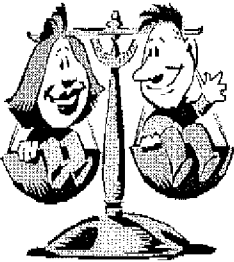


*All requested info -  
sent 'ok.  
JMcCarty*

KHSAA  
Form T76  
REV.10/05



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

**(For schools re-visited during the 2008-2009 school year)**

School: **Paul Lawrence Dunbar High School**  
 Prepared By: **Jenny McCarty**  
 Date of Re-Visit: **December 11, 2008**  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

**1. Completed Required Forms**

- Verification of Forms (Form GE-50) Yes  No
- Participation Opportunities Summary Chart (Form T-70) Yes  No
- Benefits Summary Charts (Forms T-71 & T-72) Yes  No
- Benefits Publicity (Form T-73) Yes  No
- Corrective Action Plan Summary Charts (Form T-74) Yes  No

**2. Opportunities Component of Title IX Compliance**

Area of Compliance:  
(Check One or More)

	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 the school, it appears that the school has not met the standard of proportionality Test (T-1) for the 2007-2008 school years. Additional data provided by the school demonstrated that the school has not met this standard for the previous two years as well.

**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 the school, it appears that the school has not met the standard of History and Continuing Practice Test (T-2) for the 2007-2008 school years. Additional data provided by the school demonstrated that the school did meet this standard for one of the previous two years.

**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 the school, it appears that the school has met the standard of Full and Effective Accommodations and Interests and Abilities Test (T-3) for the 2007-2008 school years. Additional data provided by the school demonstrated that the school has met this standard for the previous two years as well.

**3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?**

Yes  No

Comments: In 2007-2008 students in grades 9-12 were surveyed with a 98% rate of survey return. Currently the school offers all KHSAA sanctioned sports.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>	X		According to the data submitted by the school it appears the school has not consistently met the standard for Test 1 or Test 2 during the school years 2005-2008. It does appear, however, that it has consistently met the standard for Test 3 from 2005-2008. Auditors recommended that the school no longer survey 12 <sup>th</sup> grade students and begin to survey those eighth grade students the school could determine would attend their school as freshman.
<b>Equipment and Supplies</b>	X		The uniforms viewed during the re-visit indicated equivalence with the following exceptions. The girls' basketball uniforms have an advantage in quality and the boys' baseball uniforms have an advantage in quality. The school does have a written uniform and rotation policy. Other equipment viewed appeared to be equitable for like sports in quality and quantity. Auditors learned that some equipment and supplies that had been purchased were incorrectly recorded on the 2007-2008 expenditures report which may reflect the slight disparity in spending in this area for 2007-2008. This area was deemed deficient in the 1999 audit due to the quality of game uniforms by female athletes; it appears that the school has resolved this problem.
<b>Scheduling of Games and Practice Time</b>	X		The school did have a written facility use schedule and practice schedule for all sports. The school's 2007-2008 girls' basketball schedule viewed demonstrated that the school met its prime date requirement. According to the 2008-2009 girls' basketball schedule reviewed, the school will play 71% of games on prime dates. Eighty percent of those games played will also be played in prime time.

<p><b>Travel and Per Diem Allowances</b></p>	<p>X</p>	<p>The school does have a written Per Diem Policy included in their Title IX file. Auditors recommended to school officials that the policy be revisited to ensure that the dollar amounts listed are still applicable since the policy was written several years ago. Fayette County student athletes are not provided transportation paid for by their school district. When transportation is provided to student athletes, boosters or individual teams must fundraise to pay the costs. Auditors were informed that private charter buses are cheaper than public school district buses; therefore this is the method of choice for many teams. If funds are available teams take charter buses and if funds are not available student athletes are responsible for their own transportation to athletic events. Each team must complete a transportation request to take a charter bus that is approved by the school administration. Although expenditures reported in this category are within acceptable parameters, this could be a red flag in the benefits area due to the fact that some teams may not have this benefit provided if funds are not available. (See KHSAA Recommendation)</p>
<p><b>Coaching</b></p>	<p>X</p>	<p>This was an area in question reported on the final audit report conducted in December 1999. This 1999 report did note that there were a greater number of coaches provided for boys' teams This benefit area was also questioned on the 2007-2008 status report (Form T-65) sent to the school due to the greater number of coaches for some boys' teams than for like girls teams. Through interviews conducted and data submitted, it appears that Paul L. Dunbar High School has a salary schedule that demonstrates equity for all coaches that are paid by board of education funds. All head and assistant coaches are paid by the same stipend according to the supplemental salary viewed. Additionally, the Fayette county public schools also have a schedule in which additional positions can be added for teams using school funds. The maximum number of additional coaches allowed is the same for like sports in this plan. Auditors were told that these positions are created and are approved if</p>

<p><b>Coaching Cont'd.</b></p>		<p>funds can be raised to pay for them. The school does not currently approve these positions in relation to like sports and or numbers of participants. Once again auditors expressed concern that this could be a red flag due to the fact that some groups may raise more funds to add more coaching positions. Coaches. Through student interviews conducted there was concern expressed that some girls' teams did not have as many coaches as boys' teams. (See KHSSA Recommendation)</p>
<p><b>Locker Rooms, Practice and Competitive Facilities</b></p>	<p>X</p>	<p>Dunbar High School has two locker-rooms that are used by boys and girls' basketball teams. The boys' basketball locker-room did have a slight advantage because there is a restroom located in the locker-room directly outside the locker-room and the girls' team must walk across the gym to a restroom. The girls' basketball locker-room had a slight advantage because they have storage within their locker-room and the boys' team did not. There are two other locker-rooms located in the gym that are used by all other sports teams except football, girls' and boys' soccer and boys' baseball.</p> <p>This area was deemed deficient in 1999 due to the inequities that existed at the girls' softball field. There have been many improvements made at the girls' softball field and it appeared equitable in some respects to the boys' baseball field. Since the last audit, an additional structure has been constructed at the boys' baseball field which is slightly farther from the school than the softball field. The field now has an indoor hitting facility with a dressing area at the field. The girls' softball team has an indoor batting cage located in the gymnasium of the school. The girls' softball team shares a dressing facility in the school. Auditors were informed that the girls' coach had access to the indoor facility but declined to use it since they had a facility in the school closer to their field. However, during student interviews auditors learned that the girl's softball team must share the space where they have their indoor hitting cage with other sports</p>

<b>Locker Rooms, Practice and Competitive Facilities Cont'd.</b>			<p>teams. The team could not use the facility due to events being held in the gym or the area was being used by other teams on several occasions. It would appear that the construction of this new facility at the baseball field has created an inequity between the two programs. There was also concern expressed that the softball field turf did not drain as well as the baseball field resulting in more girls' games being cancelled. (See KHSAA Recommendation)</p>
<b>Medical and Training Facilities and Services</b>			<p>All students at the school have access to an athletic trainer. The school has recently constructed a new weight facility used equitably by student athletes. This area also has weight equipment suitable for female athletes.</p>
<b>Publicity</b>	<p style="text-align: center;">X</p>		<p>This was an area deemed deficient in the 1999 audit report. The school is now meeting this standard as the cheer squads cheer an equal number of games for both boys and girls at both home and away games according to school guidelines.</p> <p>The school has an awards policy that lists a maximum dollar amount that can be given for awards, but does not address the criteria for each sport for student recognition. Thus at least one sport is not recognizing any student athletes with awards. The school also has a policy to give "letters and bars" for athletic achievement for each sport; however, one of the students interviewed indicated that he had never received these awards from his sport. (See KHSAA Recommendation)</p>
<b>Support Services</b>		<p style="text-align: center;">X</p>	<p>The school has many active booster organizations that support athletics. The school did not demonstrate a clear plan to oversee the spending of these organizations. The school does not utilize booster club agreements and expenditures are not subject to prior approval by the school administration. Booster Clubs are required to submit a budget for the year and a financial report at the end of the school year. The school administration interviewed could not verify that the year end financial report submitted by booster organizations is scrutinized against the budget</p>

			presented to determine if the budget was followed. The booster club and sport specific coaches set the budget for the athletic program and determine the amount of fundraising dollars that each student athlete must raise in order to meet the budget needs. These individual fundraising dollar amounts requested of each student are not approved by school personnel to determine if the amounts raised will result in a disparity in benefits provided. Students said that benefits were at times disproportionate because individuals on other some teams paid more and therefore got more in benefits. The benefits provided by the school should demonstrate equivalence regardless of the source of payment. It is imperative that spending from the fundraising be evaluated to determine if these fundraising dollars are causing an inequity. Coaches and students interviewed stated that these amounts are not subject to prior approval by school administration. See KHSAA Recommendation)
<b>Athletic Scholarships</b>	n/a		
<b>Tutoring</b>	X		Students at Paul L. Dunbar High School are serviced by the ESS program available to all students.
<b>Housing and Dining Facilities and Services</b>	n/a		
<b>Recruitment of Student Athletes</b>	n/a		

5.

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)
  - New weight room/wellness center completed.
6. Observed Deficiencies in Overall Girls and Boys Athletics Programs
  - The school has made some improvements since the original visit and audit report; however, there are still areas of concern with booster club expenditures and fundraising procedures. The school indicated that it had booster agreements with all booster clubs. When auditors viewed these agreements they only listed the booster officer information and were, in fact, not contractual agreements.
7. KHSAA Recommended Action in relation to new deficiencies

There were no new deficiencies found during this re-visit.

Note: Although the school was not given a deficiency, there are still several areas of concern. The following actions are recommended to be taken by school officials.

- Submit to the KHSAA, written minutes of the school's Gender Equity Review Committee meetings for the next two years with the annual Title IX report.
- Submit to the KHSAA no later than **April 15, 2009**, the results of a study of travel for your student athletes. This study should include what teams use a bus to travel and the number of competitive events. This study should also include a comparison of the benefit to girls' teams versus boys' teams.
- Submit to the KHSAA, no later than **April 15, 2009** a self study of coaching benefits provided to student athletes. The study should include a ratio of student athletes to coach in like sports, a ratio of total student athletes to coaches with football included and without football included in the study.
- Submit to the KHSAA no later than **June 30, 2009** a revised awards policy that includes criteria for all sports.



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

- a. Submit to the KHSAA, by **March 1, 2009** an outline of steps that your school will follow to monitor expenditures for school and booster funds including the amounts students are expected to fundraise. Since the Fayette County Public Schools have a booster agreement that has been approved by the district, it is recommended that the school begin to use these agreements immediately.
- b. Submit to the KHSAA by **March 15, 2009**, a plan to insure that the indoor hitting facility currently located at the boys' baseball field is available to both boys' baseball and girls' softball. If the softball team chooses not to use this facility then a statement to that effect should be submitted every year with the annual Title IX report signed by not only the softball coach but also all softball participants.

## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: **Emily Coleman**

District Level Title IX Coordinator: **Don Adkins**

Name	Title	Telephone
Don Adkins	District Title IX Coordinator	859-381-4769
Any Sirginnis	PLD AD	859-381-3553
Deanne Smith	Guidance Counselor	859-381-3554
Lee Jones	Teacher	859-381-3546
Jenni Morgan	Head VB Coach, Teacher	859-381-3546
Suanne Jacobs	Tennis Coach	859-381-3308
Kristi McIntosh	Student Athlete	859-381-3546
Gary w. Lawson	Auditor	502-875-3817
Jenny McCarty	Auditor	502-223-6965

## 10. Comments:

The Title IX Master file did not contain written minutes of any meetings with the exception of the one meeting held this school year. One citizen attended the Public Hearing held at 5:00 and auditors answered questions.