



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

**(For schools re-visited during the 2013-2014 school year)**

School: Paintsville High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: October 8, 2013  
 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 data and reports submitted for the years 2011-2013, it appears that Paintsville High School has not met 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 data and reports submitted for the years 2011-2013, it appears that Paintsville High School has not met 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 the data and reports submitted for the years 2011-2013, it appears that Paintsville High School has met 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: According to submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 100%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		According to the data submitted on the 2011-2012 Student Interest Survey, students in grades 8-11 were surveyed with a return rate of 100%. Reports indicated 11 sport level opportunities for females and 10 sport level opportunities for males. There are currently eight varsity sports for females and eight for males. Interviews with administration indicate the addition of archery as a sport activity for the 2013-2014 school year.
Equipment and Supplies	x		Uniforms viewed appeared to be of high quality and equitable with regard to the quantity provided. There was written evidence of a uniform review / replacement plan that was on a two (2) year cycle. Uniforms for girls sports were reviewed / replaced on the 'even' years and boys sports reviewed / replaced on the 'odd' years. Golf, tennis, track, and cross country are scheduled for review / replacement on a yearly basis. Coaches interviewed were knowledgeable of the uniform plan. A two year review of spending shows that approximately \$209.00 was spent per male athlete compared to \$167.00 spent per female athlete. All other viewed equipment appeared to be of excellent quality and shared equipment, available for equitable access.
Scheduling of Games and Practice Time	x		There was written evidence of the most recent sports schedules which appeared comparable in the number of competitive opportunities provided and viewed parity for the like sports. There was viewed evidence of equitable scheduling for the shared facilities of the gymnasium, weight room, and indoor hitting facility. All posted schedules showed equitable use and access.

Travel and Per Diem Allowances	x		<p>There was written evidence of a travel and per diem guideline that outlined the provision for overnight stay and specific monetary amounts for food allowance. This guideline is a policy of the school board that states necessary approval by the Superintendent / Designee. This board policy also outlined the approval process for use of a charter bus. Interviews with students and coaches indicate the use of school buses and / or vans for transport to competitive events, however, this was not included as part of the guideline.</p> <p>(see recommendation 7.a.)</p> <p>A two-year review of spending shows that approximately \$79.00 was spent per male athlete and \$103.00 spent per female athlete.</p>
Coaching	x		<p>There was written evidence of a school board approved pay schedule of coaching positions which showed overall equivalence in salary and parity in the number of positions provided for the like sports. The current athlete to coach ratio is 7:1 for males and 9:1 for females. The school is to be commended for its high number of on-campus coaches. Reports indicate that 90% of girls and boys sport coaches are located on-campus.</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>There was written evidence of locker room assignment for all teams. Viewed locker rooms appeared to be equitable and with similar amenities. There was also written evidence of storage assignment for all teams. The on-campus facilities are those for volleyball, girls and boys basketball. Less than one mile from the school campus is all other facilities. The football stadium, softball field, and track (practice only) are located in one area while the baseball, soccer, and tennis facilities are located at another. Located</p>

			adjacent to the softball field is also an indoor hitting facility for softball and baseball. Both facilities appeared equitable and with similar amenities. The tennis, baseball / soccer facilities are owned by the city of Paintsville, with priority use to the teams at Paintsville High School. The girls and boys soccer teams share a facility with the baseball team. The golf team practices and competes at the Paintsville Country Club. Interviews with administrators and students indicated school bus transportation is available for athletes to those facilities located off campus for practice and/or competition. All viewed competitive facilities appeared to be well-maintained.
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<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There is one weight room located on the bottom floor of the main school building. It is a spacious, well maintained room with an inviting atmosphere and appropriate equipment for female use. A schedule showing equitable use and access is posted at the site. Administrators and students interviewed also indicated availability and access to an Advanced Fitness Class, held daily, that incorporates the use of the weight room. There is not an athletic trainer but area and local Physicians and Physician's Assistant's volunteer their time at home athletic contests and provide evaluation and treatment to athletes that have been injured. Athletic physicals are provided once a year by the King's Daughter Orthopedic and Sports Medicine Center to all athletes, free of charge. There was written evidence of emergency plans for all athletic facilities.</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards guideline that provided for varsity achievement awards for team and individual sports, girls/boys basketball Wall of Fame awards, and end-of-season team banquet recognition. Interviews with students and coaches also indicated end of season recognition for all sports. Interviews with administration indicate that the support groups of cheerleading (one squad) and band provide equitable support for football, girls and boys home basketball games. There was viewed evidence of a fall sports publication that highlighted all fall sports teams and participants. A two-year review of spending was not able to be ascertained as incomplete data was submitted in regard to the Awards Expenditure category.</p> <p>(see recommendation 7. b.)</p>

Support Services	x		<p>Interviews with administration indicate that there are no outside booster club accounts. All fundraising dollars are deposited within school accounts. An overall review of two-year spending is difficult to ascertain as submitted amounts for some benefit categories appeared to be incomplete.</p> <p>(see recommendation 7. c.)</p> <p>It appears that all available office space has been assigned equitably.</p>
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Create Girls Basketball Wall of Fame
- Softball – pad wall down left field line, improve backstop area and re-design press box, upgrade batting cage
- Volleyball - add storage area in gym, upgrade nets, scoreboard, and official stand
- Resurface tennis courts

- Enlarge girls and boys basketball locker rooms

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall girls and boys athletic programs at Paintsville High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there are no new deficiencies, the following recommendations should be addressed to validate overall equity:

- a. Upon receipt of this report, the Gender Equity Committee should expand the current Travel and Per Diem guideline to include all modes of transportation provided to athletes for travel to competitive events (school bus, van, etc.) A copy of this should be sent to the KHSAA by **January 15, 2013**.
- b. Upon receipt of this report, the Gender Equity Committee should review the specific listing of information regarding approved and allowed expenditures in the Awards category. After review, those expenditures should be reported on the 2014 Annual Report. Accuracy in reporting is necessary to validate overall equity in Awards spending.
- c. Upon receipt of this report, the Gender Equity Committee should review the specific listing of information regarding approved and allowed expenditures for all benefit categories. After review, those expenditures should be reported in all categories identified on the T-65 of the 2014 Annual Report. Accuracy and complete reporting of expenditures is necessary to validate overall spending in the area of benefits.

8. KHSAA Recommended Action in relation to reoccurring deficiencies



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jack Ousley

District Level Title IX Coordinator:

Name	Title	Telephone
Emily Ousley	Student-athlete	606-789-2656
Mark Fannin	Student-athlete	606-789-2656
Jack Ousley	Athletic Director / Coach	606-789-2656
Dawn Kinner	Coach	606-789-2656
Charles McClure	Principal	606-789-2656

10. Comments

Administration and staff were well prepared for the Title IX visit. The school Title IX file was complete and very well organized. There was viewed evidence of all previous Audits, Annual Reports, and Gender Equity Committee meeting agendas, sign-in sheets, and minutes of said meetings.

The public forum, scheduled for 3:00 pm, was held in the school library. With no one in attendance, the audit team left Paintsville High School at 3:15 pm.