

KHSAA TITLE IX RE-VISIT
FINAL AUDIT REPORT

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

School: **Simon Kenton High School**
Prepared By: **Gordon D. Boccock**
Date of Re-Visit: **November 20, 2007**
Telephone Number of Reviewer: **(859) 299-5472**
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)

X	A	Substantial Proportionality
X	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: With the addition of so many Freshmen level programs the participation numbers and currently the percentage of participation is at 45% and the percentage of enrollment is at 48% which is within the 3% range to be considered in compliance on the T-1 Test.

- 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: Adding junior varsity and freshmen level teams has the percentage on the T-2 at 39.8% to have them in compliance on the T-2 Test. This area is probably at a peak and will fall in the next few years as the addition of levels of play is not likely for some time.

- 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: Simon Kenton has been adding junior varsity and freshmen level competition as a result of the Student Interest Surveys.

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

Comments: With the last Student Interest Survey being given in March of 2006 Simon Kenton had an 82% return on nearly 1300 surveys of students. The Gender Equity Committee should discuss ways to get a better percentage of the surveys returned. A reminder that this year (2007-2008) is the time for the next survey to be given.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Simon Kenton now offers 10 varsity level sports, 10 junior varsity level sports and 5 freshmen level sports. With these offerings the girls athletic participation has increased to 39.8% over the past five years. School is doing an excellent job of meeting the needs and interest levels of the student body.
Equipment and Supplies	X		A Uniform Replacement Policy is in place and the current selections of uniforms are both attractive and of high quality. The Gender Equity Committee needs to keep involved in yearly looking at and updating this policy if needed. The current policy has the rotation at 5 years and maybe a little longer for some. The Gender Equity Team might look at the policy since many schools are adopting the policy that every athlete should receive a new uniform at least once during there four year high school career. At the time of this audit it appears that all of the teams have the equipment they need to perform.
Scheduling of Games and Practice Time	X		Simon Kenton has a practice rotation for the gymnasium in basketball and there appears to be no conflict. With two gymnasiums and three levels of basketball in both boys and girls the practice is still rotated and it appears to be equal. Prime Time scheduling is in good shape as the girls are playing 60% of there home games this year in prime time. The Gender Equity Committee is reminded that checking this Prime Time Schedule is a yearly task and something that must be reviewed yearly. The boys have a practice area for soccer and the girls use the outfield of the baseball complex for practice. This past year the girls had to be sent off campus to practice because of some repair work at the baseball complex. Should this situation arise again the Gender Equity Committee is reminded that a practice rotation on the campus facility should be put in place.
Travel and Per Diem Allowances	X		The Simon Kenton Board of Education has adopted some new guidelines in regard to travel and it is recommended that the Gender Equity Committee incorporate these with the basic guidelines they already have, in regard to

Travel and Per Diem Allowances Cont'd			travel, and make sure that a total Travel and Per-Diem Policy is put into place for the Simon Kentucky Athletic Community.
Coaching	X		The quality of coaching for boys and girls is comparable and having a lady involved in each of the female sports is excellent. The pay scales are equal and comparable to those of coaches at surrounding schools in the area.
Locker Rooms, Practice and Competitive Facilities	X		<p>At the time of the last audit in December of 2003, the baseball and softball complex had some issues in equality. The Administration at Simon Kenton has addressed this issue with the addition of a new Softball Complex that will be in use this spring. At the time of this audit the press box area was yet to be in place to compare with that of the baseball field. The Audit Team was assured the money was already sitting aside for the project and the work would be completed by the start of the Softball Season. With that in mind the Audit Team requested that digital pictures of the completed project be sent to the KHSAA by April 1, 2008.</p> <p>Plans are already underway for further improvements as the football/soccer field will have a turf surface by next fall. The track and field venue is in very bad shape and will further suffer with the upgrades to the turf field. Relocating a Bus Garage would be necessary to upgrade the track to a legal size. A new field house that would include a boys and girls dressing room, a multi purpose room for indoor football and baseball/softball, a new weight room, public rest rooms, concession area currently have plans being approved by the Kentucky Department of Education.</p>
Medical and Training Facilities and Services	X		The Athletic Trainer is a teacher in the school and is on campus for all home athletic events. Currently there are two weight rooms on the campus. The one in the main Athletic lobby is an old classroom that has some tremendous equipment that was donated to the school when a fitness center closed. It has equipment that is very female friendly. The weight room in the football area can be classified as a "Male Domain". Tonage charts are on the wall but none give any ladies for any credit even when they are said to use this room. The schedules

Medical and Training Facilities and Services Cont'd			on the wall only indicate boys using this room. This weight room will be moved when the new field house is complete and upgraded. The Gender Equity Committee is urged to visit these weight rooms from time to time to assure that they are Fitness Centers for the Simon Kenton Athletic Community and not a place that advertises itself as "for males only". The Gender Equity Committee could help suggest a décor that would be conducive to both male and females at Simon Kenton.
Publicity	X		The school has done a very good job in developing some policies but they appear to be only sharing these with the Coaching Staff. The next step needs to be taken and get this information out to the community. The Gender Equity Community should work together with the Athletic Director to develop a Simon Kentucky Athletic Department Handbook that would include all the policies that they expect the coaches and/or athletes to follow. The Gender Equity Committee getting with the Technology Department and getting some Athletic Department information on the school web-page would be another way to spread the word to the school and community. Cheerleading was discussed and there are currently three levels of cheerleading (Varsity, Junior Varsity and Freshmen) they all appear to be cheering the same number of games for boys and girls at their respective levels.
Support Services	X		At the present time Simon Kenton High School has "zero" booster clubs. The loss of booster funds is offset with all athletes paying a participation fee that goes into the Athletic Department General Fund.
Athletic Scholarships			Does not apply at Simon Kenton.
Tutoring			Does not apply at Simon Kenton.
Housing and Dining Facilities and Services			Does not apply at Simon Kenton.
Recruitment of Student Athletes			Does not apply at Simon Kenton.

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

Simon Kenton does a good job on corrective action but sometimes they do not give themselves credit when they complete and/or correct projects.

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

At this time there are no deficiencies in the overall programs offered. Some areas need some attention and the Gender Equity Committee needs to continue to work together as a team to monitor all the components of Title IX to assure that the school is going in the right direction.

- The Gender Equity Committee needs to stay on top of the Softball Complex as it is still a work in progress. Digital pictures of the work that takes place to complete this project are to be sent to KHSAA Assistant Commissioner Larry Boucher by **April 1, 2008**.
- The Gender Equity Committee needs to look every Spring at the make up of the committee to assure that a total overview of the Title IX Programs are being looked at. It is recommended that **all** the students on the committee not be seniors. All gender equity policies should be reviewed and/or updated at this overview meeting.

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

None at this time.

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

None at this time.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

<u>High School Title IX Coordinator</u> Jeff Marksberry 11132 Madison Pike Independence, Kentucky 41051 859-960-0179	<u>District Title IX Coordinator</u> Peter Lataivre 1033 Eaton Drive Ft. Wright, Kentucky 41018 859-344-8888
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Name	Title	Telephone
Peter Lataivre	Asst. Supt/Dist. Title IX	859-344-8888
Jeff Marksberry	Asst. Principal/Teacher/AD	859-960-0179
Martha Setters	Principal	859-960-0260
Kristin Williams	Teacher/Coach/Asst. AD	859-960-0191
Trent Steiner	Asst. Principal, Coach	859-960-0125
Nick Repka	Athletic Trainer/Parent	859-866-6698
Fran Edwards	KHSAA Audit Team	959-299-5472
Gordon Boccock	KHSAA Title IX Auditor	859-299-5472

10. **Comments** There was no one that showed up for the public forum. The KHSAA Audit Team would like to thank everyone involved with this Audit for the warm welcome we received. The time schedule was observed and everything went smoothly because the Athletic Director had things organized and in place. The uniforms were laid out and easy to observe and the schools Title IX file was well organized and easy to find the necessary documents. Mr. Marksberry was very helpful and answered all questions as we toured the athletic facilities. The two students that we talked with were well informed with Gender Equity issues and have attended meetings and seen the various reports. The female coaches were very responsive and are well pleased with the progress that Title IX has made at Simon Kenton High School. The Athletic Director and Principal were in attendance for the interview period and were open for ideas that could improve the current situations. The Principal gave a very sound testimony for Title IX when she stated that when she was a student at Laurel County High School the girls only had the opportunity to participate in Basketball and Track/Field and further commented that the young ladies at Simon Kenton could now be all that they wanted to be with the opportunities they had before them.

Simon Kenton is doing a very good job with Title IX.

July 11, 2007

KHSAA Title IX

RE: Recommendation follow-up

We have reviewed the Title IX status report we received in return from submission of our annual Title IX report.

Beginning with the 2007-08 school year we will include a male and female student on our gender equity committee.

Our explanation for several of our sports not using buses and having "zero" travel budgets is that these teams did not use buses for competition transportation last year. As a district we have been working on a transportation policy that will be implemented during the 2007-08 school year. Also, some of the coaches of these sports have chosen not to use a school bus due to the start time of some games and matches.

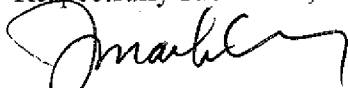
When looking at basketball and soccer we felt that looking at the big picture (including equipment and supply, travel, awards, and salaries) that we were pretty even. Even though the travel expenses were skewed the overall spending numbers were pretty balanced. Please see below.

We hope we have addressed these recommendations.

<u>Expense</u>	<u>Girl's BB</u>	<u>Boy's BB</u>	
EQ/Supp	11132.41	10014.5	GB higher
Travel	1026	2126	BB higher
Awards	143.86	143.86	
Salary	<u>19336</u>	<u>19336</u>	
	31638.27	31620.36	balanced

	<u>GSOC</u>	<u>BSOC</u>	
EQ/Supp	7564.25	2312	GSOC higher
Travel	792.4	2230	BSOC higher
Awards	162.5	130.5	
Salary	<u>5296</u>	<u>5296</u>	
	13815.15	9968.5	GSOC

Respectfully submitted,



Jeff Marksberry

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2007-08 Kenton County Schools Transportation

Here is a copy of the transportation policy we will be implementing upon board approval.

Transportation of high school students to extracurricular events

Broad Guidelines:

- Extracurricular Athletics and Band are optional activities provided to students.
- At the **elementary and middle school level**, transportation to these events is the **responsibility of Parents**.
- At the **high school level**, providing transportation to extracurricular events is the **primary responsibility of the School District**. *Using private transportation vehicles driven by parents will be the exception to the rule at the High School Level.*
- School District transportation and/or other approved transportation carriers are available to schools as an approved form of transportation.
 - Each high school will have a small fleet of two to three busses specifically identified for the purpose of transporting extracurricular participants (athletics, band etc.)
 - Each high school will have assigned drivers who are hired solely for this purpose.
 - Athletic directors will schedule all transportation with the expectation that all programs and teams will be serviced. The ability to provide school district transportation may in exceptional cases, be impacted by the team schedule of competition, regular daily transportation of students, and availability of equipment.
- **Parents may complete appropriate paperwork and drive their own children to and from extracurricular events.** All paperwork must be completed in advance.
- If a student has been transported by district transportation to an extracurricular event, **there may be circumstances where the parent wishes to transport their child home.** In this case, **parents must sign their child out**, using a district approved form, to transport their children home from an extracurricular event.
- The previous guidelines will apply unless a waiver is sought from and granted from the Superintendent.

Specific Expectations related to High Schools:

- Transportation will be provided to all high school athletic teams and bands.
- It is expected that transportation **priorities will be determined equitably, regardless of size of team, gender etc.**
- Coaches and AD's are expected to actively communicate to parents and to actively monitor safe transportation practices. It is expected **that parents will be actively informed about all transportation arrangements.** This will be the responsibility of the coach and the AD. **It is expected that a preseason meeting will be organized for each team sport and that parents will be expected to attend.**

Next Steps:

- A new job description will be developed for a High School Extracurricular Bus Driver.
- A separate hourly rate of \$12.00 will be proposed.
- A separate policy and procedure addressing extracurricular transportation will be developed.
- All items above will be brought to the July 2007 Board meeting.
- Assuming July 2007 approval, the following steps will take place:
 - A new set of drivers (retired and otherwise) will be hired solely for this purpose.
 - AD's will prepare Fall schedules with support of the Transportation office.
 - All high school coaches will be briefed.
 - Parent meetings will begin prior to the start of the Fall 07 season. Subsequent meetings will be held each season.
 - District support of high school athletic transportation will be reviewed strictly to address distances traveled.

Date approved July ---, 2007

Kenton County Board of Education Policy
New policy #06.351

TRANSPORTATION
06.351

Extracurricular Transportation

The Kenton County Board of Education offers a broad range of sports and extracurricular activities to students at the elementary, middle and high school levels. This broad range of activities places constraints on the ability of the district to provide transportation for all these activities at all times. The purpose of this policy is to provide guidance to principals, athletic directors, coaches, extracurricular sponsors and parents regarding the availability of transportation provided by the Board.

The following guidelines shall apply unless a waiver is sought from and granted by the Superintendent:

- 1) Elementary School Extracurricular Events:
 - a. Parents shall be solely responsible for providing transportation to Elementary Level extracurricular activities.
- 2) Middle School Extracurricular Events:
 - a. Parents shall be solely responsible for providing transportation to Middle School Level extracurricular activities.
- 3) High School Extracurricular Events:
 - a. Transportation will be available to all High School athletic teams and bands. Each High School will have assigned busses and assigned drivers specifically for this purpose.
 - b. Athletic Directors, with support of the transportation department, will schedule all transportation as reflected by the season schedules.

- c. Parents will be informed. See below.
- 4) Summer camps, special events and other activities:
 - a. Parents shall be solely responsible for providing transportation to summer camps and any other special events or activities not covered elsewhere in this policy.
- 5) Parents:
 - a. Coaches and Athletic Directors are expected to actively communicate with parents and monitor the implementation of this policy.
 - b. When transportation is not provided by the district, parents shall drive their own children or may grant permission and arrange for another parent to drive their child. All approved paperwork must be completed in advance of the season (AP.06.351a)
 - c. Students are not to drive other students to school-sponsored games, matches, meets or extracurricular event.

Related policy:

09.31

09.36

20 USC 1681 (Title IX)

Kentucky High School Athletic Association (KHSSAA)

Approved: July ----, 2007

Kenton County Board of Education

06.351AP

High School Athletics and Extracurricular Transportation Consent

The Kenton County Board of Education offers a broad range of sports and extracurricular activities to students at the elementary, middle and high school levels. This broad range of activities places constraints on the ability of the district to provide transportation for all these activities at all times. As there are events, practices and extracurricular activities that will require the student's parent to arrange transportation, this form has been created for document purposes. It is expected that all coaches and sponsors will have a parent meeting at the annual start of each activity season. It is further expected that this form will be handed out, discussed, filled out and returned as a part of said meeting.

Name of student: _____ Date of Birth ___ / ___ / ___

Name of School: _____ Grade: _____

Sport/Extracurricular activity: _____ Season: _____

The School District will provide transportation to events, games and activities only as in accordance with policy 06.351. When the district does not provide transportation to events, games or activities, I consent to the following means of transportation for my child (Check all that apply):

- Automobile driven by another parent for whom I have provided written permission to the coach. The parent/parents names are _____.
- Automobile driven by my student. Note: It is understood that students are not to transport other students under any circumstances.
- Neither. I will be responsible for transporting my child to and from practices, scrimmages, games and activities for this sport or extracurricular activity for which the district does not provide transportation.

In consideration of the advantages to my child of participating in this sport or extracurricular activity, and to the extent allowable by law I hereby release and hold harmless the Kenton County Board of Education, its members, employees, agents, representatives and insurers, and the School and its employees and agents, from any liability for bodily injury or death resulting from said transportation. I sign this release individually and on behalf of my student.

Parent/Guardian of the above named student

Date