

TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2002-2003 school year)

School: **Edmonson County High School**

Reviewed By: **Gordon Bocoock & Julian Tackett**

Date of Visit: **March 3, 2003**

Telephone Number of Reviewer: **(606)678-8916/(859)299-5472**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (Form T-60) 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
	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:
For the 2001-2002 school year, the results of the calculations suggest that the Substantial Proportionality Test is an area of compliance, with the girls' percentage of the total enrollment being 48.8% and the girls' percentage of total participation being 46.4%. This has moved Edmonson County High School within the normally accepted 3% allowance between total enrollment and total participation. Therefore, at this time, it appears that Edmonson County High School is in compliance on Opportunities Test 1.

B.) If History and Continuing Practice of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes No

Comment:
For the 2001-2002 school year, the results of the calculations suggest that the History and Continuing Practice of Program Expansion is an area of compliance. The total number of females added in the last five years is 55. This number of 55, as a percentage of the total number of female participations is 41%. This percentage is above the 25% target for compliance therefore it appears that Edmonson County High School is in compliance on Opportunities Test 2.

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes No

Comment:
This is an area where the Gender Equity Review Committee at Edmonson County High School is setting forth Corrective Action that would begin the process to start a girls' soccer program as indicated by the school's student survey.

3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?

Yes No

Comment:

Students at Edmonson County High School have been surveyed and have shown an interest in beginning a girls' soccer program. The Gender Equity Review Committee has the corrective action in their Title IX file that will begin this process. In the past, the survey has been offered to grades nine, ten and eleven. It is suggested that the next survey be offered to the incoming freshman class, and that a portion be added to show student interest in student managers, statisticians, video technicians and other non-athletic participation opportunities.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		At the present time, the accommodations of interest and abilities is rated as satisfactory. It should be noted that during the past five years Edmonson County High School has added three varsity and one junior varsity sport for girls and one varsity sport for boys. The Gender Equity Review Committee is using the survey to try to meet the needs and interests of the student body.
Equipment and Supplies	X		At the present time, no deficiencies were found. It is noted that the T-5 form for girls' cross country is missing and needs to be completed and placed in the school's Title IX file. It is noted that the T-8, T-9 and T-10 forms were not complete. These forms need the girls'/boys' track portion completed and the advantage column on each page completed, placed in the school's Title IX file and resubmitted to the KHSAA by August 15. To assure that Edmonson County High School continues to provide the high quality of uniforms that they currently offer, it is suggested that the Gender Equity Review Committee adopt a uniform replacement policy that would include all of the boys' and girls' athletic teams and be a guide to keeping the uniforms at a high quality.

Scheduling of Games and Practice Time	X	<p>It is noted that Edmonson County High School is doing a very good job with “prime time” scheduling. During the 2001-2002 school year, the boys played 12 games in “prime time” and the girls played nine and the school played 10 boy/girl double-headers. During 2002-2003, the boys played 10 games in “prime time” and the girls eight with an increase of 17 boy/girl double-headers.</p>
Travel and Per Diem Allowances	X	<p>It is recommended that the Gender Equity Review Committee establish an equitable policy for student athletes that would cover all the aspects of travel and place the policy in the school’s Title IX file. The Gender Equity Review Committee needs to re-do the T-16 form and see that it matches what the coaches stated on their Travel and Per-Diem reports. This report should be placed in the school’s Title IX file and resubmitted to the KHSAA by August 15.</p>
Coaching	X	<p>It appears that at the present time Edmonson County High School is in compliance in regard to coaching salaries. It is suggested that the Gender Equity Review Committee meet with the school administration and determine the base salaries in each sport for head coaches and assistants. If the local school board uses a percentage of increase with coaches to indicate years of service, extended days and/or weeks, this should be included with the policy and placed in the school’s Title IX file.</p>

Locker Rooms, Practice and Competitive Facilities	X	<p>It appears at the present time that the facilities at the school adequately and equitably meet the needs of all athletic participants. With the impending renovation of the school, the students will continue to be served in an excellent manner</p> <p>Unrelated to Title IX, but of paramount concern, is the safety situation related to the bleachers at the football stadium. This condition should be referred to the Kentucky Department of Education, Department of Facilities and Grounds for immediate consultation related to the safety aspects of the seating.</p>
Medical and Training Facilities and Services	X	<p>The Gender Equity Review Committee needs to redo the T-29, T-30 and T-31 forms so that they match with the comments placed on the T-28 forms and what the coaches said, and place them in the school's Title IX file and to resubmit by August 15. The weight room needs a posted schedule of when it is being used by boys or girls or what particular sport to assure that no one is being left out that desires to use the facility. The Gender Equity Review Committee needs to come up with ways to make the school weight room more female-friendly. It is noted that the school has a trainer on staff that is available to all athletes.</p>

<p>Publicity</p>	<p>X</p>	<p>The Gender Equity Review Committee has some policies that relate to some of the subjects in this particular area but none appear in the school's Title IX file.</p> <p>The Committee should be developing policies for the Athletic Department to ensure equal treatment regarding program production, schedule card production, and media guide production to ensure that other entities such as booster organizations do not affect compliance.</p> <p>The placement of banners/pictures in the gymnasium and commons area of the school should have a policy to ensure that all athletic participants have an equal opportunity for this "prime time" exposure. School personnel should continue its efforts to clarify the issue of trophy and memorabilia display. This can not be left to the thoughts of any coach or participant, but should be a systematic approach that will ensure the equal treatment of all participants. They appear to be doing a good job with cheerleaders at the present time, with cheering at boys' and girls' home basketball games and football games. They also need to make sure that a policy regarding the selection process and the cheering schedule is in the school's Title IX file.</p>
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Support Services	X		<p>It appears that the T-35 and T-36 forms are not complete and do not truly reflect Edmonson County High School and the Athletic Department spending practices.</p> <p>The Gender Equity Review Committee should submit a report to the KHSAA by August 15, 2003 that shows a closer percentage of expenditures of the boys' and girls' athletics that would reflect any Booster Club spending. It suggested that the Gender Equity Review Committee develop a policy that shows Booster Club control and place in the school's Title IX file. The school should be aware of the problems that can exist with separate and independent booster organizations for each sport. At minimum, the school should enter into contractual relationships with these groups to ensure compliance with school, state and federal law. The school should require through policies approved at the school, site base, and board of education level, that the booster organizations regularly submit complete and audited financial reports to the school so as to include these amounts received and spent by these organizations in any required reporting.</p>
Athletic Scholarships**	X		This area does not appear applicable in this situation.
Tutoring**	X		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.
Housing and Dining Facilities and Services **	X		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.
Recruitment of Student Athletes**	X		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.

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

The KHSAA Audit Team discussed several items that needed the attention of the Gender Equity Review Committee at Edmonson County High School in regard to policy development, and then making these policies a part of the school's Title IX file. The present Equity Committee has seen the need to begin the process of starting a girls' soccer program. Continued effort should be made to develop a corrective action plan to make this sport a reality for the Edmonson County girls.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were found, but some areas need constant attention in the future (development of certain policies, weight room updates, expense reports in house and booster clubs).

7. Facility Recommendations or Concerns

The weight room and the ability of females to use the room at specific times is questionable at this time. The Gender Equity Review Committee needs to give some attention to conditions in the weight room to make it more appealing to female athletes, and develop a female usage schedule.

8. KHSAA Recommended Action

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of _____
- None at This Time
- School shall submit the following additional information:

Prior to August 15, 2003, the following items should be submitted-

- ◇ The T-8, T-9 and T-10 forms need to be revised and properly completed.
- ◇ The T-16 form needs to be revised and properly completed.
- ◇ The T-35 and T-36 forms need to be revised and properly completed.
- ◇ The T-35 and T-36 forms are to be redone to reflect the true account of expenses by school and/or booster clubs in regard to each column that is listed on the report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jeff Stice, Brownsville, Kentucky 42210 (270)597-2101

District Level Title IX Coordinator: Jeff Stice, Brownsville, Kentucky 42210 (270)597-2101

Name	Title	Telephone
Gordon D. Boccock	KHSAA Audit Team	606-678-8916
Julian Tackett	KHSAA Audit Team	859-299-5472
Darrell Cassady	Edmonson County Superintendent	270-597-2101
Peggy Meredith	Edmonson County Parent	270-597-3605
Jeff Stice	Edmonson County Title IX Coordinator	270-597-2101
Larry Starnes	Assistant AD and School Trainer	270-597-2151
David Skaggs	Edmonson County Male Student	270-597-2587
Brian Alexander	Edmonson County Athletic Director	270-597-2151
Katrina Long	Edmonson County Female Student	270-597-2549
Gary Meredith	Edmonson County Principal	270-286-8005
Kevin Jackson	Girls Basketball Coach	270-563-4023

10. **Comments:**

It is the opinion of this KHSAA Audit Team that the Gender Equity Review Committee at Edmonson County High School is an excellent working team and they have made great strides in the past five years in regard to Title IX and offering more and more opportunities for the female students. Many good things are happening at the school and the KHSAA Audit Team encourages the Gender Equity Review Committee to design a number of policies, as put forth in this report. These policies will not only strengthen the governing of the Edmonson County High School Athletic Department, but it will give direction to new administrators in years to come.

Edmonson County Board of Education

PATRICK WADDELL, SUPERINTENDENT

100 Wildcat Way, P.O. Box 129

Brownsville, KY 42210

Phone: 270-597-2101 - Fax: 270-597-2103

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May 26, 2009

KHSAA
2280 Executive Drive
Lexington, KY, 40505

Dear KHSAA Commissioner and Staff;

In this letter, the Edmonson County School District would like to comment on the issues that have been addressed in the 2008-2009 Title IX, Annual Report Submission, Status Report (Form T65). Also attached in this mailing are the Gender Equity Meeting Minutes for the past two school years, which you requested.

In item II-E) Other Recommendation and Comments:

Issue 1: Your report stated, "The Gender Equity Committee needs to take a serious look at the student interest survey in regards to the interest that appears to be in Tennis and Soccer. You make the statement that the district has no plans at this time to all (add) these sports. There is no evidence in this report that the Gender Equity Committee has checked to see if this interest is real and genuine. Were meetings held to see how many students actually showed up?

Were meetings held for parents of these interested students to let them have input on the interest?"

Response:

- First, please check the attached October 3, 2007 Gender Equity Meeting minutes. In those minutes, you will see how the issue of adding soccer was investigated and handled by the Gender Equity Committee.

Issue 2: Your report stated: "The Gender Equity Committee needs to take a look at the Awards Policy for the school. According to the report the school provides funds for awards for some sports while boosters seem to take care of others and two sports received no funding at all.

Response:

- At this time, there is no policy for presentation of awards and distribution of money for awards. This issue will be addressed by the High School Principal and Athletic Director, and a policy will be presented at the fall Gender Equity Meeting for approval.
- All sports have the opportunity to present their athletes with awards and host a banquet. Due to the low number of athletes participating in both girls and boys golf, it has been their choice not to provide awards.

- Some teams use school money to provide awards, some use only booster money, and others use a combination of both. It is not the school's or district choice to give award money to some and not others. But it has been left to the coaches on which fund to receive the allocation. It is not a matter of, if the team doesn't use the school money provided for awards that they will lose it, it is the fact that if they don't use the money for awards, they can use the funds to purchase additional supplies. So, it is not the matter of the money not being there, but it usually comes down to which funds are most convenient to use at the time.

Issue 3: Your report stated: "Your overall spending looks very good but you need to take a look at the spending in like sports as there are a couple of potential red flag areas such as the difference in the Boys Basketball Equipment and Supplies area. You touched on this in your Corrective Action Plan and are correct that the Gender Equity Committee needs to keep an eye on this and maybe look at the Booster Policies to see if better control is needed.

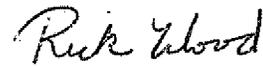
Response:

- As in your statement, the Gender Equity Committee recognizes that this could be a potential problem. The committee has addressed this with the Principal and Athletic Director, and plans to continue to review those athletic budgets for monetary control.

The district wants to thank you for your valued recommendations and comments. We hope that these responses help in clearing some of your questions. The district's goal is to always provide an equal opportunity for all our students and athletes. Please let us know if you need additional information.



Jeff Stice
District Title IX Coordinator



Rick Wood
School Title IX Coordinator
Athletic Director

enclosure

Title IX Meeting
Thursday, August 23, 2007
12:30 p.m.
ECHS Auditorium

2007-08 Committee Members:

Brian Alexander—ECHS Principal
Jeff Stice—District Title IX Coordinator
Ricky Wood—ECHS Athletic Director
Larry Starnes—Assistant Athletic Director
Teresa Brooks—Parent Representative
Shannon Gipson—Volleyball Coach
Kevin Jackson—Head Softball Coach
Amanda Stewart—Female Student Athlete
Nathan Smith—Male Student Athlete

Agenda

- I. Introduction
 - a. Members
 - b. What is Title IX?

- II. Booster clubs
 - a. Officers
 - b. Financial reports

- III. Outline year

- IV. Future meeting dates

- V. Dismissal

Minutes: recorded by Shannon Gipson, Volleyball Coach

Rick Wood, ECHS Athletic Director, conducted the meeting. He introduced committee members and explained what Title IX encompasses. After discussion of last year's Title IX Report, all sports and any possible problem areas, such as equal money, facilities, equipment, practice times, funding, etc. were conferred upon. The committee agreed that since the Board of Education provided equal money for our sports that our programs are in good condition. The committee looked ahead to the next meeting and set the date for Wednesday, October 3, 2007 at 12:30 p.m. in the ECHS Auditorium. All 2006-07 financial reports were requested from booster clubs, as well as a list of officers. Discussion of student surveys to be completed in January 2008 followed. Concluding all business, Rick Wood dismissed the meeting.

Title IX Meeting
October 3, 2007
12:30 p.m.
ECHS Auditorium

2007-08 Committee Members:

Brian Alexander—ECHS Principal
Jeff Stice—District Title IX Coordinator
Ricky Wood—ECHS Athletic Director
Larry Starnes—Assistant Athletic Director
Teresa Brooks—Parent Representative
Shannon Gipson—Volleyball Coach
Kevin Jackson—Head Softball Coach
Amanda Stewart—Female Student Athlete
Nathan Smith—Male Student Athlete

Agenda

- I. Minutes from last meeting—Coach Gipson
- II. Student Surveys, January 2008
*to be issued & filled out 1/15/08
- III. Booster Club Financial Reports (2006-07)
- IV. Future meeting date (Thursday, November 15, 2007 at 2:45 p.m. in Room 159)
- V. Dismissal

Minutes: recorded by Shannon Gipson, Volleyball Coach

Rick Wood, ECHS Athletic Director, conducted the meeting. Following brief review of the committee's last meeting, Coach Wood asked if anyone knew of any red flags in any sport or area that the committee needed to be aware of. Coach Wood informed that committee that a group of 15 or so students had approached him about the possibility of starting a soccer team last year (Fall 2006). Coach Wood told the students he would look into the possibility. He also fielded a few calls from parents concerning this topic. He talked to Mr. A.B. Webb about facilities in the county (HWY 70 Complex/Chalybeate Complex) that might be used for soccer practice/games. A.B told Coach Wood that a soccer complex might be built down the road. After looking at our list of students and researching their academic, attendance, and discipline records, we decided that at this time we would not go forward and table this option. Some of these students would not have been academically eligible and had never participated in an organized sport.

The committee discussed this due to our Student Surveys that will be done in January 2008. Discussion took place about adding soccer down the road. However, with 12 varsity sports and 575 or so students, the committee felt as though a sufficient amount of activities are offered to our students. Also, we are cutting teachers, classified staff, and cutting budgets due to rough economic times. The committee decided it was not a good time to offer a new sport.

Title IX Meeting
Thursday, January 24, 2008
2:45 p.m.
Room 159

2007-08 Committee Members:

Brian Alexander—ECHS Principal
Jeff Stice—District Title IX Coordinator
Ricky Wood—ECHS Athletic Director
Larry Starnes—Assistant Athletic Director
Teresa Brooks—Parent Representative
Shannon Gipson—Volleyball Coach
Kevin Jackson—Head Softball Coach
Amanda Stewart—Female Student Athlete
Nathan Smith—Male Student Athlete

Agenda

- I. Minutes from last meeting—Coach Gipson
- II. Discuss findings of Student Surveys
- III. Future meeting date (Thursday, March 20, 2008).
- IV. Dismissal

Minutes: recorded by Shannon Gipson, Volleyball Coach

Rick Wood, ECHS Athletic Director, conducted the meeting. Following brief review of the committee's last meeting, the findings of the student surveys were discussed. There was some interest for some sports that we do not offer, such as soccer (girls mainly), lacrosse (boys), tennis (girls), wrestling (boys), archery, and bowling. We discussed the pros and cons of all these options, but again we determined that it would be difficult to start another sport in light of budget cuts, increase in mileage costs athletically, teacher cuts, etc. The committee scheduled the next meeting for Thursday, March 20, 2008.

Title IX Meeting
Thursday, March 20, 2008
2:45 p.m.
Room 159

2007-08 Committee Members:

Brian Alexander—ECHS Principal
Jeff Stice—District Title IX Coordinator
Ricky Wood—ECHS Athletic Director
Larry Starnes—Assistant Athletic Director
Teresa Brooks—Parent Representative
Shannon Gipson—Volleyball Coach
Kevin Jackson—Head Softball Coach
Amanda Stewart—Female Student Athlete
Nathan Smith—Male Student Athlete

Agenda

- I. Minutes from last meeting—Coach Gipson
- II. Discuss Title IX report (due April 15)
- III. Discuss girls golf participation (emphasis in PE units)
- IV. Future meeting date.
- V. Dismissal

Minutes: recorded by Shannon Gipson, Volleyball Coach

Rick Wood, ECHS Athletic Director, conducted the meeting. Following brief review of the committee's last meeting, the Title IX report due April 15 was discussed. Almost all data is ready for this report except for a couple of springs sport rosters. The committee again looked at ways to improve girls golf participation. It was decided that a re-emphasis was needed with all PE teachers in the district to do a golf unit in hopes to recruit more female golfers. The Title IX report should be complete by early April.

Title IX Meeting
Thursday, August 21, 2008
2:45 p.m.
Room 115

2008-09 Committee Members:

Brian Alexander—ECHS Principal
Jeff Stice—District Title IX Coordinator
Ricky Wood—ECHS Athletic Director
Larry Starnes—Assistant Athletic Director
Kyle Pierce—Head Football Coach
Teresa Brooks—Parent Representative
Leanne Pierce—Head Cheerleading Coach
Kevin Jackson—Head Softball Coach
Jordan Simon—Female Student Athlete
T.J. Massey—Male Student Athlete

Agenda

- I. Introduction: What is Title IX—Rick Wood
- II. Prime time dates, basketball schedules
- III. Facilities/Equipment
- IV. Future meeting date
- V. Dismissal

Minutes: recorded by Leanne Pierce, Cheerleading Coach

Rick Wood, ECHS Athletic Director, conducted the meeting. After introducing this year's Title IX Committee members, Coach Wood explained to the committee what Title IX is, basic rules, and regulations, etc. that accompany the program. Prime time dates were talked about, in addition to basketball schedules and these dates. Concluding discussion on equal primetime dates, facilities and equipment were discussed. Future meeting dates were the last order of business. Coach Wood dismissed the meeting.

Title IX Meeting
Thursday, December 18, 2008
2:45 p.m.
Room 115

2008-09 Committee Members:

Brian Alexander—ECHS Principal
Jeff Stice—District Title IX Coordinator
Ricky Wood—ECHS Athletic Director
Larry Starnes—Assistant Athletic Director
Kyle Pierce—Head Football Coach
Teresa Brooks—Parent Representative
Leanne Pierce—Head Cheerleading Coach
Kevin Jackson—Head Softball Coach
Jordan Simon—Female Student Athlete
T.J. Massey—Male Student Athlete

Agenda

- I. Introduction—Rick Wood
- II. Review of previous meeting—Leanne Pierce
- III. Budget Cuts
- IV. Golf (female)
- V. Future meeting date
- VI. Dismissal

Minutes: recorded by Leanne Pierce, Cheerleading Coach

Rick Wood, ECHS Athletic Director, conducted the meeting. After introductions by Coach Wood, Leanne Pierce reviewed the minutes from the previous meeting, including prime time dates and basketball schedules, facilities and equipment, and future meeting dates. Next, budget cuts were discussed. Athletic cuts are a possibility. The possibility of board money cuts from ~~\$50,000~~^{\$50},000 to \$40,000 was discussed. The mileage cost may increase from \$1.25 per mile to \$1.50 per mile. Cuts will be implemented equally among sports. The female golf program has doubled, increasing from 1 female to 2 females this year. Future meeting dates were the last order of business. Coach Wood dismissed the meeting.

Title IX Meeting
Thursday, April 23, 2009
2:45 p.m.
Library

2008-09 Committee Members:

Brian Alexander—ECHS Principal
Jeff Stice—District Title IX Coordinator
Ricky Wood—ECHS Athletic Director
Larry Starnes—Assistant Athletic Director
Kyle Pierce—Head Football Coach
Teresa Brooks—Parent Representative
Leanne Pierce—Head Cheerleading Coach
Kevin Jackson—Head Softball Coach
Jordan Simon—Female Student Athlete
T.J. Massey—Male Student Athlete

Agenda

- I. Introduction—Rick Wood
- II. Review of previous meeting—Leanne Pierce
- III. Budget Cuts (cont.)
- IV. Golf Update
- V. Future meeting date
- VI. Dismissal

Minutes: recorded by Leanne Pierce, Cheerleading Coach

Rick Wood, ECHS Athletic Director, conducted the meeting. After introductions by Coach Wood, Leanne Pierce reviewed the minutes from the previous meeting. The possibility of athletic cuts was discussed again, and looks as though they will be imminent. Board money will probably be cut from ~~\$60,000~~^{\$50,000} to \$40,000, along with mileage cost increasing from \$1.25 per mile to \$1.50 per mile. Cuts will be implemented equally among all sports. Although the female golf program has doubled, increasing from 1 female to 2 females this year, the committee discussed the need to encourage more girls to participate in this sport. Following the opportunity for questions, comments, and discussion, Coach Wood dismissed the meeting.