



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

**(For schools re-visited during the 2015-2016 school year)**

School: Fairview High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: January 12, 2016  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-19) Yes  No
- Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes  No
- Benefits Summary Charts (Forms T-35 & T-36) Yes  No
- Checklist Overall Athletics Program (Form T-41) Yes  No
- Improvement Plan Summary Charts (Form T-60) 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 submitted data, it appears that Fairview High School is not currently meeting the standard of test 1 for the provision of athletic opportunities.

- 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 submitted data, it appears that Fairview High School is not currently meeting the standard of test 2 for the provision of athletic opportunities.

- 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 submitted data, it appears that Fairview High School is currently meeting the standard of test 3 for the 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: The most recent Student Interest Survey was conducted during the 2013-2014 school year. Students in grades 8-11 were surveyed with a return rate of 99.6%.

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 most recent Student Interest Survey was administered during the 2013-2014 school year. Submitted data showed that students in grades 8-11 were surveyed with a return rate of 99.6%. Reported information on the 2015 Annual Report shows that Fairview High School offers eight (8) varsity sports for males and nine (9) for females. The most recently added sports for males and females include bowling, tennis, and archery. In the audit of 2009, this area was found deficient due to lack of documentation relative to student interest. Since that time, reported data and documentation, as reported on the T-3 form(s) of the Annual Reports has supported the interest as indicated on the Student Interest Surveys.</p>
Equipment and Supplies	X		<p>There was written evidence of a uniform review and/or purchase plan for all teams. The rotation cycle was varied (3, 4, 5 years) but did show that the 'like' sports were on the same cycle. All viewed uniforms were of very high quality and comparable in the quantity provided. There appears to be a slight advantage to the females as basketball shoes are provided by the school while the boys basketball players provide their own. All other viewed equipment appeared to be well maintained and available for equitable access. An overall review of spending for this category was found to be greatly disproportionate as an average of \$420.00 was spent per male athlete and \$139.00 spent per female athlete. A further review of this will be covered in the benefit category of Support Services.</p>

Scheduling of Games and Practice Time	X		<p>There was viewed evidence of all the most recent game schedules in the Title IX file. Viewed schedules showed comparability and equivalence relative to the number of provided competitive event opportunities. Interviews with administration and coaches indicated equitable usage and access to the shared facility of the gymnasium, however, a written schedule showing evidence and oversight was not available.</p> <p>(see KHSAA recommendation 7.a.)</p>
Travel and Per Diem Allowances	X		<p>There was written evidence of a Travel and Per Diem guideline that included the provision for mode(s) of transport and the specifics and provision for meal allowance. The provision for housing (hotel) stay was not included in the guideline. The current guideline does provide for administrative oversight and Athletic Director approval of all trips. An overall review of spending for this category meets the acceptable parameters for both males and females.</p> <p>(see KHSAA recommendation 7.b.)</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule which showed equivalence in the salary provided and in the number of provided positions for teams, particularly the 'like' sports. Submitted information showed that a minimum of 50% of all head coaches are located on-campus. According to submitted data, the athlete to coach ratio, with regard to accessibility, was 11:1 for females and 6:1 for males. Interviews with administration indicate some possible errors in reported coaching numbers. Interviews with administration indicated that coaching evaluations are conducted by the Athletic Director and Principal. Currently, a</p>

			<p>written document is not used for these evaluations. There was evidence of a 2015-2016 Coaching Handbook which did include all approved guidelines as they specifically relate to each benefit category.</p> <p>(see KHSAA recommendation 7.c.)</p>
Locker Room, Practice and Competitive Facilities	X		<p>There was written assignment of locker room assignment for all teams. It appears that the only current locker room that is not in close proximity to its competitive venue is volleyball. The volleyball team currently practices and competes at the new elementary school gymnasium but with the recent installation of volleyball floor plates in the high school gymnasium, current discussion involves the possible moving of the volleyball competitive venue. There was also written assignment of storage space for all teams. This space was ample and in close proximity to each competitive venue. School-owned athletic facilities appeared to be equitable and provided like amenities. Off-campus facilities include the Diamond Links Golf Course, the Spare Time Bowling Lanes, and the Ashland Tennis Center. All facilities are available for practice and competition.</p>
Medical and Training Facilities and Services	X		<p>There is one weight / conditioning room located in a separate building behind the high school. The weight room was spacious and appeared to be well maintained. It also appeared to provide appropriate equipment for female use. An equitable schedule of use and access was in the school Title IX file and also posted at the site. Interviews with students and coaches indicate usage and knowledge of the weight room schedule. Athletic Training services are provided through a contract with the King's Daughter Medical Center. The athletic trainer is present at all home football, boys/girls basketball games and a minimum of once a week for baseball and softball. Daily</p>

			<p>service and/or evaluation of athletes is available upon request by the athletic director. Interviews with administration indicate that athletic physicals are the responsibility of each student. There was written evidence of emergency plans for all athletic venues.</p>
Publicity	X		<p>There was written evidence of an awards guideline that included the provision for trophy display, banquets, hall of fame, and jersey display. The guideline provides for administrative oversight and approval for all areas of awards recognition. There was viewed display of recognition banners in the gymnasium, however, the criteria for these banners was not included as part of the guideline. An overall review of spending for this category meets the acceptable parameters for males and females.</p> <p>(see KHSAA recommendation 7.d.)</p>
Support Services		X	<p>All available office areas appear to provide equitable access for use. The main focus of this category is to evaluate overall spending. A review of spending, for a minimum of two (2) years, shows that spending has overwhelmingly favored the male athletes. Further evaluation appears to indicate that this disproportionality has occurred within the area of football. An overall average of spending showed that approximately \$1100.00 was spent per male athlete and approximately \$635.00 spent per female athlete. This does not meet the acceptable guidelines on a percentage or per athlete basis. Spending equivalence can be monitored with the establishment of benefit guidelines and the involvement of administrative oversight and regulation relative to spending. It is up to the institution to ensure equivalence in this area.</p> <p>(see KHSAA recommendation 6.)</p>

Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

5. Brief Summary/Analysis of the Improvement Plan (Form T-60)
- Improvements to softball facility
  - Monitor of overall spending in equipment and supplies
  - Equitable access to the weight room

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There was one observed deficiency, in the benefit area of **Support Services**, at Fairview High School. This was directly related to a continued pattern of spending that has shown a strong advantage to the males.

7. KHSAA Recommended Action in relation to new deficiencies

**Support Services – Please submit to the KHSAA, no later than March 1, 2016**, a description of the process and/or steps that have been put in place that would provide for administrative oversight and approval of spending so as to ensure overall equivalence in all benefit categories. Although previous spending overages have appeared to specifically be related to football, the process in place should be effective for all teams.

Although the following are not deficiencies, they are recommendations that need to be addressed to ensure overall parity and equivalence:

- a. Upon receipt of this report, a guideline and/or schedule showing equitable access and usage of the gymnasium, should be made part of the school Title IX file.
- b. Upon receipt of this report, an expansion of the Travel and Per Diem guideline should include the parameters and/or provisions for overnight stay (hotel).
- c. **Please submit to the KHSAA, no later than March 1, 2016**, accurate coaching numbers for the sports of baseball, softball, boys and girls basketball, football, volleyball, and the boys and girls track teams.
- d. Upon receipt of this report, an expansion of the Awards guideline should include the provision for banner display.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Lauren Ellis 606-922-6375

District Level Title IX Coordinator:

Name	Title	Telephone
Rex Cooksey	Girls BKB Head Coach	606-324-9226
Rick Lambert	Volleyball Head Coach	606-324-9226
Lyndsey Burke	Student athlete	606-324-9226
Josh Russell	Student athlete	606-324-9226
Eric Hale	Principal	606-324-9226
Lauren Ellis	Athletic Director	606-922-6375
Sydney Ekers	Student athlete	606-324-9226
Turner King	Student athlete	606-324-9226
Sue Russell	Parent Representative	606-324-9226
Stephanie Burke	Parent Representative	606-324-9226
Valerie Price	Sport Activity Representative	606-324-9226
Fred Ray	Head Football Coach	606-324-9226
Gary Lawson	KHSAA	859-299-5472
Kathy Johnston	KHSAA	859-494-2509 kjohnston@khsaa.org

10. Comments

School administration and staff were well prepared for the visit. The Title IX file was excellent. It was complete and very well organized. Students, coaches, and administrators that were interviewed were very knowledgeable and appeared to be very committed to the success and the assurance of equity in the areas of opportunities and benefits for all student athletes.