



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

(For schools re-visited during the 2011-2012 school year)

School: John Hardin
Prepared By: Gary W. Lawson
Date of Re-Visit: December 6, 2011
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

Corrective Action 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 data and calculations submitted, the school has not met the standard established in Test 1 for provision of athletic opportunities during any of the past three school years.

- 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, the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The 2010-11 annual report indicates that two junior varsity teams with approximately eleven current participants have been added during the past 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: The data, calculations, and responses submitted by the school indicate that the standard established in Test 3 for provision of athletic opportunities has been met during each of the past three school years. The information on the most recent student athletic interest survey appears to support the responses on the T-3 form.

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 received as part of the school's 2009-10 annual report to KHSAA, an 82% return rate was received on 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 information submitted by the school shows that the standard established in Test 3 for provision of athletic opportunities has been met during each of the past three school years. At the time of the April 15, 2011 annual report, the school was offering all KHSAA sanctioned sports for girls at the varsity level. A total of 20 team opportunities are offered for female competition compared to 21 team opportunities for male competition. KHSAA representatives reviewed the school's Title IX file. It was found to contain the school's original Title IX audit report from October 15, 2003, all the Title IX annual reports to KHSAA for the past five years, a board-approved extra service pay schedule for coaches, a current listing of the members of the Gender Equity Review Committee, current game schedules for all school sponsored sports, a school generated athletic handbook for student athletes and another handbook for coaches, a set of by-laws for each of the school booster clubs, written usage schedules for all shared facilities (see Medical and Training Facilities and Services and KHSAA Recommended Action), written guidelines regarding awards and recognition of athletic accomplishments, a written designation of locker room and storage space assigned each team (see Locker Rooms, Practice and Competitive Facilities and KHSAA Recommended Action), written Gender Equity Review Committee meeting minutes for the past three years, a written policy relating to the replacement of uniforms(see Equipment and Supplies and KHSAA Recommended Action), and written guidelines for the provision of travel for student athletes (see Travel and Per Diem and KHSAA Recommended Action). School officials were encouraged to continue to develop a comprehensive Title IX file.</p>
Equipment and Supplies	X		<p>The October 15, 2003 Title IX audit report rated this benefit category as satisfactory but did request that a uniform review, rotation,</p>

<p>Equipment and Supplies</p> <p>continued</p>			<p>and/or replacement plan be developed. The recent visit showed that the requested plan had been developed, but stipulations were vague in terms of the interval of years between review and/or replacement for teams of like sports. (See KHSAA Recommended Action.) The uniforms and equipment reviewed during the visit seemed to be of high quality and provided on an equitable basis. According to the data submitted in the 2009-10 and 2010-11 annual reports, the school was spending approximately \$105 per female athlete and \$120 per male athlete for the provision of equipment and supplies.</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>The October 15, 2003 audit report rendered this benefit category to be satisfactory. Information gathered during the recent visit showed that the number of competitive events scheduled for teams of "like sports" was comparable. The visit also revealed that shared athletic practice facilities were scheduled equitably. According to the school's girls basketball results posted on the KHSAA web site, 46% (5/11) of their 2010-11 home games were played on prime dates. A review of posted game times indicated that the recommendations for prime time play were also being met. KHSAA representatives discussed the new requirements regarding prime date play for girls basketball with school officials.</p>
<p>Travel and Per Diem Allowances</p>	<p>X</p>		<p>This benefit category was rated as satisfactory by the October 15, 2003 audit report. <u>The report did request that the Gender Equity Review Committee write a policy for meal allotment for members of school sponsored teams.</u> The recent visit showed that the school has written guidelines for the mode of transportation for student athletes, <u>but there are still no guidelines for the equitable provision of per diem.</u> (See KHSAA Recommended Action.) According to the data submitted by the school on the 2009-10 and</p>

			2010-11 annual reports, the school was spending approximately \$81 per female athlete and \$65 per male athlete for travel and per diem.
Coaching	X		The 2010-11 annual report indicates that the total amount spent for salaries of coaches of “like” sports is comparable. A review of the school district’s extra service pay schedule for coaches showed parity. Information gathered during the school visit revealed that 60% (6/10) of the head coaches for girls teams were on-campus employees while 55% (6/11) of the head coaches of boys teams are employed on campus. The 2010-11 annual report shows the number of coaches provided for “like” sports is equitable.
Locker Rooms, Practice and Competitive Facilities	X		The competitive and practice venues provided at John Hardin High School are exceptional in almost every respect. The provision of equitable amenities appears to be a priority at all competitive facilities. The available athletic equipment storage space seems to be assigned equitably. <u>There does appear to be a disparity in the assignment of available locker room space at the school.</u> Of the seven locker rooms reviewed, five were assigned for use by male athletes while two were assigned for use by female athletes. <u>School administrators as well as the Gender Equity Review Committee should study this situation and reassign the available space with equity as a high priority.</u> (See KHSAA Recommended Action.)

Medical and Training Facilities and Services		X	<p>The October 15, 2003 audit report rendered this benefit category as satisfactory but did request that a written schedule be developed for the use of the school's weight training room. The recent visit showed that this schedule had been developed, and it documented that <u>no female access to this facility was provided</u>. This access is the responsibility of the school, and it is incumbent upon administrators to insure that this provision takes place. (See KHSAA Recommended Action.) Inspection of the weight room showed a well maintained facility. <u>A priority of the school should be to have more equipment that is appropriate for use by female athletes</u>. The service of an athletic trainer is supplied on an equitable basis to all student athletes through a contract with Hardin Memorial Hospital.</p>
Publicity	X		<p>The school currently has one cheerleading squad which cheers at all home and away games for the football team. The squad splits into two groups which alternate cheering at all home games and at away games versus district opponents for both the boys and girls basketball teams. The pep band plays at all home games against district opponents for the football and boys and girls basketball teams. KHSAA representatives discussed a possible disparity in spending for publications with the Gender Equity Review Committee. The 2009-10 and 2010-11 annual reports indicate that the school was spending approximately \$18 per female athlete and \$20 per male athlete for provision of awards.</p>
Support Services	X		<p>There are athletic booster clubs for all school sponsored sports except girls and boys basketball, girls and boys tennis, and girls and boys track. The Title IX file contains a set of by-laws for each booster club. The booster clubs house their funds off the school campus. School administrators stated that there is no system in place for oversight of booster spending for the provision of equity. <u>KHSAA representatives emphasized the need for</u></p>

Support Services continued			<u>monitoring of booster expenditures in an effort to insure that inequities in the provision of benefits do not occur.</u> An analysis of athletic spending over a two-year period (2009-10 and 2010-11) shows that expenditures were within acceptable parameters for provision of equity on both a percentage and 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:

- construction of both restroom and concession facilities at the baseball and softball fields;
- adding volleyball net stations in the main gym;
- repair of drainage issues at the soccer and football fields;
- promotion of participation in athletics at middle schools that feed into John

Hardin;

- addition of a boys and girls bowling program;
- re-surfacing of tennis courts.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one deficiency observed during the recent visit is the failure of the school to show that female athletes are provided access to the school's weight training room as requested by the October 15, 2003 Title IX audit report. (See KHSAA Recommended Action in relation to new deficiencies.)

7. KHSAA Recommended Action in relation to new deficiencies

(Medical and Training Facilities and Services) On or before February 28, 2012, the school is to submit a usage schedule for the weight training room that shows provision of equal access for female athletes. This schedule should become a part of the school's Title IX file and be permanently posted at the facility. This document should be updated so information is current at all times.

Although the following categories are not currently designated as deficient, they are areas of concern that will likely become deficient if not addressed.

(Equipment and Supplies) On or before February 28, 2012, the school is to submit to KHSAA an expansion of the current uniform review, rotation and/or replacement plan which shows equitable cycles of review of uniforms for replacement for teams of "like" sports. This completed document is to be placed in the school's Title IX file.

(Travel and Per Diem) On or before February 28, 2012, the school is to submit to KHSAA an expansion of the written guidelines for athletic travel which includes the equitable provision of per diem for student athletes. These guidelines should include the person(s) responsible for overseeing this area in relation to provision of equity. This completed document should be placed in the Title IX file.

(Locker Rooms, Practice and Competitive Facilities) On or before February 28, 2012, the school is to submit to KHSAA a revised written listing of the locker room assignments for all school sponsored teams. This listing should show equitable provision in this segment of the benefit category. The completed document should be placed in the school's Title IX file.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the October 15, 2003 audit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Greg Cecil, 384 W. A. Jenkins Rd., Elizabethtown, KY 42701
(270) 769-8906

District Level Title IX Coordinator: Chris Reed, 65 W. A. Jenkins Rd., Elizabethtown, KY 42701
(270) 769-8822

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Greg Cecil	Athletic Director	(270) 769-8906
Chris Reed	District Coordinator	(270) 769-8822
Brittany Carter	Girls Soccer Coach/Teacher	(270) 769-8906
Leslie McCurry	Teacher/Pep Club	(270) 769-8906
Christie Vuleta	Parent/Faculty	(270) 769-8906
Mark Wells	Boys Basketball Coach	(270) 769-8906
Tammy Feiler	Parent/Faculty	(270) 769-8908
Hannah Howard	Student Athlete	(270) 737-6907
Alvin Garrison	Principal	(270) 769-8906
Reba Woodall	KHSAA	(859) 299-5472

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:20 EST.