

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

(For schools re-visited during the 2006-2007 school year)

School: **South Laurel High School**
Prepared By: **Fran Edwards**
Date of Re-Visit: **February 8, 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:

It is likely that Substantial Proportionality is an area in which South Laurel High School meets the standard for Opportunities compliance. For the school years of 2003/2004, 2004/2005 and 2005/2006 the percentage of total participation by females exceeds the percentage of total female enrollment.

- 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:

The area of History and Continuing Practice of Program Expansion also appears to be an area that meets the standard for compliance. The percentage of current female participants added in the past five years for the school years of 2003/2004, 2004/2005 and 2005/2006 is 25% or greater for each reported year. Twenty-five percent or greater is the standard of compliance for this area of Opportunities compliance.

- 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:

Based on the responses to the most recent Student Interest Survey for interschool athletics, South Laurel High School provides for Full and Effective Accommodation of Interest and Abilities. For the 2006/2007 school year, a total of 14 teams are offered for a female population of approximately 640 students. Teams are fielded for soccer, cross country, basketball, volleyball, tennis, softball, tennis and track & field.

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

Comments:

The student Interest Survey was administered during the 2005/2006 school year to students in grades 8, 9, 10 and 11 during their "Academic Plus Teachers" period. The return rate for the survey exceeded 90%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		As noted previously, the Accommodation of Interests and Abilities at South Laurel High School is rated as satisfactory. A freshman volleyball team was added this past Fall to bring the total number of teams to 14 – 8 varsity, 4 junior varsity and 2 freshman.
Equipment and Supplies	X		The purchase of uniforms for the various sports is funded through the school board and the quality is superior for both genders. A written rotation plan for the purchase of uniforms is in effect and a copy included in the Title IX documents. The sport specific equipment for the teams seems to be comparable; per athlete equipment expenditures for males (\$167) as compared to females (\$104) is reasonable given that South Laurel’s football program includes approximately 65 participants.
Scheduling of Games and Practice Time	X		<p>Practice and game schedules are written and posted. The gymnasium rotation schedule for the basketball teams is equitable. The male and female soccer teams share the field for practices.</p> <p>South Laurel is compliant for prime dates for girls’ basketball. Last season 5 of the 8 (63%) home games were scheduled on a prime date; for this year, four of the nine home games (44%) are slated for prime date.</p>
Travel and Per Diem Allowances	X		Both the softball and baseball teams take out-of-state trips. Meals are not provided for student athletes. The Gender Equity Review Committee is requested to develop written procedures for travel and per diem allowances and submit it to KHSAA offices by April 15, 2007.

Coaching	X		Pay is comparable for coaches of male teams and coaches for female teams; a copy of the coaching stipends is included in the Title IX file. It is noted that Laurel County Public School System provides for a generous number of assistant coaches for several teams. It appears that the coaching staff is stable and experienced. There is a greater number of head coaches employed on campus for male teams than head coaches employed on campus for female teams. However, there is at least one assistant coach on campus for each female team.
Locker Rooms, Practice and Competitive Facilities	X		The locker rooms, practice and competitive venues located on South Laurel's campus reflect the community's commitment to providing student athletes of both genders with first-rate facilities. In particular, the softball complex, completed in 2003, is exceptional and could serve as a model for the entire state. Currently, the baseball complex is being renovated. The gymnasium, constructed in 1971, is well maintained and attractively decorated. There are numerous locker rooms and they are assigned equitably and comparably appointed. The locker rooms designations are written and posted. It is recommended that written assignments also be developed for office and storage areas. The participants are able to avail themselves to superior facilities and the sense of pride associated with the athletic program is clearly evident.
Medical and Training Facilities and Services	X		A full time trainer, contracted through Kentucky Physical Therapy, provides services for members of all teams. There are two weight rooms – the one designated for male athletes is adjacent to the football locker room and the one assigned for female athletes is adjacent to the gymnasium. Written schedules for both weight rooms are posted.

Publicity	X		The cheerleaders, pep band and dance team support male teams and female teams on an equitable basis. Two media guides are printed; one for fall sports and one for winter sports. A written policy with specific criteria for retiring a jersey is included in the Title IX documents. Also displayed in the gymnasium are banners for regional wins and pictures of state championship teams. The Gender Equity Review Committee is to write a policy for the display of honors for regional and state wins and submit it to KHSAA by April 15, 2007.
Support Services	X		Expenditures for male teams and expenditures for female teams appear to be comparable. The school board contributes \$10,000 for non-revenue sports teams. Numerous booster groups provide assistance for the athletic program. Signed booster agreements are on file for soccer and football. School personnel are directed to obtain a signed agreement from the group supporting the girls' basketball team. Administrative procedures are in place to monitor fund raising and expenditures by booster organizations so that an imbalance in funding will not occur. In past years the totals listed on the bottom of Form T-36 (Actual Expenditures – Program Comparison Charts 2) included with the KHSAA Annual Verification of Title IX Procedures were incorrect. Any inaccuracies in the listed totals included for past years are to be corrected and copies of the forms submitted to KHSAA so that the files can be updated.
Athletic Scholarships	N/A		
Tutoring	X		
Housing and Dining Facilities and Services	N/A		

Recruitment of Student Athletes	N/A		
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5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

The Corrective action Plan submitted with the 2005/2006 Annual Report included one item. Members of the Gender Equity Review Committee recommended that an invitational girls' basketball tournament be organized and conducted at South Laurel High School during the winter holiday, 2007.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

7. KHSAA Recommended Action in relation to new deficiencies

School personnel are to submit to KHSAA offices by April 15, 2007 written procedures that specify travel and per diem parameters that are designed to insure that comparable amounts of money are expended for male teams and female teams.

School personnel are to submit to KKHSAA offices by April 15, 2007 written procedures regarding the display of banners for regional wins and the display of pictures for state wins that will cover athletic prowess by both male and female teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: G. J. Smith

District Level Title IX Coordinator: Greg Smith

Name	Title	Telephone
G. J. Smith	Athletic Director	(606) 862-4727
Regina Bishop	Principal	(606) 862-4727
Albert Binder	School Board Member	(606) 878-7459
Larry Bryson	School Board Attorney	(606) 878-7123
Konnie Synder	Teacher/Coach	(606) 878-0469
Tish Walker	Student Athlete	(502) 468-7135
Elizabeth Johnson	Teacher Coach	(606) 864-5328
Greg E. Smith	Deputy Superintendent	(606) 862-4600
Gary W. Lawson	KHSAA Auditor	(502) 875-3817
Fran Edwards	KHSAA Auditor	(859) 299-5472

10. Comments

The Gender Equity Review Committee is to be commended for their efforts to insure that the athletic program at South Laurel High School is comparable in opportunities and benefits for both male and female teams. It is clear, based on observations and comments made during the Title IX Revisit, that the Committee, school district and community have been actively engaged in developing an exceptional sports program for their student athletes. Also, the leadership of the South Laurel's athletic director is apparent and been a positive force in the progress that has occurred over the years.

The Title IX permanent file was comprehensive and very well organized in a notebook format. Minutes for Gender Equity Review Committee meetings were available. It was suggested that perhaps the work of the Committee would be enhanced with the addition of another student representative. Also, as noted previously, the development of policies relative to the display of honors in the gymnasium and travel/per diem are to be submitted to KHSAA offices.

During the interview phase of the Title IX Revisit, both students and coaches stated that they felt the athletic program was well supported by school personnel and the community. The following improvements that were made in the past several years were mentioned during the conversations: increased opportunities for female

participants, the addition of a second weight room, increased publicity for girls' sports and the construction at the softball and baseball facilities. The only concern put forth related to the assignment of officials; more specifically, whether the quality of the officiating was comparable for both male and female basketball games. Overall, the interviewees expressed considerable satisfaction and pride in South Laurel's athletic program.

Gender Equity Meeting
January 31, 2007

Meeting was called to order by G.J. Smith. Members present were G.J. Smith, Tish Walker, Konnie Snyder, Elizabeth Johnson, Albert Binder and Regina Bishop.

Motion to approve minutes from last meeting was made by Mrs. Bishop and seconded by Mrs. Snyder.

A confidential vote took place to retire a banner for former coach Raymond Reed. The voting was unanimous to retire the banner. It will be retired during the boy/girl double header versus Rockcastle County. The girls game will be played first.

The gender equity visit will be February 8.

Student representative, Tish Walker, had heard a concern about some trash in the batting cages. Mr. Smith said that this had been addressed.

Next meeting was set for March 28, 2007.

Meeting adjourned.

Gender Equity Meeting
March 28, 2007

Meeting was called to order by G.J. Smith. Members present G.J. Smith, Konnie Snyder, Elizabeth Johnson, Tish Walker and Nick Snyder.

Mr. Smith reported on the Gender Equity visit on February 8. The committee was impressed with South Laurel High School.

A concern has been brought to the committee about the cheerleaders and away games. Due to the increase in gasoline prices, they cheer only cheer at away games that are in close proximity. The committee stated that the varsity cheer squad will cheer at all home girl's and boy's basketball games.

South Laurel High School athletics does not provide money for over night regular season trips. For KHSAA post season trips we will provide \$7.00 per meal and allow \$125.00 per motel room. Exception: If there is not a motel room available at this price, we will exceed this figure.

Meeting was adjourned.

To: G J Smith

From: Carla Maxey

Subject: Response to question concerning away ballgames

Due to the price increase in gasoline, the cheerleaders do not attend most away games. The coaches review the schedules and try to cheer at a few games that are not far from our county. For instance, we always cheer at North Laurel High School, Corbin and sometimes Whitley County. For example, if we cheer at the boy's games in Whitley County, then we also cheer the girl's game at Whitley. We attend all tournaments because we only have one Varsity cheer squad that cheers for boy's and girl's varsity games. Varsity cheer squad cheers at all home girl's and boy's basketball games.

**South Laurel High
Athletics Policy
on
Over Night Trips**

South Laurel High School athletics does not provide money for over night regular season trips. For K.H.S.A.A. post season trips we will provide \$7.00 per meal and allow \$125.00 per motel room.

Exception: If there is not a motel room available at this price we will exceed this figure.

G. J. Smith
Athletic Director
South Laurel High

GENDER EQUITY MEETING
SOUTH LAUREL HIGH SCHOOL
DECEMBER 14, 2006

The meeting was called to order by G. J. Smith. Members present: G.J. Smith, Tish Walker (student representative), Lynn Parman, Konnie Snyder and Elizabeth Johnson.

G.J. Smith was elected chairperson and Elizabeth Johnson was elected secretary for the 2006-07 term.

Mr. Smith stated the purpose of the Gender Equity Committee is to provide equal opportunities for all students in athletics.

Discussed and passes proposal for retiring jerseys. 1) All nominations must go through the Gender Equity Committee. 2) Unanimous vote by the committee is required. 3) Any KHSAA card carrying coach can nominate. 4) Nominees must be out of high school for 10 years before he/she can be nominated.

The football weight room schedule was discussed and will ask Jason Chappell to write up a schedule for the male athletes.

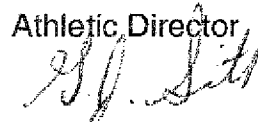
Next meeting will be scheduled at a later date.

Meeting adjourned.

**Team Banners
South Laurel High
Gymnasium**

Volleyball, Girls Basketball, and Boys Basketball teams shall have banners put in the gym if they win a regional championship. These same teams shall have a team picture put in the gym if they win a K.H.S.A.A. State Championship.

Athletic Director



G. J. Smith