

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

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

School: **Owensboro High School**
Reviewed By: **Allen W. Jackson**
Date of Re-Visit: **February 16, 2006**
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
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:

- 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 school has met the standards for T-3 for the last five years. Owensboro High School offers every sanctioned sport for females that the KHSAA offers.

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

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The school appears to meet the standards established in T-3 for opportunities. School personnel were alerted to the fact that the Gender Equity Review Committee meetings should be held in the fall, winter, and spring of each year. The Title IX file contains no minutes from previous school years. School personnel were informed that minutes should be taken at all Gender Equity Committee meetings and kept in the school's Title IX file (see number 7 in this report). The importance of having a working Corrective Action Plan (T-60) was emphasized to school officials (see number 5 in this report).</p>
Equipment and Supplies		X	<p>Although the visit showed that the school personnel are providing good quality uniforms for athletes, the Title IX file did not include a rotation plan for the replacement of uniforms. The Audit Team requests that the Gender Equity Committee adopt a uniform purchase and rotation policy, and submit it to KHSAA no later than April 15, 2006.</p> <p>A new soccer field has been built for both boys' and girls' teams. However, the building does not provide locker room and storage space for equipment and supplies. A large room has been built for maintenance equipment, and it is recommended that some of this space be available for soccer equipment and supplies. The baseball field has six storage areas for equipment and supplies, and the softball field has none. This inequity will be further discussed in the section on practice facilities.</p> <p>The boys' basketball team has a storage area for equipment and supplies at the Owensboro Sports center where they play their games. The girls' basketball team also plays their games at this complex but has no storage provided for their equipment and supplies. Expenditures for</p>

Equipment and Supplies Continued			<p>equipment and supplies on the 2004-2005 Annual Report and on the 2005-2006 Re-visit Form show that \$12,220 was spent on boys' basketball while \$2,181 was spent on girls' basketball. The reports also show that \$6,546 was spent on the purchase of equipment and supplies for baseball while \$1,376 was spent for softball. A total of \$59,206 was spent on equipment and supplies. Of this total \$12,323 was spent on girls' sports while \$46,883 was spent on boys' sports. This represents 21% for girls' sports and 79% for boy's sports. The percentage of total participation for girls is 43.2 and 56.8 for boys. Plans to equitably expend monies for equipment and supplies should be an item listed on the April 15, 2006 submitted Corrective Action Plan.</p>
		<p><i>Has numbers sent in new numbers? for this →</i></p>	
Scheduling of Games and Practice Time	<p>X</p>		<p>The issue of prime date games has been addressed and is above KHSAA set standards.</p>
Travel and Per Diem Allowances	<p>X</p>		<p>The original school audit document suggested that a written policy should be addressed to ensure equal treatment of teams needing non-school transportation. There is no policy addressing this issue in the current Title IX file that the Audit Team observed. A copy of a written policy should be sent to the KHSAA no later than April 15, 2006. The Title IX re-visit T-71 and T-72 forms requested expenditures for travel and per diem including all meals provided by the school and booster clubs. It does not appear that this information is complete, and the school is requested to resubmit forms T-71 and T-72 with complete information describing expenditures for travel and per diem no later April 15, 2006. The Gender Equity Committee is requested to establish a written policy dealing with travel and purchase of meals and submit it to the KHSAA no later April 15, 2006.</p>

Coaching	X		<p>Although the salary schedule shows an equitable pay scale for coaches, the total for baseball is more than for the total for softball. The Audit Team was told that the reason for this was because there are more assistant</p>
			<p>coaches for the baseball team. This is acceptable only if the number of participants on the baseball team is significantly higher than the number of participants on the softball team. The Gender Equity Committee is encouraged to monitor this situation in order to justify additional assistant coaches and make recommendations as necessary. The athletic director is requested to provide the KHSAA with information regarding the number of baseball players and the number of softball players that are playing during the 2006 spring season. Also, he is to provide information regarding the number of coaches for each team. This information should be submitted by March 30, 2006.</p> <p>Another concern is the fact that six coaches are not employed full-time on campus. Five of these involve girls' teams. This situation should be monitored by the Gender Equity Committee and the school administration and take into consideration when future vacancies occur.</p>
Locker Rooms, Practice and Competitive Facilities		X	<p>The 2001 Audit Report noted a pressing problem with the practice/competitive facility for girls' softball. This is a problem that has been noted on corrective action plans and T-41 forms for five years. This most recent visit found the following situation regarding this matter.</p> <ul style="list-style-type: none"> • Both baseball and softball are played on separate off school facilities. • The boys have their own field at Shifley Park, and it is treated as their own. The city owns this field, but it is maintained by the school. The baseball team

Locker Rooms, Practice and Competitive Facilities Continued			<p>practices and plays on this field.</p> <ul style="list-style-type: none"> • The girls play and practice at Fisher Park. They must practice on a separate field from which they play. The practice field has no lights, no dugouts, no out field fence, no amenities. They play on an assigned field that can be changed from year to year.
			<ul style="list-style-type: none"> • The school system has painted the boys' concrete, block dugouts and has put in new bleachers at school system expense. • The girls' dugouts are made of wire fencing. • The baseball team has six storage areas located at the field. • The girls' softball team has no storage at the field but does have storage space at the high school. • The boys' field has protective covering on the out field fence. • The softball field has no protective covering. • The concession stand at the baseball field is run by the baseball boosters. • The concession stand at the softball field is run by the city, and the softball team gets no proceeds. • The boys' baseball field has a pitching cage and a hitting cage. • The girls' softball field does not have a pitching cage or a hitting cage. <p>The athletic director showed the Audit Team an area that has been selected to build a new softball field. The principal and athletic director told the Audit Team that the new field would be finished by the 2006 playing season which is March 27, 2006. The 2004-2005 Corrective Action Plan also gives a timeline for the completion of the new softball field to be</p>

<p>Locker Rooms, Practice and Competitive Facilities Continued</p>			<p>prior to the 2006 softball season. This new softball field would be next to the baseball field where some facilities could be shared. The school is directed to send pictures of this new facility to the KHSAA no later than March 30, 2006. The new facility should contain all of the advantages that the baseball team now enjoys including block dugouts, electric scoreboard, adequate fencing with protective covering, press box, concession stand, restrooms, storage facilities, bleachers, and lights (The lights existing on the proposed field are not adequate.)</p>
			<p>The high school gym is not air conditioned. This is where the girls' basketball team practices. This is also where the girls' basketball equipment and supplies are stored. The girls' basketball team plays their games at the Owensboro Sports center. The boys' basketball team plays their games at the Owensboro Sports center, and they also practice there. The boys have their own locker room at the sports center, and the girls are allowed to use the boys' locker room when the boys are not playing on the same night. On double header nights, when the boys are using their locker room, the girls are moved to another locker room. The girls must transport their equipment and supplies to the sports center each time they play a game. The boys have their own storage room located at the sports center. This situation is inequitable. The school should make decisions in order to change this situation and make it equitable. These changes must be submitted to the KHSAA no later than April 15, 2006.</p> <p>All athletic teams should be assigned to specific locker rooms, and this assignment sheet should be placed in the Title IX file. A copy must be submitted to the KHSAA no later than April 15, 2006.</p>

<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>The 2001 Audit Report (under locker rooms, practice and competitive facilities) stated the following, "Access to the school weight room is a potential problem. Though available to the general student body, there is not a posted time for female athletes to train outside the presence of male athletes and past usage indicates a dominant usage by male athletes. In addition, the football weight room offers the privacy and a devoted area necessary for such training, but does not appear to be equipped with weight equipment consistent with the needs of females, and certainly that area does not allow for co-training by males and females." The school is again directed to post a schedule on the entrance to each of the weight rooms, place a copy in the Title IX file, and submit a copy to KHSAA no later than April 15, 2006.</p>
<p>Publicity</p>	<p>X</p>	<p>The 2001 Audit Report stated the following: "Immediate steps should be taken to implement a policy specifying the criteria and qualifications for the placement of banners/pictures in the gymnasium and commons area to ensure that all participants have an equal opportunity for this prime-time exposure. The administration should continue its exemplary efforts regarding the issue of trophy and memorabilia display. This must continue to be a systematic approach to the display of such awards that will ensure the equal treatment of all participants."</p> <p>The school is again directed to establish a written policy regarding the display of banner/pictures and awards and place it in the Title IX file. A copy should be submitted the KHSAA no later than April 15, 2006.</p>

Support Services	X		<p>The 2001 Audit Report stated, "The school should be aware of the pitfalls and problems that can exist with separate and independent booster club organizations for each sport." Some sports have their own booster clubs, some sports share a common booster club, and other sports do not have a booster club. This type of situation has the potential for creating inequitable opportunities.</p> <p>The 2001 Audit Report also noted that the athletic director should be allowed "all the time necessary to perform administrative functions along with appropriate staff assistance." The report continued, "with the size and complexity of the program offered at the school, it is difficult if not impossible for any person to perform the necessary tasks within the current time constraints." Although this is not a direct Title IX issue, the Audit Team observed that the athletic director is also the full-time assistant principal and was told that there has been no additional staff assistance. The athletic director told the Audit Team that he needed assistance in performing the tasks at hand.</p>
Athletic Scholarships	X		Non applicable
Tutoring	X		Non applicable
Housing and Dining Facilities and Services	X		Non applicable
Recruitment of Student Athletes	X		Non applicable

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

Practice time for the soccer teams was listed as a Corrective Action Plan. The second item of concern was the locker room situation at the Owensboro Sports center. The timeline for this to be resolved was September 15, 2005. The third item on the plan was the new softball field which is to be completed prior to the 2006 softball season.

There are many items listed in this report that should be included in the next updated Corrective Action Plan. The addition of a new gym that was discussed with the Audit Team should also be listed on the Corrective Action Plan with a timetable for completion.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The first item in the Observed Deficiencies Section of the 2001 Audit Report was the need for a written athletic policies manual. The athletic director has a policies manual but as indicated in this report there are several policies that need to be written and included. ~~These are a uniform purchase and rotation policy, a policy concerning travel and the purchase of meals, lock room and storage assignments, and a policy for the display of banner/pictures and awards.~~

The school is to post a weight room schedule.

There have been no minutes of Gender Equity Committee meetings until the 2005-2006 school year.

The softball practice and playing fields and the equipment storage facilities are not equitable to the baseball facilities. The batting and hitting cages are accessible to the baseball team and not the softball team. Expenditures for softball and baseball equipment and supplies are not equitable.

Inequities occur between the boys' and girls' basketball teams. Included in these inequities are: expenditures for boys' basketball equipment and supplies is \$12,220 and \$2,181 for girls' basketball; the boys practice and play on the same floor; the girls practice at the high school gym and play at the Owensboro Sports center; the boys have their own locker room when they play their games; the girls are required to use different locker rooms; the boys have a basketball storage room at the sports center; the girls have to take their equipment and supplies back and forth from the high school to sports center.

According to the 2004-2005 Annual Report and the 2005-2006 Re-visit Form, a total of \$59,206 was spent on equipment and supplies. Of this total, \$12,323 was spent on girls' sports while \$46,883 was spent on boys' sports. This represents 21% for girls and 79% for boys. The total expenditures were \$228,900 of which \$141,098 was spent on boys and \$80,801 was spent on girls. This represents 64.7% of the total amount spent on boys' sports and 35.3% spent on girls' sports. This means that \$516.02 was spent for each boy, and \$370.65 was spent on each girl. The difference is \$145.37. The percentage of total participation is 43.2 and 56.8 for boys.

7. KHSAA Recommended Action

In relation to new deficiencies, the KHSAA recommends the following actions:

A means should be developed in order to equitably expend monies for equipment and supplies. This plan should be listed as a corrective action item and submitted to the KHSAA by **April 15, 2006**.

Submit the number of participants on the softball and baseball teams and the number of coaches for each team by **March 30, 2006**.

Submit a plan to change the inequitable situation existing with the girls' and boys' basketball locker rooms, practice and competitive facilities and storage rooms by **April 15, 2006**.

8. KHSAA Recommended Action

In relation to re-occurring deficiencies, the KHSAA requests the following actions:

Submit to the KHSAA, no later than April 15, 2006 a copy of an adopted policy regarding a uniform replacement schedule for all teams that participate in athletics at your high school. A copy of this intended replacement and review process must be provided to all head coaches and must be placed in your school's Master Title IX File.

Submit to the KHSAA, no later than April 15, 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 April 15, 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.

Resubmit, by March 30, 2006 forms T-71 and T-72 to include all award money and expenditures for travel and per diem.

Send pictures of the new softball field including storage areas, press box, concession stand, dugouts, fencing with protective covering, restrooms, scoreboard and lights to the KHSAA by March 30, 2006.

Your school is directed to meet with the Gender Equity Review Committee in October, January and April of school years 2006-07 and 2007-08. A copy of the meeting minutes must be submitted to the KHSAA within one week of the meeting. A listing of all Committee members must be noted within the minutes as well as those who were in attendance at each meeting. Your Gender Equity Committee should contain, among other appropriate members, two students and two parents. A quorum of Committee members must be present at each meeting.

Submit to the KHSAA no later than April 15, 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 your review on the KHSAA website ("Links, Reports and Information").

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Joe Conway

District Level Title IX Coordinator: Joe Conway

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Allen Jackson	KHSAA	(859) 299-5472
Robin Joska	Track & Soccer Coach (Girls)	(270) 926-0938
Tom Campbell	Girls' Basketball Head Coach	(270) 316-4278
Nikki Johnson	Student	(270) 691-9046
Austin Moss	Student	(270) 684-6318
Mary Beth Durham	Parent	(270) 684-9254
Cathy Hoffman	Parent	(270) 685-0945
Michelle L. Mayfield	OHS/YSC	(270) 686-1098
Jane M. Haase	Board Member	(270) 926-5024
Joe Conway	Asst. Principal/AD	(270) 686-1084
Anita Burnette	Principal	(270) 687-1110
Brad Stanley	Asst. Superintendent	(270) 686-1000

9. Comments

There was no one at the Public Hearing.

Owensboro High School Athletic Department

Team Uniforms

Owensboro Public Schools will provide each male and female athletic team with uniforms of high quality for interscholastic competition. The purchase of uniforms shall be approved by the superintendent and principal and male and female uniforms shall always be of equal quality. An annual assessment of the condition of each team's uniforms shall be conducted by each varsity coach and reported to the principal. Based on the condition of the uniforms and available funding, purchases will be made in order that each athletic team both male and female have uniforms that well reflect a positive image of the Owensboro Public Schools and Owensboro High School.

The cost of uniforms is a significant expense and coaches shall instruct players in the proper care of uniforms. Coaches are responsible for the collection of uniforms at the conclusion of the season and the proper secured storage of the uniforms.

Team uniforms must be within NHHS and KHSAA standards for the sport.

Girls and boys golf and tennis shirts will be purchased annually and will not be re-issued. Girls and boys swim suits will be purchased annually and will not be re-issued. Approximately 15 football jerseys and pants will be replaced annually. The condition of softball and baseball pants will be assessed annually and replaced if necessary. A number girls' and boys' track shoes will be purchased annually.

Approved by the OHS Gender Equity Committee on April 11, 2006

Owensboro High School Athletic Department

Athletic Awards

Individual Recognition of Players

At Owensboro High School the awards listed below shall be presented to athletes meeting criteria established by the head coach of a sport regardless of gender and such awards shall be paid for from athletic funds code 809 Awards.

Senior Plaque

A Senior Plaque shall be awarded to all seniors completing a sport season.

Letters

Each coach shall establish criteria for awarding a varsity letter to athletes in a sport. A first time letter winner shall receive a letter and a sport insignia device to pin on the letter. Each successive year a letter winner shall receive a service bar device to pin on the letter.

Senior Night

The seniors on a team shall be recognized at a "Senior Night" at an athletic contest as determined by the coach of the sport.

Football, cross country, golf shall be at a football game.

Boys' and girls' soccer shall be at a selected soccer match.

Volleyball shall be at a selected volleyball match.

Boys' and girls' basketball shall be at a selected basketball game.

Swim/dive shall be at the city/county dive meet.

Baseball and softball shall be at a selected game.

Track and tennis seniors shall be recognized at an end of the season event.

Other individual awards

Other awards presented to athletes are at the discretion of the coach of a sport and must be paid for with funding other than the athletic budget.

Team Recognition Standards

A team that wins a regional championship shall have the year placed on a banner which shall be displayed in the OHS cafeteria until the new gym is completed. The size of the banners shall be the same for each sport. Appropriate space for team banners will be provided in the new gymnasium when completed.

A team that wins a state championship will have the team picture placed in the hallway of OHS. The picture will be dimensionally equal to the state championship teams on display.

Each sport will be afforded space in the OHS lobby or hallway to adequately display team trophies.

Approved by the Gender Equity Committee April 11, 2006

Owensboro High School

PHONE (270) 686-1110
FAX (270) 686-1162

1800 FREDERICA STREET

PHONE (270) 686-1183
FAX (270) 686-1019

Principal
Anita Burnette

Assistant Principals
Joe Conway
Melissa Brown
Elaine Winstead

Administrative Assistant
Harley Trogdlen



Guidance Counselors
Diana Hunter
Agnes Mayberry
Jane Prince

Athletic Director
Joe Conway
Phone (270) 686-1084

June 1, 2006

Brigid DeVries, Commissioner
Larry Boucher, Assistant Commissioner
Kentucky High School Athletic Association
2280 Executive Drive
Lexington, KY 40505

Dear Commissioner DeVries and Assistant Commissioner Boucher:

The KHSAA Title IX Re-Visit Final Audit Report for Owensboro High School required responses to findings in the report by Mr. Allen Jackson. The responses required by March 30, 2006 have been previously submitted in letters dated March 9, 2006 and March 17, 2006. I spoke with Mr. Jackson on the phone on March 28, 2006 regarding the situation with the number of softball coaches. The matter was clarified and he expressed satisfaction that no inequity actually existed.

The responses which required submission prior to April 15, 2006 were discussed by Superintendent Dr. Larry Vick and Assistant Commissioner Boucher in Owensboro on April 19, 2006. Mr. Boucher's letter of April 27, 2006 to Dr. Vick identified nine understandings which were agreed upon. The following responses are respectfully submitted based on those understandings. It is our hope that the responses successfully address all gender equity issues at Owensboro High School.

Requirement:

The Audit Team requests that the Gender Equity Committee adopt a uniform purchase and rotation policy, and submit it to KHSAA no later than April 15, 2006. Mr. Boucher agreed rather than submit a written "replacement" schedule a "review" schedule would be submitted with an eye toward identifying needed replacements.

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Equal Education and Employment Opportunities M/F/D

Response:

An athletic policy for team uniforms is attached and approved by Dr. Vick.

Requirement:

Plans to equitably spend monies for equipment and supplies should be an item listed on the April 15, 2006 Corrective Action Plan.

Response:

The 2006 Corrective Action Plan includes the plan to equitably spend monies for equipment and supplies. The internal account budgeted for equipment is identical for the following girls and boys sports: cross-country, golf, soccer, basketball, swimming, tennis, track, and baseball and softball.

Requirement:

The original school audit document suggested that a written policy should be addressed to ensure equal treatment of teams needing non-school transportation. There is no policy addressing this issue in the current Title IX file that the Audit Team observed. A copy of a written policy should be sent to the KHSAA no later than April 15, 2006.

Response:

At The Gender Equity Committee meeting on March 8, 2006 the members requested clarification in regards to this requirement. A call was placed to Mr. Larry Boucher and apparently there was thought on the part of the Audit Team members that transportation was provided to boys who practice off campus and not girls. No transportation is provided to either boys' teams that practice off campus or girls' teams that practice off campus. As no transportation is provided to either boys or girls, it was the conclusion of Mr. Boucher that no gender inequity exists.

Requirement:

The Title IX re-visit T-71 and T-72 forms requested expenditures for travel and per diem including all meals provided by the school and booster clubs. It does not appear that this information is complete, and the school is requested to resubmit forms T-71 and T-72 with complete information describing expenditures for travel and per diem no later than April 15, 2006.

Response:

Figures were re-examined and T-71 and T-72 were resubmitted March 17, 2006. Errors in reporting were unfortunately made on the T-71 and T-72 forms originally submitted. All expenses from internal accounts of teams for meals and travel are included on the forms that were re-submitted.

Requirement:

The boys' basketball team has a designated locker room and storage room at the Owensboro Sportscenter. The girls' team does not. The school should make decisions in order to change this situation and make it equitable. These changes must be submitted to the KHSAA no later than April 15, 2006.

Response:

The girls' basketball team will use the locker room also used by the KWC women basketball team as approved by Mr. Boucher in his visit. The director of the Sportscenter has made available a storage room for the OHS girls' basketball team to use so that sharing storage with the boys' team is unnecessary.

Requirement:

The school is directed to post a schedule on the entrance to each of the weight rooms, place a copy in the Title IX file, and submit a copy to KHSAA no later than April 15, 2006.

Response:

All team practice schedules including a schedule for all conditioning and practice facilities are now maintained on the OPS web-site. The coach of each sport will submit a practice schedule to the athletic director and each schedule will be posted on the web-site and available to coaches of all sports, parents and players as well. Go to www.owensboro.kyschools.us and click on Athletic Practice Schedules.

Requirement:

The school is directed to establish a written policy regarding the display of banner/pictures and awards and place it in the Title IX file. A copy should be submitted to the KHSAA no later than April 15, 2006.

Response:

The attached policy on Athletic Awards was approved by the Gender Equity Committee on April 11, 2006.

Requirement:

Submit to the KHSAA no later than April 15, 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.

Response:

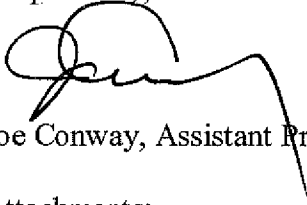
No booster clubs, by definition, exist at Owensboro High School. There are no external accounts maintained by any booster club or parent support group of any kind at Owensboro High School. Concessions are operated by parent supporters of some athletic teams (football, soccer, volleyball, cross-country, softball and baseball). Each team concession has a separate account within the internal account of the school: however only

items necessary to maintain and operate the concession may be made from the concession account. Parents may not make a purchase of any kind from the concession account that will benefit a player or team. Profit from the concession account is transferred into an account from which the coach of the team may access to make purchases that will benefit the team. Those purchase requests by the coach are processed through the normal process requiring approval by the athletic director and principal.

One soccer concession and one cross-country concession benefits both boys' and girls' teams. Profits from the concession are divided equally when transferred into an account from which the coach may make purchases utilizing the normal purchasing procedure.

It is our hope that the above responses will adequately address the inequities identified by the Audit Team and satisfactorily address the understandings achieved in Mr. Boucher's visit. Should certain items need further resolution please notify us as soon as possible as we are most interested in providing equity in every aspect of our athletic program at Owensboro High School.

Respectfully,

A handwritten signature in black ink, appearing to read 'Joe Conway', with a long, sweeping underline that extends to the right.

Joe Conway, Assistant Principal/Athletic Director.

Attachments:

Team Uniform Policy

Athletic Awards Policy

Owensboro High School

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1800 FREDERICA STREET

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Principal
Anita Burnette

Assistant Principals
Joe Conway
Melissa Brown
Elaine Winstead

Administrative Assistant
Harley Trogden



Guidance Counselors
Diana Hunter
Agnes Mayberry
Jane Prince

Athletic Director
Joe Conway
Phone (270) 686-1084

Joe Conway
JCH
11-

October 31, 2006

Assistant Commissioner Larry Boucher
Kentucky High School Athletic Association
2280 Executive Drive
Lexington, KY 40505

Dear Assistant Commissioner Boucher,

The KHSAA Title IX Re-visit Final Audit Report for 2005-2006 required submission of the minutes of the Owensboro High School Gender Equity Review Committee in October, January and April of school years 2006-2007 and 2007-2008.

Enclosed are the minutes of the meeting conducted on October 25, 2006.

Respectfully,

A handwritten signature in black ink, appearing to read "Joe Conway", written over a horizontal line.

Joe Conway, Assistant Principal/Athletic Director

A Tradition of Excellence

Equal Education and Employment Opportunities M/F/D

OWENSBORO HIGH SCHOOL GENDER EQUITY COMMITTEE MEETING

The Owensboro High School Gender Equity Committee met on Wednesday, October 25, 2006, in the Guidance Conference Room. Members present were Kelsey Hayes, Austin Moss, Cathy Hoffman, Angie Sims, and Joe Conway, Chairperson. Nikki Johnson, Michelle Mayfield, and Robin Joska were absent.

Mr. Conway called the meeting to order at approximately 12:09 p.m.

2005-2006 KHSAA Title IX Annual Report Submission Status Report: Mr. Conway reported that he feels that this committee and our school has done all we can to assure gender equity. Mr. Conway gave the committee copies of the 2005-2006 Title IX Annual Report and reported that all was satisfactory. He also stated that in the spring a new report will have to be submitted.

Mr. Conway reported that a copy of the committee meeting minutes and agenda must be submitted to KHSAA after each committee meeting.

Review of Fall Sports for Purposes of Equity Assurance: Mr. Conway asked for input of any inadequacies of gender equity pertaining to the following fall sports:

Volleyball – Mr. Conway stated that he has not received any complaints. He reported that the new middle school volleyball program was very successful this year.

Soccer – Kelsey Hayes stated that our boys have a middle school boys' soccer team – our girls don't. Mr. Conway stated that a meeting will be scheduled with the middle school to discuss developing a girls' soccer team for next year. Having a girls' middle school soccer team would be a good feeder program for our varsity team. It was mentioned that the same needs to be considered for girls' softball.

Another soccer concern is that often middle school games are scheduled before the JV and Varsity teams are finished practicing. It was decided that providing a set of goals for the practice field and a new set of goals for the new field would alleviate this problem.

Mr. Conway told the committee that procedures are in place for fund-raisers that are really helping the soccer program. Part of the money that is made will be distributed to the coaches to help purchase items needed. The rest will be left in the account to use as start-up money for next year.

Cross Country – Mr. Conway stated that he has not received any complaints. He reported that the girls run on their own schedule. The girls' and boys' coaches determine which race will benefit their runners and are scheduled accordingly.

Golf – Mr. Conway stated that we can't seem to attract girl golfers. This is a problem that we have not found a solution to yet. We have enough boys participating in golf.

Pre-Season Equity Assurance Implemented for Winter Sports: Mr. Conway discussed the following winter sports:

Basketball – Mr. Conway reported that in basketball we are in compliance with KHSAA prime date rules.

Swimming – Mr. Conway stated that there were no gender equity issues to report. The only situation that may become a problem is not a gender equity issue, but possibly a transportation issue. This is in reference to where swimming practice is being held. If needed, this will be looked at the proper time.

Next Meeting: Mr. Conway will schedule and then e-mail the committee members of the date and time of the next meeting.

The meeting **adjourned** at 12:38 p.m.

Gender Equity Committee Meeting

October 25, 2006 12:00 PM

Administrative Conference Room

AGENDA

2005-2006 KHSAA Title IX Annual Report Submission Status Report

Review of Fall Sports for Purposes of Equity Assurance

Volleyball

Soccer

Cross Country

Golf

Pre-season Equity Assurance Implemented for Winter Sports

Basketball

Swimming

Other

Next Meeting



High School Athletic Association Kentucky

2280 Executive Drive ° Lexington, KY 40505 www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

April 27, 2006

Dr. Larry Vick, Superintendent
Owensboro Public Schools
1235 W 11th St.
Owensboro, KY 42301

Dear Dr. Vick:

First let me say thank you for your hospitality on Wednesday, April 19, 2006. Lunch at the Moonlite is always "rewarding" and the tour of your athletic facilities and campus was most helpful.

As you recall, our February 16, 2006 Title IX re-visit of Owensboro High School produced some recommendations in our report that resulted in your request for further clarification. Thus, at your invitation, I, along with KHSAA Title IX Auditor Gary Lawson, visited with you on April 19th. The main thrust of our visit was to evaluate the progress of Owensboro High School's softball complex, as well as discuss issues regarding the dressing room facilities for your boy's and girl's basketball teams using the Owensboro Sports Center.

We reached the following understanding:

1). The softball facility, which is currently under construction, will be finished prior to the beginning of the 2006-07 softball season. Outfield fences will be erected with protective plastic covering over the fence. A new electronic scoreboard will be erected. Home and visitor dugouts will be constructed and, if chain link fencing is used for the dugouts, some form of weather protection will be a part of the top and sides of the dugouts. A press box is already in place and you indicated that a storage area under the press box would be used for softball. Additional storage for softball use will be shared with the baseball program in the red building just outside the outfield fence. Restrooms and concession facilities for softball will take advantage of the newly constructed restroom and concessions facilities at the adjacent soccer complex. Adequate softball field lighting will also be a priority for you by the beginning of next season.

2). One of the report issues cited in the February 16th re-visit was the disparity between the boy's and girl's basketball team's use of the Owensboro Sports Center. Specifically cited was the inequitable use of dressing rooms and storage space.

In response, you indicated that the Owensboro High School girl's basketball team actually uses Kentucky Wesleyan girl's dressing room for their games and that the boy's team has a dedicated high school dressing room for their use. You indicated that the storage room has been used by the boy's team only. To counteract the inequity, the

Owensboro High School Gender Equity Committee had urged future plans to alternate the use of the one dedicated dressing room between the boy's and girls' teams. In our discussions, I suggested that you continue to allow the girl's team to use the Wesleyan locker room for their games. To overcome the significant problem with storage space, I also suggested that you allow the two teams to share the current storage room. This would eliminate the requirement for the girl's team to carry their practice equipment back and forth from off-site to the Sports Center each time they practice there. You agreed to divide the existing storage space in an equitable way so that the girl's team could have their equipment stored on-site for use upon their arrival for practice.

3). We agreed that rather than submit a written "replacement" schedule for athletic uniforms for Owensboro High School you would submit a uniform "review" schedule with an eye toward identifying needed replacements. We agreed that this would guarantee, in a prescribed order, a review of each sport's uniform needs. You assured us that it was your express intent to provide all athletes at Owensboro High School with the best and well maintained uniforms.

4). You agreed to establish, and submit a copy to the KHSAA, a written schedule for the use of your school's weight room. This schedule will ensure that girls are provided a dedicated time in the weight room without the presence of male athletes. All Owensboro High School head coaches should be provided a copy of this schedule.

5). You agreed to establish, and submit a copy to the KHSAA, a written schedule of your school's policies regarding the standard credentials and accomplishments for an Owensboro High School athletic team or athlete to be honored with banners, awards, retired numbers, or recognition within your school. A copy of this policy should be provided to all Owensboro High School head coaches.

6). Noted in the February 16th report was a requirement to submit minutes of your Gender Equity Committee Meetings. There is no evidence in your Title IX Master File that a Gender Equity Committee had met in recent years. Therefore, the KHSAA has instructed Owensboro High School to provide minutes of Gender Equity Committee meetings held in October, January and April of school years 2006-07 and 2007-08. I trust that Owensboro High School's Gender Equity Committee will meet three times a year beyond school year 2007-08. Minutes of a recent 2005-06 meeting have been provided to the KHSAA.

7). You indicated that Owensboro High School does not have Booster Clubs. You stated that teams have fund raisers from time to time, but all of that money is housed in school accounts and that when something for teams is needed it is obtained through a school Purchase Order process. This would indicate that no money or resources from outside organizations or sources is provided to, or channeled through, to your athletic teams. While this may not have been what we originally understood from our visits, this would be acceptable since we believe, under your oversight, purchases for athletic teams will be gauged/judged by the school administration in comparison to the benefits provided to all teams of both genders. In that way, Title IX benefits will be comparable for both boy's and girl's sports teams at Owensboro High School.

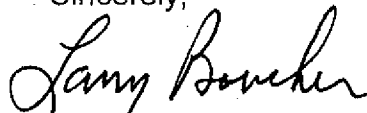
8). There were other requests in the February 16th re-visit report that you indicated you would be addressing.

~~9). We agreed with you that some of the comments offered in previous on-site Audit Reports were not applicable to Title IX issues (i.e. More time for the Athletic Director to do his/her job). KHSAA Audit Team members have been alerted to the fact that items such as this should not be mentioned in Audit Reports.~~

If you have any questions regarding this correspondence, please do not hesitate to contact me.

C: KHSAA Master Title IX File – Owensboro High School
Owensboro High School Athletic Director

Sincerely,

A handwritten signature in black ink that reads "Larry Boucher". The signature is written in a cursive style with a large, prominent "L" and "B".

Larry Boucher
Assistant Commissioner