



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

**(For schools re-visited during the 2010-2011 school year)**

School: Cumberland County  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: November 15, 2010  
 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)

X	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 and calculations submitted by the school, it has met the standard established in Test 1 for provision of athletic opportunities during two of the past three school years (2007-08 and 2008-09). During 2009-10, they were within one point of meeting the standard.

- 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 data and calculations submitted by the school, it has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years and is not currently meeting that standard.

- 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: Because of the school's documented pursuit of the indicated interest in volleyball, and the fact that swimming is not a geographically feasible option at this time, it appears that the school is meeting the standard established in Test 3 for provision of athletic opportunities.

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

Comments: According to documentation provided by the school, an 81% return rate was received for the most recent student athletic interest survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The October 31, 2001 audit report rendered the school as deficient in this category because of the failure to meet the standard established in any of the three tests for provision of athletic opportunities at that time. Recent documentation submitted by the school indicates that it is likely meeting the standard established in both Tests 1 and 3 for provision of athletic opportunities. The most recent athletic interest survey does show some interest in volleyball (37) and girls swimming (29). The school's follow up meetings to gauge the serious interest in volleyball did not find support for the responses on the survey. (See documentation—Title IX file) and swimming does not seem to be geographically feasible for the school at this time. KHSAA representatives reviewed the school's Title IX file. It was found to contain the original Title IX audit report from October 31, 2001, all annual reports to KHSAA for the past five years, a board approved salary schedule for coaches, sample game schedules for all sports, written facility usage schedules for all shared facilities, written guidelines regarding awards and recognition of athletic accomplishments for both genders, written designation of locker room and athletic storage space assigned to each team, written minutes for all Gender Equity Review Committee meetings for the past three years, written guidelines relating to equitable provision of travel and per diem, and a written statement relating to the rotation and replacement of uniforms. (See KHSAA Recommended Action and Equipment and Supplies). School officials were encouraged to continue the development of a comprehensive Title IX file.</p>
Equipment and Supplies	X		<p>THE DATA ON THE SCHOOL'S RE-VISIT REPORT RELATING TO THIS CATEGORY WAS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED FOR THIS EVALUATION. The October 31, 2001 audit report rated this category as satisfactory but did recommend that a uniform review, rotation</p>

Equipment and Supplies continued			and/or replacement plan be developed. The recent visit showed that the school has a written statement relating to the equitable replacement of uniforms. This statement needs to be expanded to show the specific time spans for replacement as well as identifying those teams that replace uniforms based on need. (See KHSAA Recommended Action.) All uniforms viewed during the recent visit were of high quality and appeared to be provided equitably. According to the 2009-10 annual report, the school was spending approximately \$72 per female athlete and approximately \$89 per male athlete for the provision of equipment and supplies.
Scheduling of Games and Practice Time	X		At the time of the October 31, 2001 audit report, the school was meeting the minimum standard established for prime time play for girls basketball. A review of the school's regular season girls basketball results for 2009-10 as posted on the KHSAA web site indicate that 38% (3/8) of the girls home games were played on prime dates. This number is below the 40% minimum required by KHSAA. The school requested and was granted a weather related waiver for prime date play for girls basketball for 2009-10 by the assistant commissioner of KHSAA. School officials were encouraged to meet the minimum standard for prime date and prime time play in the future. According to the re-visit, the number of competitive events scheduled for "like" sports showed parity. The assignment of all shared practice facilities at the school seemed to be equitable.
Travel and Per Diem Allowances	X		DATA SUBMITTED ON THE RE-VISIT REPORT IN THIS CATEGORY WAS INCORRECT. ANNUAL REPORTS WERE USED TO EVALUATE THIS AREA. According to the 2009-10 annual report, the school was spending approximately \$61 per female athlete and \$62 per male athlete for travel and per diem. The Title IX file contained written guidelines for the provision of travel and per diem which seemed to show equity.

Coaching	X		<p>According to the re-visit form, the total amount expended for all coaches' salaries of "like" sports is comparable for male and female teams. A review of the district's extra service pay schedule for coaches indicates equivalence. The 2009-10 annual report indicates that the number of coaches provided for "like" sports shows parity. According to the re-visit report, 100% (6/6) of the girls head coaches are on-campus employees compared to 83% (5/6) of the boys head coaches.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The recent visit showed several significant improvements in this category since the October 31, 2001 visit. A city-owned complex which is leased by the school district provides facilities for baseball, softball, and tennis. The complex is very well equipped and maintained. The baseball and softball fields are almost identical in relation to amenities provided. The locker rooms provided at the gym for all teams are very well maintained and appear to be assigned equitably. The school's gym has been renovated since the original visit. Athletic storage has been greatly increased, and the storage provided is assigned with equity as a priority.</p>

Medical and Training Facilities and Services	X		<p>The October 31, 2001 report stated that the school's weight training room was poorly equipped and seldom used. The recent visit showed that both a weight training room and a cardio-vascular development room have been constructed in the school's gym. Both facilities contain state of the art equipment suitable for use by both male and female athletes. An equitable usage schedule for both training rooms is posted at the facilities and is also found in the Title IX file. School officials were commended for the provision of these facilities for the benefit of their student athletes. The school does not currently have the services of an athletic trainer.</p>
Publicity	X		<p>The school's re-visit report documents that one cheerleading squad is sponsored at this time. This squad cheers at all home boys and girls basketball games, at away boys and girls basketball games with district opponents, at all Class A regional and state tournament games, and at KHSAA sponsored district, regional, and state tournament games for both squads. The pep band follows the same schedule of games as the cheerleaders. According to the re-visit form, the school spends approximately \$16 per female athlete and approximately \$15 per male athlete for provision of publicity/promotions, awards, and recognition. The school currently has a set of written guidelines for the posting of banners and other forms of athletic recognition in the school's gym which seems to show equity.</p>
Support Services	X		<p>The October 31, 2001 report designated this area as satisfactory. The report stated that one athletic booster club existed at that time, and it was suggested that the school develop guidelines for the oversight of booster club spending for the provision of equity. The recent visit showed that the school still has one athletic booster club which works very closely with the athletic director in relation to provision of benefits to student athletes, but there are no written guidelines for oversight of booster expenditures for the provision of equity. (See</p>

Support Services continued			KHSAA Recommended Action.) A comparative analysis of total athletic spending for the provision of equity over the past two years shows that in 2008-09, the school was within acceptable parameters on a percentage basis and slightly outside those parameters on a per athlete basis for a non-football playing school. In 2009-10 the school was within acceptable parameters both on a percentage and a per athlete basis.
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)

The school's most recent Corrective Action plans call for the following:

- pursuit of indicated student interest in girls volleyball;
- increase in prime time playing opportunities for the girls basketball team.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no major deficiencies observed during the recent school visit. There are a few areas of concern that need to be reviewed and addressed. In order to provide accurate data to KHSAA, it is requested that on or before February 28, 2011, the school Title IX coordinator submit a certificate of attendance from a KHSAA Title IX workshop. The school's uniform review, rotation, and/or replacement plan needs to be expanded and written guidelines for oversight of athletic booster club spending should be developed and implemented. (See KHSAA Recommended Action in Relation to New Deficiencies.)

7. KHSAA Recommended Action in relation to new deficiencies

No deficiencies were designated by the recent school visit.

Although not currently designated as deficient, the following "areas of concern" need to be addressed in order for the school to maintain the current "non-deficient" status.

(EQUIPMENT AND SUPPLIES) On or before February 28, 2011, the school is to submit to KHSAA an expanded uniform review, rotation, and/or replacement plan. This plan should list the specific years that each teams' uniforms are to be replaced, and then list those teams that replace uniforms on an individual basis based on need.

(SUPPORT SERVICES) On or before February 28, 2011, the school is to submit to KHSAA written guidelines for the oversight of booster club expenditures for the provision of equitable benefits. These guidelines should include, but not be limited to, the process and procedure for a booster purchase to be approved, and the person(s) responsible for oversight of these purchases.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There are no re-occurring deficiencies identified as a result of the recent visit. The deficiency in the area of Accommodation of Interests and Abilities indicated by the October 31, 2001 report appears to have been addressed successfully.



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Glen Allen Murphy, 912 N. Main St., Burkesville, KY 42717  
(270) 864-5818

District Level Title IX Coordinator: Dennis Smith, 908 N. Main St., Burkesville, KY 42717  
(270) 864-3377

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Kathy Johnston	KHSAA	(859) 299-5472
Kimberly Spears	Student Athlete	(270) 864-5818
Shelia Skipworth	Booster Club Treasurer	(270) 433-7892
Carolyn Spears	Head Girls Basketball Coach	(270) 406-2888
Nathan Britt	Tennis Coach	(606) 306-2096
Anthony Smith	Girls Golf Coach	(270) 459-0660
Tabitha Cooksey	Girls Softball Coach	(270) 864-5818
Mandi Wheat	Cheer Coach	(270) 864-5818
Patrick Crawley	Boys Golf Coach	(270) 864-5818
David McIntyre	Boys Basketball Coach	(270) 459-0658
Sherry Radford	Head Cheer Coach	(270) 459-0858
Wanda J. Gilbert	Booster Club Secretary	(270) 459-0499
Carl A. Black	Booster Club President	(270) 459-0871
Kay Graham Bright	Principal	(270) 864-3451

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:10 CST.

rec. - ok - 2-15-11

2-15-11

Phyllis,

Please send letter(s) to Cumberland County stating that all materials requested by the November 15, 2010 audit report have been received and are satisfactory. No further action is necessary at this time.

Thanks,

Gene

**KHSAA**

JAN 11 2011

# Certificate of Attendance

*Awarded to:*

*Glen Murphy, Cumberland County HS*

*for successfully completing*

**Equity in Academics and Athletics**

**EILA # 11 EIL 0822**

Date: December 2, 2010

Hours: 4



Instructor



JAN 11 2011

## ATHLETIC BOOSTER CLUB AGREEMENT

The agreement is entered into by and between the Cumberland County Board of Education (hereafter referred to as "Board") and an entity known as Athletic Booster Club (hereafter referred to as the "Booster Club"). Through this Agreement, the parties intend to set forth the terms and Conditions under which the Booster Club may operate and associate with students, teachers, coaches and school administrators at Cumberland County High School.

1. The Booster Club acknowledges that the Board is responsible for the promotion of education and the general health and welfare of all students attending the Cumberland County Public Schools. In addition, the Booster Club acknowledges that the Board has control and management funds and all public school property in its district may use its funds and property to promise all school public education (KRS 160.290)
2. The Booster Club acknowledges that its activities may affect compliance with Title IX of the Educational Amendments of 1972 by Cumberland County High School and the Board. Likewise, the Booster Club acknowledges that, as a condition of membership in the Kentucky High School Athletic Association representatives of Cumberland County High School and the Board must verify that the school complies with Title IX. Accordingly, the Booster Club agrees to provide all information requested by Cumberland County High School, the Board, or the Kentucky High School Athletic Association for purposes of determining Title IX compliance. The Booster Club further agrees to refrain from engaging in any activity which, in the opinion of the principal or athletic director of Cumberland County High School or the Superintendent of the Cumberland County Public Schools, adversely affect the school's or the Board ability to comply with Title IX.
3. Upon request of the principal or athletic director of Cumberland County High School, or upon request of the Superintendent of the Cumberland County Public Schools, the Booster Club shall make available a full and complete list of its members.
4. In addition to complying with the requirements of Title 702 of the Kentucky Administrative Regulations, Chapter 3:130 (internal accounting, and all other relevant statues and regulations), the Booster Club shall, upon the request of the athletic director or the principal of Cumberland County High School, or on the board request of the Superintendent of the Cumberland County Public Schools, provide a full and complete accounting of all moneys raised as well as a full and complete accounting of all moneys expended. In addition, if requested to do so, the Booster Club shall also provide audited financial records concerning its activities.
5. The principal and athletic director of Cumberland County High School and the Superintendent of the Cumberland County Public Schools expressly reserve the right to reject any fund raising activity for any reason. The Booster Club agrees

**POLICY FOR BOOSTER CLUB PURCHASING UNIFORMS:  
(Amended December 8<sup>th</sup>, 2010)**

The athletic booster club will purchase uniforms for the following sports on a five year rotation:

**Girls Basketball 2010 then 2015 then 2020**

**Cheerleading 2011 then 2016 then 2021**

**Baseball 2012 then 2017 then 2022**

**Softball 2013 then 2011 then 2023**

**Boys Basketball 2014 then 2019 then 2024**

The following sports will have uniforms replaced as they need them:  
Cross-Country, Track, Tennis & Golf.

\_\_\_\_\_  
(Booster Club President)

*Alan O'Shea Murphy* 1-10-11  
\_\_\_\_\_  
(Athletic Director)

\_\_\_\_\_  
(High School Principal)

JAN 11 2011