strive to have an athletic program that meets both our female and male programs goals.

Sincerely,

Tom Clmeons  
Associate Principal / Athletic Director

<p><b>Medical and Training Facilities and Services</b></p>	<p><b>X</b></p>	<p>A medical trainer is available at school from 3 p.m. each day until the last practice/game is completed. The training room is located in the auxiliary building. The weight room is also in this building. It is well-equipped for male athletes, but not female athletes. The need for equipment designed for females was discussed with the Gender Equity Review Committee. Members are presently trying to obtain funding for new weight room equipment. <b>Submit to the KHSAA, no later than March 1, 2006 a copy of a documented weight room usage schedule for both male and female athletes at your high school. This schedule must be provided to all head coaches, must be posted in view in your weight room, and maintained in your school's Master Title IX File.</b></p>
<p><b>Publicity</b></p>	<p><b>X</b></p>	<p>Comparable schedule cards are printed for male and female teams in the fall, winter, and spring sports seasons. School personnel use the TV bulletin board, afternoon announcements, and outdoor marquee to publicize athletic events and honors. There is one cheerleading squad and it supports both male and female teams equally. The dance team and pep band supports teams equally. The school hangs banners in the gymnasium for individual and team regional/state winners. The Gender Equity Review Committee should have written policies for cheerleading selections, and award displays in the school and on school grounds. <b>Submit to the KHSAA, no later than March 1, 2006 a copy of your school's established written policies regarding the necessary credentials and accomplishments for an athlete or team to be honored with banners, awards or recognition within your school. A copy of this policy must be provided to all head coaches and a copy must be kept in the school's Master Title IX File.</b></p>

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North Oldham High School

# February 2006 Multi Purpose Room Weight Room Schedule

February 2006							March 2006						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
5	6	7	8	9	10	11	5	6	7	8	9	10	11
12	13	14	15	16	17	18	12	13	14	15	16	17	18
19	20	21	22	23	24	25	19	20	21	22	23	24	25
26	27	28					26	27	28	29	30	31	

Monday	Tuesday	Wednesday February 1	Thursday	Friday	Sat/Sun
6	7	8	9	10	11
7-8am Football 4:30-5:15 G-Tennis 6:15-7:30 Softball	→	6:15-7:30 Softball 4:30-5:15 G-Tennis	3:45-4:45 Girls Soccer 4:30-5:15 G-Tennis	→	12
13	14	15	16	17	18
7-8am Football 4:30-5:15 G-Tennis 6:15-7:30 Softball	→	4:30-5:15 G-Tennis 6:15-7:30 Softball	3:45-4:45 Girls Soccer 4:30-5:15 G-Tennis	→	19
20	21	22	23	24	25
7-8am Football 4:30-5:15 G-Tennis 6:15-7:30 Softball	→	4:30-5:15 G-Tennis 6:15-7:30 Softball	3:45-4:45 Girls Soccer 4:30-5:15 G-Tennis	→	26
27	28		2nd		
7-8am Football 4:30-5:15 G-Tennis 6:15-7:30 Softball	→	4:30-5:15 G-Tennis 6:15-7:30 Softball	3:45-4:45 Girls Soccer 4:30-5:15 G-Tennis	→	

# North Olmhead High School

## March 2006

### Multi Purpose Room Weight Room Schedule

March 2006							April 2006						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	29

Monday	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
6	7	8	9	10	11
7-8 Football	7-8 Football	7-8 Football	7-8 Football	7-8 Football	7-8 Football
6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball
3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball
3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer
6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball
3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball
3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer
6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball	6:15-7:30 Softball
3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball	3:45-4:45 Softball
3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer	3:45-4:45 Girls Soccer

## **ATHLETIC TEAMS AND STUDENT ATHLETE BANNER RECOGNITION POLICY**

**Athletic teams** will have a banner hung in the gym for recognition under the following guidelines.

- 1) State Championship Winner
- 2) State Championship Runner-Up
- 3) Regional Championship Winner
- 4) Regional Championship Runner-Up
- 5) District Championship Winner

**Individual Athletes** will have banners hung up in the gym for recognition under the following guidelines.

- 1) 1<sup>st</sup> Team All State Selection
- 2) Individual State Champion
- 3) Individual State Runner-Up
- 4) Individual Regional Champion

# ATHLETIC BOOSTER CLUB AGREEMENT

This agreement is entered into by and between the Oldham County Board of Education (hereafter referred to as "Board") and an entity known as North Oldham Booster Club (hereafter referred to as the "Booster Club"). Through this agreement, the parties intend to set forth the Terms and Conditions under which the Booster Club may operate and associate with students, teachers, coaches and school administrators at North Oldham High School.

## TERMS AND CONDITIONS

1. The Booster Club acknowledges that the Board is responsible for the promotion of education and the general health and welfare of all students attending the Oldham County Public Schools. In addition, the Booster Club acknowledges that the Board has control and management of all school funds and all public school property of its district and may use its funds and property to promote public school education (KRS 160.290)
2. The Booster Club acknowledges that its activities may affect compliance with Title IX of the Educational Amendments of 1972 (Title 20, U.S.C. 1681-1687, *et seq.*) by North Oldham High School and the Board. Likewise, the Booster Club acknowledges that, as a condition of membership in the Kentucky High School Athletic Association, representatives of North Oldham High School and the Board must verify that the school complies with Title IX. 702 KAR:065, Section 2 (13). Accordingly, the Booster Club agrees to provide all information requested by North Oldham High School, the Board, or the Kentucky High School Athletic Association for purposes of determining Title IX compliance. The Booster Club further agrees to refrain from engaging in any activity which, in the opinion of the principal or athletic director of North Oldham High School or the Superintendent of the Oldham County Public Schools, adversely affect the school's or the Board's ability to comply with Title IX.



3. The Booster Club shall, on or before October 15 of each year, and August 15 of each year, designate a representative for purposes of communicating with and providing true and accurate information to the board and North Oldham High School.
4. Upon request of the principal or athletic director of North Oldham High School, or upon request of the Superintendent of the Oldham County Public Schools, the Booster Club shall make available a full and complete list of its members.
5. In addition to complying with the requirements of Title 702 of the Kentucky Administrative Regulations, Chapter 3: 130 (internal accounting, and all other relevant statutes and regulations), the Booster Club shall, upon the request of the principal or athletic director of North Oldham High School, or on the request of the Superintendent of the Oldham County Public Schools, provide a full and complete accounting of all moneys raised, as well as a full and complete accounting of all moneys expended. In addition, if requested to do so, the Booster Club shall also provide audited financial records concerning its activities.
6. On or before April 15<sup>th</sup> of each school year the Booster Club shall advise the principal and athletic director of North Oldham High School of all funding activities planned for the upcoming year. To the extent the Booster Club seeks to engage in additional fund raising activities, it shall give at least 90 days notice of the intended activity.
7. The principal and athletic director of North Oldham High School and the Superintendent of the Oldham County Public Schools expressly reserve the right to reject any fund raising activity which has not been approved or which has been rejected by the principal or athletic director of North Oldham High School or the Superintendent of the Oldham County Public Schools.

8. By executing this document through its designated representative, all members, officers, and representatives of the Booster Club agree to abide by the terms and conditions set forth below as well as those additional terms and conditions which may be required by the Board. The designated representative of the Booster Club represents and agrees that he/she will provide a copy of this agreement to all members of the Booster Club.

\*\* \*\* \* \* \* \*

I hereby acknowledge that I am a representative of the North Oldham Booster Club and that I am authorized to act on its behalf. I further agree that this Booster Club and its members shall abide by the Terms and Conditions set forth above. I further agree to immediately report to the principal and athletic director of North Oldham High School and to the Superintendent of the Oldham County Public Schools any violation or breach of this agreement.

North Oldham Booster Club

BY: [Signature]

TITLE: Booster Club President NOHS

COMMONWEALTH OF KENTUCKY  
COUNTY OF OLDHAM

Subscribed and sworn to before me on this the 10 day of Feb,  
2006, by \_\_\_\_\_.

Notary Public- [Signature]

My commission expires: Notary Public, State at Large, KY  
My commission expires June 2, 2007

**Date:** Fri, 06 Jan 2006 11:05:23 -0500  
**From:** LBOUCHER (Larry Boucher)  
**To:** "Clemons, Tom" <Tom.Clemons@Oldham.kyschools.us>  
**Reply-to:** lboucher@khsaa.org  
**Subject:** bcc: re: question

*North Oldham  
Title IX*

Yes, thanks.

On Friday, January 06, 2006 10:27 AM, Clemons, Tom wrote:

So you want me to send a copy every month once it is posted to you?

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

**From:** Larry Boucher [mailto:lboucher@khsaa.org]  
**Sent:** Friday, January 06, 2006 9:52 AM  
**To:** Clemons, Tom  
**Subject:** re: question

Just send us a copy of the monthly schedule once you have it worked out and posted monthly on the weight room door and provided to your coaches. I don't really have a "format" with regard to how it should look, I'll leave that up to you. Basic information for our purposes would need the hours and days that the weight room is devoted to the girls without the presence of male students.

On Friday, January 06, 2006 8:01 AM, Clemons, Tom wrote:

I have called you a couple of times and you have been busy so I will try e-mail. In the Title IX Re-Visit Final Audit Report it was asked that I submit a schedule that is posted and given to coaches about who uses the weight room and at what time. Our coaches schedule their weight room use time through me on a monthly basis and do not have a set time all year that they are assigned to go in to work out. The time that the coaches want varies from week to week according to what is going on the the players schedules at school and for some at work. So to give you one schedule that covers the whole year is impossible. What would you like for me to submit and how do you want it to look?

Tom Clemons  
North Oldham High School  
Associate Principal/AD  
502-228-0158