



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

(For schools re-visited during the 2004-2005 school year)

School: **Cumberland High School**  
 Reviewed By: **Phyllis Catlett**  
 Date of Re-Visit: **November 18, 2004**  
 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
X	B	History and Continuing Practice Of Programs Expansion
	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:** The school has added volleyball and softball to the girls' program in the last five 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:**

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

**Comments:**

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		
Equipment and Supplies	X		The school has good quality uniforms; however, there is no written uniform rotation replacement policy. <u>The school shall develop a policy and submit it to the KHSAA by February 15, 2005.</u> All student-athletes purchase their own shoes. The boys still have an advantage in storage space. <i>OK</i>
Scheduling of Games and Practice Time	X		Prime time scheduling for girls' basketball for 2004-2005 is in keeping with KHSAA stipulations.
Travel and Per Diem Allowances	X		School personnel need to develop a written policy regarding needs for all student-athletes.
Coaching	X		All head coaches are on-campus and salary discrepancies have been corrected.
Locker Rooms, Practice and Competitive Facilities		X	All teams should be assigned a locker room during their season of competition. The school has made improvements at the softball facility; however, the disparity between baseball and softball facilities still exists. The amenities that are provided at each of these fields are as different as night and day in the quality, structure and features, such as dugouts, storage and other amenities. The baseball field is used strictly for baseball, while the softball field is used for middle school football. The highway safety rail has been put in place to protect students from vehicle traffic on the nearby highway.

<b>Medical and Training Facilities and Services</b>	<b>X</b>		The school has two weight rooms and several universal machines. It was suggested that the school add posters in the room of male and female athletes. The school was strongly urged to post a schedule to assure equal access. The school did not have a training room or certified trainer.
<b>Publicity</b>	<b>X</b>		The school has two squads. It was not clear if both squads were of equal talent. The Gender Equity Review Committee should study this matter and make recommendations for a better selection process. The school shall advise the KHSAA of action taken with regard to this issue on or before <b>February 15, 2005.</b> <i>OK</i>
<b>Support Services</b>	<b>X</b>		The school has booster clubs for each of the sports; however, the Principal has no control over how the funds are distributed. It is the Principal's responsibility to monitor the distribution of all benefits to all teams regardless of the source of these benefits. School personnel will advise the KHSAA of how this oversight will be enforced by <b>February 15, 2005.</b> <i>OK</i>
<b>Athletic Scholarships</b>			N/A
<b>Tutoring</b>			N/A
<b>Housing and Dining Facilities and Services</b>			N/A
<b>Recruitment of Student Athletes</b>			N/A

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

After careful review of the school's past Corrective Action Plans, it appears that the school has made improvements and/or corrections in the areas of Accommodations, Scheduling of Games, and discrepancy in Coaching Salaries. The school has yet to develop a written uniform replacement policy. There are still questions regarding cheerleading and how they are selected or assigned to cheer for girls' and boys' basketball. The weight room did not have a posted schedule, and had no posters or slogans that were related to the male gender.

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

The school's Athletic Director should be provided a key to all facilities of which he expects to have under his supervision.

The absence of a certified trainer of the athletes of Cumberland High School is certainly not an equity issue since neither gender has the service; however, it could be a liability issue if an injury were to occur without proper personnel present during practice and game situations where injury is likely. The Board needs to assist the school in this area.

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

None

8. **KHSAA Recommended Action in relation to re-occurring deficiencies:**

(1) The difference between the baseball and softball facilities begins with a better quality field surface at the baseball field. The surface of the softball field is damaged due to the Middle School football team being allowed to use this field for their games instead of using the high school football field or the football practice field. The softball field does not have a press box or restroom; other amenities that are provided are not of the same quality that is in place at the baseball field. Therefore, the disparity still exists between the baseball and softball facilities. It is suggested that the Gender Equity Review Committee begin to make immediate recommendations for improvement of the softball facility. A written summary of these recommendations shall be submitted to the KHSAA on or before **February 15, 2005.** — *OK per letter dated Dec. 17*

(2) The amount of monies spent between boys' and girls' programs has narrowed; however, the Principal has minimum knowledge of the monies being spent by boosters because the monies are not in the school accounts. It has been strongly recommended to the Principal that control and management of boosters' spending be closely monitored by the Principal to ensure that booster spending does not conflict with the implementation of Title IX responsibilities. A written summary of the procedure to be put in place that will ensure the school's control of booster clubs and their expenditures toward high school athletics must be submitted to the KHSAA no later than **February 15, 2005.** *OK*

## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: John Bond

District Level Title IX Coordinator:

Name	Title	Telephone
Phyllis Catlett	KHSAA Audit Team	859-299-5472
Kay Warf	Librarian	606-589-4625
John Bond	A.D./Girls' Head BK Coach	606-848-2032
Darrell Cornett	Parent	606-589-2977
Lynn Feltner	Parent	606-848-2146
Pam Sherman-Sheffield	School Board Member	606-848-1138
Bonita Duncan	Asst. Principal	606-589-4625
Gary W. Lawson	KHSAA Audit Team	502-875-3817

## 10. Comments

The school's Title IX folder was in good order; it was recommended that school personnel insert all Forms T-65 with their reports as well as corrected pages that may have been received. The school had written minutes of the Gender Equity Review Committee meeting for every year except school years 1999-2000 and 2000-2001.

Interviews were conducted with two students, one of which was a member of the Gender Equity Review Committee. Also interviewed were the Principal and Athletic Director. The interviews were productive and informative.

Four members of the Gender Equity Review Committee were not present for the meeting.

One board member Pam Sherman-Sheffield was present for the meeting.

No one attended the public hearing; the KHSAA Audit Team left the campus at 5:30 p.m.

Date: Tue, 30 Nov 2004 16:15:11 -0500  
From: LBOUCHER (Larry Boucher)  
To: "Clem, Ed" <eclem@harlan.k12.ky.us>  
Reply-to: lboucher@khsaa.org  
Subject: bcc: re: Title IX Visit

*Cumberland  
Title IX*

Ed, I am sorry I haven't gotten back to you sooner, but I have been out of state over the Thanksgiving week. Call me anytime and we can talk. If I am unavailable, leave a message and I will call you back within a day or so.

On Friday, November 19, 2004 9:51 AM, Clem, Ed wrote:

Date: Fri, 19 Nov 2004 09:51:28 -0500  
From: Clem, Ed  
To: "lboucher@khsaa.org"  
Subject: Title IX Visit

Mr. Boucher,  
I would like to talk with you about the Title IX audit we were involved in on November 18, 2004. When would be a good time to call?  
Thank You,  
Edward G. Clem  
Principal  
Cumberland High School

*Ed  
Never called me  
Erby  
12-30-04*



**KHSAA TITLE IX RE-VISIT  
VERIFICATION OF FORMS  
2004-2005 SCHOOL YEAR**

KHSAA  
Form GE50  
Rev. 5/04

The Cumberland High School, Cumberland City, Kentucky

certifies to the KHSAA that the following is an accurate and true representation of the facts surrounding compliance with 20 V.S.C. Sections 1681-1688, it. Seq. (also known as Title IX).

The following persons are to be identified:

**School District Title IX Coordinator:**

Name	BRENT ROARK
Professional Title	HARLAN COUNTY BOARD OF EDUCATION TITLE IX COORDINATOR
Phone Number	(606) 573-4330
Address	BALL PARK ROAD HARLAN, KY. 40831

**School Title IX Coordinator:**

Name	JOHN BOND
Professional Title	ATHLETIC DIRECTOR
Phone Number	(606) 589-4625
Address	600 REDSKIN DRIVE CUMBERLAND, KY. 40823

The following signatures verify the authenticity of the documents included:

	SIGNATURE	DATE
Principal	<i>Edward H. La</i>	9-15-'04
School Title IX Coordinator	<i>John Bond</i>	9-13-'04
Superintendent	<i>Stephen W. Sawyer</i>	9-13-04
District Title IX Coordinator	<i>Brent Roark</i>	9-13-04
School Board Chairperson	<i>Andy</i>	9-13-04





Kentucky High School Athletic Association

KHSAA TITLE IX RE-VISIT  
 PARTICIPATION OPPORTUNITIES - SUMMARY CHART  
 2004-2005 SCHOOL YEAR

KHSAA  
 Form T70  
 Rev. 5/04

		PARTICIPATION OPPORTUNITIES			
		TEST I (Proportionality)	TEST I (History)	TEST II (Interest)	
SCHOOL	SCHOOL YEAR:	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4
		PERCENTAGE OF TOTAL ENROLLMENT BY GENDER	PERCENTAGE OF TOTAL PARTICIPATION BY GENDER	PERCENT OF TOTAL PARTICIPATION BY GENDER ADDED IN THE PAST 5 YEARS	BASED ON RESPONSES TO THE INTERSCHOLASTIC SURVEY, WAS THERE SUFFICIENT INTEREST TO FORM A VIABLE INTERSCHOLASTIC TEAM NOT ALREADY PROVIDED? (Yes/No)
Cumberland	2001-2002	48.7	35.5	49.0	No
	2002-2003	51.4	38.9	63.8	No
	2003-2004	50.7	41.7	57.1	No
GIRLS	2001-2002	51.3	64.5	0	No
	2002-2003	48.6	61.1	0	No
	2003-2004	49.3	58.3	0	No
BOYS	2001-2002	51.3	64.5	0	No
	2002-2003	48.6	61.1	0	No
	2003-2004	49.3	58.3	0	No

Principal's Signature

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 3 & 4



**KHSAA TITLE IX RE-VISIT  
BENEFITS - SUMMARY CHART 1  
2004-2005 SCHOOL YEAR**

KHSAA  
Form T71  
Rev. 5/04

School Cumberland

		SCHEDULING				COACHING		SUPPORT SERVICES			
	COLUMN 1 NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS	COLUMN 2 NUMBER OF HOME "PRIME TIME" CONTESTS (either Friday, Saturday or Sunday)		COLUMN 3 EXPENDITURES FOR COACHES' SALARIES*	COLUMN 4 IS THIS COACH EMPLOYED FULL-TIME ON-CAMPUS? (Y/N)	COLUMN 5 EXPENDITURES FOR EQUIPMENT AND SUPPLIES*	COLUMN 6 EXPENDITURES FOR ANNUAL DUES AND FEES*	COLUMN 7 EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC.)	COLUMN 8 EXPENDITURES FOR TRAVEL & PER DIEM*		
		2003-2004	2004-2005							2003-2004	2004-2005
G basketball	24	24	2	9000	Y	8644		220	1897.72		
B basketball	24	24	5	9000	Y	5508		885	1514.51		
G softball	30	30		2300	Y	5297		No Awards	620.13		
B baseball	30	30		2300	Y	5730		No Awards	1195.73		
G cross country											
B cross country											
G golf											
B golf	6	8		500	Y	1000		No Awards	89.95		
G soccer											
B soccer											

\* - Round off Expenditures to the nearest one hundred dollars



**KHSAA TITLE IX RE-VISIT  
BENEFITS - SUMMARY CHART 2  
2004-2005 SCHOOL YEAR**

KHSAA  
Form T72  
Rev. 5/04

School Cumberland

		BENEFITS									
		SCHEDULING			COACHING			SUPPORT SERVICES			
		COLUMN 1 NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS	COLUMN 2 NUMBER OF HOME "PRIME TIME" CONTESTS (either Friday, Saturday or Sunday)		COLUMN 3 EXPENDITURES FOR COACHES' SALARIES*	COLUMN 4 IS THIS COACH EMPLOYED FULL-TIME ON-CAMPUS? (Y/N)	COLUMN 5 EXPENDITURES FOR EQUIPMENT AND SUPPLIES*	COLUMN 6 EXPENDITURES FOR ANNUAL DUES AND FEES*	COLUMN 7 EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC.)	COLUMN 8 EXPENDITURES FOR TRAVEL & PER DIEM*	
	2003-2004	2004-2005	2003-2004	2004-2005	2003-2004	2003-2004	2003-2004	2003-2004	2003-2004	2003-2004	
G swimming											
B swimming											
G track	5	5			900	N	1674		No Awards		
B track	5	5			900	N	1674		No Awards		
G tennis											
B tennis											
G volleyball	12	16			1800	Y	833		No Awards	440.63	
B wrestling											
G (list sport)											
B football	10	10			18000	Y	16277		3045	2060.17	

\* - Round off Expenditures to the nearest one hundred dollars



KHSAA TITLE IX RE-VISIT  
BENEFITS - PUBLICITY  
2004-2005 SCHOOL YEAR

KHSAA  
Form T73  
Rev. 5/04

School Cumberland High

SUPPORT GROUPS

DIRECTIONS - Please respond to the following questions or statements regarding your cheerleading squad(s) and other support groups. Add pages if more space is needed to answer any of the questions/statements. Please type or write legibly in ink.

1. How many cheerleading squad(s) will your school have for the 2004-2005 school year?

2

2. What is (are) the name(s) of each squad? For example, the following are typical names: generals, or black and gold, or boys' varsity and girls' varsity, or varsity and junior varsity.

Ladyskins Girls Varsity Redskins Boys Varsity

3. Describe, in detail, the selection process for each named squad.

The Boys and Girls Varsity cheerleaders are selected in the same way. Tryouts are announced approximately one month before tryout day. Cheerleaders tryout by performing a dance (30 seconds) and a cheer. These tryout materials are taught in a tryout clinic the week of tryouts. Cheerleaders are selected for the squad by their numerical scores.

4. How is each cheerleading squad assigned to home and away athletic contests? Include football as well as boys' and girls' basketball (and any other sport) at the varsity and junior varsity levels. Include any rotation plans or alternating game assignments that your squads follow.

The Boys Varsity cheerleaders are assigned to all football and boys basketball games.  
The Girls Varsity squad is assigned to all Girls basketball games.

5. Name any squad(s) that takes part in competitive cheerleading events.

Boys and Girls Varsity cheerleaders both take part in competition.

6. Do you have any other school groups such as pep band, dance teams or mascots that perform at athletic contests (Y/N)? If yes, name them and describe how they are assigned.

Pep Band - assigned by band director to all boys and girls basketball home games, and all home football games. They also travel to district and regional basketball tournaments.



Kentucky High School Athletic Association

KHSAA TITLE IX E-VISIT  
CORRECTIVE ACTION - SUMMARY CHART  
2004-2005 SCHOOL YEAR

KHSAA  
Form T74  
Rev. 5/04

School Cumberland

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON APRIL 15 <sup>TH</sup> ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT CORRECTIVE ACTION	COLUMN 3 DATE OF COMPLETED CORRECTIVE ACTION
1999-2000	<p><u>TITLE IX</u> Committee/Gender Equity Committee Needs to be in place to monitor Gender equity issues.</p> <p>Softball Coaches pay NOT Aligned with Baseball Coaches pay.</p> <p>Do Not have A certified TRAINER AT PRACTICES AND GAMES OF ALL Athletic teams.</p>	<p>A <u>TITLE IX</u> Committee/Gender Equity Committee was established by Cumberland High School's SBDM Council on July 30, 2000, to monitor Gender equity issues.</p> <p>School board INCREASED Softball Coaches pay to that of pay received by baseball Coaches.</p> <p>School board has hired certified TRAINERS TO ATTEND ALL practices AND GAMES.</p>	<p>The <u>TITLE IX</u> Committee IS AN Active Committee Overseeing the Gender equity issues ON A CONTINUING basis.</p> <p>The <u>TITLE IX</u> Committee IS AN Active Committee Overseeing the Gender equity issues ON A CONTINUING basis.</p> <p>The <u>TITLE IX</u> Committee IS AN Active Committee Overseeing the Gender equity issues ON A CONTINUING basis.</p>
2000-2001	<p>1. Cumberland High School did NOT have A Fall Sport for Girls in the 2000-2001 School year.</p> <p>2. Cumberland High School's Softball field does NOT have dugouts, restrooms, or A CONCESSION STAND.</p> <p>3. Cumberland High School Weight room will be Accessible To ALL Students.</p>	<p>Cumberland High School is going to offer A Girls Volleyball Team AS A Fall Sport during the 2001-2002 School year.</p> <p>Our high School Softball field is CURRENTLY under RENOVATION AND WE ARE INSTALLING A dugout, portable restrooms AND A CONCESSION STAND.</p> <p>Our weight room is Available To All our Student body Throughout the School Year from 3:00 To 8:00.</p> <p>Our high School Girls Basketball Team USES the weight room in September AND October AND during the Spring AND Summer.</p>	<p>Volleyball will be offered AS Fall Sport for Girls during the 2001-2002 School year.</p> <p>Dugouts, portable Restrooms, A CONCESSION STAND, A Press box, AND bleachers ARE being installed by March, 2002.</p> <p>Weight room will be Available for use by All Students of Cumberland High School Throughout the 2001-'02 School year.</p>

Principal's Signature E. Howard J. C.

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGE 13



Kentucky High School Athletic Association

KHSAA TITLE I E-VISIT  
CORRECTIVE ACTION - SUMMARY CHART  
2004-2005 SCHOOL YEAR

KHSAA  
Form T74  
Rev. 5/04

School Chamberland

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON APRIL 15 <sup>TH</sup> ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT CORRECTIVE ACTION	COLUMN 3 DATE OF COMPLETED CORRECTIVE ACTION
2001-2002	<ol style="list-style-type: none"> <li>Chamberland High School offered Volleyball and Golf as fall sports for girls.</li> <li>Softball field.</li> <li>Weight room.</li> </ol>	<ol style="list-style-type: none"> <li>Chamberland High School had a Volleyball Team.</li> <li>Renovation on the Softball field has been completed and it now has dugouts, restrooms, and a concession stand.</li> <li>Weight room is available to entire student body from 3:00 to 8:00 throughout the school year.</li> </ol>	<ol style="list-style-type: none"> <li>Volleyball is in place at Chamberland High School.</li> <li>Dugouts, restrooms, a concession stand and bleachers are in place on Softball field.</li> <li>Weight room is available to all students.</li> </ol>
2002-2003	<ol style="list-style-type: none"> <li>Football Field Dressing Rooms</li> <li>Football Field Bathrooms.</li> </ol>	<p>Paint dressing rooms, improve ventilation to keep dressing rooms properly dehumidified.</p> <p>New faucets, basins, and paint bathrooms.</p>	<p>August, 2003.</p> <p>August, 2003.</p>

Principal's Signature Edward J. C.

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGE 13



Kentucky High School Athletic Association

KHSAA TITLE IX 3-VISIT  
CORRECTIVE ACTION - SUMMARY CHART  
2004-2005 SCHOOL YEAR

KHSAA  
Form T74  
Rev. 5/04

School

CUMBERLAND

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON APRIL 15 <sup>TH</sup> ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT CORRECTIVE ACTION	COLUMN 3 DATE OF COMPLETED CORRECTIVE ACTION
2003-2004	1. GYMNASIUM AND FOOTBALL field dressing rooms.  2. Softball field Concession Stand and Press box.	PAINT All dressing rooms.  PAINT AND MAINTAIN Concession Stand AND Press box.	August, 2004  August, 2004

*Richard G. Lee*

Principal's Signature

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGE 13