

X-Logic:0000
Sender:FISAACS
Date: Fri, 14 Nov 2008 08:58:41 -0500
From: FISAACS (Fay Isaacs)
To: "Irvin, Mitchell" <Mitchell.Irvin@Oldham.kyschools.us>
Reply-to: fisaacs@khsaa.org
Subject: re: Title IX Question
X-Tracking: Y
X-Mailer: Office-Logic/Win32 9.00.45
X-Net-User: Fay
Message-id: <529e526b.T1.200811.099F7E5B@khsaa.org>
MIME-Version: 1.0
Content-Type: multipart/alternative; boundary="'-----_Part_099f7e5b"

*** Attachment omitted: South Oldham High School 07-08 doc..doc

Mitchell:

I have attached the annual report that was sent to the school back in May. Let me know if I can be of further assistance.

Fay

On Wednesday, November 12, 2008 12:13 PM, Irvin, Mitchell wrote:

Date: Wed, 12 Nov 2008 12:13:39 -0500
From: Irvin, Mitchell
To: <fisaacs@khsaa.org>
Subject: Title IX Question

Ms. Isaac:

When will we receive the results of our 2007-08 KHSAA Title IX submissions?

Advise.

Thanks,

Mitchell F. Irvin, A.D.

South Oldham High School

5901 Veterans Memorial Parkway

Crestwood, KY 40014

(502) 241-6681

Fay Isaacs

KHSAA Administrative Assistant Specialist

Officials Licensing/Title IX

859/299-5472 x224

859/293-5999 (fax)

fisaacs@khsaa.org

X-Logic:0000
Sender:FISAACS
Date: Thu, 12 Mar 2009 16:22:53 -0400
From: FISAACS (Fay Isaacs, KHSAA)
To: mitchell.irvin@oldham.kyschools.us
cc: paul.upchurch@oldham.kyschools.us
BCC: esporty@aol.com,rewood.1@netzero.net
Reply-to: fisaacs@khsaa.org
Subject: South Oldham Title IX Revisit Report
X-Tracking: Y
X-Mailer: Office-Logic/Win32 9.00.45
X-Net-User: Fay
Message-id: <4fbbc386.T1.200903.06106DA1@khsaa.org>
MIME-Version: 1.0
Content-Type: multipart/alternative; boundary="-----_Part_06106db1"

*** Attachment omitted: SouthOldhamResponse.doc
*** Attachment omitted: South OldhamRevisit.doc

Please find attached a response letter and report the South Oldham High School's Title IX Revisit performed on February 11, 2009. Should you have any questions, please contact our office at your convenience. Thank you.

Fay Isaacs
KHSAA Administrative Assistant Specialist
Officials Licensing/Title IX
859/299-5472 x224
859/293-5999 (fax)
fisaacs@khsaa.org



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

MEMORANDUM

TO: Superintendent, Principal, Athletic Director
South Oldham High School

FROM: Brigid L. DeVries, KHSAA Commissioner
Darren Bilberry, KHSAA Assistant Commissioner

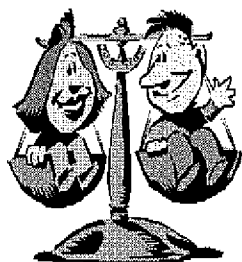
DATE: March 12, 2009

RE: KHSAA Title IX Re-Visit Final Audit Report
2008-2009 School Year

Enclosed please find a copy of the KHSAA Title IX Re-Visit Final Audit Report, KHSAA Form T76, regarding the recent Title IX compliance re-visit to your school/school district. As you review the report, please pay particular attention to what additional information the reviewer may have requested in order to properly assess your athletic program. This information, as well as the date its return is required, can be found in Sections 7 & 8 of the enclosed report.

Should you have specific questions regarding the content of this Title IX Re-Visit Report, please contact the Kentucky High School Athletic Association at 859-299-5472.

Thank you for your continued work in this very important project.



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

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

School: **South Oldham High School**
Prepared By: **Reba Woodall**
Date of Re-Visit: **February 11, 2009**
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 South Oldham High School, it appears the school has not met the standards for Test 1, Test for Substantial Proportionality, during the 2007-2008 school year.

- 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 South Oldham High School, it appears the school has not met the standards for Test 2, Test of History and Continuing Practice of Programs Expansion, during the 2007-2008 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 data submitted by South Oldham High School, it appears the school has met the standards for Test 3, Test for Full and Effective Accommodation of Interests and Abilities, during the 2007-2008 school year.

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

Comments: South Oldham High School is offering all of the KHSAA sanctioned sports for boys and girls with the addition of Field Hockey. The Student Interest Survey conducted in 2007-2008 had a return rate of 100%. **The survey showed the students were interested in archery, bowling, and rifle which are non-sanctioned sports at this time. Any and all feasibility research or monitoring of interest should be documented on the T-3 form and T-60 form of the school's annual report.**

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to the information supplied by the school, South Oldham High School has met the standards established for Test 3 for the 2007-2008 school year. The possibility of meeting the standards for all the tests each year was discussed in the Gender Equity Committee Meeting. The need to meet the standard for one test each year was also addressed at the meeting. The Student Interest Survey was conducted with a return rate of 100% and reflects the students' athletic interests.</p> <p>The school's Permanent Title IX file was well organized and thorough. It included all annual reports, student surveys, meeting minutes, school policies and guidelines, and handbooks for coaches and athletes. The first on site visit by the KHSAA occurred in 2000. Since that time, the KHSAA has requested schools produce a number of guidelines/policies for Title IX equity and school documentation. The school needs to update some of those they have and produce a few that they do not have.</p>
Equipment and Supplies	X		<p>Review of the uniforms during the Revisit showed equivalence for the male and female team uniforms. There was a slight difference in the girls and boys soccer uniforms which should be addressed by next season. The school did not have a uniform purchase/replacement policy/guideline. School Administration with input by coaches and help from the Gender Equity Committee should produce the needed policy/guideline. Each head coach should be given a copy, and a copy kept in the Permanent Title IX File. A copy should also be sent to the KHSAA. The need for administrative over site for this benefit was discussed during the Revisit.</p>

Scheduling of Games and Practice Time	X		The school was in compliance for Prime Dates for girls' basketball during the 2007-2008 school year (50%). The 2008-2009 schedule will be checked at the end of the season for current compliance. The school has a written schedule for all games and practices for all sports in/on all facilities. A copy of this schedule is in the Permanent Title IX File.
Travel and Per Diem Allowances	X		The school has a written travel and per diem policy. It is recommended that the Gender Equity Committee review this policy with attention to the wording for equity assurance. At this time there is no deficiency in this benefit category but there is a large difference in spending between boys and girls sports. For 2007-2008 school year 16% of the spending in this area was spent for girls and 84% was spent on boys. This difference was discussed during the Revisit. The school administration and Gender Equity Committee should monitor the spending and travel requests in this area so that future disparity can be avoided.
Coaching	X		Salaries are comparable for male and female sports. A copy of the district salary schedule is kept in the Permanent Title IX File. The school should add an explanation on how the salary of para-professionals is calculated. The school should make every effort to employ female coaches for female teams when vacancies occur.
Locker Rooms, Practice and Competitive Facilities	X		<p>The school has six locker rooms for student athletes' use. Two are located at the stadium. One is used by freshmen football, and wrestling. The other was for the varsity football team. The other four are in the main gymnasium. One is shared by boys' basketball and baseball. One is shared by girls' volleyball, girls' basketball, and softball. The other two, one for boys and one for girls, are shared with all other sports.</p> <p>The school had two gymnasiums. One is the auxiliary gym which is used on a rotation basis for practices only. The main gymnasium is used for both practice and competitions. There is an indoor batting cage for softball.</p> <p>The outdoor facilities include; a stadium with a</p>

Locker Rooms, Practice and Competitive Facilities Cont'd.			<p>turf field surrounded by a six lane track. This field is used by football, soccer, and field hockey. There is a practice field down the hill from the stadium which is used by track throwers, football, and field hockey. Both soccer teams practice off campus. The school has 5 new tennis courts, a new baseball field, and a new softball field. The baseball and softball fields were built by National Federation specifications with all amenities. They will be outstanding when completed. At the time of the revisit the fields lacked bleachers and outdoor batting cages. The bleachers and cages will be finished as soon as possible. There is a building with a concession stand and restrooms that will be used by baseball, softball, and tennis. The cross country teams practice on campus, the swim teams use the Buckner YMCA, and the golf teams use two golf courses and a driving range in the community. The wrestling team practices in the fitness center.</p> <p>It is recommended that each Gender Equity Committee take a tour of all facilities, including locker rooms, coaches' offices, and storage areas.</p> <p>All sports have storage areas.</p> <p>The athletic facilities at South Oldham High School are excellent.</p> <p>The school administration needs to have written locker room and storage area assignment sheets. Copies of these should be given to each head coach, copies kept in the Permanent Title IX File, and copies sent to the KHSAA.</p>
Medical and Training Facilities and Services	X		<p>The school has a trainer that is on campus everyday. The trainer is in the training room after school for all athletes, and then attends practices and competitions as needed with contact sports being the first consideration. The training room is located in the school building near the main gymnasium. It is large with two tables, three seats, whirlpool, ice machine, storage, equipment, computer, phone, and desk.</p> <p>There are two sets of laundry equipment. One</p>

<p>Medical and Training Facilities and Services Cont'd.</p>		<p>located in the main gymnasium and one in the stadium for football.</p> <p>The school has a large fitness center. The building is located on the side of the stadium. There were two rooms. One used for weight training, and the other for wrestling practice and some weight training. The center was in excellent condition. The majority of the stations appeared good for males but not females. The bars were all olympic weight, few light weight plates, no light weight dumbbells, and only one small weight belt. There was some female suitable equipment in the room for wrestling but was pushed to one end and not incorporated in the room with the other stations. The girls' basketball coach has his own equipment and this may be an indication that for various reasons the fitness center may not be used as much for the female athletes as the males. <u>The school administration and Gender Equity Committee should survey the female sports coaches to see who uses the center and what, if anything could be done to maximize the use of the center by female athletes.</u></p> <p>A weight room/fitness center usage schedule was posted.</p>
<p>Publicity</p>	<p>X</p>	<p>The school has one cheerleading squad that performs at all home varsity games, district, and playoff games for football and boys and girls basketball. The pep band and dance team are also equitably assigned to male and female teams. There were schedule cards for all sports and media guides for all three sports seasons. The school announcements include athletic accomplishments and events. There are at least two pep rallies during school each year and after school pep rallies to introduce athletes in all sports. The school has a large trophy case in the front hall of the school which is updated yearly. The school's use of graphics, school colors, and school mascot is impressive.</p> <p>The school has written guidelines for recognition that pertain to letters and bars. The school administration and Gender Equity Committee should review this guideline and expand it to include but not be limited to;</p>

Publicity Cont'd.			letters and bars, trophy displays, banners, retired numbers/jerseys, pictures, banquets, rings, etc. A copy should be given to each head coach, a copy kept in the Permanent Title IX File, and a copy sent to the KHSAA.
Support Services	X		<p>South Oldham High School has one booster club that maintains an off campus account. The process for utilizing booster club funds is handled by the Athletic Director. Gate receipts are part of the general athletic fund. Sports may fundraise and have individual accounts at the school. The Athletic Director oversees all spending.</p> <p>According to the 2007-2008 Annual Report, forms T-35 and T-36, approximately \$594 was spent per male athlete, and \$398 was spent per female athlete. This was a difference of \$196. According to the 2006-2007 Annual Report forms show a difference of \$80. This is a large increase in one year. <u>The school administration and Gender Equity Committee should closely monitor all spending to ensure continued equity. The areas of most concern were travel, and equipment and supplies.</u> This was discussed during the interview sessions and the Gender Equity Committee meeting. Annual Reports should reflect equity on forms T-35 and T-36.</p> <p>The school has four offices assigned to coaches. One at the stadium for football coaches. Three in the main building adjacent to the main gymnasium. One for boys basketball, one for girls basketball, and one that is shared by volleyball and softball. All coaches should have an area for administrative needs. Future plans should include areas for all coaches.</p>
Athletic Scholarships	NA		
Tutoring	NA		

Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

Corrective Action Plans have included facility improvements, as well as opportunity issues. School provided documents and Re-visit observations show progress and completion of identified actions.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs
None

7. KHSAA Recommended Action in relation to new deficiencies

The following are not considered deficiencies at this time, but they need to be addressed.

1. Please submit to the KHSAA, no later than **May 15, 2009**, a copy of an expanded recognition policy/guideline with regard to all manner of recognition used by the school. A copy of this should be distributed to all head coaches and a copy must be maintained in your school's Permanent Title IX File. ✓

2. Please submit to the KHSAA, no later than **May 15, 2009**, a copy of a uniform purchase or replacement guideline/policy. A copy of this should be distributed to all head coaches and a copy must be maintained in your school's Permanent Title IX File. ✓

3. Please submit to the KHSAA, no later than **May 15, 2009**, a copy of a written locker room assignment sheet, and a copy of a written storage area assignment sheet. A copy of each of these should be distributed to all head coaches and a copy must be maintained in your school's Permanent Title IX File. ✓

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

*Done - ok
May 18th 2009
[Signature]*

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mitchell Irvin

District Level Title IX Coordinator: Anne Coorssen

Name	Title	Telephone
Cy Tucker	Girls Soccer Coach	502-523-1185
Randy Penner	Assistant Athletic Director	502-241-1023
Anne Coorssen	OCBE Legal Counsel	502-241-3500
Lori Fernell	Parent	502-241-6681
Frank Wright	Girls Basketball Head Coach	502-241-6681 ext. 101
Steve Simpson	Boys Basketball Coach	502-241-6681 ext. 316
Denis Beall	Boys Soccer Coach	502-241-6681 ext. 224
Mitchell F. Irvin	Athletic Director	502-241-6681
Tim Kollenberg	Parent	502-241-3158
Jenny McCarty	KHSAA Auditor	502-223-6965
Reba Woodall	KHSAA Auditor	859-299-5472

10. Comments

South Oldham High School has excellent athletic facilities. The facilities that have been added since the first visit are exceptional. Both indoor and outdoor facilities are well maintained. It is apparent that school personnel, students, and community support South Oldham High School. They seem willing and eager to help the school maintain and improve the athletic opportunities and benefits for all athletes. The school was prepared with documentation, access to all facilities, and help from school personnel for the KHSAA Re-visit. The students are proud to be a part of athletic teams that represent the school. With vigilance, equity will be maintained in the athletic department.

A quorum was present for the Gender Equity Committee Meeting.

Three parents attended the Public Forum at 5 p.m.
 The KHSAA Audit Team left the school at 5:35 p.m.